



**VIJAYANAGARA SRI KRISHNADEVARAYA
UNIVERSITY BALLARI**

STATUTE NO 21 OF VSKU

**GOVERNING THE APPOINTMENT OF PROFESSORS,
ASSOCIATE PROFESSORS, ASSISTANT PROFESSORS,
PHYSICAL EDUCATION DIRECTORS AND LIBRARIANS
UNDER SECTION 40 (1) (K) OF KSU ACT 2000**

2017

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STATUTE GOVERNING THE APPOINTMENT OF PROFESSORS, ASSOCIATE PROFESSORS, ASSISTANT PROFESSORS, PHYSICAL EDUCATION DIRECTORS AND LIBRARIANS UNDER SECTION 40 (1) (K) OF KSU ACT, 2000

PREAMBLE

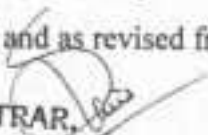
Consequent upon the extension of UGC Pay scales as revised from 1-1-2006 in respect of Teachers, Librarians and Physical Education Personnel of Universities and the issuance of letter No.1-32/2006-U II/U-I (i) dated 31-12-2008 of the Government of India, Ministry of Human Resource Development, Department 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 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.

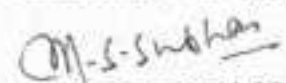
1. TITLE AND COMMENCEMENT

- This Statute shall be called "Vijayanagara Sri Krishnadevaraya University Statute Governing the Appointment of Professors, Associate Professors, Assistant Professors, Physical Education Directors and Librarians under Section 40 (1) (K) of KSU Act,2000 and 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.


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Vijayanagara Sri Krishnadevaraya University,
Jnana Sagar Campus, Vinayakanagar,
Cantonment, BALLARI-583 105


VICE-CHANCELLOR,
Vijayanagara Sri Krishnadevaraya University,
Jnana Sagar Campus, Vinayakanagar
Cantonment, BALLARI-583 105.


3. DEFINITIONS:

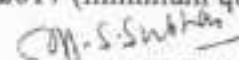
In this Statute unless the context otherwise requires:

- 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 amended 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 circular No. ED 136 UNE 2017, dated 17-07-2017 and as amended from time to time.
- 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 amended 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 18th of September 2010 part III and Government of Karnataka Order No. ED 37 UNE 2009, dated 24/12/2009 to be read along with circular No. ED 136 UNE 2017, dated 17-07-2017 (minimum qualification


REGISTRAR,
 Vijayanagara Sri Krishnadevaraya University,
 Jnana Sagar Campus, Vinayakanagar,
 Cantonment, BALLARI-583 105.


VICE-CHANCELLOR,
 Vijayanagara Sri Krishnadevaraya University,
 Jnana Sagar Campus, Vinayakanagar
 Cantonment, BALLARI-583 105.

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 amended 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 circular No. ED 136 UNE 2017, dated 17-07-2017 and as amended from time to time.

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.

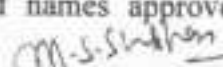
At least four members, including two outside subject experts, shall constitute the quorum.

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


REGISTRAR
 Vijayanagara Sri Krishnadevaraya University,
 Jnana Sagar Campus, Vijayakanagar,
 Cantonment, BALLARI-583 105.


VICE-CHANCELLOR
 Vijayanagara Sri Krishnadevaraya University,
 Jnana Sagar Campus, Vijayakanagar
 Cantonment BALLARI-583 105.

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/ AICTE in its regulations, revised from time to time and other parameters prescribed by the University and Government of Karnataka (GOK) from time to time.

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


REGISTRAR,
 Vijayanagara Sri Krishnadevaraya University,
 Jnana Sagar Campus, Vinayakanagar,
 Cantonment, BALLARI-593 105.


VICE-CHANCELLOR,
 Vijayanagara Sri Krishnadevaraya University,
 Jnana Sagar Campus, Vinayakanagar
 Cantonment, BALLARI-593 105.

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.

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.

8.2 Librarians

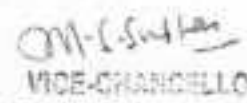
i. **Assistant Librarian:** All eligible candidates shall be called for interview for each post based on the percentage of marks secured in the qualifying examinations and fulfillment of other criteria prescribed by the UGC in its regulations, revised from time to time and such other guidelines as may be prescribed by the University and Government of Karnataka (GOK) from time to time.

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.

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.



REGISTRAR,
Vijayanagara Sri Krishnadevaraya University,
Jnana Sagar Campus, Vijayakanagar,
Cantonment, BALLARI-593 165.



VICE-CHANCELLOR,
Vijayanagara Sri Krishnadevaraya University,
Jnana Sagar Campus, Vijayakanagar
Cantonment, BALLARI-593 165.

8.3 Physical Education Personnel

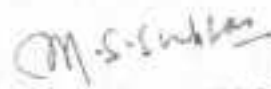
- i. Assistant Director of Physical Education and Sports:** All eligible candidates shall be called for interview for each post based on the percentage of marks secured in the qualifying examinations and fulfillment of other criteria prescribed by the UGC in its regulations revised from time to time and such other rules as may be prescribed by the University and Government of Karnataka (GOK) from time to time.
- iv. 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.
- v. 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.

9. SAVINGS AND REPEAL:

The UGC regulations and Govt. orders issued in this regard from time to time will be deemed to be a part of this statute. The earlier statute framed on this subject get repealed.



REGISTRAR,
Vijayanagara Sri Krishnadevaraya University,
Jnana Sagar Campus, Vinayakanagar,
Cantonment, BALLARI-583 105.



VICE-CHANCELLOR,
Vijayanagara Sri Krishnadevaraya University,
Jnana Sagar Campus, Vinayakanagar
Cantonment, BALLARI-583 105.



VAJUBHAI VALA
CHANCELLOR

Annexure I

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

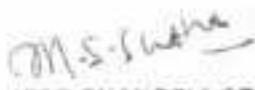
Minimum eligibility qualifications as per UGC 2016 Regulations (11th July 2016)

- a. Academic record and Research performance (50%)
- b. Assessment of domain knowledge and teaching skills (30%)
- c. Interview performance (20%)*

*(*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 8th 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 **(a)** above, the Marks are distributed as 35 and 15 for Academic Record and Research Performance respectively.
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.


REGISTRAR,
 Vijayanagara Sri Krishnadevaraya University,
 Jnana Sagar Campus, Vijayanagara,
 Cantonment, BALLARI-583 105.


VICE-CHANCELLOR,
 Vijayanagara Sri Krishnadevaraya University,
 Jnana Sagar Campus, Vijayanagara
 Cantonment, BALLARI-583 105.

For Academic Record 35% marks and 15% marks for Research Performance are distributed as below:

Marks obtained (%) at PG level by the candidate	Max. Marks to be Awarded 35 marks	Max. Marks to be Awarded 15 marks	Applicable to all the Faculties in the University	Maximum API score for University/ College teacher*	Marks (%) Assigned	
55	12.5	Research papers published (III (A))	Refereed Journals as notified by the UGC	01 per Publication Max. of 25	Total Max.marks-220 which is to be converted from the total marks obtained *15/220 illustration: If the candidate obtained total 220*15/220=12.27 out of 15	
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 20		
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	14.3		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	15.3		Research Projects (III (C))			
62	16		Sponsored Projects (III (C)(i))	Major Projects with grants above Rs. 5 lakhs		10 per Project Max. of 20
63	16.3			Major Projects with grants above Rs. 3 lakhs up to Rs. 5 lakhs		05 per Project Max. of 15
64	17			Minor Projects with grants above Rs. 1 lakh up to Rs. 3 lakhs		05 per Project Max. of 10
65	17.3		Consultancy Projects (III (C)(ii))	Amount mobilized with a minimum of Rs. 2 lakhs		02 per Rs.2 lakhs project and Max. of 10
66	18					
67	18.5					
68	19					
69	19.5					
70	20					
71	20.5					
72	21					
73	21.5					
74	22					
75	22.5					
76	23					
77	23.5					
78	24					
79	24.5					
80	25					
81	25.5					

REGISTRAR,
Vijayanagara Sri Krishnadevaraya University,
Jnana Sagar Campus, Vijayanagara,
Cantonment, BALLARI-583 105.

Dr. S. S. S. S.
VICE-CHANCELLOR,
Vijayanagara Sri Krishnadevaraya University,
Jnana Sagar Campus, Vijayanagara
Cantonment, BALLARI-583 105

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
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))		
93	31.5	M.Phil (III (D)(i))	Degree awarded before 2000	1 per candidate Max. of 5
94	32			
95	32.5	P.hD(III (D)(ii))	Degree awarded / Thesis submitted	3 per candidate Max. of 15
96	33			
97	33.5	Fellowships/ Awards (III (E)) (III (E)(i))	International Award / Fellowship from academic bodies/associations	3 per Award / 3 per Fellowship Max. of 15
98	34		National Award/Fellowship from academic bodies/ associations	2 per Award / 2 per Fellowship Max. of 10
99	34.5		State/University level Award from academic bodies/ associations	1 Per Award Max. of 5
100	35	Invited Lectures/ Papers, (III (E)(ii))	International	1 per lecture / 1 per paper presented Max. of 7
			National level	1 per lecture / 1 per paper presented Max. of 3
			State/University level	1 per lecture / 1 per paper presented Max. of 3
		Development of E-Learning delivery process/ Material. (III (F))	3 per module Max. of 10	


REGISTRAR,
 Vijayanagara Sri Krishnadevaraya University,
 Jnana Sagar Campus, Vijayanagara,
 Cantonment, BALLARI-593 103.


VICE-CHANCELLOR,
 Vijayanagara Sri Krishnadevaraya University,
 Jnana Sagar Campus, Vijayanagar
 Cantonment, BALLARI-593 103.

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2. With regard to I(b) above, 30 Marks 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 Subject knowledge as well as the Allied subjects (as shown in the statement of marks card of the candidate) and Aptitude for the total 100 Marks. This shall be converted to 30% based on the marks obtained by the candidate. For which a question bank shall be prepared by the respective departments in the subjects concerned.

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 1 and 2). 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
- In case of candidates obtaining the same marks against Sl. No 1 and 2 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

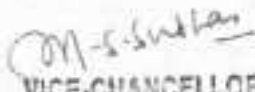
Sl. No 1	=	50 (35+15).
Sl. No 2	=	30
Total	=	80

For 100 it is 12.25% for 80=9.8. Therefore oral/interview has to conducted for 9.8.

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,


REGISTRAR,
Vijayanagara Sri Krishnadevaraya University,
Jnana Sagar Campus, Vinayakanagar,
Cantonment, BALLARI-583 105.


VICE-CHANCELLOR,
Vijayanagara Sri Krishnadevaraya University,
Jnana Sagar Campus, Vinayakanagar
Cantonment, BALLARI-583 105.

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 = 1 +2+3.
- 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	12.27 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 61.67 out of 89.8

REGISTRAR,
Vijayanagara Sri Krishnadevaraya University,
Jnana Sagar Campus, Vijayanagar,
Cantonment, BALLARI-583 105.

VICE-CHANCELLOR,
Vijayanagara Sri Krishnadevaraya University,
Jnana Sagar Campus, Vijayanagar
Cantonment, BALLARI-583 105.

Annexure I (contd)

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

Minimum eligibility qualifications as per UGC 2016 Regulations (11th July 2016)

- 5 years of regular service as Assistant Professor or equivalent grade in any UGC recognized University/ College.
 - PhD Degree in the subject for which the post is advertised
 - One Orientation and one Refresher/ research methodology Course of minimum 3 weeks duration.
 - Any other condition stipulated by the UGC and state Government from time to time.
- | | | |
|----|--|--------|
| 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) With regard to (a) above 20% of the marks are allotted.

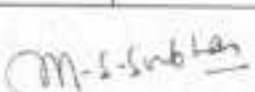
As per the UGC Regulations the minimum consolidated API score requirement is 300 points from category II and III of API's..

- (i) A minimum of five publications since the period that the teacher is placed in stage 3.
- (ii) A selection committee process as stipulated in the regulation and in Table II(a). And other additional qualifications prescribed by UGC Regulations as mentioned above.

For Academic background 20% of marks the distribution is as below:

Nature of Activity	Max. Marks
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


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 Vijayanagara Sri Krishnadevaraya University,
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VICE-CHANCELLOR,
 Vijayanagara Sri Krishnadevaraya Univ.
 Jnana Sagar Campus, Vinayakanagar
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A. With regard to (b) above, Research Performance (40% of marks) the distribution of the marks is as follows:

	Applicable to all the Faculties in the University	Maximum score for University / College teacher*	Max. Marks 40
Research papers published (III (A) as per UGC API format)	Refereed Journals as notified by the UGC on its website	01 per Publication (Max. of 25)	Total Max.marks-320 which is to be converted to 40 Illustration: If the candidate obtained total 290*40/320=36.25 out of 40
	Other Reputed Journals as notified by the UGC on its website	02 per Publication (Max. of 10)	
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 Max. of 30	
	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 Max. of 20	
	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 Max. of 15	
	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 Max. of 10 National - 2.5 per Chapter Max. of 5	
Research Projects (III (C))			
Sponsored Projects (III (C)(i))	Major Projects with grants above Rs. 5 lakhs	10 per Project Max. of 20	
	Major Projects with grants above Rs. 3 lakhs up to Rs. 5 lakhs	05 per Project Max. of 15	
	Minor Projects with grants above Rs. 1 lakh up to Rs. 3 lakhs	05 per Project Max. of 10	
Consultancy Projects (III (C)(ii))	Amount mobilized with a minimum of Rs. 2 lakhs	02 per Rs.2 lakhs project and Max. of 10	
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	

REGISTRAR,

Vijayanagara Sri Krishnadevaraya University,
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VICE-CHANCELLOR,

Vijayanagara Sri Krishnadevaraya University,
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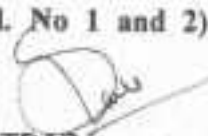
		Central Government – Max. of 20 State Govt.- Max. of 10 Local bodies – Max. of 5
Research Guidance (III (D))		
M.Phil (III (D)(i))	Degree awarded	1 per candidate Max. of 5
P.hD(III (D)(ii))	Degree awarded / Thesis submitted	3 per candidate Max. of 15
Fellowships/ Awards (III (E)) (III (E)(i))	International Award / Fellowship from academic bodies/associations	3 per Award / 3 per Fellowship Max. of 15
	National Award/Fellowship from academic bodies/ associations	2 per Award / 2 per Fellowship Max. of 10
	State/University level Award from academic bodies/ associations	1 Per Award Max. of 5
Invited Lectures/ Papers, (III (E)(ii))	International	1 per lecture / 1 per paper presented Max. of 7
	National level	1 per lecture / 1 per paper presented Max. of 3
	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	

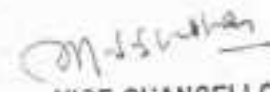
Illustration of Marks to be awarded: If a candidate has obtained API Score of 220 out of 308, the score is converted to: $(220 \cdot 40) / 308 = 28.57$ marks

With regard to (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. For which a question bank shall be prepared by the respective departments in the subjects concerned. This shall be converted into 20% based on the marks obtained by the candidate.

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

- The University shall then prepare a merit list of the candidates strictly based on the above criteria (Sl. No 1 and 2). This merit list shall be announced on the


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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 1 and 2** 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:**

Sl. No 1	- 20
Sl. No 2	- 40
Sl. No 3	- 20
Total	- 80

For 100 marks it is 12.25% for 80= 9.8. Hence the total marks S.No.1+2+3+9.8=89.8.

4. **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.


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- 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	36.25 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 **79.05 out of 89.8.**

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

- 10 years of regular service as Assistant/Associate Professor or equivalent grade in any UGC recognized University/ College.
- PhD Degree in the subject for which the post is advertised.
- One Orientation and one Refresher/ Research Methodology Course of minimum 3 weeks duration.
- Any other condition stipulated by the UGC and state Government from time to time.
 - a. Academic Record (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.

With regard to (a) above 20% of the marks are allotted.

As per the UGC Regulations the minimum consolidated API score requirement is 400 points from category III of APIs.

A minimum of five publications since the period that the teacher is placed in stage 3

A selection committee process as stipulated in the regulations and in Table II(a).


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And other additional qualifications prescribed by UGC regulations as mentioned above.

For Academic background 20% of marks the distribution is as below.:

Nature of Activity	Max. Marks
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

2. With regard to (b) above i.e., Research performance (40% of marks), the distribution of the marks is as follows:(all the parameters under this head as Research Performance should be considered by the candidate credentials

	Applicable to all the Faculties in the University	Maximum score for University / College teacher*	Max. Marks 40
Research papers published (III (A) as per UGC API format)	Refereed Journals as notified by the UGC on its website	01 per Publication (Max. of 25)	Total Max.marks-320 which is to be converted to 40 Illustration: If the candidate obtained total 290*40/320=36.25 out of 40
	Other Reputed Journals as notified by the UGC on its website	02 per Publication (Max. of 10)	
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 Max. of 30	
	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 Max. of 20	
	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 Max. of 15	
	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 Max. of 10 National – 2.5 per Chapter Max. of 5	


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Research Projects (III (C))		
Sponsored Projects (III (C)(i))	Major Projects with grants above Rs. 5 lakhs	10 per Project Max. of 20
	Major Projects with grants above Rs. 3 lakhs up to Rs. 5 lakhs	05 per Project Max. of 15
	Minor Projects with grants above Rs. 1 lakh up to Rs. 3 lakhs	05 per Project Max. of 10
Consultancy Projects (III (C)(ii))	Amount mobilized with a minimum of Rs. 2 lakhs	02 per Rs.2 lakhs project and Max. of 10
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
Research Guidance (III (D))		
M.Phil(III (D)(i))	Degree awarded	1 per candidate Max. of 5
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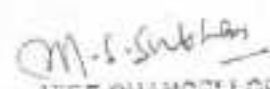

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Illustration of Marks to be awarded: If a candidate has obtained API Score of 240 out of 308, the score is converted to: $(240 \times 40) / 308 = 31.16$ marks

3. With regard to (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) 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. For which a question bank shall be prepared by the respective departments in the subjects concerned. This shall be converted into 20% based on the marks obtained by the candidate.

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

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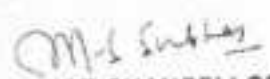
Note: As per the Supreme Court judgment the oral/ interview marks should not exceed 12.25% of the total marks. In the present case the marks for

Sl. No 1	- 20
Sl. No 2	- 40
Sl. No 3	- 20
Total	- 80

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. 1+2+3+9.8 = 89.8.

Total oral/Interview marks 9.8 are distributed as follows:


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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.

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A. For Academic background	18.0 out of 20
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D. For Oral/interview	08.0 out of 9.8
The overall score of the candidate will be	79.05 out of 89.8


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