

ಕರ್ನಾಟಕ ಸರ್ಕಾರ

ಸಂಖ್ಯೆ: ಇಡಿ 32 ಯುಆರ್ಇ 2019

ಕರ್ನಾಟಕ ಸರ್ಕಾರದ ಸಚಿವಾಲಯ,
ಬಹುಮಹಡಿಗಳ ಕಟ್ಟಡ,
ಬೆಂಗಳೂರು, ದಿನಾಂಕ: 03-03-2021.

ಇವರಿಂದ:

ಸರ್ಕಾರದ ಅಪರ ಮುಖ್ಯ ಕಾರ್ಯದರ್ಶಿ,
ಶಿಕ್ಷಣ ಇಲಾಖೆ (ಉನ್ನತ ಶಿಕ್ಷಣ),
ಬೆಂಗಳೂರು - 560 001.

ಇವರಿಗೆ:

ಕುಲಸಚಿವರು,
ವಿಜಯನಗರ ಶ್ರೀಕೃಷ್ಣದೇವರಾಯ ವಿಶ್ವವಿದ್ಯಾಲಯ,
ಬಳ್ಳಾರಿ - 583 105.

ಮಾನ್ಯರೆ,

ವಿಷಯ:ವಿಜಯನಗರ ಶ್ರೀಕೃಷ್ಣದೇವರಾಯ ವಿಶ್ವವಿದ್ಯಾಲಯದ ಬೋಧಕ ಸಿಬ್ಬಂದಿಗಳಿಗೆ
7ನೇ ಯುಜಿಸಿ ವೇತನ ಶ್ರೇಣಿಯನ್ನು ಅಳವಡಿಸಿಕೊಳ್ಳುವ ಸಂಬಂಧ ರಚಿಸಲಾದ
ಕರಡು ಪರಿನಿಯಮಾವಳಿಗಳಿಗೆ ಅನುಮೋದನೆ ನೀಡುವ ಬಗ್ಗೆ.
ಉಲ್ಲೇಖ:ತಮ್ಮ ಪತ್ರ ಸಂಖ್ಯೆ:ವಿಶ್ರೀಕೃ.ವಿಬ/ಡಿಪಿಎಆರ್/ಬೋಧಕ-ಸಿಬ್ಬಂದಿ/2020-20/1772,
ದಿನಾಂಕ:15-12-2020.

ಮೇಲ್ಕಂಡ ವಿಷಯಕ್ಕೆ ಸಂಬಂಧಿಸಿದಂತೆ, ವಿಜಯನಗರ ಶ್ರೀಕೃಷ್ಣದೇವರಾಯ ವಿಶ್ವವಿದ್ಯಾಲಯದ
Draft Statute Relating to Direct Recruitment and Career Advancement
Scheme and Miscellaneous provisions to Implement the Revised UGC Pay
Scales to Teachers, Librarian and equivalent cadre personnel ಪರಿನಿಯಮಾವಳಿಗೆ
ಮಾನ್ಯ ಕುಲಾಧಿಪತಿಗಳು ದಿನಾಂಕ: 16-02-2021ರಂದು ಅನುಮೋದನೆ ನೀಡಿರುತ್ತಾರೆ. ಮಾನ್ಯ
ಕುಲಾಧಿಪತಿಗಳಿಂದ ಅನುಮೋದನೆಗೊಂಡ ಪರಿನಿಯಮಾವಳಿಯ ಪ್ರತಿಯನ್ನು ಈ ಪತ್ರದೊಂದಿಗೆ ಲಗತ್ತಿಸಿ
ಕಳುಹಿಸಲು ನಿರ್ದೇಶಿಸಲ್ಪಟ್ಟಿದ್ದೇನೆ.

ತಮ್ಮ ನಂಬುಗೆಯ,


(ಶೀತಲ್ ಎಂ. ಹಿರೇಮಠ)

ಸರ್ಕಾರದ ಅಧೀನ ಕಾರ್ಯದರ್ಶಿ,

ಉನ್ನತ ಶಿಕ್ಷಣ ಇಲಾಖೆ (ವಿಶ್ವವಿದ್ಯಾನಿಲಯಗಳು-1).



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12/3/21
15/3/21


03/03/2021



VIJAYANAGARA SRI KRISHNADEVARAYA UNIVERSITY BALLARI

STATUTE NO 21 OF VSKU

**STATUTES RELATING TO DIRECT RECRUITMENT AND CAREER
ADVANCEMENT SCHEME AND MISCELLANEOUS PROVISIONS TO
IMPLEMENT THE REVISED UGC PAY SCALES TO TEACHERS,
LIBRARIAN AND EQUIVALENT CADRE PERSONNEL OF
VIJAYANAGARA SRIKRISHANDEVARAYA UNIVERSITY UNDER
SECTION 40 (1) (K), (O) and (P), Section 53 OF KSU ACT 2000**


2019

STATUTES RELATING TO DIRECT RECRUITMENT AND CAREER ADVANCEMENT SCHEME AND MISCELLANEOUS PROVISIONS TO IMPLEMENT THE REVISED UGC PAY SCALES TO TEACHERS, LIBRARIAN AND EQUIVALENT CADRE PERSONNEL OF VIJAYANAGARA SRIKRISHANDEVARAYA UNIVERSITY UNDER SECTION 40 (1) (K), (O) and (P) Section 53 OF KSU ACT, 2000

PREAMBLE

- i) In Government Order dated: 24.12.2009 orders were issued extending the 2006 Revised UGC Pay scale benefits, to the faculties working in Government/ Aided Colleges, Law colleges and in State Universities under the control of Higher Education Department, GOK with effect from 01-01-2006.
- ii) The UGC in its communication dated: 31.01.2018 has informed the State Government to adopt the Central Government pay scheme contained in GOI, MHRD letter dated: 02.11.2017 as recommended by the 7th Central Pay Commission to Universities and colleges in the state. Further, MHRD, GOI in its letter dated: 11.09.2019 has informed the State Government that the Central Government would reimburse 50% of its share of the total financial expenditure on account of pay revision for the period 01.01.2016 to 31.03.2019, subject to the fulfillment of conditions stipulated therein and to submit a suitable proposal for financial assistance (reimbursement) before 31.03.2019.
- iii) The revised Central Government Pay Scale have been structured by merging the Dearness allowance of 125% sanctioned from 01.01.2016 in the pre-revised pay scale. Subsequent to the revision of central government Pay Scales w.e.f.01.01.2016, the state Government, in its G.O. dated: 30.10.2018 have sanctioned 148% of Dearness Allowance, subsequent to 01.07.2016 till 01.07.2018 to the Teachers, Librarians, Physical Education personnel & equivalent cadre staff in Govt./Aided colleges and Universities in the State, who are drawing pay in the 2006 Revised UGC Pay scales. Resultantly, the State Government has sanctioned 23% of Dearness Allowance in the pre-revised Pay Scales to these category of employees as against 09% of D.A. sanctioned by the GOI in the 2016 RPS. Further, these employees are paid HRA at the rate of 30% , 20% and 10% of Basic pay till date, as against 24% , 16% and 8% of revised HRA rates applicable to the Central Government employees w.e.f. 01.01.2016 Accordingly, while implementing the Revised Pay Scheme to these faculties, working in Govt./Aided Colleges and in Universities in the State, the Government has kept these aspects in mind.
- iv) Accordingly, as a matter of precedent and in the light of the instructions from GOI to revise the Pay Scales of Teachers, Librarians and equivalent cadre Staff working in Govt./Aided Colleges and in State Universities, the following orders are issued: Government Order No. ED 483 UNE 2017, Bangalore, dated: 16-03-2019.

Hence, these Statute.


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1. TITLE, COMMENCEMENT AND APPLICABILITY

- i. These Statutes shall be called "STATUTES RELATING TO DIRECT RECRUITMENT AND CAREER ADVANCEMENT SCHEME AND MISCELLANEOUS PROVISIONS TO IMPLEMENT THE REVISED UGC PAY SCALES TO TEACHERS, LIBRARIAN AND EQUIVALENT CADRE PERSONNEL OF VIJAYANAGARA SRI KRISHNADEVARAYA UNIVERSITY 2019.
- ii. These statutes shall come into force with effect from the date of the assent of the Hon'ble Chancellor of the Universities.
- iii. The University shall implement the Government Order No ED 483 UNE 2017, Bengaluru, Dated 16-03-2019 extending the UGC Pay Scales as revised from 1.1.2016 to Teachers, Librarians, and equivalent cadres in **Vijayanagara Sri Krishnadevaraya University** with Minimum Qualifications for the appointment of teachers in Universities and also other conditions like recruitment and qualification, incentives for Ph.D./M Phil./Career advancement/Superannuation etc. for the teachers of **Vijayanagara Sri Krishnadevaraya University, Ballari**.
- iv. Government Orders and/or UGC/MHRD Notifications issued from time to time are deemed to be part of the relevant sections of these statutes. Regarding Minimum Qualifications, procedure of recruitment, CAS etc. in respect of Teachers, Librarians and equivalent cadres in **Vijayanagara Sri Krishnadevaraya University, Ballari**.
- v. For removal of difficulties in implementing these Statutes the Vice-Chancellor with the approval of the Syndicate may take suitable action in accordance with the provisions of the Government Order Dated 16-03-2019, and/or the UGC/MHRD Notifications issued from time to time.
- vi. The Appendices and various Tables, Forms and Proforma given there under which are referred in these Statutes shall stand incorporated as parts of the Statutes.

FIXATION OF PAY AND ALLOWANCES

1. The existing pay scales of the Teachers, Librarians, Physical Education and equivalent cadres in Universities in the State coming under the purview of Higher Education Department are revised as specified below:
 - i) Revised pay for teachers in University and colleges

Sl No.	Designation	Existing Pay (Rs)		Revised pay (Rs)		
		Pay Band	AGP	Academic Level	Minimum	Maximum
1.	Assistant Professor	15,600-39,100	6,000	10	57,700	1,82,400
2.	Assistant Professor (Senior Scale)	15,600-39,100	7,000	11	68,900	2,05,500
3.	Assistant Professor (Selection Grade)	15,600-39,100	8,000	12	79,800	2,11,500


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4.	Associate Professor	37,400-67,000	9,000	13A	1,31,400	2,17,100
5.	Professor	37,400-67,000	10,000	14	1,44,200	2,18,200
6.	Professor (HAG)/ Senior Professor	67,000-79,000	-	15	1,82,200	2,24,100

ii) Revised Pay for Librarians in University and colleges

Sl No.	Designation	Existing Pay (Rs)		Revised pay (Rs)		
		Pay Band	AGP	Academic Level	Minimum	Maximum
1.	University Assistant Librarian/College Librarian	15,600-39,100	6,000	10	57,700	1,82,400
2.	University Assistant Librarian (Sr. Scale/College Librarian (Sr. Scale)	15,600-39,100	7,000	11	68,900	2,05,500
3.	Deputy Librarian/University Assistant Librarian (Selection Grade)/College Librarian (Selection Grade)	15,600-39,100	8,000	12	79,800	2,11,500
4.	University Deputy Librarian/ University Assistant Librarian (Selection Grade)/College Librarian (Selection Grade)	37,400-67,000	9,000	13A	1,31,400	2,17,100
5.	University Librarian	37,400-37,000	10,000	14	1,44,200	2,18,200

iii) Revised pay for Physical Education personnel in University and colleges

Sl No.	Designation	Existing Pay (Rs)		Revised pay (Rs)		
		Pay Band	AGP	Academic Level	Minimum	Maximum
1.	Assistant Director Physical Education & Sports (University)/College Director of Physical Education & Sports	15,600-39,100	6,000	10	57,700	1,82,400


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2.	Assistant Director Physical Education & Sports (Sr. Scale) (University)/College Director of Physical Education & Sports (Sr. Scale)	15,600-39,100	7,000	11	68,900	2,05,500
3.	Deputy Director Physical Education & Sports/Assistant Director of Physical Education & Sports (Selection Grade) (University)/College Director of Physical Education & Sports	15,600-39,100	8,000	12	79,800	2,11,500
4.	Deputy Director Physical Education & Sports /Assistant Director of Physical Education & Sports (Selection Grade) (University)/College Director of Physical Education & Sports.	37,400-67,000	9,000	13A	1,31,400	2,17,100
5.	University Director of Physical Education & Sports	37,400-67,000	10,000	14	1,44,200	2,18,200

- i. The first academic level (corresponding to AGP of Rs. 6,000) is numbered as academic level 10. Similarly the other academic levels are 11, 12, 13A, 14 and 15.
- ii. Each cell in an academic level is at 3% higher than the previous cell in that level.
- iii. The index of Rationalisation (IOR) is 2.67 for present AGP less than Rs. 10,000 and 2.72 for the AGP of Rs. 10,000 and above.
- iv. **Revised pay of Principals in colleges**

The Pay of Principals in Under Graduate and Post Graduate Colleges shall be:

- (i) **Under Graduate Colleges:** The pay of Principals shall be equivalent to the pay of Associate Professors i.e. Academic Level 13A with rationalized entry pay of Rs. 1,31,400/-, with the existing special allowance of Rs. 2000/- per month.
- (ii) **Post Graduate Colleges:** The pay of Principals shall be equivalent to the pay of Professors i.e. Academic Level 14 with rationalized entry pay of Rs. 1,44,200/-, with the existing special allowance of Rs. 3000/- per month.

Note:

The existing pay scale of person appointed as principal shall be protected.


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v. **Revised pay of Pro-Vice Chancellor and Vice-Chancellor of Universities.**

- i) **Pro-Vice Chancellor:** The pay of the Pro-Vice Chancellor of a University, presently at existing AGP of Rs. 10,000 in PB Rs. 37,400-67,000/- HAG scale, shall be fixed at Academic Level 14/Academic Level 15, as the case may be, with the existing special allowance of Rs. 4000/-per month.
- ii) **Vice-Chancellor:** The pay of Vice-Chancellor shall be fixed at Rs. 2,10,000/- (fixed) (Figures obtained by using the IOR of 2.81 on 75,000/- and rounding off the figures to nearest five thousand) with the existing special allowance of Rs. 5000/- per month.

2. COVERAGE:

- i. The above scheme of pay revision shall apply to Teachers, Librarians, Physical Education Personnel and Equivalent cadres in the University.
- ii. Provided the above pay revision in respect of Tenure posts/Deputation posts in the University shall be applicable subject to the fulfilment of the terms and conditions of posting if any issued in accordance with the provisions of UGC Regulations read with the provisions of KCSRs.
- iii. The above scheme of pay revision shall not be extended to persons who do not fulfil the criteria stipulated in "UGC Regulations on Minimum Qualifications for appointment of teachers and other academic staff and measures for maintenance of standards in Higher Education , 2018" and amendments if any issued from time to time.
- iv. Except the issues related to conditions of recruitment and qualifications, fixation of pay, grant of CAS benefits and adherence to the prescribed standards as stipulated "UGC Regulations on Minimum Qualifications for appointment of teachers and other academic staff and measures for maintenance of standards in Higher Education , 2018" the regulation of service conditions of teachers and equivalent cadre of academic staff shall strictly be in accordance with the provisions of the Rules framed by the State.
- v. The above scheme of revision shall not be applicable to the cadres of Registrars. Finance Officers (Comptroller) and Controller of Examinations/Registrar (Evaluation) who are on state pay scales and whose, terms of appointment and recruitment is not in accordance with the UGC Regulations.
- vi. The above scheme of revision shall not be applicable to such Institutions/College that are not recognized by UGC and are not entitled for financial assistance by UGC for Pay Revision.
- vii. Without the previous sanction of the state government the above scheme of Pay Revision is not applicable to Teachers, Librarians and Physical Education Personnel who are drawing pay in the State Pay Scale even though they fulfil the conditions stipulated under respective UGC Regulations.

3. DESIGNATION

There shall be no change in the present designation of teachers and equivalent cadres. Accordingly, there are only three designations in respect of teachers in university viz; Assistant Professor, Associate Professors and Professors and there is no change in the present designation in respect of Librarians and Physical Education Personnel at various levels.


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4. Fixation of pay in the Revised Pay Scale:

- i. The initial pay of the incumbent faculty member holding a permanent post in the cadre of Teacher/Librarian/Physical Education Teacher and equivalent posts shall be fixed in the Revised Pay Matrix as specified in **Annexure-V** appended to this order in the following manner:
- a) The entry pay for each level of Pay Band and Academic Grade Pay in the corresponding academic level and cells shall be as specified below:

Level	Academic Grade Pay (Rs.)	Entry Pay (Rs)
10	6,000	21,600
11	7,000	25,790
12	8,000	29,900
13A	9,000	49,200
14	10,000	53,000
15	-	67,000

- b) The pay of incumbent employee shall be fixed at the corresponding appropriate level in the Pay Matrix by multiplying the existing basic pay as on 01.01.2016 by a multiplication factor of 2.57 the figure so arrived at shall be rounded off to the nearest rupee and will be located in the applicable level in the Pay Matrix. If the figure so arrived at, corresponds to any identical pay in the applicable level of Pay Matrix, the same shall be the revised pay. If no such Cell is available in the applicable level the pay shall be fixed at the immediate next higher Cell in that applicable level of the Pay Matrix.
- c) In fixation of pay whenever a situation arises that more than two stages are bunched together, one additional increment equal to 3% may be given for every two stages bunched and pay fixed in the subsequent Cell in the Pay Matrix.
- d) If the minimum pay or the first Cell in the applicable level is more than the amount calculated as per (b) above, the pay shall be fixed at the minimum pay or the first Cell of that applicable level.
- e) The pay of employees appointed by direct recruitment on or after 1st day of January 2016 shall be fixed at the minimum pay or the first Cell in the level applicable to the post to which such employees are appointed.
- f) Fixation of pay by using the above multiplication factor 2.57 is not applicable to employees promoted after 01.01.2016. However their pay is regulated in accordance with the provisions of this G.O and the Rules governing service conditions as the case may be.
- g) After fixation of pay, grant of increment shall be regulated in accordance with the provisions of KCSRs and Orders issued there under, existing as on the date of fixation of pay.
- h) The fixation of pay in the Revised Pay Matrix should be done in the form given in **Annexure-VI** to this order. One copy of this form should be pasted in the Service Register and one copy should be sent to the concerned Head of the Department.

ii) For the purpose of this order:

- a) "Pay Matrix " means, Matrix specified in Annexure-III appended to this order with levels of pay arranged in vertical cells as assigned to corresponding existing pay band and Grade pay or Scale.
- b) "Level" in the Pay Matrix shall mean the Level Corresponding to the existing Pay Band and Grade Pay or Scale specified in **Annexure-I**.
- c) "Pay in the Level" means pay drawn in the appropriate Cell of the Levels as specified in Annexure-I
- d) "Basic Pay" in the revised pay structure means the pay drawn in the prescribed Level in the Pay Matrix.

5. Date of Effect:

The received UGC Pay Scales shall be effective from 01.01.2016. However, all other allowances/benefits like DA, HRA & CCA, CAS benefits on account of fixation of pay in the Revised Pay Matrix etc, shall be payable prospectively from the date of issue of this order by the Government of Karnataka.

6. Allowances:

a) Dearness Allowance:

The Dearness Allowance in the revised pay scale w.e.f 01.01.2016 and grant of DA Subsequently shall be regulated as specified below. However, the monetary benefit on account of regulation of DA is prospective as indicated in para (5) above.

01-01-2016	-	Nil
01-07-2016	-	2% of Basic Pay
01-01-2017	-	4% of Basic Pay
01-07-2017	-	5% of Basic Pay
01-01-2018	-	7% of Basic Pay
01-07-2018	-	9% of Basic Pay

Future grant of Dearness Allowance payable to employees shall be regulated in accordance with the orders issued by the State Government with reference to the orders of GOI.

(b). Other allowances:

The rate of HRA shall be as notified by the State Government and shall be applicable at rates of 24%, 16% and 8% of basic pay in the Revised Pay Scale and shall be admissible prospectively. All other benefits/incentives such as leave/study leave., LTC, Medical Reimbursement and pensionary benefits etc., shall be regulated in accordance with the Rules/orders of the State Government.


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7. Increment:

- a) The rate of annual increment in the Pay Matrix is 3% with each cell being higher by 3% over the previous cell. Accordingly, the annual increment shall be as specified in the vertical cells of the applicable level in the Pay Matrix.
- b) The grant of annual increment to employees shall be regulated in accordance with the applicable Service Rules and standing orders issued in this regard from time to time by the State Government.

8. Promotion:

Subject to the fulfillment of conditions stipulated above and after fixation of pay in the Pay Matrix when an individual gets a promotion his pay in the Pay Matrix shall be fixed as follows.

On promotion, he would be given a notional increment in his existing Academic Level of Pay, by moving him to the next higher cell at that level. The pay shown in this cell would now be located in the new Academic level corresponding to the post to which he has been promoted. If a cell identical with that pay is available in the new level, that cell shall be the new pay; if the pay arrived at in this manner is less than the first cell in the new level, then the pay shall be fixed at the first cell of that level, otherwise the next higher cell in that level shall be the new pay of the employee.

9. Superannuation and re-employment:

The age of superannuation of teachers and other equivalent cadres in the University, shall be in accordance with the Rules/Orders issued in this regard and shall be regulated as notified by the State Government from time to time. Further, if the situation warrants necessary steps may be taken to re-employ the academic staff with prior approval of the State and shall be in accordance with the conditions stipulated by UGC/ICAR from time to time.

10. Consultancy assignments:

The consultancy rules, terms, conditions and the model of revenue sharing between institutions and consultant teachers shall be as per the UGC Consultancy Rules read with the relevant Rules of the State Government notified from time to time.

11. Anomalies of Last Pay Revision Committee:

Rectification of anomaly in pay due to implementation of recommendations of the UGC shall be done in accordance with the orders of the UGC and/or of the State Government from time to time.


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12. Payment of arrears of Pay Revision

The arrears of pay revision shall be paid to the beneficiaries after receiving the Central Government share of 50% of the additional expenditure and after deducting admissible Income Tax.

As specified above an employee is entitled for the difference of basic pay only on account of Pay Revision till the date of issue of this order.

13. Undertaking

An undertaking from every employee who is a beneficiary under this Scheme shall be taken in the form given in **Annexure-VII** to this order. Therefore, any excess payment made on account of incorrect fixation of pay in the revised Pay Level or grant of inappropriate Pay Level and Pay Cells or any other excess payment made shall be recovered or adjusted against the future payments due or otherwise to the beneficiary as the case may be.

14. Incentives for Ph.D./M.Phil. and other Higher Qualification

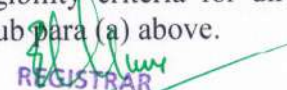
In view of the conflicting provisions at para-8 of GOI letter No.1-7/2015-U.II(1) dated:02-11-2017 and in Regulation 19.1 of "UGC Regulations on Minimum Qualifications for appointment of teachers and other academic staff and Measures for maintenance of standards in Higher Education, 2018" the Incentives for Ph.D./M.Phil. and other Higher Qualification shall be based on the orders passed by UGC/State Government from time to time.

15. Recruitment and Qualification:

Recruitment and Qualifications: a) Conditions governing eligibility criteria for direct recruitment to the post of Teachers and other academic staff in the Universities and colleges shall be as specified in the "UGC Regulations on Minimum Qualifications for appointment of teachers and other academic staff and measures for maintenance of standards in Higher Education, 2018" and amendments if any issued in this regard from time to time by UGC read with the provisions of the Karnataka Civil Services (General Recruitment) Rules, 1977 and orders issued in this regard by the State Government from time to time.

b) Provided further that for appointment to the post of Assistant Professor and equivalent positions pertaining to disciplines in which National Eligibility Test (NET), conducted by the UGC or CSIR as the case may be or State level Eligibility Test (SLET) or State Eligibility Test (SET) conducted by bodies accredited by the UGC for the said purpose, qualifying in NET/SLET/SET shall be an additional requirement

c) All other eligibility criteria for direct recruitment to various level cadres shall be as specified in sub para (a) above.


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A, Qualifications and eligibility for direct recruitment of Teachers in the University

I. Assistant Professor Eligibility (A or B)

A.

- (i) A Master's degree with 55% marks (or an equivalent grade in a point-scale wherever the grading system is followed) in a concerned/ relevant/ allied subject from an Indian University, or an equivalent degree from an accredited foreign university.
- (ii) Besides fulfilling the above mentioned qualifications, the candidate must have cleared the National Eligibility Test (NET) conducted by the UGC/ ICAR/ CSIR, or a similar test accredited by the UGC, like SLET/ SET or who are or have been awarded a Ph.D Degree in accordance with the University Grants Commission (Minimum Standards and Procedure for Award of M.Phil./ Ph.D. Degree) Regulations, 2009 or 2016 and their amendments from time to time as the case may be exempted from NET/SLET/SET.

Provided, the candidates registered for the Ph.D. programme prior to July 11 2009, shall be governed by the provisions of the then existing Regulations, of the institution awarding the degree and such Ph.D. candidates shall be exempted from the requirement of NET/ SLET/ SET for recruitment and appointment of Assistant Professor or equivalent positions in Universities/ Colleges/ institutions subject to the fulfillment of the following conditions :-

- a) The Ph.D. degree of the candidate has been awarded in a regular mode;
- b) The Ph.D. thesis has been evaluated by at least two external examiners;
- c) The Ph.D. viva voce of the candidate has been conducted;
- d) The Candidate has published two research papers from his/her PhD work, out of which at least one is in a refereed journal;
- e) The candidate has presented at least two papers based on his/her Ph.D. work in conferences/ seminars sponsored/ funded/ supported by the UGC/ ICAR/ ICSSR/ CSIR or any similar agency.

The fulfillment of these conditions is to be certified by the Registrar or Dean of the University concerned.

Note: NET shall also not be required for such Masters Programmes in disciplines for which NET is not conducted by the UGC, ICAR, CSIR or similar test accredited by the UGC, like SLET/SET

OR

- B. The Ph.D. degree has been obtained from a foreign university/institution with a ranking among top 500 in the World University Ranking (at any time) by any one of the following:
 - A. Quacquarelli Symonds (QS)
 - B. The Times Higher Education (THE) or
 - C. The Academic Ranking of World Universities (ARWU) of the Shanghai Jiao Tong University (Shanghai),


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Note: The Academic score as specified in the score card developed by the universities shall be considered for short-listing of the candidates for interview only, and the selections shall be based only on the performance in the interview.

II. Associate Professor

Eligibility

- I. A good academic record, with a Ph.D Degree in the concerned/allied/relevant disciplines.
- II. A Master Degree with at least 55% marks (or an equivalent grade in a point scale, where ever the grading system is followed).
- III. A minimum of eight years of experience of teaching and /or research in an academic/research position equivalent to that of Assistant Professor in a University, College or Accredited Research Institution with a minimum of seven publications in the peer-reviewed or UGC- listed journals.

III. Professor

Eligibility (A or B)

A

- i. An eminent scholar having a Ph.D degree in the concerned/allied/relevant discipline, and published work of high quality, actively engaged in research with evidence of published work, with a minimum of 10 research publications in the peer-reviewed or UGC listed journals.
- ii. A minimum of ten years of teaching experience in university/college as Assistant Professor/Associate Professor and /or research experience at equivalent level at the University/National Level Institutions with evidence of having successfully guided doctoral candidate, out of which two years of service/experience in the cadre of Associate Professor shall be mandatory.

OR

- B. An outstanding professional, having a Ph.D degree in the relevant/allied/applied disciplines, from any academic institutions (not included in A above) /industry, who has made significant contribution to the knowledge in the concerned/allied/relevant discipline, supported by documentary evidence provided he/she has ten years experience.

IV. Senior Professor in Universities.

Up to 10 per cent of the existing sanctioned strength of professors in the university may be appointed as Senior professor in the Universities, through direct recruitment.

Eligibility:

- i. An eminent scholar with good track record of high-quality research publications in Peer-reviewed or UGC listed journals, significant research contribution to the discipline, and engaged in research supervision.
- ii. A minimum of ten years of teaching/research experience as Professor or an equivalent grade in a University, College of an institute of national level.

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- iii. The selection shall be based on academic achievements, favorable review from three eminent subject experts who are not less than the rank of Senior Professor or a Professor with at least ten years experience.
- iv. The selection shall be based on ten best publications in the Peer-reviewed or UGC-listed journals and award of Ph.,D degrees to at least two candidatees under his/her supervision diring the last 10 years and interaction with the Selection Committee constituted as per the UGC Regulations.

V. College Principal and Professor (Professor's Grade)

A. Eligibility:

- i. Ph.D Degree
- ii. Professor/Associate Professor with a total service/experience of at least fifteen years of teaching/research in Universities, colleges and other institutions of higher education.
- iii. A minimum of 10 research publications in peer-reviewed or UGC-listed journals.
- iv. A minimum of 110 Research Score as per Appendix II, Table 2.

B. Tenure

- i. A college Principal shall be appointed for a period of five years, extendable for another term of five years on the basis of persormance assessment by a Committee appointed by the University, constituted as per these regulations.
- ii. After the completion of his/her term as Principal, the incumbent shall join back his/her parent organization with the designation as Professor and in the grade of the Professor.

VI. Vice-Principal

An existing senior faculty member may be designated as Vice-Principal by the Governing Body of the College on the recommendation of the Principal, for a tenure of two years, who can be assigned specific activites, in addition to his/her existing responsibilities. During the absence of the Principal, for any reason the Vice-Principal shall exercise the powers of the Principal.

B. Music, Performing Arts, Drama, Visual Arts and Other Traditional Indian Art Forms like Sculpture, etc,

Eligibility and qualifications etc, for various level cadres shall be same as notified in UGC Regulations,

C. Qualifications and eligibility for direct recruitment of Library staff in the Universities.


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I. University Assistant Librarian College Librarian.

- i. A Master's Degree in Library Science, Information Science or Documentation Science or an equivalent professional degree, with at least 55% marks (or an equivalent grade in point-scale, wherever the grading system is followed).
- ii. A consistently good academic record, with knowledge of computerization of a library.
- iii. Besides fulfilling the above qualifications, the candidate must have cleared the National Eligibility (NET) conducted by the UGC, CSIR or similar test accredited by the UGC like SLET/SET or who are or have been awarded a Ph.D Degree in accordance with the University Grants Commission (Minimum Standards and Procedure for Award of M.Phil/Ph.D Degree) Regulations 2009 or 2016 and their amendments from time to time as the case may be:

Provided that the, candidates registered for the Ph. D degree prior to July 11, 2009, shall be governed by the provisions of the then existing Ordinances/Bye-laws/Regulations of the Institution awarding the degree, and such Ph. D candidates shall be exempted from the requirement of NET/SLET/SET for Recruitment and appointment of Assistant Professor or equivalent positions in Universities/Colleges/Institutions subject to the fulfillment of the following conditions:-

- a) The Ph. D Degree of the candidate has been awarded in the regular mode.
- b) The Ph. D thesis has been evaluated by at least two external examiners;
- c) Open Ph. D viva voce of the candidates has been conducted;
- d) The candidate has published two research papers from his/her Ph. D work out of which at least one is in a refereed journal;
- e) The candidate has presented at least two papers based on his/her Ph. D work in conferences/seminars sponsored/funded/supported by the UGC/ICSSR/CSIR or any similar agency

Note:

- (i) The fulfillment of these conditions is to be certified by the Registrar or the Dean (Academic Affairs) of the University concerned.
- (ii) NET/SLET/SET shall also not be required for candidates in such Master's Programmes for which NET/SLET/SET is not conducted by the UGC. CSIR of similar test accredited by the UGC like SLET/SET

II. UNIVERISTY DEPUTY LIBRARIAN

- i) A Master's Degree in library science/Information science/Documentation science, with at least 55% marks or an equivalent grade in a point-scale, wherever grading system is followed.
- ii) Eight years experience as an Assistant University Librarian/College Librarian.
- iii) Evidence of innovative library services including integration of ICT in library.


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- iv) A Ph. D Degree in library science/Information science/Documentation Science/Archives and manuscript keeping/computerization of library.

III. UNIVERSITY LIBRARIAN

- i) A Master's Degree in library science/Information science/Documentation science, with at least 55% marks or an equivalent grade in a point-scale wherever the grading system is followed.
- ii) At least ten years as a Librarian at any level in University Library or ten years of teaching as Assistant/Associate Professor in Library Science or ten years experience as a College Librarian.
- iii) Evidence of innovative library services, including the integration of ICT in a library
- iv) A Ph.D., Degree in library science/information science/documentation/archives and manuscript-keep in

C. Minimum Qualification for the Posts Of Assistant Directors of Physical Education and Sports, Deputy Director Of Physical Education and Sports and Director Physical Education and Sports (DPES):-

I. University Assistant Director of Physical Education and Sports/College Director of Physical Education and Sports.

Eligibility (A or B):

A.

- i. A Master Degree in Physical Education and Sports or Physical Education or Sports Science with 55% marks (or an equivalent grade in a point-scale, wherever the grading system is followed).
- ii. Record of having represented the university/college at the inter-university/inter collegiate competitions or the State and /or national Championships.
- iii. Besides fulfilling the above qualifications, the candidate must have cleared the National Eligibility Test (NET), conducted by the UGC or CSIR, or a similar test accredited by the UGC. like SLET/SET, or who are or have been awarded a Ph. D Degree in Physical Education or Physical Education and Sports or Sports science, in accordance with the University Grants Commission (Minimum Standards and Procedure for Award of M. Phil/Ph. D Degree) Regulations 2009 or 2016 and their amendments from time to time, as the case may be:

Provided that, candidates registered for the Ph. D Degree prior to July 11, 2009 shall be governed by the provisions of the then existing Ordinances/Bye-laws/Regulations of the Institutions awarding the degree and such Ph. D degree holders shall be exempted from the requirement of NET/SLET/SET for recruitment and appointment of Assistant Professor or equivalent positions in Universities/Colleges/Institutions, subject to the fulfillment of the following conditions:-

- a. The Ph. D degree of the candidate has been awarded in regular mode;
- b. The Ph. D thesis has been evaluated by at least two external examiners;
- c. Open Ph. D viva voce of the candidate has been conducted;


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- d. The candidate has published two research papers from his/her Ph. D work out of which at least one is in a refereed journal;
- e. The candidate has presented at least two research papers in conference/seminar based on his/her Ph.D work.

Note: The fulfillment of these conditions (a) to (e) is to be certified by the Registrar or the Dean (Academic Affairs) of the University concerned.

- iv. NET/SLET/SET shall also not be required for such Masters Programmes in disciplines for which NET/SLET/SET is not conducted by the UGC. CSIR or similar test accredited by the UGC like SLET/SET.
- v. Passed the Physical fitness test conducted in accordance with these Regulations

OR

- B. An Asian game or commonwealth games medal winner who has a degree at least at Post-Graduation level.

II. University Deputy Director of Physical Education and Sports Eligibility (A or B) :

A.

- i A Ph. D in Physical Education or Physical Education and Sports or Sports Science, Candidates from outside the university system, in addition, shall also possess at least 55% marks (or an equivalent grade in a point scale wherever grading system is followed) at the Master's Degree level by the university concerned.
- ii Eight years experience as University Assistant DPES/College DPES.
- iii Evidence of organizing competitions and conducting coaching camps of at least two weeks duration.
- iv Evidence of having produced good performance of teams/athletes for competitions like state/national/inter-university/combined university, etc.
- v Passed the physical fitness test in accordance with these Regulations.

OR

B.

An Olympic games/world cup/championship of medal winner who has a degree at least at the post – graduation level.

III. University Director of Physical education and Sports

- a. A Ph.D in Physical Education or Physical Education and Sports or Sports Science.
- b. Experience of at least ten years in Physical Education and Sports as University Assistant/Deputy DPES or ten years as College DPES or teaching for ten years in Physical Education and Sports or Sports Science as Assistant/Associate Professor.
- c. Evidence of organizing competitions and coaching camps of at least two weeks' duration.
- d. Evidence of having produced good performance of teams/athletes for competitions like state/national/inter-university/combined university etc.


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IV. Physical Fitness Test Norms

- (a) Subject to the Provisions of these Regulations, all candidates who are required to undertake the physical fitness test are required to produce a medical certificate certifying that he/she is medically fit before undertaking such tests.
- (b) On the production of such certificate mentioned in sub-clause (a) above, the candidate would be required to undertake the physical fitness test in accordance with the procedure prescribed in the UGC Regulation 2018 and amendments issued there under from time to time.

16. Constitution of selection committee and guidelines on selection procedure

Constitution of committees and guidelines for selection to various levels of Posts in Universities and colleges shall be in accordance with the provisions of "UGC Regulation on Minimum Qualifications for appointment of teachers and other academic staff and measures for maintenance of standards in Higher Education, 2018" and amendments, orders issued in this regard by the UGC. as well as the provisions of the Karnataka State Universities Act 2000 amended from time to time.

17. Career Advancement Scheme for teachers, librarians and equivalent cadre in the University

The Career Advancement Scheme and prescribed procedure in granting the said benefits as notified by the UGC in "UGC Regulations on Minimum Qualifications for appointment of teachers and other academic staff and measures for maintenance standards in Higher Education, 2018" for various cadres and posts like teacher, librarians and physical educational personnel shall be followed while according promotion under CAS and granting benefit from **lower Academic level to higher Academic level** in the University and colleges with effect from the date of issue of UGC Regulations in this regard.

18. Constitution of Selection Committee/Screening-cum-Evaluation Committee for CAS promotions:

The Constitution of 'Screening-cum-Evaluation Committee' for CAS promotion various levels in Universities and colleges like; moving from one level to other higher level in the posts of Assistant Professor, Equivalent cadres in Librarians, Physical Education & Sports etc., shall be in accordance with the provisions of the "UGC Regulation on Minimum Qualifications for appointment of teachers and other academic staff and measures for maintenance of standards in Higher Education, 2018" and amendments/orders issued there under from time to time.


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19. SELECTION OF PRO-VICE CHANCELLOR/VICE-CHANCELLOR OF UNIVERSITIES:

I) PRO-VICE-CHANCELLOR:

- i) The Pro-Vice-Chancellor shall be appointed by the Executive Council on the recommendation of the Vice-Chancellor.
- ii) It shall be the prerogative of the Vice-Chancellor to recommend a person to be the Pro- Vice-Chancellor to the Executive Council. The Pro-Vice-Chancellor shall hold office for a period, which is co-terminus with that of the Vice-Chancellor.

II) VICE-CHANCELLOR:

- i) A person possessing the higher level of competence integrity, morals and institutional commitment is to be appointed as Vice-Chancellor. The person to be appointed as a Vice-Chancellor should be a distinguished academician, with a minimum of ten years of experience as Professor in a University or ten years of experience in a reputed research and /or academic administrative organization with proof of having demonstrated academic leadership.
- ii) The Selection for the post of Vice-Chancellor should be through proper identification by a panel of 3-5 persons by a Search-cum-Selection-Committee, through a public notification or nomination or a talent search process or a combination thereof. The members of such Search-cum-Selection Committee shall be person's of eminence in the sphere of higher education and shall not be connected in any manner with the University concerned or its colleges. While preparing the panel, the Search cum-Selection Committee shall give proper weightage to the academic excellence, exposure to the higher education system in the country and abroad, and adequate experience in academic and administrative governance, to be given in writing along with the panel to be submitted to the Visitor/Chancellor. One member of the Search cum-Selection Committee shall be nominated by the Chairman, University Grants Commission, for selection of Vice- Chancellors of State, Private and Deemed to be Universities.
- iii) The Visitor/Chancellor shall appoint the Vice-Chancellor out of the Panel of names recommended by the Search-cum-Selection Committee.
- iv) The term of office of the Vice-Chancellor shall from part of the service period of the incumbent making him/her eligible for all service related benefits.

20. Counting of Past Services for Direct Recruitment and Promotion under CAS

Previous regular service, whether national or international, as Assistant Professor, Associate Professor or Professor or equivalent in a University, College, National Laboratories or other scientific/professional organizations such as the CSIR, ICAR, DRDO, UGC, ICSSR, ICHR, ICMR and DBT, may be considered for ascertaining eligibility for the purpose of direct recruitment only to the relevant cadres/posts but fixation of pay. Regulations of Service Conditions in such cases shall be strictly in


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accordance with the provisions of Rules framed by the State. Further, for promotion under the CAS the previous service of a teacher in the cadre of Assistant Professor, Associate Professor, Professor or any other nomenclature etc., shall be considered in accordance with the provisions of relevant Service Rules/Orders of the State Government if any and further subject to the fulfillment of the following;

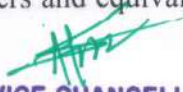
- (a) The essential qualifications of the post held were not lower than the qualifications prescribed by the UGC for Assistant Professor, Associate Professor and Professor, as the case may be.
- (b) The post is/was in an equivalent grade or of the pre-revised scale of pay as the post of Assistant Professor (Lecturer) Associate Professor (Reader) and Professor.
- (c) The concerned Assistant Professor, Associate Professor and Professor should possess the same minimum qualifications as prescribed by the UGC for appointment to the post of Assistant Professor, Associate Professor and Professor, as the case may be.
- (d) The post was filled in accordance with the prescribed selection procedure as laid down in the Regulations of the University/State Government/Central Government/ Institutions concerned, for such appointments.
- (e) The previous appointment was not as guest lecturer for any duration.
- (f) The previous Ad-hoc or Temporary or contractual service (by whatever nomenclature it may be called) shall be counted for direct recruitment and for promotion, provided that:
 - i. the essential qualifications of the post held were not lower than the qualifications prescribed by the UGC for Assistant Professor, Associate Professor and Professor, as the case may be.
 - ii. the incumbent was appointed on the recommendation of a duly constituted Selection Committee/Selection Committee constituted as per the rules of the respective university.
 - iii. the incumbent was drawing total gross emoluments not less than the monthly gross salary of a regularly appointed Assistant Professor, Associate Professor, and Professor, as the case may be; and
- (g) No distinctions shall be made with reference to the nature of management of the institution where previous service was rendered (private/local body/Government), while counting the past service under this

21. Deputation & UGC Scales:

As a matter of policy precedent and in order to maintain quality and standards like relevancy, inclusiveness and excellence in academic field. Teachers going on deputation to other jobs except those related to education management and research cannot carry forward their UGC scales. In other words Teachers and equivalent cadre


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staff are not entitled to get pay in UGC Pay Scales when they go on deputation to other posts outside academic field. However, they are entitled to draw pay in State pay scales as per the Rules and Orders governing the issue.

22. The period of Probation and Confirmation:

The period of probation and confirmation of Teachers and equivalent cadre staff in the University shall be as stipulated in the respective State Rules namely, The Karnataka Civil Services (Probation) Rules, 1977 and the Karnataka Civil Services (General Recruitment) Rules, 1977 and orders issued from time to time.

23. Creation and Filling-up teaching Posts:

Without the sanction of the State Government no new post be created and no recruitment shall be made in the University and affiliated colleges. However, the ratio of posts as prescribed by UGC shall be adhered to Accordingly,

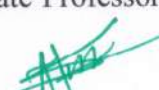
- (i) Teaching posts in university, as far as feasible, may be created in pyramidal order, for instance, for one post of Professor, there shall be two posts of Associate Professors and four of Assistant Professor, per department.
- (ii) All the sanctioned/approved posts in the university system shall be filled up on an urgent basis only after getting necessary approval of the State Government.

24. Workload

- (i) The workload shall be as specified in the "UGC Regulations on minimum Qualifications for appointment of teachers and other academic staff and measures for maintenance of standards in Higher Education, 2018". If any doubt arises as to assignment of workload then the same shall be resolved as per UGC/ICAR regulations and in the interest of the institution concerned.
- (ii) Accordingly, the workload of the teachers in full employment should not be less than Forty hours a week for thirty working weeks (One hundred and Eighty teaching days) in an academic year. It should be necessary for teachers to be available for at least Five hours daily in the University/College. Teachers shall devote at least Two hours per day for mentoring of students (minimum of Fifteen students per coordinator) for Community Development/Extra-Curricular Activities/library consultation/research in case of Under Graduates Courses and /or at least Two hours per day for research in case of Post-Graduate courses, for which necessary space and infrastructure shall be provided by the University/College. The direct teaching-learning workload should be as follows: Assistant Professor – 16 hours per week, Associate Professor/Professor – 14 hours per week.


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- (iii) Professors/Associate Professors/Assistant Professors involved in administration/extension work can devote two hours per week from the teaching and learning hours.

25. Code of Professional ethics:

- a) The code of conduct in respect of teacher and equivalent cadre personnel in Government/Aided colleges and Universities in the State shall be governed by the KCS (Conduct) Rules, 1966 and similar rules in respect of private aided institutions shall be adhered to.
- b) Further, each University should evolve its own professional ethics/code of conduct which shall be in consonance with the provisions of Acts/Rules framed by the State.

26. Service Agreement:

There shall be such agreements /contracts between the employees on UGC pay scales at the time of direct recruitment, promotion and while deputing for higher studies as provided in relevant service rules and the same is subject to further regulations as the State deems fit.

27. Inter-se seniority between the direct recruited and teachers promoted under CAS

The seniority of employees including the inter-se seniority among direct recruitees and promotees etc shall be determined as per the provisions of Karnataka Government Servants' (Seniority) Rules:1957 and orders issued thereunder.

28. Anomalies

Anomalies and disparities in pay if any in the Revised Pay on account of implementation of the New Pay Matrix shall be brought to the notice of the State Government for suitable orders.

Annexures:

The Annexures I, II, III below shall be followed with regard to fixation new pay scale and implementation of the same. Further annexures IV, V, VI and VII shall be followed with regard to Assessment Criteria and Methodology for different streams (University/College Teachers, Librarian, Directors of Physical Educations and Sports and API Score).


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Annexure-I

PAY MATRIX

Pay Band (Rs)	15,600-39,100			37,400-67,000		67,000-79,000
Academic Grade Pay(Rs)	6,000	7,000	8,000	9,000	10,000	-
Index of Rationalization	2.67	2.67	2.67	2.67	2.72	2.72
Entry Level Pay(Rs)	21,600	25,790	29,900	49,200	53,000	67,000
Academic Level	10	11	12	13A	14	15
Revised Entry Pay 1	57,700	68,900	79,800	1,31,400	1,44,200	1,82,200
2	59,400	71,000	82,200	1,35,300	1,48,500	1,87,700
3	61,200	73,100	84,700	1,39,400	1,53,000	1,93,300
4	63,000	75,300	87,200	1,43,600	1,57,600	1,99,100
5	64,900	77,600	89,800	1,47,900	1,62,300	2,05,100
6	66,800	79,900	92,500	1,52,300	1,67,200	2,11,300
7	68,800	82,300	95,300	1,56,900	1,72,200	2,17,600
8	70,900	84,800	98,200	1,61,600	1,77,400	2,24,100
9	73,000	87,300	1,01,100	1,66,400	1,82,700	
10	75,200	89,900	1,04,100	1,71,400	1,88,200	
11	77,500	92,600	1,07,200	1,76,500	1,93,800	
12	79,800	95,400	1,10,400	1,81,800	1,99,600	
13	82,200	98,300	1,13,700	1,87,300	2,05,600	
14	84,700	1,01,200	1,17,100	1,92,900	2,11,800	
15	87,200	1,04,200	1,20,600	1,98,700	2,18,200	
16	89,800	1,07,300	1,24,200	2,04,700		
17	92,500	1,10,500	1,27,900	2,10,800		
18	95,300	1,13,800	1,31,700	2,17,100		
19	98,200	1,17,200	1,35,700			
20	1,01,100	1,20,700	1,39,800			
21	1,04,100	1,24,300	1,44,000			
22	1,07,200	1,28,000	1,48,300			
23	1,10,400	1,31,800	1,52,700			
24	1,13,700	1,35,800	1,57,300			
25	1,17,100	1,39,900	1,62,000			
26	1,20,600	1,44,100	1,66,900			
27	1,24,200	1,48,400	1,71,900			
28	1,27,900	1,52,900	1,77,100			
29	1,31,700	1,57,500	1,82,400			
30	1,35,700	1,62,200	1,87,900			
31	1,39,800	1,67,100	1,93,500			
32	1,44,000	1,72,100	1,99,300			
33	1,48,300	1,77,300	2,05,300			
34	1,52,700	1,82,600	2,11,500			
35	1,57,300	1,88,100				
36	1,62,000	1,93,700				
37	1,66,900	1,99,500				
38	1,71,900	2,05,500				
39	1,77,100					
40	1,82,400					

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Annexure-II

1.	Name of the Employee	
2.	Designation of the post in which pay is to be Fixed as on January 1, 2016	
3.	Status (substantive/officiating)	
4.	Pre-revised Pay Band and Grade Pay or Scale	
5.	Existing Emoluments	
	a. Basic Pay (Pay in the applicable Pay Band + applicable Grade Pay or basic pay in the applicable scale) in the pre-revised structure as on January 1, 2016	
	b. Dearness Allowance sanctioned w.e.f. 01.01.2016	
	c. Existing Emoluments (a+b)	
6.	Basic Pay (Pay in the applicable Pay Band + applicable Grade Pay or basic pay in the applicable scale) in the pre-revised structure as on January 1, 2016.	
7.	Applicable Level in the Pay Matrix corresponding to Pay Band and Grade Pay or scale shown at S.No. 4.	
8.	Amount arrived at by multiplying basic pay as at Sl.No. 6 by 2.57	
9.	Applicable Cell in the level either equal to or just above the amount at Sl. No. 8	
10.	Revised Pay scale (as per Sl. No. 09)	
11.	Revised Pay with reference to the Substantive Pay in cases where the pay fixed in the officiating post is lower than the pay fixed in the substantive post if applicable	
11.	Personal Pay, if any.	
12.	Date of next increment and pay Pay after grant of increment Date of Increment (Pay after increment of applicable level of Pay Matrix)	
13.	Any other relevant information	

Date:

Signature & Designation of Head of the Department

Office:


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Annexure-III

UNDERTAKING

I hereby undertake that any excess payment that may be found to have been made as a result of incorrect fixation of pay or any excess payment detected in the light of discrepancies noticed subsequently will be refunded by me to the Government either by adjustment against future payments due to me or otherwise.

Date:

Signature:

Place:

Name:

Designation:

Department

Signed before me

Signature of Chairman/Coordinator of the Department


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ANNEXURE - IV

Assessment Criteria and Methodology for University/College Teachers

Sl.No.	Activity	Grading Criteria
1.	Teaching: (Number of classes taught/total classes assigned)x100% (Classes taught includes sessions on tutorials, lab and other teaching related activities)	80% & above - Good Below 80% but 70% & above- Satisfactory Less than 70% - Not satisfactory
2.	Involvement in the University/College students related activities/research activities: (a) Administrative responsibilities such as Head, Chairperson/ Dean/ Director/ Co-ordinator, Warden etc. (b) Examination and evaluation duties assigned by the college / university or attending the examination paper evaluation. (c) Student related co-curricular, extension and field based activities such as student clubs, career counselling, study visits, student seminars and other events, cultural, sports, NCC, NSS and community services. (d) Organising seminars/ conferences/ workshops, other college/university activities. (e) Evidence of actively involved in guiding Ph.D students. (f) Conducting minor or major research project sponsored by national or international agencies. (g) At least one single or joint publication in peer-reviewed or UGC list of Journals.	Good - Involved in at least 3 activities Satisfactory - 1-2 activities Not-satisfactory - Not involved / undertaken any of the activities Note: Number of activities can be within or across the broad categories of activities

Overall Grading:

Good: Good in teaching and satisfactory or good in activity at Sl.No.2. Or

Satisfactory: Satisfactory in teaching and good or satisfactory in activity at Sl.No.2.

Not Satisfactory: If neither good nor satisfactory in overall grading

Note: For the purpose of assessing the grading of Activity at Serial No. 1 and Serial No. 2, all such periods of duration which have been spent by the teacher on different kinds of paid leaves such as Maternity Leave, Child Care Leave, Study Leave, Medical Leave, Extraordinary Leave and Deputation shall be excluded from the grading assessment. The teacher shall be assessed for the remaining period of duration and the same shall be extrapolated for the entire period of assessment to arrive at the grading of the teacher. The teacher on such leaves or deputation as mentioned above shall not be put to any disadvantage for promotion under CAS due to his/her absence from his/her teaching responsibilities subject to the condition that such leave/deputation was undertaken with the prior approval of the competent authority following all procedures laid down in these regulations and as per the acts, statutes and ordinances of the parent institution.


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Annexure - V

Assessment Criteria and Methodology for Librarian

S. No.	Activity	Grading Criteria
1	<p>Regularity of attending library (calculated in terms of percentage of days attended to the total number of days he/she is expected to attend)</p> <p>While attending in the library, the individual is expected to undertake, inter alia, following items of work:</p> <ul style="list-style-type: none">• Library Resource and Organization and maintenance of books, journals and reports.• Provision of Library reader services such as literature retrieval services to researchers and analysis of report.• Assistance towards updating institutional website	<p>90% and above - Good</p> <p>Below 90% but 80% and above - Satisfactory</p> <p>Less than 80% - Not satisfactory</p>
2.	<p>Conduct of seminars/workshops related to library activity or on specific books or genre of books.</p>	<p>Good – 1 National level seminar/ workshop + 1 State/institution level workshop/Seminar</p> <p>Satisfactory - 1 National level seminar/ workshop or 1 state level seminar/ workshop + 1 institution level seminar/ workshop or 4 institution seminar / workshop</p> <p>Unsatisfactory – Not falling in above two categories</p>
3.	<p>If library has a computerized database then OR If library does not have a computerized database</p>	<p>Good – 100% of physical books and journals in computerized database.</p> <p>Satisfactory – At least 99% of physical books and journals in computerized database.</p> <p>Unsatisfactory – Not falling under good or satisfactory. OR</p> <p>Good – 100% Catalogue database made up to date Satisfactory- 90% catalogue database made up to date Unsatisfactory - Catalogue database not upto mark.</p> <p>(To be verified in random by the CAS Promotion Committee)</p>


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4.	Checking inventory and extent of missing books	<p>Good : Checked inventory and missing book less than 0.5%</p> <p>Satisfactory - Checked inventory and missing book less than 1%</p> <p>Unsatisfactory - Did not check inventory Or Checked inventory and missing books 1% or more.</p>
5.	<p>(i) Digitisation of books database in institution having no computerized database.</p> <p>(ii) Promotion of library network.</p> <p>(iii) Systems in place for dissemination of information relating to books and other resources.</p> <p>(iv) Assistance in college administration and governance related work including work done during admissions, examinations and extracurricular activities.</p> <p>(v) Design and offer short-term courses for users.</p> <p>(vi) Publications of at least one research paper in UGC approved journals.</p>	<p>Good : Involved in any two activities</p> <p>Satisfactory : At least one activity</p> <p>Not Satisfactory : Not involved/ undertaken any of the activities.</p>
Overall Grading	<p>Good : Good in Item 1 and satisfactory/good in any two other items including Item 4.</p> <p>Satisfactory : Satisfactory in Item 1 and satisfactory /good in any other two items including Item 4. Not satisfactory : If neither good nor satisfactory in overall grading.</p>	
<p>Note :</p> <p>a) It is recommended to use ICT technology to monitor the attendance of library staff and compute the criteria of assessment.</p> <p>b) The Librarian must submit evidence of published paper, participation certificate for refresher or methodology course, successful research guidance from Head of Department of the concerned department, project completion.</p> <p>c) The system of tracking user grievances and the extent of grievances redressal details may also be made available to the CAS promotion committee.</p>		


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Annexure - VI

Assessment Criteria and Methodology for Directors of Physical Education and Sports

S. No.	Activity	Grading Criteria
1	Attendance calculated in terms of percentage of days attended to the total number of days he is expected to attend.	90 and above - Good Above 80 but below 90- Satisfactory. Less than 80 - Not satisfactory.
2.	Organizing intra college competition	Good - Intra college competition in more than 5 disciplines. Satisfactory - Intra college competition in 3-5 disciplines. Unsatisfactory- Neither good nor satisfactory.
3.	Institution participating in external competitions	Good - National level competition in at least one discipline plus State/District level competition in at least 3 disciplines. Satisfactory- State level competition in at least one discipline plus district level competition in at least 3 disciplines. Or District level competition in at least 5 disciplines. Unsatisfactory - Neither good nor satisfactory.
4.	Up-gradation of sports and physical training infrastructure with scientific and technological inputs. Development and maintenance of playfields and sports and physical Education facilities.	Good/Satisfactory/Not-Satisfactory to be assessed by the Promotion committee.
5.	(i) At least one student of the institution participating in national/ state/ university (for college levels only) teams. Organizing state/national/inter university/inter college level competition. (ii) Being invited for coaching at state/national level. (iii) Organizing at least three workshops in a year. (iv) Publications of at least one research paper in UGC approved journal. Assistance in college administration and governance related work including work done during admissions, examinations and extracurricular college activities.	Good: Involved in any two activities. Satisfactory: 1 activity Not Satisfactory : Not involved/ undertaken any of the activities.


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Overall Grading	<p>Good: Good in Item 1 and satisfactory/good in any two other items.</p> <p>Satisfactory: Satisfactory in Item 1 and satisfactory/good in any other two items.</p> <p>Not Satisfactory: If neither good nor satisfactory in overall grading.</p>
-----------------	---

Note:

- (i) It is recommended to use ICT technology to monitor the attendance of sports and physical education and compute the criteria of assessment.
- (ii) The institution must obtain student feedback. The feed-backs must be shared with the concerned Director of Physical and Education and Sports and also the CAS Promotion committee.
- (iii) The system of tracking user grievances and the extent of grievance redressal details may also be made available to the CAS Promotion Committee.


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ANNEXURE - VII

Methodology for University and College Teachers for calculating Academic/Research Score

(Assessment must be based on evidence produced by the teacher such as: copy of publications, project sanction letter, utilization and completion certificates issued by the University and acknowledgements for patent filing and approval letters, students' Ph.D. award letter, etc.,)

S.N.	Academic/Research Activity	Faculty of Sciences /Engineering / Agriculture / Medical /Veterinary Sciences	Faculty of Languages / Humanities / Arts / Social Sciences / Library /Education / Physical Education / Commerce / Management & other related disciplines
1.	Research Papers in Peer-Reviewed or UGC listed Journals	08 per paper	10 per paper
2.	Publications (other than Research papers)		
	(a) Books authored which are published by ;		
	International publishers	12	12
	National Publishers	10	10
	Chapter in Edited Book	05	05
	Editor of Book by International Publisher	10	10
	Editor of Book by National Publisher	08	08
	(b) Translation works in Indian and Foreign Languages by qualified faculties		
	Chapter or Research paper	03	03
	Book	08	08
3.	Creation of ICT mediated Teaching Learning pedagogy and content and development of new and innovative courses and curricula		
	(a) Development of Innovative pedagogy	05	05
	(b) Design of new curricula and courses	02 per curricula/course	02 per curricula/course
	(c) MOOCs		
	Development of complete MOOCs in 4 quadrants (4 credit course)(In case of MOOCs of lesser credits 05 marks/credit)	20	20
	MOOCs (developed in 4 quadrant) per	05	05


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	module/lecture		
	Content writer/subject matter expert for each module of MOOCs (at least one quadrant)	02	02
	Course Coordinator for MOOCs (4 credit course)(In case of MOOCs of lesser credits 02 marks/credit)	08	08
	(d) E-Content		
	Development of e-Content complete course/e-book in 4 quadrants	12	12
	e-Content (developed in 4 quadrants) per module	05	05
	Contribution to development of e-content module in complete course/paper/e-book (at least one quadrant)	02	02
	Editor of e-content for complete course/paper /e-book	10	10
4	(a) Research guidance		
	Ph.D.	10 per degree awarded 05 per thesis submitted	10 per degree awarded 05 per thesis submitted
	M.Phil./P.G dissertation	02 per degree awarded	02 per degree awarded
	(b) Research Projects Completed		
	More than 10 lakhs	10	10
	Less than 10 lakhs	05	05
	(c) Research Projects Ongoing :		
	More than 10 lakhs	05	05
	Less than 10 lakhs	02	02
5	(d) Consultancy	03	03
	(a) Patents		
	International	10	10
	National	07	07
	(b) *Policy Document (Submitted to an International body/organisation like UNO/UNESCO/World Bank/International Monetary Fund etc. or Central Government or State Government		
	International	10	10
	National	07	07
	State	04	04
	(c) Awards/Fellowship		
	International	07	07
	National	05	05
6.	*Invited lectures / Resource Person/ paper presentation in Seminars/ Conferences/full paper in Conference Proceedings (Paper presented in Seminars/Conferences and also		

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published as full paper in Conference Proceedings will be counted only once)		
International (Abroad)	07	07
International (within country)	05	05
National	03	03
State/University	02	02

The Research score for research papers would be augmented as follows :

Peer-Reviewed or UGC-listed Journals (Impact factor to be determined as per Thomson Reuters list)

:

- (i) Paper in refereed journals without impact factor - 5 Points
- (ii) Paper with impact factor less than 1 - 10 Points
- (iii) Paper with impact factor between 1 and 2 - 15 Points
- (iv) Paper with impact factor between 2 and 5 - 20 Points
- (v) Paper with impact factor between 5 and 10 - 25 Points
- (vi) Paper with impact factor >10 - 30 Points

- A. Two authors: 70% of total value of publication for each author.
- B. More than two authors: 70% of total value of publication for the First/Principal/Corresponding author and 30% of total value of publication for each of the joint authors.

Joint Projects: Principal Investigator and Co-investigator would get 50% each.

Note:

- Paper presented if part of edited book or proceeding then it can be claimed only once.
- For joint supervision of research students, the formula shall be 70% of the total score for Supervisor and Co-supervisor. Supervisor and Co-supervisor, both shall get 7 marks each.
- For the purpose of calculating research score of the teacher, the combined research score from the categories of 5(b). Policy Document and 6. Invited lectures/Resource Person/Paper presentation shall have an upper capping of thirty percent of the total research score of the teacher concerned.
- The research score shall be from the minimum of three categories out of six categories.


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29. Other Matters:

If any difficulty arises in giving effect to the above provisions the same may be considered in the light of the provisions contained in "*UGC Regulations on Minimum Qualifications for appointment of teachers and other academic staff and measures for maintenance of standards in Higher Education, 2018*" and amendments issued thereunder read with relevant service rules of the State and if necessary the same may be referred to government for necessary orders/clarifications.

30. Repeal:

All the existing statues in this behalf are hereby repealed.



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**VAJUBHAI VALA
CHANCELLOR**



ವಿಜಯನಗರ ಶ್ರೀ ಕೃಷ್ಣದೇವರಾಯ ವಿಶ್ವವಿದ್ಯಾಲಯ,
ಬಳ್ಳಾರಿ

ದಿನಾಂಕ 07.12.2020 ರಂದು ಬೆಳಿಗ್ಗೆ 03.00 ಗಂಟೆಗೆ
ಜರುಗಿದ ವಿಶೇಷ ವಿದ್ಯಾವಿಷಯಕ ಪರಿಷತ್ ಸಭೆಯ ನಡವಳಿ
ಸಂಖ್ಯೆ: 02


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ವಿಜಯನಗರ ಶ್ರೀ ಕೃಷ್ಣದೇವರಾಯ ವಿಶ್ವವಿದ್ಯಾಲಯ
“ಜ್ಞಾನ ಸಾಗರ” ಆವರಣ, ಬಳ್ಳಾರಿ - 583 105



ಕುಲಸಚಿವರು

ದಿನಾಂಕ 07.12.2020 ರಂದು ಮಧ್ಯಾಹ್ನ 03.00 ಗಂಟೆಗೆ
ಜರುಗಿದ ವಿಶೇಷ ವಿದ್ಯಾವಿಷಯಕ ಪರಿಷತ್ ಸಭೆಯ ನಡಾವಳಿ

ಟೇಬಲ್ ಅಜೆಂಡಾ

☞ ಐಟಂ ನಂ. 02:

ವಿಷಯ: ವಿಶ್ವವಿದ್ಯಾಲಯದ ಬೋಧಕ ಸಿಬ್ಬಂದಿಗಳಿಗೆ ಯುಜಿಸಿ 7ನೇ ವೇತನ ಜಾರಿಗೊಳಿಸುವ ಸಂಬಂಧ ರಚಿಸಿರುವ ಪರಿನಿಯಮಾವಳಿಗಳಿಗೆ ಮಾಡಿರುವ ಮಾರ್ಪಾಡನ್ನು ವಿದ್ಯಾವಿಷಯಕ ಪರಿಷತ್ ಸಭೆಯ ಅನುಮೋದನೆಗಾಗಿ ಸಲ್ಲಿಸಿದೆ.

- ಉಲ್ಲೇಖ: 1. ಸರ್ಕಾರದ ಪತ್ರ ಸಂಖ್ಯೆ: ಇಡಿ 32 ಯುಆರ್‌ಇ 2019 ದಿನಾಂಕ: 08.01.2020.
2. ಈ ಕಛೇರಿ ಪತ್ರ ಸಂಖ್ಯೆ: ವಿಶ್ವವಿದ್ಯಾಲಯ/ಡಿಪಿಎಆರ್/ಬೋಧಕ-ಸಿಬ್ಬಂದಿ2019-20/2239 ದಿನಾಂಕ: 05.02.2020.
3. ಸರ್ಕಾರದ ಅಪರ ಮುಖ್ಯಕಾರ್ಯದರ್ಶಿಗಳ ಕಛೇರಿಯ ಮೌಖಿಕ ನಿರ್ದೇಶನ.

ಉಲ್ಲೇಖ-01 ರಂತೆ ಸರ್ಕಾರದ ಅಪರ ಮುಖ್ಯಕಾರ್ಯದರ್ಶಿಗಳು, ಉನ್ನತ ಶಿಕ್ಷಣ ಇಲಾಖೆ (ವಿಶ್ವವಿದ್ಯಾಲಯಗಳು), ಬೆಂಗಳೂರು ಇವರು ನಾವು ಕಳುಹಿಸಿದ ಪರಿನಿಯಮಾವಳಿಗಳಲ್ಲಿ ಕೆಲವು ಮಾರ್ಪಾಡನ್ನು ಮಾಡಲು ಸೂಚಿಸಿರುತ್ತಾರೆ. ಸದರಿ ಸೂಚನೆ ಹಿನ್ನೆಲೆಯಲ್ಲಿ ವಿಶ್ವವಿದ್ಯಾಲಯದ ಬೋಧಕ ಸಿಬ್ಬಂದಿಗಳಿಗೆ ಯುಜಿಸಿಯ 7ನೇ ವೇತನ ಶ್ರೇಣಿಯನ್ನು ಜಾರಿಗೊಳಿಸುವ ಸಂಬಂಧ ರಚಿಸಿದ ಪರಿನಿಯಮಾವಳಿಯನ್ನು ದಿನಾಂಕ: 04.02.2020 ರಂದು ಜರುಗಿದ ಸಿಂಡಿಕೇಟ್ ಸಭೆಯ ಅನುಮೋದನೆ ಪಡೆದು ಸರ್ಕಾರದ ಅನುಮೋದನೆಗಾಗಿ ಕಳುಹಿಸಲಾಗಿತ್ತು. ಆದರೆ ಸರ್ಕಾರದ ಅಪರ ಮುಖ್ಯ ಕಾರ್ಯದರ್ಶಿಗಳ ಕಛೇರಿಯಿಂದ ಮೌಖಿಕವಾಗಿ ಮರು ಮಾರ್ಪಾಡಿಗೆ ಸೂಚಿಸಿದೆ.

ಕಾರಣ ಸರ್ಕಾರದ ಅಪರ ಮುಖ್ಯ ಕಾರ್ಯದರ್ಶಿಗಳ ನಿರ್ದೇಶನದಂತೆ ಮಾರ್ಪಾಡು ಮಾಡಿದ ಪರಿನಿಯಮಾವಳಿಯನ್ನು ವಿದ್ಯಾವಿಷಯಕ ಪರಿಷತ್ ಸಭೆಯ ಪರಿಶೀಲನೆ ಹಾಗೂ ಅನುಮೋದನೆಗಾಗಿ ಮಂಡಿಸಿದೆ.

ತೀರ್ಮಾನ

ವಿಶ್ವವಿದ್ಯಾಲಯದ ಬೋಧಕ ಸಿಬ್ಬಂದಿಗಳಿಗೆ ಯುಜಿಸಿ 7ನೇ ವೇತನ ಜಾರಿಗೊಳಿಸುವ ಸಂಬಂಧ ರಚಿಸಿರುವ ಪರಿನಿಯಮಾವಳಿಗಳಿಗೆ ಮಾಡಿರುವ ಮಾರ್ಪಾಡನ್ನು ವಿದ್ಯಾವಿಷಯಕ ಪರಿಷತ್ ಸಭೆಯು ಪರಿಶೀಲಿಸಿ ಅನುಮೋದಿಸಿತು.


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ವಿಜಯನಗರ ಶ್ರೀ ಕೃಷ್ಣದೇವರಾಯ ವಿಶ್ವವಿದ್ಯಾಲಯ
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ಬಳ್ಳಾರಿ

ದಿನಾಂಕ 11.12.2020 ರಂದು ಬೆಳಿಗ್ಗೆ 12.30 ಗಂಟೆಗೆ
ಜರುಗಿದ ವಿಶೇಷ ಸಿಂಡಿಕೇಟ್ ಸಭೆಯ ನಡವಳಿ ಸಂಖ್ಯೆ: 02


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ಕುಲಸಚಿವರು

ದಿನಾಂಕ 11.12.2020 ರಂದು ಮಧ್ಯಾಹ್ನ 12.30 ಗಂಟೆಗೆ
ಜರುಗಿದ ವಿಶೇಷ ಸಿಂಡಿಕೇಟ್ ಸಭೆಯ ನಡವಳಿ

ಟೇಬಲ್ ಅಜೆಂಡಾ

☞ ಐಟಂ ನಂ. 02:

ವಿಷಯ: ವಿಶ್ವವಿದ್ಯಾಲಯದ ಬೋಧಕ ಸಿಬ್ಬಂದಿಗಳಿಗೆ ಯುಜಿಸಿ 7ನೇ ವೇತನ ಜಾರಿಗೊಳಿಸುವ ಸಂಬಂಧ ರಚಿಸಿರುವ ಪರಿನಿಯಮಾವಳಿಗಳಿಗೆ ಮಾಡಿರುವ ಮಾರ್ಪಾಡನ್ನು ಸಿಂಡಿಕೇಟ್ ಸಭೆಯ ಅನುಮೋದನೆಗಾಗಿ ಸಲ್ಲಿಸಿದೆ.

- ಉಲ್ಲೇಖ: 1. ಸರ್ಕಾರದ ಪತ್ರ ಸಂಖ್ಯೆ: ಇಡಿ 32 ಯುಆರ್‌ಇ 2019 ದಿನಾಂಕ: 08.01.2020.
2. ಈ ಕಛೇರಿ ಪತ್ರ ಸಂಖ್ಯೆ: ವಿಶ್ರೀಕೃವಿಬ/ಡಿಪಿಎಆರ್/ಬೋಧಕ-ಸಿಬ್ಬಂದಿ2019-20/2239 ದಿನಾಂಕ: 05.02.2020.
3. ಸರ್ಕಾರದ ಅಪರ ಮುಖ್ಯಕಾರ್ಯದರ್ಶಿಗಳ ಕಛೇರಿಯ ಮೌಖಿಕ ನಿರ್ದೇಶನ ದಿ. 04.12.2020.

ಉಲ್ಲೇಖ-01 ರಂತೆ ಸರ್ಕಾರದ ಅಪರ ಮುಖ್ಯಕಾರ್ಯದರ್ಶಿಗಳು, ಉನ್ನತ ಶಿಕ್ಷಣ ಇಲಾಖೆ (ವಿಶ್ವವಿದ್ಯಾಲಯಗಳು), ಬೆಂಗಳೂರು ಇವರು ನಾವು ಕಳುಹಿಸಿದ ಪರಿನಿಯಮಾವಳಿಗಳಲ್ಲಿ ಕೆಲವು ಮಾರ್ಪಾಡನ್ನು ಮಾಡಲು ಸೂಚಿಸಿರುತ್ತಾರೆ. ಸದರಿ ಸೂಚನೆ ಹಿನ್ನೆಲೆಯಲ್ಲಿ ವಿಶ್ವವಿದ್ಯಾಲಯದ ಬೋಧಕ ಸಿಬ್ಬಂದಿಗಳಿಗೆ ಯುಜಿಸಿಯ 7ನೇ ವೇತನ ಶ್ರೇಣಿಯನ್ನು ಜಾರಿಗೊಳಿಸುವ ಸಂಬಂಧ ರಚಿಸಿದ ಪರಿನಿಯಮಾವಳಿಯನ್ನು ದಿನಾಂಕ: 04.02.2020 ರಂದು ಜರುಗಿದ ಸಿಂಡಿಕೇಟ್ ಸಭೆಯ ಅನುಮೋದನೆ ಪಡೆದು ಸರ್ಕಾರದ ಅನುಮೋದನೆಗಾಗಿ ಕಳುಹಿಸಲಾಗಿತ್ತು. ಆದರೆ ಸರ್ಕಾರದ ಅಪರ ಮುಖ್ಯ ಕಾರ್ಯದರ್ಶಿಗಳ ಕಛೇರಿಯಿಂದ ಮೌಖಿಕವಾಗಿ ಮರು ಮಾರ್ಪಾಡನ್ನು ಸೂಚಿಸಿದ್ದು, ಅದರಂತೆ ಮಾರ್ಪಾಡು ಮಾಡಲಾಗಿದೆ.


ಕಾರಣ ಸರ್ಕಾರದ ಅಪರ ಮುಖ್ಯ ಕಾರ್ಯದರ್ಶಿಗಳ ನಿರ್ದೇಶನದಂತೆ ಮಾರ್ಪಾಡು ಮಾಡಿದ ಪರಿನಿಯಮಾವಳಿಯನ್ನು ಸಿಂಡಿಕೇಟ್ ಸಭೆಯ ಪರಿಶೀಲನೆ ಹಾಗೂ ಅನುಮೋದನೆಗಾಗಿ ಮಂಡಿಸಿದೆ.

ತೀರ್ಮಾನ

ವಿಶ್ವವಿದ್ಯಾಲಯದ ಬೋಧಕ ಸಿಬ್ಬಂದಿಗಳಿಗೆ ಯುಜಿಸಿ 7ನೇ ವೇತನ ಜಾರಿಗೊಳಿಸುವ ಸಂಬಂಧ ರಚಿಸಿರುವ ಪರಿನಿಯಮಾವಳಿಗಳಿಗೆ ಮಾಡಿರುವ ಮಾರ್ಪಾಡನ್ನು ಸಿಂಡಿಕೇಟ್ ಸಭೆಯು ಪರಿಶೀಲಿಸಿ ಅನುಮೋದಿಸಿತು.


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