

ಕರ್ನಾಟಕ ಸರ್ಕಾರ

ಸಂಖ್ಯೆ:ಇಡಿ 136 ಯುಎನ್‌ಇ 2017

ಕರ್ನಾಟಕ ಸರ್ಕಾರ ಸಚಿವಾಲಯ  
ಬಹುಮಹಡಿಗಳ ಕಟ್ಟಡ,  
ಬೆಂಗಳೂರು, ದಿನಾಂಕ:17-07-2017.

ಸುತ್ತೋಲೆ

ವಿಷಯ: ರಾಜ್ಯದ ವಿಶ್ವವಿದ್ಯಾಲಯಗಳಲ್ಲಿ ಬೋಧಕ/ಬೋಧಕೇತರ ಹುದ್ದೆಗಳ  
ನೇರ ನೇಮಕಾತಿ ಕುರಿತು.

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ಬೋಧಕ/ಬೋಧಕೇತರ ಹುದ್ದೆಗಳ ನೇರ ನೇಮಕಾತಿಗೆ ಸಂಬಂಧಿಸಿದಂತೆ ರಾಜ್ಯದ  
ವಿಶ್ವವಿದ್ಯಾಲಯಗಳಿಂದ ಕೈಗೊಳ್ಳಲಾಗಿರುವ ಪ್ರಕ್ರಿಯೆಯು ವಿಶ್ವವಿದ್ಯಾಲಯ ಧನಸಹಾಯ ಆಯೋಗದ  
ಮಾರ್ಗಸೂಚಿ/ಮಾನದಂಡಗಳು, ರಾಜ್ಯ ಸರ್ಕಾರದ ನೀತಿ ನಿಯಮಗಳು ಹಾಗೂ ಮಾನ್ಯ  
ನ್ಯಾಯಾಲಯಗಳು ಪ್ರತಿಪಾದಿಸುವ ನ್ಯಾಯಿಕ ತತ್ವಾಂಶಗಳು ಮತ್ತು ಪ್ರಚುರಪಡಿಸುವ ಕಾನೂನುಗಳಿಗೆ  
ಅನುಗುಣವಾಗಿರಬೇಕಾದ ಅಗತ್ಯತೆಯನ್ನು ಮನಗಾಣಲಾಗಿದೆ. ಮುಂದುವರೆದು, ಅಭ್ಯರ್ಥಿಯ  
ಅರ್ಹತೆಯನ್ನು ಆಯ್ಕೆಗಾಗಿ ಏಕಮಾತ್ರ ಮಾನದಂಡವನ್ನಾಗಿ ಪರಿಗಣಿಸಲ್ಪಡುವುದನ್ನು ಖಚಿತಪಡಿಸುವ  
ನ್ಯಾಯಸಮ್ಮತ, ಪಾರದರ್ಶಕ ಹಾಗೂ ಸಂಶಯಾತೀತ ನೇಮಕಾತಿ ಪ್ರಕ್ರಿಯೆಯನ್ನು ರೂಪಿಸುವುದು ಇಂದಿನ  
ಅವಶ್ಯಕತೆಯಾಗಿರುತ್ತದೆ.

ಆದರೆ, ರಾಜ್ಯದ ಹಲವು ವಿಶ್ವವಿದ್ಯಾಲಯಗಳಿಂದ ನೇರ ನೇಮಕಾತಿಗೆ ಸಂಬಂಧಿಸಿದಂತೆ  
ರೂಪಿಸಲಾಗಿರುವ ಪರಿನಿಯಮಾವಳಿಗಳು ವಿಶ್ವವಿದ್ಯಾಲಯ ಧನ ಸಹಾಯ ಆಯೋಗದ ಹಾಗೂ ಇತರ  
ನಿಯಂತ್ರಣ ನಿಷಾಯಗಳ ನಿಯಮ/ಮಾರ್ಗಸೂಚಿಗಳಿಗೆ ವ್ಯತಿರಿಕ್ತವಾಗಿರುವುದನ್ನು ಗಮನಿಸಿದ ತರುವಾಯ  
ಉನ್ನತ ಶಿಕ್ಷಣ ಇಲಾಖೆಯ ಅಧಿಕಾರ ವ್ಯಾಪ್ತಿಗೊಳಪಡುವ ಎಲ್ಲಾ ವಿಶ್ವವಿದ್ಯಾಲಯಗಳಲ್ಲಿ  
ಬೋಧಕ/ಬೋಧಕೇತರ ಹುದ್ದೆಗಳ ನೇರ ನೇಮಕಾತಿಗಾಗಿ ಮಾರ್ಗಸೂಚಿಗಳನ್ನು ಹಾಗೂ ಸಮಗ್ರ  
ಕಾರ್ಯನೀತಿಯನ್ನು ರಚಿಸುವ ಸಲುವಾಗಿ ಸರ್ಕಾರದ ಆದೇಶ ಸಂಖ್ಯೆ:ಇಡಿ 136 ಯುಎನ್‌ಇ 2017,  
ದಿನಾಂಕ:21-03-2017 ರನ್ವಯ ಪ್ರೊ|| ವಿ.ಬಿ.ಕುಟಿನ್ಡೊ, ವಿಶ್ರಾಂತ ಕುಲಪತಿಗಳು, ಗುಲ್ಬರ್ಗಾ ವಿಶ್ವವಿದ್ಯಾಲಯ  
ಇವರ ಅಧ್ಯಕ್ಷತೆಯಲ್ಲಿ ಶಿಕ್ಷಣ ತಜ್ಞರ ಸಮಿತಿಯನ್ನು ರಚಿಸಲಾಗಿತ್ತು. ಪೂರ್ವಪ್ರಸ್ತಾಪಿತ ತಜ್ಞರ ಸಮಿತಿಯ  
ಸದಸ್ಯ ಕಾರ್ಯದರ್ಶಿಯವರು ದಿನಾಂಕ:24-05-2017 ರಂದು ಸಲ್ಲಿಸಿದ ವರದಿಯನ್ನು ಕೂಲಂಕಷವಾಗಿ  
ಹಾಗೂ ವಸ್ತುನಿಷ್ಠವಾಗಿ ಪರಿಶೀಲಿಸಿದ ತರುವಾಯ ಬೋಧಕ/ಬೋಧಕೇತರ ಹುದ್ದೆಗಳ ನೇರ ನೇಮಕಾತಿಯ  
ಸಂಬಂಧದಲ್ಲಿ ಈ ಕೆಳಕಂಡ ಮಾರ್ಗಸೂಚಿಗಳನ್ನು ಜಾರಿಗೊಳಿಸಿ, ಸದರಿ ಮಾರ್ಗಸೂಚಿಗಳನ್ನು ಚಾಚೂ  
ತಪ್ಪದೇ ರಾಜ್ಯದ ಎಲ್ಲಾ ವಿಶ್ವವಿದ್ಯಾಲಯಗಳು ಕಡ್ಡಾಯವಾಗಿ ಅನುಸರಿಸುವುದನ್ನು ಅಗತ್ಯಪಡಿಸಲಾಗಿದೆ.

1. ನೇಮಕಾತಿ ಪ್ರಕ್ರಿಯೆಯನ್ನು ಪ್ರಾರಂಭಿಸುವ ಮುನ್ನ, ರಾಜ್ಯದ ಎಲ್ಲಾ ವಿಶ್ವವಿದ್ಯಾಲಯಗಳು  
UGC (Minimum Qualifications for Appointment of Teachers and other Academic Staff in  
Universities and Colleges and Measures for the Maintenance of Standards in Higher  
Education), Regulations, 2010 ಹಾಗೂ ಸದರಿ ವಿನಿಯಮಗಳಿಗೆ ಕಾಲಕಾಲಕ್ಕೆ  
ಮಾಡಲಾಗಿರುವ ತಿದ್ದುಪಡಿಗಳಿಗೆ ಅನುಗುಣವಾಗಿ ರಾಜ್ಯದ ಎಲ್ಲಾ ವಿಶ್ವವಿದ್ಯಾಲಯಗಳು  
ನೇರ ನೇಮಕಾತಿಗೆ ಸಂಬಂಧಿಸಿದ ಪರಿನಿಯಮಾವಳಿಗಳನ್ನು ಅವಶ್ಯಕವಾಗಿ  
ರಚಿಸಿಕೊಳ್ಳತಕ್ಕದ್ದು. ಸಂದರ್ಭಾನುಸಾರ ಕಾಲಕಾಲಕ್ಕೆ ಯು.ಬಿ.ಸಿ.ಯಿಂದ  
ಮಾಡಲಾಗುವ ಅರ್ಪಣಾ ಮಾನದಂಡದ ಪರಿಷ್ಕರಣೆಯನ್ನು ಸ್ವಯಂಚಾಲಿತವಾಗಿ  
ಪ್ರವರ್ತನೆಗೊಳಿಸುವ ಸಲುವಾಗಿ ಪರಿನಿಯಮಗಳಿಗೆ ಆಗಿಂದಾಗ್ಗೆ ತಿದ್ದುಪಡಿ ತರುವ  
ಬದಲು ಪರಿನಿಯಮಗಳಲ್ಲಿ ಅಂತರ್ಗತ ಉಪಬಂಧಗಳನ್ನು ಅಳವಡಿಸಿಕೊಳ್ಳತಕ್ಕದ್ದು.

22.7.17

2. ಯು.ಜಿ.ಸಿ.ಯಿಂದ ಮಾನ್ಯತೆ ಹೊಂದಿರುವ ಬೋಧಕ ಹುದ್ದೆಗಳನ್ನು ಸಂಬಂಧಿಸಿದಂತೆ ಮಾತ್ರ ನೇರ ನೇಮಕಾತಿ ಪ್ರಕ್ರಿಯೆ ಯು.ಜಿ.ಸಿ.ಯಿಂದ ಮಾನ್ಯತೆ ಪಡೆಯದ ಹುದ್ದೆಗಳಿಗೆ ಯಾವುದೇ ಸ್ವೀಕೃತಿಯಿಲ್ಲದಂತೆ ಸಹ ನೇಮಕಾತಿಯನ್ನು ಮಾಡಿಕೊಳ್ಳತಕ್ಕದ್ದಲ್ಲ.
3. ಯು.ಜಿ.ಸಿ.ಯಿಂದ ನಿಗದಿಪಡಿಸಲಾಗಿರುವ ಅರ್ಹತಾ ಮಾನದಂಡವನ್ನು ಯಾವುದೇ ಸನ್ನಿವೇಶದಲ್ಲಿ ಸಡಿಲಗೊಳಿಸತಕ್ಕದ್ದಲ್ಲ.
4. ಹೊಸದಾಗಿ ಸ್ಥಾಪನೆಗೊಂಡಿರುವ ವಿಶ್ವವಿದ್ಯಾಲಯಗಳು ತಮ್ಮದೇ ಆದ ನೇರ ನೇಮಕಾತಿ ಪರಿನಿಯಮಾವಳಿಗಳನ್ನು ರಚಿಸಿಕೊಂಡು ಮಾನ್ಯ ರಾಜ್ಯಪಾಲರು ಹಾಗೂ ಕುಲಾಧಿಪತಿಗಳ ಅನುಮೋದನೆ ಪಡೆಯತಕ್ಕದ್ದು. ಆದಾಗ್ಯೂ, ಕುಲಾಧಿಪತಿಗಳಿಂದ ಅನುಮೋದನೆಗೊಂಡು ಪ್ರವರ್ತನೆಯಲ್ಲಿರುವ ಮಾತೃ/ಮೂಲ ವಿಶ್ವವಿದ್ಯಾಲಯಗಳ ಪರಿನಿಯಮಾವಳಿಗಳನ್ನು ಹೊಸ ವಿಶ್ವವಿದ್ಯಾಲಯಗಳು ಸ್ಥಾಪನೆಗೊಂಡ ದಿನಾಂಕದಿಂದ ಒಂದು ವರ್ಷದ ಅವಧಿಯವರೆಗೆ ಅನುಸರಿಸತಕ್ಕದ್ದು.
5. ಯು.ಜಿ.ಸಿ ಹಾಗೂ ರಾಜ್ಯ ಸರ್ಕಾರದ ಮಾರ್ಗಸೂಚಿಗಳು ಹಾಗೂ ನಿಯಮಾವಳಿಗಳನ್ನು ಒಳಗೊಂಡಂತಹ ತಂತ್ರಾಂಶವನ್ನು ಅಭಿವೃದ್ಧಿಪಡಿಸುವ ಮೂಲಕ ಆನ್‌ಲೈನ್ ನೇರ ನೇಮಕಾತಿ ಪ್ರಕ್ರಿಯೆ/ಕ್ರಮ ವಿಧಾನವನ್ನು ಅಳವಡಿಸಿಕೊಳ್ಳಲು ವಿಶ್ವವಿದ್ಯಾಲಯಗಳು ಅಗತ್ಯವಿರುವ ಎಲ್ಲಾ ಪ್ರಯತ್ನಗಳನ್ನು ಮಾಡತಕ್ಕದ್ದು. ನೇಮಕಾತಿ ಜಾಹೀರಾತು ಪ್ರಕಟಣೆಯ ಆರಂಭಿಕ ಹಂತದಿಂದ ನೇಮಕಾತಿ ಅಧಿಸೂಚನೆ ಹೊರಡಿಸುವ ಅಂತಿಮ ಹಂತದವರೆಗೆ ಈ ಆನ್‌ಲೈನ್ ಪ್ರಕ್ರಿಯೆಯು ಅರ್ಜಿಗಳ ಆಹ್ವಾನ, ಮೀಸಲಾತಿ ನೀತಿಯ ಅನುಷ್ಠಾನ ಹಾಗೂ ಇತರೆ ಎಲ್ಲಾ ಕ್ರಮಾನುಸರಣಿಗಳನ್ನು ಒಳಗೊಂಡಿರತಕ್ಕದ್ದು.
6. ರಾಜ್ಯ ಸರ್ಕಾರದ ಹುದ್ದೆಗಳಿಗೆ ತತ್ಸಮಾನವಾದ ವಿಶ್ವವಿದ್ಯಾಲಯಗಳ ಬೋಧಕೇತರ ಹುದ್ದೆಗಳ ನೇರ ನೇಮಕಾತಿಗಾಗಿ ಕರ್ನಾಟಕ ನಾಗರೀಕ ಸೇವಾ (ಸಾಮಾನ್ಯ ನೇಮಕಾತಿ) ನಿಯಮಗಳು, 1977 ರಲ್ಲಿ ನಿಗದಿಪಡಿಸಿರುವ ಉಪಬಂಧಗಳನ್ನು ಹಾಗೂ ಸದರಿ ನಿಯಮಗಳಡಿ ಕಾಲಕಾಲಕ್ಕೆ ಹೊರಡಿಸಲಾಗಿರುವ ಸರ್ಕಾರದ ಆದೇಶಗಳು, ಸುತ್ತೋಲೆಗಳಲ್ಲಿನ ಅವಕಾಶಗಳನ್ನು ಕಟ್ಟುನಿಟ್ಟಾಗಿ ಅನುಸರಿಸತಕ್ಕದ್ದು. ಕರ್ನಾಟಕ ನಾಗರೀಕ ಸೇವಾ (ಸಾಮಾನ್ಯ ನೇಮಕಾತಿ) ನಿಯಮಗಳು, 1977 ರಲ್ಲಿ ಪ್ರಸ್ತಾಪಿಸಿರದ ಹುದ್ದೆಗಳ ನೇರ ನೇಮಕಾತಿ ಸಂಬಂಧದಲ್ಲಿ ವಿಶ್ವವಿದ್ಯಾಲಯಗಳು ತಮ್ಮದೇ ಆದ ವೃಂದ ಮತ್ತು ನೇಮಕಾತಿ ಪರಿನಿಯಮಾವಳಿಯನ್ನು ಅನುಸರಿಸತಕ್ಕದ್ದು.
7. ನೇಮಕಾತಿ ಮಂಡಳಿಯೊಂದರಿಂದಲೇ ಸಂಶೋಧನಾ ದಾಖಲೆಗಳು ಹಾಗೂ ಜರ್ನಲ್‌ಗಳನ್ನು ಪರಿಶೋಧಿಸಲು ಸಾಧ್ಯವಾಗದ ಹಿನ್ನೆಲೆಯಲ್ಲಿ, ಶೈಕ್ಷಣಿಕ ದಾಖಲೆಗಳು ಹಾಗೂ ಸಂಶೋಧನಾ ಕಾರ್ಯಕ್ರಮತೆ ಕುರಿತಂತೆ ಪರಿಶೋಧನೆಗಾಗಿ ವಿಶ್ವವಿದ್ಯಾಲಯಗಳ ಮೂವರು ಡೀನರನ್ನೊಳಗೊಂಡ ಸಮಿತಿಯನ್ನು ರಚಿಸತಕ್ಕದ್ದು. ಈ ಸಮಿತಿಗೆ ಹಿರಿಯ ಡೀನರನ್ನು ಅಧ್ಯಕ್ಷರನ್ನಾಗಿ ನೇಮಿಸಿ, ವಿಶ್ವವಿದ್ಯಾಲಯದ ಬಾಹ್ಯ/ಆಂತರಿಕ (External and/or Internal) ವಿಷಯ ತಜ್ಞರ ನೆರವಿನೊಂದಿಗೆ ಪರಿಶೋಧನೆ ಕಾರ್ಯ ನಿರ್ವಹಿಸುವುದು.



Annexure to Circular No.ED 136 UNE 2017, Dated:17-07-2017

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

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

- 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 8<sup>th</sup> General Council meeting of the Karnataka State Higher Education Council (KSHEC) held on 21-08-2014 vide resolution No.5. Based on the resolution of the KSHEC State Government has issued a letter vide.No. ED 407 URC 2014 dated 28-10-2014. For the direct recruitment for teaching posts all the Universities have to modify existing statutes and adopt 12.25% of marks for the oral/interview.*

The Committee deliberated and recommended as follows:

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.

*Dr. S. S. Srinivas*

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

Marks obtained (%) at PG level by the candidate	Max. Marks to be Awarded (35%)	Max. Marks Allotted 15	Applicable to all the Faculties in the University	Maximum score for University / Colleague*	Marks (%) Assigned					
55	12.5	Research papers published (III (A))	Refereed Journals as notified by the UGC	01 per Publication Max. of 25	Total Marks - 320 which is to be converted from the total Marks obtained x 15/320 Illustration: if the candidate obtained total 220 x 15/320 = 12.27 out of 15.					
56	13	Publication other than Journal Articles (III (B))	Other Reputed Journals as notified by the UGC	02 per Publication Max. of 10						
57	13.5		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 30						
58	14			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				
59	14.5					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			
60	15						Research Projects (III (C))	10 per Project Max. of 20		
61	15.5							Sponsored Projects (III (C)(i))	05 per Project Max. of 15	
62	16								Major Projects with grants above Rs. 5 lakhs	10 per Project Max. of 20
63	16.5									Major Projects with grants above Rs. 3 lakhs up to Rs. 5 lakhs
64	17							Minor Projects with grants above Rs. 1 lakh up to Rs. 3 lakhs	05 per Project Max. of 10	
65	17.5				Amount mobilized with a minimum of Rs. 2 lakhs				02 per Rs. 2 lakhs project and Max. of 10	
66	18	Consultancy Projects (III (C)(ii))								
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									
82	26									
83	26.5									
84	27									
85	27.5									
86	28									

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

2. With regard to (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) 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 of 100 Marks. This shall be converted into 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.

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Illustration: If a candidate scores 77 out of 100, this shall be calculated as  $77 \times 30 / 100 = 23.1$  out of 30.

- The University shall prepare the merit list of the candidates strictly based on the above criteria (Sl.no 1 & 2). This merit list shall be announced in the University website and prominently displayed in the university notice board and score card shall be intimated to a 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 & 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 the marks for 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 be 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 videographed. After the presentation and interaction, the Board of Appointment shall assess the candidate pertaining to his domain knowledge, articulation, pedagogy, communication skills, research potential, governance at national and state level and the provisions of Constitutions of India.
- The Board of Appointment shall award a maximum of 9.8 marks for the oral performance to the candidate. 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 upto 4 marks or 6 and more marks, it should have adequate recorded justifications.

- The total marks obtained by the candidate against Sl.Nos 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 out of 35
ii. For Research Performance	12.27 out of 15
iii. in the Written Test	23.1 out of 30
iv. for Oral/Interview	7.3 out of 9.8
The overall score of the said candidate will be	61.67 out of 89.8

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

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

- 2 years of regular service as Assistant Professor or equivalent grade in any UGC recognized University/College.
- Ph.D 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 treated as 12.25% of the total marks for selection.

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The Committee deliberated and recommended as follows:

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

2. With regard to (b) above, Research Performance (40%) the distribution of the marks is as follows:

Max. Marks Allotted	Applicable to all the Faculties in the University	Maximum score for University / College teacher*	Max. Marks 40
40	Applicable to all the Faculties in the University	01 per Publication Max. of 25	Total Max. Marks – 320 which is to be converted to 40 Illustration: If the candidate obtained total 290x40/320 =36.25 out of 40
Research papers published (III (A))	Referred Journals as notified by the UGC	02 per Publication Max. of 10	
	Other Reputed Journals as notified by the UGC	05 per Book for Single Author Max. of 30	
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	

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		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	
		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	
Research Projects (III (C))				
		Major Projects with grants above Rs. 5 lakhs	10 per Project Max. of 20	
Sponsored Projects (III (C)(i))		Major Projects with grants above Rs. 3 lakhs up to Rs. 5 lakhs	05 per Project Max. of 15	
Consultancy Projects (III (C)(ii))		Minor Projects with grants above Rs. 1 lakh up to Rs. 3 lakhs	05 per Project Max. of 10	
Projects Outputs (III (C)(iii))		Amount mobilized with a minimum of Rs. 2 lakhs	02 per Rs. 2 lakhs project and Max. of 10	
		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	
P.h.D (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	
		International	1 per lecture / 1 per paper presented Max. of 7	
		National level	1 per lecture / 1 per paper presented Max. of 3	
Invited Papers, (III (E)(iii))		Lectures/ State/University level	1 per lecture / 1 per paper presented Max. of 3	

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Development of E-Learning Process/ Material (III (F))	of 5 per module Max. of 10	
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3. With regard to (b) above, 20 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) by concerned 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.

- The University shall prepare the merit list of the candidates strictly based on the above criteria (Sl.no 1 & 2). This merit list shall be announced in the University website and prominently displayed in the university notice board and score card shall be intimated to a 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 & 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 the marks for Sl.no 1 – 20

Sl.no 2 – 40  
 Sl.no 3 - 20  
 Total - 80  
*MSA/MSA*  
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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.

4. 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 videographed. After the presentation and interaction, the Board of Appointment shall assess the candidate pertaining to his domain knowledge, articulation, pedagogy, communication skills, research potential, governance at national and state level and the provisions of Constitutions of India.
- The Board of Appointment shall award a maximum of 9.8 marks for the oral performance to the candidate. 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 upto 4 marks or 6 and more marks, it should have adequate recorded justifications.
- The total marks obtained by the candidate against Sl.Nos 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. For Academic background	18 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	8.0 out of 9.8
The overall score of the candidate will be	79.05 out of 89.8

*Dr. S. S. Srinivas*

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

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

- 10 years of regular service as Assistant/ Associate Professor or equivalent grade in any UGC recognized University/ College.
- Ph.D 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
- e. Academic background (20%)
- f. Research performance (40%)
- g. Assessment of domain knowledge and teaching skills (20%)
- h. Interview performance (20%)\*

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

The Committee deliberated and recommended as follows:

1. 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 II and III of AP's.  
(iii) A minimum of five publications since the period that the teacher is placed in stage 3.  
(iv) 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.

*NS. Srinivas*

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

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

2. With regard to (b) above, Research performance (40%) the distribution of the marks is as follows (all the parameters under this head as Research Performance should be considered the candidate credentials achieved during the tenure of Assistant Professor and Associate Professor only):

Max. Marks Allotted 40	Applicable to all the Faculties in the University	Maximum score for University / College teacher*	Max. Marks 40
Research papers published (III (A))	Refereed Journals as notified by the UGC	01 per Publication Max. of 25	<p>☐</p> <p>Total Max. Marks – 320 which is to be converted to 40</p> <p>Illustration: if the candidate obtained total 290x40/320 = 36.25 out of 40</p>
	Other Reputed Journals as notified by the UGC	02 per Publication Max. of 10	
	Text/Reference Books, published by International Publishers, with ISBN/ISSN number as approved by the University and posted on its website. The List will be intimated to UGC.	05 per Book for Single Author Max. of 30	
Publication other than Journal Articles (III (B))	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	<p>☐</p> <p>Total Max. Marks – 320 which is to be converted to 40</p> <p>Illustration: if the candidate obtained total 290x40/320 = 36.25 out of 40</p>
	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	
	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	

*Dr. Arun Kumar*

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 Minor Projects with grants above Rs. 1 lakh up to Rs. 3 lakhs	05 per Project Max. of 15 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
	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
P.h.D (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
	International	1 per lecture / 1 per paper presented Max. of 7
Invited Lectures/ Papers, (III (E)(ii))	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 process/ Material (III (F))	5 per module Max. of 10	

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3. With regard to (b) above, 20 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) by concerned 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.

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Sl.no 3 - 20  
Total - 80

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Hence the total marks Sl.no 1+2+3+9.8 = 89.8.

*Signature*

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- The candidate shall be required to make a presentation before the Board of Appointment for a minimum of 10 minutes which shall be videographed. After the presentation and interaction, the Board of Appointment shall assess the candidate pertaining to his domain knowledge, articulation, pedagogy, communication skills, research potential, governance at national and state level and the provisions of Constitutions of India.
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The overall score of the candidate will be	
	79.05 out of 89.8

*Dr. Arun Kumar*

**For the Recruitment of Non-Teaching staff in the Universities/ Colleges.**

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

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

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*A.S. [Signature]*