



# **VIJAYANAGARA SRI KRISHNADEVARAYA UNIVERSITY BALLARI**

## **STATUTE NO 21 OF VSKU**

### **GOVERNING THE APPOINTMENT OF PROFESSORS, ASSOCIATE PROFESSORS, ASSISTANT PROFESSORS, PHYSICAL EDUCATION DIRECTORS AND LIBRARIANS AND CONDUCT OF INTERVIEW TO TEACHING, ACADEMIC STAFF & OTHER ALLIED POSTS**

**UNDER SECTION 40 (1) (K) OF KSU ACT 2000 AND**

*(Original Statute 21 already approved by His Excellency the Chancellor)*

Now revised as per GOK Circular ED 136 UNE 2017 DATED 17.07.2017

**2017**

**STATUTE GOVERNING THE APPOINTMENT OF PROFESSORS,  
ASSOCIATE PROFESSORS, ASSISTANT PROFESSORS, PHYSICAL  
EDUCATION DIRECTORS AND LIBRARIANS AND CONDUCT OF  
INTERVIEW TO TEACHING, ACADEMIC STAFF & OTHER ALLIED  
POSTS UNDER SECTION 40 (1) (K) OF KSU ACT, 2000 AND**

**REVISED AS PER ED 136 UNE 2017 DATED 17.07.2017**

**PREAMBLE**

Consequent upon the extension of UGC Pay scales as revised from 1-1-2006 in respect of Teachers, Librarians and Physical Education Personnel of Universities and the issuance of letter No.1-32/2006-U II/U-I (i) dated 31-12.2008 of the Government of India, Ministry of Human Resource Development, Department of Higher Education, New Delhi and Notification No.F-3-1/2009 (PS) dated 23-9-2009 of the University Grants Commission, New Delhi and Government of Karnataka order No. ED 37 UNE 2009, Bangalore dated 24-12-2009 and **Annexure to the circular No. ED 136 UNE 2017, dated 17-07-2017** prescribing the revised norms of recruitment and qualification for appointment of Professors, Associate Professors, Assistant Professors, Physical Education Directors and Librarians, it has become imperative to frame the statutes for recruitment of the above mentioned personnel in the Vijayanagara Sri Krishnadevaraya University, Ballari.

**1. TITLE AND COMMENCEMENT**

- This Statute shall be called “Vijayanagara Sri Krishnadevaraya University Statute Governing the Appointment of Professors, Associate Professors, Assistant Professors, Physical Education Directors and Librarians and Conduct of Interview to Teaching Academic Staff & Other Allied Posts under Section 40 (1) (K) of KSU Act,2000 revised as per GOK Circular No: ED 136 UNE 2017 dated 17.07.2017”
- This statute shall come into force from the date of assent by H E, the Chancellor.

**2. APPLICATION:**

The Statute shall apply to all direct recruitment posts carrying UGC scales of pay such as Professor, Associate Professor, Assistant Professor, Librarians, Deputy Librarian, Assistant Librarian, Director of Physical Education and Sports, Deputy Director of

Physical Education and Sports and Assistant Director of Physical Education and Sports and such other allied posts as may be determined by the University in accordance with UGC Regulations 2010 and as revised from time to time.

### **3. DEFINITIONS:**

In this Statute unless the context otherwise requires:

- a) “Act” means Karnataka State Universities Act 2000 and as revised from time to time.
- b) “Academic record” means academic achievements of the candidates which could enhance the subject knowledge base in discharging his/her duties as indicated in **Annexure-I**
- c) “Research performance” means academic research performance of the candidate or contribution to research in accordance to UGC Regulations 2010 and as revised from time to time.
- d) “Research performance based on API (Academic Performance Indicator) scoring and quality of publication” means the quality of Research and publications assessed as per API scoring system prescribed in UGC Regulations 2010 and as revised from time to time, and to be read along with revised norms and guidelines in the **Annexure to circular No. ED 136 UNE 2017, dated 17-07-2017.**
- e) “Knowledge, Teaching skill and Domain knowledge” means ability to communicate clearly and effectively, aptitude for teaching, research potential, analytical ability, innovative thinking with a professional authority on the subject, positive critical analyzing competence and significant contribution to higher education, national development, institutional planning etc.
- f) “Regulation” means the Regulations framed by the UGC under Section 26 (1) of the UGC Act 1956 vide Government of India Gazette notification dated 18-9-2010 Part III Section 4, page 7848 and as revised from time to time.

### **4. QUALIFICATION:**

Qualification prescribed for the post of Professor, Associate Professor, Assistant Professor, Librarian, Deputy Librarian, Assistant Librarian, Director of Physical Education and Sports, Deputy Director of Physical Education and Sports, and Assistant

Director of Physical Education and Sports by UGC in its Regulation published vide GOI gazette notification dated 18<sup>th</sup> of September 2010 part III and Government of Karnataka Order No. ED 37 UNE 2009, dated 24/12/2009 to be read along with **Annexure to circular No. ED 136 UNE 2017, dated 17-07-2017** (minimum qualification for appointment of teacher in the Universities and colleges and other measures for maintenance of standards in higher education) shall be mandatory and binding as revised from time to time.

## **5. METHOD OF RECRUITMENT:**

The method of recruitment shall be by direct recruitment through duly constituted Selection Committee as per the UGC Regulation 2010 and as revised from time to time. It shall be in accordance to **Annexure to circular No. ED 136 UNE 2017, dated 17-07-2017**.

## **6. SELECTION COMMITTEE COMPOSITION:**

### **6.1. For Selection of Assistant Professor in the University**

The Selection Committee shall have the following compositions:

- 1) The Vice-Chancellor to be the Chairperson of the Selection Committee.
- 2) Three Experts in the concerned subject out of the panel of names recommended by the Vice-Chancellor and approved by the Syndicate of Vijayanagara Sri Krishnadevaraya University, of whom at least one to be drawn from the panel of subject experts developed by UGC and hosted on its website.
- 3) Dean of the concerned Faculty, wherever applicable.
- 4) Head/Chairperson of the Department/School.
- 5) An academician nominated by the Chancellor
- 6) An academician representing SC/ST/OBC/Minority/Women/different categories to be nominated by the Vice-Chancellor - if any of the candidates representing these categories is an applicant and if any of the above member of Selection Committee do not belong to that category.

At least four members, including two outside subject experts, shall constitute the quorum.

## **6.2. For Selection of Associate Professor in the University**

The Selection Committee shall have the following composition:

1. Vice-Chancellor to be the Chairperson of the Selection Committee.
2. An academician who is the nominee of the Chancellor.
3. Three experts in the concerned subject nominated by the Vice Chancellor and approved by the Syndicate. Out of the panel of names approved by the Syndicate of Vijayanagara Sri Krishnadevaraya University, one shall be drawn from the panel of subject experts developed by UGC and hosted on its website.
4. Dean of the Faculty, wherever applicable.
5. Head/Chairperson of the Department/School.
6. An academician representing SC/ ST/ OBC/ Minority/ Women/ different categories to be nominated by the Vice-Chancellor - if any of the candidates belonging to the above categories is an applicant and if any of the above members of Selection Committee do not belong to that category.

At least four members, including two outside subject experts, shall constitute the quorum.

## **6.3. For Selection of a Professor in the University**

The composition of the Selection Committee for the post of Professor shall be similar in composition as that for the post of Associate Professor.

## **7. PUBLICATION OF ADVERTISEMENT:**

The University shall advertise the vacancies in two national dailies and also put up the same on the website of the University indicating the minimum qualification, desirable qualification, reservations, specialization, if any, number of vacancies and such information as the University may require.

## **8. INTERVIEW:**

For the purpose of inviting the candidates to the interview, the following parameters shall be adhered to:

- 8.1 Teachers:** (as per UGC Regulations and Govt. of Karnataka regulations as revised from time to time)

- i. Assistant Professor:** All eligible candidates shall be called for interview for each post based on the percentage of marks secured in the qualifying examinations and fulfillment of other criteria prescribed by the UGC in its regulations, revised from time to time and other parameters prescribed by the University and Government of Karnataka (GOK) from time to time. It shall be in accordance to **Annexure to GOK circular No. ED 136 UNE 2017, dated 17-07-2017.**
- ii. Associate Professor:** All eligible candidates shall be called for interview for each post based on the consolidated API scoring with a minimum requirement of 300 points from Category-III of API scoring system and fulfillment of other criteria prescribed by the UGC in its regulations, revised from time to time and other parameters prescribed by the University and Government of Karnataka (GOK) from time to time. It shall be in accordance to **Annexure to GOK circular No. ED 136 UNE 2017, dated 17-07-2017.**
- iii. Professor:** All eligible candidates shall be called for interview for each post based on the consolidated API scoring with a minimum requirement of 400 points from Category-III of API scoring system and fulfillment of other criteria prescribed by the UGC in its regulations, revised from time to time and other parameters prescribed by the University and Government of Karnataka (GOK) from time to time. It shall be in accordance to **Annexure to GOK circular No. ED 136 UNE 2017, dated 17-07-2017.**

## **8.2 Librarians**

- i. Assistant Librarian:** All eligible candidates shall be called for interview for each post based on the percentage of marks secured in the qualifying examinations and fulfillment of other criteria prescribed by the UGC in its regulations, revised from time to time and such other guidelines as may be prescribed by the University and Government of Karnataka (GOK) from time to time. It shall be in accordance to **Annexure to GOK circular No. ED 136 UNE 2017, dated 17-07-2017.**

- ii. Deputy Librarian:** All eligible candidates shall be called for interview for each post based on the consolidated API scoring with a minimum requirement of 300 points from Category-III of API scoring system and fulfillment of other criteria prescribed by the UGC in its regulations revised from time to time and such other rules as may be stipulated on that behalf by the University and Government of Karnataka (GOK) from time to time. It shall be in accordance to **Annexure to GOK circular No. ED 136 UNE 2017, dated 17-07-2017.**
- iii. Librarian:** All eligible candidates shall be called for interview for each post based on the consolidated API highest scoring with a minimum requirement of 400 points from Category-III of API scoring system and fulfillment of other criteria prescribed by the UGC in its regulations revised from time to time and subject to such other rules as may be framed by the University and Government of Karnataka (GOK) from time to time. It shall be in accordance to **Annexure to GOK circular No. ED 136 UNE 2017, dated 17-07-2017.**

### **8.3 Physical Education Personnel**

- i. Assistant Director of Physical Education and Sports:** All eligible candidates shall be called for interview for each post based on the percentage of marks secured in the qualifying examinations and fulfillment of other criteria prescribed by the UGC in its regulations revised from time to time and such other rules as may be prescribed by the University and Government of Karnataka (GOK) from time to time. It shall be in accordance to **Annexure to GOK circular No. ED 136 UNE 2017, dated 17-07-2017.**
- ii. Deputy Director of Physical Education and Sports:** All eligible candidates shall be called for interview for each post based on the consolidated API scoring with a minimum requirement of 300 points from Category-III of API scoring system and fulfillment of other criteria prescribed by the UGC in its regulation revised from time to time and such other guidelines as may be prescribed by the University and Government of Karnataka (GOK) from time

to time. It shall be in accordance to **Annexure to GOK circular No. ED 136 UNE 2017, dated 17-07-2017.**

**iv. Director of Physical Education and Sports:** All eligible candidates shall be called for interview for each post based on the consolidated API highest scoring with a minimum requirement of 400 points from Category-III of API scoring system and fulfillment of other criteria prescribed by the UGC in its regulations revised from time to time and such other rules as may be framed by the University and Government of Karnataka (GOK) from time to time. It shall be in accordance to **Annexure to GOK circular No. ED 136 UNE 2017, dated 17-07-2017.**



## Annexure I

### I. Direct Recruitment to the posts of Assistant Professors in Universities/ Colleges

Minimum eligibility qualifications as per UGC 2016 Regulations (11<sup>th</sup> July 2016)

<b>a.</b>		<b>A</b>
Academic record and Research performance	<b>(50%)</b>	
<b>b.</b>		<b>A</b>
Assessment of domain knowledge and teaching skills	<b>(30%)</b>	
<b>c.</b>		<b>I</b>
Interview performance	<b>(20%)*</b>	
<b>d.</b>		<b>T</b>
<b>Total</b>	<b>(100%)</b>	

*(\*As per Supreme Court judgment in Ashok Kumar Yadav Vs State of Haryana (UPSC) case, 1987, the interview marks is 12.25% of the total marks for selection. This matter was discussed in the 8<sup>th</sup> General Council meeting of the Karnataka State Higher Education Council (KSHEC) held on 21-08-2014 vide resolution No.5. Based on the resolution of the KSHEC State Government has issued a letter vide. No. ED 407 URC 2014 dated 28-10-2014. For the direct recruitment for teaching posts all the Universities have to modify existing statutes and adopt 12.25% of marks for the oral/interview.)*

1. With regard to **I(a)** above, the Marks are distributed as **35** marks for Academic Record and **15** marks for Research Performance.

As per the Regulations, the minimum eligibility is atleast 55% marks (or an equivalent grade in a point scale wherever grading system is followed) at their Master's Degree level, in the relevant subject or an equivalent degree from an Indian/ Foreign recognized University. And other additional qualifications prescribed by UGC Regulations as mentioned above.

**For Academic Record 35 marks and 15marks for Research Performance are distributed as below: (Max.308)**

<b>Marks obtained (%) at PG level by the candidate</b>	<b>Max. Marks to be Awarded 35 marks</b>	<b>Max. Marks to be Awarded 15 marks</b>	<b>Applicable to all the Faculties in the University</b>	<b>Maximum API score for University/ College teacher*</b>	<b>Total Maximum API Score for each component</b>
55	12.5	Research papers published (III (A))	Refereed Journals as notified by the UGC	01 per Publication Max. of 25	<b>35</b>
56	13		Other Reputed Journals as notified by the UGC	02 per Publication Max. of 10	
57	13.5	Publication other than Journal Articles (III (B))	Text/Reference Books published by International Publishers, with ISBN/ISSN number as approved by the University and posted on its website. The List will be intimated to UGC.	05 per Book for Single Author Max. of 30	<b>80</b>
58	14		Subject Books, published by National level publishers, with ISBN/ISSN number or State / Central Govt. Publications as approved by the University and posted on its website. The List will be intimated to UGC.	05 per Book for Single Author Max. of 20	
59	14.5		Subject Books, published by Other local publishers, with ISBN/ISSN Number as approved by the University and posted on its website. The List will be intimated to UGC.	05 per Book for Single Author Max. of 15	
60	15		Chapters in Books published by National and International level publishers, with ISBN/ISSN number as approved by the University and posted on its website. The List will be intimated to UGC.	International –2.5 per Chapter Max. of 10 National – 2.5 per Chapter Max. of 5	
61	15.5				
62	16				
63	16.5				
64	17				
65	17.5				
66	18				
67	18.5				
68	19				
69	19.5				
70	20				
71	20.5				
72	21				
73	21.5				
74	22	Research Projects (III (C))			<b>55</b>
75	22.5	Sponsored Projects (III (C)(i))	Major Projects with grants above Rs. 5 lakhs	10 per Project Max. of 20	
76	23		Major Projects with grants above Rs. 3 lakhs up to Rs. 5 lakhs	05 per Project Max. of 15	
77	23.5		Minor Projects with grants above Rs. 1 lakh up to Rs. 3 lakhs	05 per Project Max. of 10	
78	24	Consultancy Projects (III (C)(ii))	Amount mobilized with a minimum of Rs. 2 lakhs	02 per Rs.2 lakhs project and Max. of 10	
79	24.5				
80	25				
81	25.5				

82	26	Projects Outcome/ Outputs (III (C)(iii))	Major Policy document prepared for international bodies like WHO/UNO/UNESCO/UNICEF etc. Central / State Govt./Local Bodies	10 for each International /10 for each national level output or patent. Major policy document of International bodies – Max. of 30 Central Government – Max. of 20 State Govt.- Max. of 10 Local bodies – Max. of 5	<b>65</b>
83	26.5				
84	27				
85	27.5				
86	28				
87	28.5				
88	29				
89	29.5				
90	30				
91	30.5				
92	31	Research Guidance (III (D))			<b>20</b>
93	31.5	M.Phil (III (D)(i))	Degree awarded before 2009	1 per candidate Max. of 5	
94	32	P.hD(III (D)(ii))	Degree awarded / Thesis submitted	3 per candidate Max. of 15	
95	32.5	Fellowships/ Awards (III (E)) (III (E)(i))	International Award / Fellowship from academic bodies/associations	3 per Award / 3 per Fellowship Max. of 15	<b>30</b>
96	33		National Award/Fellowship from academic bodies/ associations	2 per Award / 2 per Fellowship Max. of 10	
97	33.5		State/University level Award from academic bodies/ associations	1 Per Award Max. of 5	
98	34	Invited Lectures/ Papers, (III (E)(ii))	International	1 per lecture / 1 per paper presented Max. of 7	<b>13</b>
99	34.5		National level	1 per lecture / 1 per paper presented Max. of 3	
100	35		State/University level	1 per lecture / 1 per paper presented Max. of 3	
		Development of E-Learning delivery process/ Material (III (F))	5 per module Max. of 10		<b>10</b>
		<b>Total</b>			<b>308</b>

Illustration of Marks to be awarded : If a candidate has obtained API Score of 220 out of 308, the score is converted to:

$$(220/308)*0.15=10.71 \text{ marks}$$

2. With regard to **I(b)** above, 30 Marks are awarded for Assessment of Domain Knowledge and Teaching Skills (Discipline in which the candidate has applied). For this the Written Test shall be conducted (multiple choice questions **MCQ**) comprising of
- a. **Subject knowledge** as well as the
  - b. **Allied subjects** (as shown in the statement of marks card of the candidate) and
  - c. **Aptitude**

The Question Paper will consist of 100 MCQ. Each MCQ will carry 1 mark. The question paper will be for a total of 100 Marks. This shall be converted into 30 marks based on the marks obtained by the candidate. For this purpose a Question Bank (consisting of 300 questions) shall be prepared by the Chairman of the respective Board of Examinations in the subjects concerned. The required question paper shall be prepared, printed and preserved in the custody of Registrar (Evaluation) of VSK University, Ballari. The entire Written Test shall be conducted and evaluated under the supervision and custody of Registrar (Academic) of VSK University, Ballari. The marks obtained by the candidate shall be converted to 30 marks for **I(b) above**.

**Illustration:** If a candidate scores 77 out of 100, this shall be converted to  **$77 \times 30 / 100 = 23.1$  marks out of 30.**

- The University shall then prepare a merit list of the candidates strictly based on the above criteria (Sl. No **I(a) and I(b)**). This merit list shall be announced on the University website and prominently displayed on the university notice board and the **Score Card** shall be intimated to all the candidates. In case of any clarification or doubts the candidate has the right to approach the concerned authorities within 7 days from the date of issue of the **Score Card**.
- Based on the merit list, the oral/ interview shall be called in the ratio of 1:3 i.e., 3 candidates for every vacancy
- In case of candidates obtaining the same marks against Sl. No **I(a) and I(b)** put together, all such candidates shall be eligible to be called for oral/ interview.

**Note: As per the Supreme Court judgment in the total oral/ interview marks should not exceed 12.25% of the total marks. In the present case it will be**

<b>Sl. No I (a)</b>	<b>=</b>	<b>50 (35+15).</b>
<b>Sl. No I(b)</b>	<b>=</b>	<b>30</b>
<b>Total I(a) and I(b)</b>	<b>=</b>	<b>80</b>

According to the Supreme Court Judgment, the marks for Interview are 12.25 out of 100. Therefore for 80 marks above the total marks for Interview will be 12.25% of 80 which is equal to 9.8. Therefore oral/interview has to be conducted for 9.8 marks.

**3. Total oral marks 9.8 is distributed as follows:**

- The candidate shall be required to make a presentation before the Board of Appointment for a minimum of 10 minutes which shall be video graphed. After the presentation and interaction, the Board of Appointment shall assess the candidate pertaining to his domain knowledge, articulation, pedagogy, communication skills, research potential, governance at national and state level and the provisions of Constitutions of India.
- The Board of Appointment shall award a maximum of 9.8 marks for the oral performance to the candidate which is **I(c)** above. Out of 9.8 marks that have been assigned for interview, 2.8 marks may be earmarked for presentation and the remaining 7 marks for answering the questions during interview. On the scale of 1-7 marks, if a candidate is given up to 4 marks or 6 and more marks, it should have adequate recorded justifications.
- The total marks obtained by the candidate will be = **I(a)+ I(b) + I(c)**.
- The University shall prepare the merit list of the candidate and announce the same on the Notice Board and the University Website on the same day.

**Illustration:** The overall marks scored by the candidate shall be calculated as follows:

- |      |  |                   |
|------|--|-------------------|
| i.   | 68% at the PG level, allotted marks shall be | 19.00 out of 35.0 |
| ii.  | For Research Performance                     | 10.71 out of 15.0 |
| iii. | In the Written Test                          | 23.10 out of 30.0 |
| iv.  | For Oral/interview                           | 07.30 out of 09.8 |

**The overall score of the said candidate will be 60.11 out of 89.8**

**Annexure I (contd)**

**II. Direct Recruitment to the posts of Associate Professors in Universities**

**Minimum eligibility qualifications as per UGC 2016 Regulations (11<sup>th</sup> July 2016)**

- 1) 8 years of regular service as Assistant Professor or equivalent grade in any UGC recognized University/ College.
- 2) PhD Degree in the subject for which the post is advertised
- 3) One Orientation and one Refresher/ research methodology Course of minimum 3 weeks duration.
- 4) The Marks/Score to be awarded to the applicants will be as below as per the UGC Regulations (2016 and as revised from time to time and as per the **Annexure to GOK circular No. ED 136 UNE 2017, dated 17-07-2017.**

- |    |  |        |
|----|--|--------|
| A. | Academic background                                | (20%)  |
| B. | Research performance                               | (40%)  |
| C. | Assessment of domain knowledge and teaching skills | (20%)  |
| D. | Interview performance                              | (20%)* |

\* As per Supreme Court judgment this is to be reduced to 12.25% of the total marks for selection.

- 1) As per the UGC Regulations the minimum consolidated API score requirement is 300 points from category III of API score table and revised from time to time.
- 2) A minimum of five publications since the period that the teacher is placed in stage 3
- 3) A scrutiny committee consisting of Dean, Chairman and external experts shall scrutiny and verify the candidate's applications for API score claimed.

**A. Academic background (20% of marks)** shall be calculated as below:

<b>Nature of Activity</b>	<b>Max. Marks</b>
a. Direct Teaching	10
b. Examination duties (question paper setting, Invigilation, evaluation of answer scripts) as per allotment.	5
c. Innovative Teaching – learning methodologies, updating of subject contents/ courses, mentoring etc.	5

**B.** With regard to **II4(B)** above, Research Performance (40% of marks) the distribution of the marks is as follows: **Max. Marks: 460**

	<b>Applicable to all the Faculties in the University</b>	<b>Maximum score for University / College teacher*</b>	<b>Max. Marks 40</b>
Research papers published (III (A) as per UGC API format)	Refereed Journals as notified by the UGC on its website	02 per Publication ( <b>Max. of 60</b> ) For Impact factor less than 1	<b>140</b>
	Other Reputed Journals as notified by the UGC on its website	04 per Publication ( <b>Max. of 32</b> ) (For Impact Factor more than 1.01 and less than 2.00)	
		06 per Publication ( <b>Max. of 48</b> ) (For Impact Factor more than 2.01)	
Publication other than Journal Articles (III (B) as per UGC API format)	Text/Reference Books published by International Publishers, with ISBN/ISSN number and posted on its website and intimated to the UGC.	05 per Book for Single Author <b>Max. of 30</b>	
	Subject Books, published by National level publishers, with ISBN/ISSN number or State / Central Govt. Publications as posted on its website and intimated to the UGC.	05 per Book for Single Author <b>Max. of 20</b>	
	Subject Books, published by Other local publishers, with ISBN/ISSN Number as posted on its website and intimated to the UGC.	05 per Book for Single Author <b>Max. of 15</b>	<b>80</b>
	Chapters in Books published by National and International level publishers, with ISBN/ISSN number as posted on its website and intimated to the UGC.	International – 2.5 per Chapter <b>Max. of 10</b> National – 2.5 per Chapter <b>Max. of 5</b>	
<b>Research Projects (III (C))</b>			
Sponsored Projects (III (C)(i))	Major Projects with grants above Rs. 5 lakhs	10 per Project <b>Max. of 20</b>	<b>55</b>
	Major Projects with grants above Rs. 3 lakhs up to Rs. 5 lakhs	05 per Project <b>Max. of 15</b>	
	Minor Projects with grants above Rs. 1 lakh up to Rs. 3 lakhs	05 per Project <b>Max. of 10</b>	
Consultancy Projects (III (C)(ii))	Amount mobilized with a minimum of Rs. 2 lakhs	02 per Rs.2 lakhs project and <b>Max. of 10</b>	
Projects Outcome/ Outputs (III (C)(iii))	Major Policy document prepared for international bodies like WHO/UNO/UNESCO/UNICEF etc. Central / State Govt./Local Bodies	10 for each International /10 for each national level output or patent. Major policy document of International bodies – <b>Max. of 30</b>	<b>65</b>

		Central Government – <b>Max. of 20</b> State Govt.- <b>Max. of 10</b> Local bodies – <b>Max. of 5</b>	
<b>Research Guidance (III (D))</b>			<b>20</b>
M.Phil (III (D)(i))	Degree awarded	1 per candidate <b>Max. of 5</b>	
P.hD(III (D)(ii))	Degree awarded / Thesis submitted	3 per candidate <b>Max. of 15</b>	
Fellowships/ Awards (III (E)) (III (E)(i))	International Award / Fellowship from academic bodies/associations	3 per Award / 3 per Fellowship <b>Max. of 15</b>	<b>30</b>
	National Award/Fellowship from academic bodies/ associations	2 per Award / 2 per Fellowship <b>Max. of 10</b>	
	State/University level Award from academic bodies/ associations	1 Per Award <b>Max. of 5</b>	
Invited Lectures/ Papers, (III (E)(ii))	International	1 per lecture / 1 per paper presented <b>Max. of 30</b>	<b>60</b>
	National level	1 per lecture / 1 per paper presented <b>Max. of 15</b>	
	State/University level	1 per lecture / 1 per paper presented <b>Max. of 15</b>	
Development of E-Learning delivery process/ Material(III (F))	5 per module <b>Max. of 10</b>		<b>10</b>
<b>Total marks</b>			<b>460</b>

- Actual API score is converted to marks as below:

- If score is less than 300; **Marks is 0 (zero).**
- If score is more than 400; **Marks is 40 ( forty)**
- For other scores **Marks = 30 + (score obtained -300)\*0.1**

To illustrate, if the Total API Marks obtained is 330 then Marks =  $30 + (330 - 300) \times 0.10$   
=  $30 + (30) \times 0.10 = 33$

With regard to **II 4 (c)** above, 20 Marks is allotted for Assessment of Domain Knowledge and Teaching Skills (Discipline in which the candidate has applied). For this the written test shall be conducted (Multiple Choice Question: **MCQ**) by VSK University which shall incorporate knowledge of the concerned subject/allied subjects (as shown in the statement of marks card of the candidate) and Aptitude test for a total of 100 Marks. The Question Paper will consist of 100 MCQ. Each MCQ will carry 1 mark. The question paper will be for a total of 100 Marks. This shall be converted into 20 marks based on the marks



obtained by the candidate. For this purpose a Question Bank (consisting of 300 questions) shall be prepared by the Chairman of the respective Board of Examinations in the subjects concerned. The required question paper (consisting of 100 MCQs) shall be prepared, printed and preserved in the custody of Registrar (Evaluation) of VSK University, Ballari. The entire Written Test shall be conducted and evaluated under the supervision and custody of Registrar (Academic) of VSK University, Ballari. The marks obtained by the candidate shall be converted to 20 marks for **II 4(c) above**.

**Illustration:** If a candidate scores 84 out of 100, this shall be calculated as  $84 \times 20 / 100 = 16.8$  out of 20.

- The University shall then prepare a merit list of the candidates strictly based on the above criteria (**Sl. No II 4 (a), II 4 (b) and II 4 (c)**). This merit list shall be announced on the University website and prominently displayed on the University Notice Board and the Score Card shall be intimated to the candidate. In case of any discrepancy the candidate has the right to approach the concerned authorities within 7 days from the date of issue of the Score Card.
- Based on the merit list, the oral/ interview shall be called in the ratio of 1:3.
- In case of candidates obtaining same number of marks in **Sl. No II 4 (a), II 4 (b) and II 4 (c)** put together; all such candidates shall be eligible to be called for oral/ interview.
- **Note: as per the Supreme Court judgment the total oral/ interview marks should not exceed 12.25% of the total marks. In the present case the maximum marks for a total of 80 marks is as below:**

<b>Sl. No II 4 (a)</b>	<b>– 20</b>
<b>Sl. No II 4 (b)</b>	<b>-- 40</b>
<b>Sl. No II 4(c)</b>	<b>-- 20</b>
<b>Total</b>	<b>-- 80</b>

For 100 marks it is 12.25%. Therefore for 80 marks it is = 9.8. Therefore oral/interview has to be conducted for 9.8. Hence the total marks would be for the total of Sl. No II 4 (a), II 4 (b), II 4 (c) and 9.8 i.e., 89.8.

**5) Total oral/Interview marks 9.8 is distributed as follows:**

- The candidate shall be required to make a presentation before the Selection Committee/ Board of Appointment for a minimum of 10 minutes which shall be video graphed. After the presentation and interaction, the Board of Appointment/ Selection Committee shall assess the candidate pertaining to his domain knowledge, articulation, pedagogy, communication skills, research potential, governance at national and state level and the provisions of Constitutions of India.
- The Board of Appointment/Selection Committee shall award marks for the oral/Interview performance to the candidate out of max of 9.8 marks. Out of 9.8 marks that have been assigned for interview, 2.8 marks shall be earmarked for presentation and the remaining 7 marks for answering the questions during interview. On the scale of 1-7 marks, if a candidate is given up to 4 marks or 6 and more marks, it should have adequate recorded justifications.
- The University shall then prepare the merit list of the candidate and announce the same on the Notice Board and the University Website on the same day.

**Illustration:** The overall marks scored by the candidate shall be calculated as follows:

i. For Academic background	18.0 out of 20
ii. For Research performance	35.0 out of 40
iii. For Written Test	16.8 out of 20
iv. For Oral/interview	08.0 out of 9.8

**The overall score of the candidate will be 77.8 out of 89.8.**

### III. Direct Recruitment to the posts of Professors in Universities/Colleges

- 1) 10 years of regular service as Assistant Professor or equivalent grade in any UGC recognized University/ College.
- 2) PhD Degree in the subject for which the post is advertised
- 3) One Orientation and one Refresher/ Research Methodology Course of minimum 3 weeks duration.
- 4) The Marks/Score to be awarded to the applicants will be as below as per the UGC Regulations (2016) and as revised from time to time and as per the **Annexure to GOK circular No. ED 136 UNE 2017, dated 17-07-2017.**

A. Academic background	(20%)
B. Research performance	(40%)
C. Assessment of domain knowledge and teaching skills	(20%)
D. Interview performance	(20%)*

*\* As per Supreme Court judgment this is to be reduced to 12.25% of the total marks for selection.*

- 5) As per the UGC Regulations the minimum consolidated API score requirement is 400 points from category III of API score table (of UGC Regulation 2016) and revised from time to time and as per the **Annexure to GOK circular No. ED 136 UNE 2017, dated 17-07-2017.**
- 6) A minimum of five publications since the period that the teacher is placed in stage 4 (Associate Professor level)
- 7) A scrutiny committee consisting of Dean, Chairman and external Experts shall scrutiny and verify the candidate's applications for API score claimed.

**As per III.4.A. Academic background (20% of marks)** shall be calculated as below:

<b>Nature of Activity</b>	<b>Max. Marks</b>
a. Direct Teaching	10
b. Examination duties (question paper setting, Invigilation, evaluation of answer scripts) as per allotment.	5
c. Innovative Teaching – learning methodologies, updating of subject contents/ courses, mentoring etc.	5

C. With regard to **III 4 (B)** above i.e., Research performance (40% of marks), the distribution of the marks is as follows: **Max. Marks: 520**

	<b>Applicable to all the Faculties in the University</b>	<b>Maximum score for University / College teacher*</b>	<b>Max. Marks</b>
Research papers published (III (A) as per UGC API format)	Refereed Journals as notified by the UGC on its website	02 per Publication ( <b>Max. of 80</b> ) For Impact factor less than 1	<b>180</b>
	Other Reputed Journals as notified by the UGC on its website	04 per Publication ( <b>Max. of 40</b> ) (For Impact Factor more than 1.01 and less than 2.00)	
		06 per Publication ( <b>Max. of 60</b> ) (For Impact Factor more than 2.01)	
Publication other than Journal Articles (III (B) as per UGC API format)	Text/Reference Books published by International Publishers, with ISBN/ISSN number and posted on its website and intimated to the UGC.	05 per Book for Single Author <b>Max. of 30</b>	<b>80</b>
	Subject Books, published by National level publishers, with ISBN/ISSN number or State / Central Govt. Publications as posted on its website and intimated to the UGC.	05 per Book for Single Author <b>Max. of 20</b>	
	Subject Books, published by Other local publishers, with ISBN/ISSN Number as posted on its website and intimated to the UGC.	05 per Book for Single Author <b>Max. of 15</b>	
	Chapters in Books published by National and International level publishers, with ISBN/ISSN number as posted on its website and intimated to the UGC.	International –2.5 per Chapter <b>Max. of 10</b> National – 2.5 per Chapter <b>Max. of 5</b>	
<b>Research Projects (III (C))</b>			<b>55</b>
Sponsored Projects (III (C)(i))	Major Projects with grants above Rs. 5 lakhs	10 per Project <b>Max. of 20</b>	
	Major Projects with grants above Rs. 3 lakhs up to Rs. 5 lakhs	05 per Project <b>Max. of 15</b>	
	Minor Projects with grants above Rs. 1 lakh up to Rs. 3 lakhs	05 per Project <b>Max. of 10</b>	
Consultancy Projects (III (C)(ii))	Amount mobilized with a minimum of Rs. 2 lakhs	02 per Rs.2 lakhs project and <b>Max. of 10</b>	

Projects Outcome/ Outputs (III (C)(iii))	Major Policy document prepared for international bodies like WHO/UNO/UNESCO/UNICEF Central / State Govt./Local Bodies	10 for each International /10 for each national level output or patent. Major policy document of International bodies – <b>Max. of 30</b> Central Government– <b>Max. of 20</b> State Govt.- <b>Max. of 10</b> Local bodies – <b>Max. of 5</b>	<b>65</b>
<b>Research Guidance (III (D))</b>			<b>20</b>
M.Phil(III (D)(i))	Degree awarded	1 per candidate <b>Max. of 5</b>	
P.hD (III (D)(ii))	Degree awarded / Thesis submitted	3 per candidate <b>Max. of 15</b>	<b>30</b>
Fellowships/ Awards (III (E)) (III (E)(i))	International Award / Fellowship from academic bodies/associations	3 per Award / 3 per Fellowship <b>Max. of 15</b>	
	National Award/Fellowship from academic bodies/ associations	2 per Award / 2 per Fellowship <b>Max. of 10</b>	
	State/University level Award from academic bodies/ associations	1 Per Award <b>Max. of 5</b>	
Invited Lectures/ Papers, (III (E)(ii))	International	1 per lecture / 1 per paper presented <b>Max. of 30</b>	<b>80</b>
	National level	1 per lecture / 1 per paper presented <b>Max. of 25</b>	
	State/University level	1 per lecture / 1 per paper presented <b>Max. of 25</b>	
Development of E-Learning delivery process/ Material (III (F))	5 per module <b>Max. of 10</b>		<b>10</b>
<b>Total API Score</b>			<b>520</b>

- Actual score is converted to marks as below:
  - If API score is less than 400; Marks is 0 (zero).
  - If API score is more than 400; Marks is 30 ( thirty)
  - For other scores it is  $30+(\text{score obtained } -400)*0.1$

For instance if the API score is 430; then the Marks is  $30 + (430-400)*0.1 = 33$ .

**C.** With regard to **III 4 (c)** above, 20 Marks is allotted for Assessment of Domain Knowledge and Teaching Skills (Discipline in which the candidate has applied). For this the written test shall be conducted (Multiple Choice Question: **MCQ**) by VSK University which shall incorporate knowledge of the concerned subject/allied subjects (as shown in the statement of

marks card of the candidate) and Aptitude test for a total of 100 Marks. The Question Paper will consist of 100 MCQ. Each MCQ will carry 1 mark. The question paper will be for a total of 100 Marks. This shall be converted into 20 marks based on the marks obtained by the candidate. For this purpose a Question Bank (consisting of 300 questions) shall be prepared by the Chairman of the respective Board of Examinations in the subjects concerned. The required question paper (consisting of 100 MCQs) shall be prepared, printed and preserved in the custody of Registrar (Evaluation) of VSK University, Ballari. The entire Written Test shall be conducted and evaluated under the supervision and custody of Registrar (Academic) of VSK University, Ballari. The marks obtained by the candidate shall be converted to 20 marks for **III 4(c) above**.

**Illustration:** If a candidate scores 84 out of 100, this shall be calculated as  $84 \times 20/100=16.8$  out of 20.

- The University shall prepare the merit list of the candidates strictly based on the above criteria (Sl. No 1 & 2). This merit list shall be announced on the University website and prominently displayed in the University Notice Board and Score Card shall be intimated to the candidate. In case of any discrepancy the candidate has the right to approach the concerned authorities within 7 days from the date of issue of the Score Card.
- Based on the merit list, the oral/ interview shall be called in the ratio of 1:3.
- In case of candidates obtaining same number of marks in **III.4(a), III.4(b) and III.4(c)** put together, all such candidates shall be eligible to be called for oral/ interview.

**Note: As per the Supreme Court judgment the oral/ interview marks should not exceed 12.25% of the total marks. In the present case the marks for**

<b>Sl. No III.4(a)</b>	<b>– 20</b>
<b>Sl. No III.4(b)</b>	<b>– 40</b>
<b>Sl. No III.4(c)</b>	<b>-- 20</b>
<b>Total</b>	<b>-- 80</b>

For 100 it is 12.25% for 80 = 9.8. Therefore oral/interview has to be conducted for 9.8.  
Hence the total marks Sl. No. III.4(a)+III.4(b)+III.4(c)+9.8 = 89.8.

**Total oral/Interview marks 9.8 are distributed as follows:**

The candidate shall be required to make a presentation before the Board of Appointment/ Selection Committee for a minimum of 10 minutes which shall be video graphed. After the presentation and interaction, the Board of Appointment/Selection Committee shall assess the candidate pertaining to his domain knowledge, articulation, pedagogy, communication skills, research potential, governance at national and state level and the provisions of Constitutions of India.

The Board of Appointment/ Selection Committee shall award a maximum of 9.8 marks for the oral performance to the candidate. Out of 9.8 marks that have been assigned for interview, 2.8 marks may be earmarked for presentation and the remaining 7 marks for answering the questions during interview. On the scale of 1-7 marks, if a candidate is given up to 4 marks or 6 and more marks, it should have adequate recorded justifications.

The University shall prepare the merit list of the candidate and announce the same on the Notice Board and the University Website on the same day.

**Illustration:** The overall marks scored by the candidate shall be calculated as follows:

A.For Academic background	18.0 out of 20
B.For Research Performance	35.0 out of 40
C.For Written Test	16.8 out of 20
D.For Oral/interview	08.0 out of 9.8

**The overall score of the candidate will be 77.8 out of 89.8**

**Note: For any other clarifications, one can refer UGC 2010 and UGC2016 regulations as well as Karnataka state for Higher Education regulations revised from time to time.**

#### **IV. For the Recruitment of Non-Teaching staff in the Universities.**

These guidelines are applicable for recruitment of SDA / Junior Assistant, Assistant, FDA/Senior Assistant, Stenographer, Computer Programmer, Computer Operator, Assistant Registrar, Deputy Registrar, Office Superintendent, etc., Posts as per the KCS (General Recruitment) Rules, 1977 and as amended from time to time.

The recruitment of Non-Teaching Staff may be based on a written test without any weight-age for academic performance. The written test may consist of General Knowledge and Aptitude, Language Proficiency in Kannada & English, Knowledge of Computers and Service Rules etc. The written test may consist of objective type questions for which the Universities will have to make regulations.

**(Note: For any other clarifications, one can refer Govt. of Karnataka regulations as revised from time to time with respect to non-Teaching and KCSR rules.)**