



मोहनलाल सुखाड़िया विश्वविद्यालय, उदयपुर
MOHANLAL SUKHADIA UNIVERSITY, UDAIPUR – 313 039 (Raj.)

No.F.(111) / MLSU / Rectt /2017/ 1844

Dated : 27.06.2017

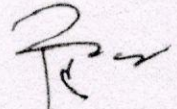
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ORDER

The Academic Council in its meeting held on 16.03.2017 considered the new Amendment of UGC Regulations i.e.3rd Amendments and 4th Amendments (Minimum Qualifications for Appointment of Teachers and other Academic Staff in Universities and Colleges and Measures for the Maintenance of Standards in Higher Education) - 3rd Amendment, Regulations, May,2016 and 4th Amendment Regulations July,2016 and resolved vide Resolution No.2 as under :

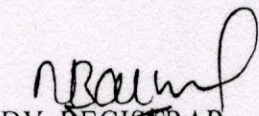
“Resolved to approve Mohanlal Sukhadia University Qualifications and Procedure for Selection & Appointment of Teaching and Other Academic Posts, 2017.”

The same has been confirmed by BOM in its meeting held on 10.06.2017 vide Resolution No.2.


REGISTRAR

Copy to following for information:

1. The Additional Chief Secretary, Hr.Education (deptt-4) Govt. of Rajasthan Jaipur
2. The OSD, Higher Education, Governor Secretariat , Raj Bhawan, Jaipur
3. The Joint Secretary, Hr. Education Deptt., Govt. of Rajasthan, Jaipur.
4. The Joint Secretary, U.G.C., New Delhi
5. The Comptroller, Mohanlal Sukhadia University, Udaipur.
6. The Chairman, Faculty of.....
7. The P.S. to V.C. Mohanlal Sukhadia University, Udaipur
8. The S.O., Meeting Section, UAO, Mohanlal Sukhadia University, Udaipur .
9. Shri Sanjeev Agrawal, System Manager & OIC of University website alongwith Selection Procedure for teachers & officers,2017 to upload the same on the University website.
10. The Guard file.


DY. REGISTRAR
27/6



मोहनलाल सुखाड़िया विश्वविद्यालय, उदयपुर

MOHANLAL SUKHADIA UNIVERSITY, UDAIPUR

**MOHANLAL SUKHADIA UNIVERSITY QUALIFICATIONS AND
PROCEDURE FOR SELECTION & APPOINTMENT ON TEACHING AND
OTHER ACADEMIC POSTS, 2017**

Pursuant to University Grants Commission (Minimum Qualification for Appointment of Teachers and Other Academic Staff in Universities and Colleges and Measures for the Maintenance of Standards in Higher Education) Regulations 2010 and subsequent amendments following are the procedure and qualifications for selection and appointment on teaching posts which shall be deemed to have come into force with effect from July 11, 2016, and all direct recruitments and promotions under Career Advancement Scheme (CAS) shall be governed by these provisions.

Provided that in the event any candidate becomes eligible for promotion under Career Advancement Scheme on or before July 10, 2016, the promotion of such a candidate shall be governed by the procedure and qualifications laid down in the Provisions which were in force on the date of eligibility of the teacher concerned and not on the date of interview for selection.

1. DUTIES OF THE UNIVERSITY TEACHERS

- (1) To engage in research and teaching post-graduate and under-graduate classes.
- (2) To guide and supervise research work wherever permissible of such students as are assigned by the University.
- (3) To give extension lectures at various centres of the University.
- (4) To work as Head of the Department and carry on such other duties as assigned by the University.
- (5) To do such examination work as assigned by the University from time to time.

2. WORKLOAD OF THE TEACHERS

- (1) The workload of the teachers in full employment shall not be less than 40 hours a week for 30 working weeks (180 teaching days) in an academic year. It shall be necessary for the teacher to be available for at least 5 hours daily in the University. Direct teaching-learning process hours shall be as follows:

Assistant Professor	16 hours
Associate Professor and Professor	14 hours

- (2) A relaxation of two hours in the workload may, however, be given to Professors who are actively involved in extension activities and administration. A minimum of 6 hours per week have to be allocated for research activities to a teacher.

3. SERVICE AGREEMENT

- (1) A service agreement shall be executed between the University and the teacher concerned and a copy of the same shall be deposited with the Registrar. Such service agreement shall be duly stamped for Rs. One Hundred.
- (2) The self-appraisal or linked Performance Based Appraisal System (PBAS) shall form part of the service agreement and annual record.

Every faculty member is mandatorily required to submit the details of academic performance in the prescribed format (Appendix II) latest by July, 31 of every year both through mail and hard copy to the Internal Quality Assurance Cell (IQAC) failing which his/her academic contributions for that period shall not be taken into consideration for promotion under Career Advancement Scheme.

4. COUNTING OF PAST SERVICES FOR PROMOTION UNDER CAREER ADVANCEMENT SCHEME.

- (1) Previous regular service whether national or international as Assistant Professor, Associate Professor, Professor or equivalent in a University, College, National Laboratories or other scientific/professional Organizations such as the CSIR, ICAR, DRDO, UGC, ICSSR, ICHR, ICMR, DBT, DST, DAE, etc., shall be counted for direct recruitment and promotion under CAS of a teacher as Assistant Professor, Associate Professor, Professor or any other nomenclature these posts are described herein under provided that:
 - (i) The essential qualifications of the post held were not lower than the qualifications prescribed by the University for Assistant Professor, Associate Professor and Professor or

any other post in the relevant cadre as the case may be at the time of his / her selection on the post under reference.

- (ii) The post is/was in an equivalent grade or the pre-revised scale of pay as the post of Assistant Professor (Lecturer) Associate Professor (Reader) and Professor or any other post in the relevant cadre.
- (iii) The candidate for direct recruitment has applied through proper channel only.
- (iv) The post was filled substantively in accordance with the prescribed selection procedure as laid down in the relevant laws of the Universities/State Government/Central Government/concerned institutions for such appointments.
- (v) The previous appointment was not as guest lecturer for any duration or an adhoc or in a leave vacancy of less than one year duration. Adhoc or temporary service can be counted provided that:
 - (a) The period of service was of more than one year duration;
 - (b) The incumbent was appointed on the recommendation of duly constituted Selection Committee; and
 - (c) The incumbent was selected to the permanent post in continuation to the adhoc or temporary service without any break.

Provided counting of previous service of a person from outside this University or an ad hoc service of a person(s) in this University will not disturb the existing inter-se-seniority of the persons working in the University in that cadre.

Notwithstanding anything contained in these provisions, in the eventuality of promotion under CAS of a person(s) availing benefit of counting of previous service he/she shall remain junior to the person who was senior in the lower cadre if the promotion of the latter has been effected from the date of minimum service eligibility i.e. without extending the date of eligibility for whatever reasons as provided in these provisions.

1. The following shall be the scales of pay for University teachers:

(1)	Assistant Professor/Assistant Director Physical Education & Sports / Assistant Librarian	15600-39100
	(Ordinary Scale)	AGP – 6000
	Assistant Professor/Assistant Director Physical Education & Sports / Assistant Librarian	15600-39100
	(Senior Scale)	AGP – 7000
	Assistant Professor/Assistant Director Physical Education & Sports / Assistant Librarian	15600-39100
	(Selection Scale)	AGP – 8000
	who have not completed three years as on 1.1.2006	
	Assistant Professor/Assistant Director Physical Education & Sports / Assistant Librarian	37400-67000
	(Selection Scale)	AGP – 9000
	Who have completed three years as on 1.1.2006	
(2)	Associate Professor/Deputy Director Physical Education & Sports / Deputy Librarian	37400-67000
		AGP – 9000
(3)	Professor/Director Physical Education & Sports / Librarian	37400-79000
		AGP – 10000
(4)	Assistant Professor/Assistant Director Physical Education & Sports / Assistant Librarian	67000-79000
		(AGP-12000) 79000 without AGP

2. Discretionary award of advance increments:

Discretionary award of advance increments for those who enter the profession as Associate Professors or Professors with higher merit, higher number of research publications and experience at the appropriate level, shall be within the competence of the appropriate authority of the University based on the recommendations of selection committee(s) while negotiating with individual candidates in the context of the merits of each case, taking into account the pay structure of other teachers in the faculty and other merit-specific factors. Discretionary award of advance increments is not applicable to those entering the profession as Assistant Professor/Assistant Librarian, Assistant Director Physical Education & Sports and to those who are entitled for grant of advance increments for having acquired Ph.D., M.Phil., M. Tech., etc. However, those entering service as Assistant Professor / Assistant Librarian and Assistant Director Physical Education with post-doctoral teaching/research experience after Ph.D. and proven credentials may be eligible for discretionary award of advanced increments to be decided and recorded by the selection committee in its minutes.

5. RECRUITMENT AND SELECTION PROCEDURE

- (1) The direct recruitment to the posts of Assistant Professors or equivalent teaching post, Associate Professors and Professors, Assistant Director Physical Education & Sports, Deputy Director Physical Education & Sports, Director Physical Education & Sports; Assistant Librarian, Deputy Librarian & Librarians in the University shall be on the basis of merit through all India advertisement for a period of 45 days. The period of validity of the applications received by the University shall be one year at a time which can be extended for a period of six months by the Board of Management.
- (2) The overall selection procedure shall incorporate transparent, objective and credible methodology of analysis of the merits and credentials of the applicants based on weightages given to the performance of the candidate in different relevant dimensions and his/her performance on a scoring system proforma based on the Academic Performance Indicators (API) as provided herein under. The prescribed format of the application form shall be as per Appendix I.
- (3) The scrutiny of the application forms shall be done by the Scrutiny Committee constituted by the Vice-Chancellor.
- (4) (a) In case a large number of applications of eligible candidates (10 times of the number of post for the category) are received the short listing of applications for Assistant Professor or equivalent position (Assistant Director Physical Education & Sports / Assistant Librarian) will be done by preparing merit on the basis of the following scheme for awarding weightage scores :
 - (i) Academic Background as per Appendix III, Table II(B)
 - (ii) Research performance as per Appendix III, Table II(D)In case of equal score all such candidates shall be shortlisted.

Or

In case of very large number of applicants (more than 10 times the number of post for the category), University may hold written examination for short listing the candidates. Short listing score will not be communicated to Selection Committee as well as if written exam is conducted then these marks are also not to be communicated to Selection Committee(s).

(b) In case of a large number of applications (more than 10 times of the number of post for the category) are received the short listing of applications for Associate Professor / Professor or equivalent positions will be done by preparing merit on the basis of following scheme for awarding weightage scores :

- (i) Academic Background as per Appendix III, Table II(C) - Max. 20
- (ii) Research Performance based on API scores (10% of sum of API of Categories - II & III) of Table I, Appendix III or respective tables in the case of Deputy Director Physical Education & Sports and Deputy Librarians as the case may be - Max. 50
- (iii) Patents granted by a sovereign - Max. 10 (5 per patent)

In case of equal score all such candidates shall be short listed.

- (5) Only such candidates who fulfill the minimum eligibility conditions and qualifications as per prevalent law shall be allowed to appear before the selection committee for interview.
 - (6) The ability of a candidate for teaching and/or research aptitude shall be assessed through a seminar or lecture in a class room situation or discussion on the capacity to use latest technology in teaching and research at the interview stage. These procedures shall be followed for both direct requirement and CAS promotions wherever selection committees are prescribed in these Provisions.
 - (7)
 - (i) The University shall identify the journals subject-wise through subject expert committees and forward the recommendations to UGC in the format prescribed by UGC for approval of the UGC Standing Committee. The journals approved from this list by the UGC Standing Committee, shall be included in the 'list of journals' notified by the UGC.
 - (ii) At the time of assessing the quality of publications of the candidates during their appointments/promotions the selection committees shall have to be provided with the above two lists which shall be considered by the selection committees.
 - (8) The process of selection of Associate Professor/Professor shall involve inviting the bio-data with the duly filled performance Based Appraisal System (PBAS) proforma (Appendix I) based on the API criteria along with attested copies of all the required documents carrying weightage scores and reprints of major publications of the candidates as set out in these Provisions.
- Provided that such publications shall be provided to the subject experts as defined in First Schedule 6 to the Rajasthan Universities Teachers and Officers (Selection for Appointment) Act, 1974 for assessment before the interview and the evaluation score of the publications by the experts shall be factored into the weightage scores while finalizing the outcome of selection by the selection committee.
- (9) All the selection procedures by the selection Committee/ screening procedure by the Screening cum evaluation Committee shall be completed on the day of the meeting wherein the minutes are reported along with recommendations made on the basis of merit and duly signed by all the members of the committee present in the meeting in the minutes.
 - (10) In the case of selection of Professors who are from outside the academic stream and are considered under these Provisions the University shall lay down clear and transparent criteria so that only outstanding professionals who can contribute substantially to the university knowledge system are selected in any discipline as per the requirements.
 - (11) The Internal Quality Assurance Cell (IQAC) will act as the documentation and record keeping cell for annual performance appraisal system. The teachers shall submit their duly filled in Performance Based Appraisal System proforma (Appendix II) duly supported by credentials and documents to the IQAC latest by July, 31 of every year.

Explanation : Academic Session means session from July, 1 to June, 30.

- (12) Notwithstanding anything in these provisions, the University may stipulate desirable qualifications for specified discipline(s) at any level of teaching positions, namely Assistant Professor/Associate Professor/Professor and equivalent positions.

6. SELECTION COMMITTEE/SCREENING-CUM-EVALUATION COMMITTEE

- (1) The Selection Committee for direct recruitment of Assistant Professors, Associate Professors and Professors or equivalent teaching positions as well as for promotion under CAS as Associate Professor/Professor shall be constituted under Section 5 of the Rajasthan Universities Teachers and Officers (Selection for Appointment) Act, 1974.

The quorum for the meeting of the Selection Committee shall not be less than five out of which at least two shall be the experts if the selection to be made is for the post of Professor or Associate Professor: and at least one shall be subject expert if the selection to be made is for the post of an Assistant Professor or any other post of a teacher equivalent there to.

At least five members including the two subject experts shall constitute the quorum

- (2) The Screening cum Evaluation Committee provided under these Provisions shall consist of the following -
- (i) Vice-Chancellor as Chairman,
 - (ii) Faculty Chairperson of the faculty concerned, if the person holds the post of Professor,
 - (iii) Professor and Head of the Department/Professor and Director of the Centre as the case may be. If the incumbent Head of the Department / Director of the Centre is not a Professor, the senior most Professor in the Department shall be the member,
 - (iv) One subject expert in the concerned subject/discipline

At least three members including the subject expert shall constitute the quorum.

Note : In case of any technical problem, the Vice Chancellor will constitute the Committee.

7. GENERAL REQUIREMENTS & QUALIFICATIONS

- (1) The minimum qualifications required for the post of Assistant Professors, Associate Professors, Professors, or equivalent positions, Assistant Librarians, Deputy Librarians, and Librarian, Assistant Directors, Deputy Directors & Director Physical Education shall be as prescribed herein under.
- (2) The minimum requirement of a good academic record, 55% marks (or an equivalent grade in a point scale wherever grading system is followed) at the Master's level and qualifying in the National Eligibility Test (NET), or an accredited test (State Level Eligibility Test - SLET, SET), shall remain for the appointment of Assistant Professor.
- (3) A minimum of 55% marks (or an equivalent grade in a point scale wherever grading system is followed) shall be required at the Master's level for those recruited as teachers at any level from industries and research institutions; and at the entry level of Assistant Professors/Assistant Librarians/Assistant Director, Physical Education.
- (4) 'Good academic record' wherever occurring in these Provisions means an average of at least 55% marks in three examinations preceding to Masters' Degree with at least 50% marks in graduation and any one of Secondary/High School, Higher Secondary/Senior Secondary or equivalent grades in the point scale wherever grading system is followed without including any grace marks and/or rounding off to make it 55% or 50% as the case may be.

Explanation

(i) Average Percentage = $\frac{\sum Mo}{\sum Mm} \times 100$

where Average Percentage stands for average percentage of marks for three examinations.

Mo stands for total marks obtained by the candidate in three examinations preceding to Master's Degree.

Mm stands for total of maximum marks prescribed for three examinations preceding to Master's Degree.

100 stands as constant for percentage.

- (ii) Average of three examinations preceding to Master's Degree with reference to
- (a) Law Faculty means
- (a) LL.B., Graduation, Senior Secondary or equivalent. or
- (b) 5 year LLB Integrated Course, Senior Secondary & Secondary.
- (b) Education Faculty means
- (a) B.Ed., Graduation, Senior Secondary or equivalent, or
- (b) 4 years/ 5 year Integrated B.A. or B.Sc. B.Ed., Senior Secondary & Secondary.
- (c) Library Science Faculty means
- B.Lib. Graduation, Senior Secondary or equivalent.

- (5) Wherever the University/ College/ Institution declares results in grade points which is on a scale of seven, the following mechanism shall be applied to ascertain grade and equivalent marks in percentage:

Grade	Grade Point	Percentage Equivalent*
O – Outstanding	5.50-6.00	75-100
A – Very Good	4.50-5.49	65-74
B – Good	3.50-4.49	55-64
C – Average	2.50-3.49	45-54
D – Below Average	1.50-2.49	35-44
E – Poor	0.50-1.49	25-34
F – Fail	0-0.49	0-24

*The percentage related with Grade Point shall be suitably interpreted.

- (6) A relaxation of 5% may be provided at the graduate and Masters level for the Scheduled Castes/ Scheduled Tribes/ Differently-abled (physically and visually differently-able)/Other Backward Classes (OBC Non-creamy layer) categories for the purpose of eligibility and for assessing good academic records during direct recruitment to teaching positions. The eligibility marks of 55% marks (or an equivalent grade in a point scale wherever grading system is followed) and the relaxation of 5% to the categories mentioned above are permissible, based on only the qualifying marks without including any grace mark procedures. However, minimum requirements of marks at least 50% in graduation and of only one of Secondary or Higher Secondary will be mandatory.
- (7) A relaxation of 5% at Master's Degree shall be provided to the Ph.D. Degree holders who have obtained their Master's Degree prior to 19 September, 1991.
- (8) The Ph.D. Degree shall be a mandatory qualification for the appointment of Professors and for promotion as Professors.
- (9) The Ph.D. Degree shall be a mandatory qualification for the appointment as Associate Professor through direct recruitment.

- (10) The period of time spent by candidates to acquire M.Phil. and/ or Ph.D. Degree shall not be considered as teaching/research experience to be claimed for appointment to the teaching positions. Such period shall be calculated from the date of commencement of research to the date of submission and/or resubmission of PhD if subsequently awarded. Likewise, the period of time spent by a teacher candidate being on leave from duty to acquire M.Phil. and/ or Ph.D. Degree shall not be considered as teaching experience to be claimed for appointment to the teaching positions.
- (11) 'Evidence of having guided Doctoral candidates' wherever occurring in these Provisions means a certificate(s) issued by the concerned University/Institute etc. to the effect of submission/resubmission of the Ph.D. thesis under this / her supervision and / or joint supervision.
- (12) 'Regular service' means a full time service rendered in the UGC pay scale in pursuance to an appointment made on the recommendation of a Statutory Selection Committee as per eligibility & qualifications laid down in UGC regulations in force at the time of the selection on the post.
- (13) 'Prescribed' wherever occurring in these provisions means prescribed by the Board of Management and notified accordingly.
- (14) Scores for Academic Performance Indicators (APIs) for direct recruitment and promotion of teachers under career advancement scheme (CAS) shall be as set out in Table I of Appendix III.
- (15) Minimum scores for APIs for direct recruitment of Assistant Professors, Associate Professors & Professors and weightage in Selection Committees along with other specified eligibility/qualifications stipulated in these Provisions for the subjects other than specially provided herein shall be as set out in table II (A) of Appendix-III.
- (16) Weightage scores for Academic background of candidates for direct recruitment of Assistant Professor or equivalent positions in the disciplines other than physical education and library science for assessment by selection committee(s) shall be as set out in table II (B) of Appendix III.
- (17) Weightage scores for Academic background of candidates for direct recruitment of Associate Professors and Professors or equivalent positions in the disciplines other than physical education and library science for assessment by selection committee(s) shall be as set out in table II(C) of Appendix III.
- (18) Weightage scores for Research Performance of candidates for direct recruitment of Assistant Professors or equivalent positions in disciplines other than physical education and library science shall be as set out in Table II(D) of Appendix III.
- (19) Minimum APIs for Assistant Professors, Associate Professors & Professors as provided in table I of Appendix III to be applied for the promotion under Career Advancement Scheme and weightages for expert assessment in selection committees of teachers for subjects other than specifically provided for herein shall be as set out in table II(E) of Appendix-III.
- (20) Minimum academic performance and service requirements for promotion of Assistant Professors, Associate Professors & Professors under Career Advancement Scheme for subjects other than specifically provided for herein shall be as set out in table II(F) of Appendix III.
- (21) Academic Performance Indicators (APIs) and scores of Performance based Appraisal System (PBAS) for direct recruitment and Career Advancement Scheme (CAS) of promotion of the Director, Deputy Director and Assistant Director, Physical Education &

Sports shall be as set out in Table III(A) of Appendix III.

- (22) Minimum scores for APIs and other norms for the direct recruitment of the Director, Deputy Director, and Assistant Director, Physical Education & Sports shall be as set out in Table III (B) of Appendix III.
- (23) Minimum APIs as provided in Table III (A) of Appendix III to be applied for Career Advancement Scheme of promotion of the Director, Deputy Director, and Assistant Director, Physical Education & Sports and weightages for expert assessment in Screening/selection committees shall be as set out in Table III(C) of Appendix III.
- (24) Minimum academic performance and service requirements for promotion of the Director, Deputy Director, and Assistant Director, Physical Education & Sports shall be as set out in Table III(D) of Appendix III.
- (25) Academic Performance Indicators (APIs) and scores of Performance based Appraisal System (PBAS) for direct recruitment and Career Advancement Scheme (CAS) of promotion of the Librarian, Deputy Librarian, and Assistant Librarian shall be as set out in Table IV(A) of Appendix III.
- (26) Minimum scores for APIs and other norms for the direct recruitment of the Librarian, Deputy Librarian, and Assistant Librarian shall be as set out in Table IV (B) of Appendix III.
- (27) Minimum APIs as provided in Table IV (A) of Appendix III to be applied for Career Advancement Scheme of promotion of the Librarian, Deputy Librarian, and Assistant Librarian and weightages for expert assessment in Screening/selection committees shall be as set out in Table IV(C) of Appendix III.
- (28) Minimum academic performance and service requirements for promotion of the Librarian, Deputy Librarian, and Assistant Librarian shall be as set out in Table IV(D) of Appendix III.

8. QUALIFICATIONS FOR DIRECT RECRUITMENT

I. FACULTIES OF ARTS, HUMANITIES, SCIENCES, SOCIAL SCIENCES, COMMERCE, LAW AND SUBJECTS OF LIBRARY SCIENCE, DRAWING & PAINTING, AND MASS COMMUNICATION.

(1) ASSISTANT PROFESSOR

- (i) Good academic record with at least 55% marks (or an equivalent grade in a point scale wherever grading system is followed) at the Master's Degree level in a relevant subject from an Indian University or an equivalent degree from an accredited foreign university.
- (ii) Besides fulfilling the above qualifications, the candidate must have cleared the National Eligibility Test (NET) for lecturers conducted by the UGC, CSIR or similar tests accredited by the UGC like SLET/ SET.

Notwithstanding anything contained in sub-clauses (i) and (ii) to this Clause candidates, who are, or have been awarded a Ph. D. Degree in accordance with the University Grants Commission (Minimum Standards and Procedure for Award of Ph.D. Degree) Regulations, 2009 or the subsequent Regulations if notified by the UGC, shall be exempted from the requirement of the minimum eligibility condition of NET/SLET/SET for recruitment and appointment of Assistant Professor or equivalent positions.

Further, the award of degrees to candidates registered for the M. Phil/ Ph. D programme prior to July 11, 2009, shall be governed by the provisions of the then existing Provisions/ By laws/ Regulations of the Institution awarding the degrees and the Ph. D candidates shall be exempted from the requirement of the minimum eligibility condition of NET/SLET/SET

for recruitment and appointment of Assistant Professor or equivalent positions subject to the fulfillment of the following conditions :

- (a) Ph.D. degree of the candidate awarded in regular mode only,
- (b) Evaluation of the Ph.D. thesis by at least two external examiners,
- (c) Candidate has published two research papers out of which at least one in a refereed journal out of his/her Ph.D. work,
- (d) The candidate has presented two papers in seminars/conferences out of his/her Ph.D. work,
- (e) Open Ph.D. viva-voce of the candidate had been conducted.

Explanation :

(a) to (e) as above are to be certified by the Vice-Chancellor/ Pro-Vice-Chancellor/ Dean

Without prejudice to the above, NET/SLET/ SET shall also not be required for such Masters Program disciplines for which NET/ SLET/ SET is not conducted.

(2) ASSOCIATE PROFESSOR

- (i) Good academic record with a Ph.D. Degree in the concerned/ allied/ relevant disciplines.
- (ii) A Master's Degree with at least 55% marks (or an equivalent grade in a point scale wherever 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/ industry with evidence of published work and a minimum of 5 publications as books and/ or research/ policy papers.
- (iv) Contribution to educational innovation, design of new curricula and courses, and technology — mediated teaching learning process with evidence of having guided doctoral candidates and research students.
- (v) A minimum score as stipulated in the Academic Performance Indicator (API) based Performance Based Appraisal System (PBAS), set out in Table-II(A) of Appendix-III.

(3) PROFESSOR

- (a) (i) An eminent scholar with Ph.D. qualification(s) 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 publications as book and/or research/ policy papers.
- (ii) A minimum of ten years of teaching experience in university/ college, and/ or experience in research at the University/ National level institutions/ industries, including experience of guiding candidates for research at doctoral level.
- (iii) Contribution to educational innovation, design of new curricula and courses, and technology — mediated teaching learning process.
- (iv) A minimum score as stipulated in the Academic Performance Indicator (API) based Performance Based Appraisal System (PBAS), set out in Table II(A) of Appendix-III.

OR

- (b) An outstanding professional, with established reputation in the relevant field who has made significant contributions to the knowledge in the concerned/ allied/ relevant discipline substantiated by credentials.

II. MUSIC, PERFORMING ARTS, VISUAL ARTS AND OTHER TRADITIONAL INDIAN ART FORMS LIKE SCULPTURE, ETC.

(A) MUSIC AND DANCE DISCIPLINE

1. ASSISTANT PROFESSOR

(a)(i) Good academic record with at least 55% marks (or an equivalent grade in a point scale wherever grading system is followed) at the Master's Degree level in the relevant subject or an equivalent degree from an Indian/ Foreign university.

(ii) Besides fulfilling the above qualifications, the candidate must have cleared the National Eligibility Test (NET) for lecturers conducted by the UGC, CSIR or similar tests accredited by the UGC like SLET/ SET.

Notwithstanding anything contained in sub-clauses (i) and (ii) to this Clause candidates, who are, or have been awarded a Ph. D. Degree in accordance with the University Grants Commission (Minimum Standards and Procedure for Award of Ph.D. Degree) Regulations, 2009 or the subsequent Regulations if notified by the UGC, shall be exempted from the requirement of the minimum eligibility condition of NET/SLET/SET for recruitment and appointment of Assistant Professor or equivalent positions.

Further, the award of degrees to candidates registered for the M.Phil/ Ph.D programme prior to July 11, 2009, shall be governed by the provisions of the then existing Provisions/ By laws/ Regulations of the Institution awarding the degrees and the Ph.D candidates shall be exempted from the requirement of the minimum eligibility condition of NET/SLET/SET for recruitment and appointment of Assistant Professor or equivalent positions subject to the fulfillment of the following conditions :

- (a) Ph.D. degree of the candidate awarded in regular mode only,
- (b) Evaluation of the Ph.D. thesis by at least two external examiners,
- (c) Candidate has published two research papers out of which at least one in a refereed journal out of his/her Ph.D. work,
- (d) The candidate has presented two papers in seminars/conferences out of his/her Ph.D. work,
- (e) Open Ph.D. viva-voce of the candidate had been conducted.

Explanation :

- (a) to (e) as above are to be certified by the Vice-Chancellor/ Pro-Vice-Chancellor/ Dean

Without prejudice to the above, NET/SLET/ SET shall also not be required for such Masters Program disciplines for which NET/ SLET/ SET is not conducted.

Without prejudice to the above, NET/SLET/ SET shall also not be required for such Masters Program disciplines for which NET/ SLET/ SET is not conducted.

OR

(a) (i) A traditional and a professional artist with highly commendable professional achievement in the concerned subject, who should have:

(a) Studied under noted/ reputed traditional masters and has thorough knowledge to explain the subject concerned;

(b) 'A' high grade artist of AIR/ TV; and

(c) Ability to explain the logical reasoning of the subject concerned and adequate knowledge to teach theory with illustrations in that discipline.

2. ASSOCIATE PROFESSOR

(a) (i) Good academic record with doctoral degree and with performing ability of high professional standard.

(ii) Eight years of experience of teaching at the University, College level and/ or research in University/ national, level institutions.

- (iii) Has made significant contributions to the knowledge in the subject concerned as evidenced by quality of publications.
- (iv) Contribution to educational innovation such as designing of new courses, curricula and/ or outstanding performing achievement in the field of specialization.

OR

- (b) A traditional and a professional artist with highly commendable professional achievement in the concerned subject, who should be or have:
 - (i) 'A grade artist of AIR/ TV;
 - (ii) Eight years of outstanding performing achievements in the field of specialization;
 - (iii) Experience in designing of new courses and/ or curricula;
 - (iv) Participation in Seminars/ Conferences in reputed institutions; and
 - (v) Ability to explain the logical reasoning of the subject concerned and adequate knowledge to teach theory with illustrations in that discipline.

3. PROFESSOR

- (a) An eminent scholar with a doctoral degree actively engaged in research with ten years of experience in teaching in University/ College and/ or research at the University/ National level institutions including experience of guiding research at doctoral level with outstanding performing achievements in the field of specialization.

OR

- (b) A traditional. and a professional artist with highly commendable professional achievement in the concerned subject, who should be or have:
 - (i) 'A' grade artist of AIR/ TV;
 - (ii) Twelve years of outstanding performing achievements in the field of specialization;
 - (iii) Significant contributions in the field of specializations. and ability to guide research;
 - (iv) Participation in National/ International Seminars/ Conferences/ Workshops and/ or recipient of National/ International Awards/ Fellowships; and
 - (v) Ability to explain the logical reasoning of the subject concerned and adequate knowledge to teach theory with illustrations in that discipline.

(B) DRAMATICS

1. ASSISTANT PROFESSOR

- (a) (i) Good academic record with at least 55% marks (or an equivalent grade in a point scale wherever grading system is followed) at the Master's Degree level, in the relevant subject or an equivalent degree from an Indian/ Foreign university.
- (ii) Besides fulfilling the above qualifications, the candidate must have cleared the National Eligibility Test (NET) for lecturers conducted by the UGC, CSIR or similar tests accredited by the UGC like SLET/ SET.

Notwithstanding anything contained in sub-clauses (i) and (ii) to this Clause candidates, who are, or have been awarded a Ph. D. Degree in accordance with the University Grants Commission (Minimum Standards and Procedure for Award of Ph.D. Degree) Regulations, 2009 or the subsequent Regulations if notified by the UGC, shall be exempted from the requirement of the minimum eligibility condition of NET/SLET/SET for recruitment and appointment of Assistant Professor or equivalent positions.

Further, the award of degrees to candidates registered for the M.Phil/ Ph.D programme prior to July 11, 2009, shall be governed by the provisions of the then existing Provisions/ By laws/ Regulations of the Institution awarding the degrees and the Ph.D candidates shall be exempted from the requirement of the minimum eligibility condition of NET/SLET/SET for recruitment and appointment of Assistant Professor or equivalent positions subject to the fulfillment of the following conditions :

- (a) Ph.D. degree of the candidate awarded in regular mode only,
- (b) Evaluation of the Ph.D. thesis by at least two external examiners,
- (c) Candidate has published two research papers out of which at least one in a refereed journal out of his/her Ph.D. work,
- (d) The candidate has presented two papers in seminars/conferences out of his/her Ph.D. work,
- (e) Open Ph.D. viva-voce of the candidate had been conducted.

Explanation :

(a) to (e) as above are to be certified by the Vice-Chancellor/ Pro-Vice-Chancellor/ Dean

Without prejudice to the above, NET/SLET/ SET shall also not be required for such Masters Program disciplines for which NET/ SLET/ SET is not conducted.

Without prejudice to the above, NET/SLET/ SET shall also not be required for such Masters Program disciplines for which NET/ SLET/ SET is not conducted.

OR

- (b) A traditional and a professional artist with highly commendable professional achievement in the concerned subject, who should have:
 - (i) A professional artist with first class degree/ diploma from National School of Drama or any other such approved Institution in India or abroad;
 - (ii) Five years of regular acclaimed performance in regional/ national/ international stage with evidence; and
 - (iii) Ability to explain the logical reasoning of the subject concerned and adequate knowledge to teach theory with illustrations in said discipline:

2. ASSOCIATE PROFESSOR

- (a) (i) Good academic record with doctoral degree with performing ability of high professional standard as recommended by an expert committee constituted by the University concerned for the said purpose.
- (ii) Eight years of experience of teaching in a University/ College and/ or research in University/ national level institutions.
- (iii) Has made significant contributions to the knowledge in the subject concerned as evidenced by quality of publications.
- (iv) Contributions to educational innovation such as designing of new courses and/ or curricula and/ or outstanding performing achievements in the field of specializations.

OR

- (b) A traditional and a professional artist with highly commendable professional achievement in the concerned subject, who should be or have:
 - (i) A recognized artist of Stage/Radio/TV;
 - (ii) Eight years of outstanding performing achievements in the field of specialization;
 - (iii) Experience in designing of new courses and/or curricula; Participation in Seminars/Conferences in reputed institutions; and

- (iv) Ability to explain the logical reasoning of the subject concerned and adequate knowledge to teach theory with illustrations in that discipline.

3. PROFESSOR

An eminent scholar with a doctoral degree actively engaged in research with ten years of experience in teaching and/or research at the University/National level institutions including experience of guiding research at doctoral level, with outstanding performing achievement in the field of specialization.

OR

- (a) A traditional and a professional artist with highly commendable professional achievement in the concerned subject who should be or have:
 - (i) Twelve years of outstanding performing achievements in the field of specialization;
 - (ii) Has made significant contributions in the field of specializations and has the ability to guide research;
 - (iii) Participation in National/International Seminars/Conferences/ Workshops and/or recipient of National/International Awards/ Fellowships; and
 - (iv) Ability to explain the logical reasoning of the subject concerned and adequate knowledge to teach theory with illustrations.

(C) VISUAL (FINE) ARTS DISCIPLINE

1. ASSISTANT PROFESSOR

- (a) (i) Good academic record with at least 55% marks (or an equivalent grade in a point scale wherever grading system is followed) at the Master's Degree level in the relevant subject or an equivalent degree from an Indian/ Foreign University.
- (ii) Besides fulfilling the above qualifications, the candidate must have cleared the National Eligibility Test (NET) for lecturers conducted by the UGC, CSIR or similar tests accredited by the UGC like SLET/ SET.

Notwithstanding anything contained in sub-clauses (i) and (ii) to this Clause candidates, who are, or have been awarded a Ph. D. Degree in accordance with the University Grants Commission (Minimum Standards and Procedure for Award of Ph.D. Degree) Regulations, 2009 or the subsequent Regulations if notified by the UGC, shall be exempted from the requirement of the minimum eligibility condition of NET/SLET/SET for recruitment and appointment of Assistant Professor or equivalent positions.

Further, the award of degrees to candidates registered for the M. Phil/ Ph. D. programme prior to July 11, 2009, shall be governed by the provisions of the then existing Provisions/ By laws/ Regulations of the Institution awarding the degrees and the Ph.D. candidates shall be exempted from the requirement of the minimum eligibility condition of NET/SLET/SET for recruitment and appointment of Assistant Professor or equivalent positions subject to the fulfillment of the following conditions :

- (a) Ph.D. degree of the candidate awarded in regular mode only,
- (b) Evaluation of the Ph.D. thesis by at least two external examiners,
- (c) Candidate has published two research papers out of which at least one in a refereed journal out of his/her Ph.D. work,
- (d) The candidate has presented two papers in seminars/conferences out of his/her Ph.D. work,
- (e) Open Ph.D. viva-voce of the candidate had been conducted.

Explanation :

(a) to (e) as above are to be certified by the Vice-Chancellor/ Pro-Vice-Chancellor/ Dean

Without prejudice to the above, NET/SLET/ SET shall also not be required for such Masters Program disciplines for which NET/ SLET/ SET is not conducted.

Without prejudice to the above, NET/SLET/ SET shall also not be required for such Masters Program disciplines for which NET/ SLET/ SET is not conducted.

OR

- (b) A professional artist with highly commendable professional achievement in the concerned subject, who should have:
 - (i) First class Diploma in Visual (Fine) arts discipline from the recognized Institution of India/ Abroad;
 - (ii) Five years of experience of holding regular regional/ National exhibitions/ Workshops with evidence; and
 - (iii) Ability to explain the logical reasoning of the subject concerned and adequate knowledge to teach theory with illustrations in that discipline.

2. ASSOCIATE PROFESSOR

- (a) (i) Good academic record with doctoral degree with performing ability of high professional standard..
- (ii) Eight years of experience of teaching in a University/ College and/ or research in University/ national level institution. .
- (iii) Has made significant contributions to the knowledge in the subject concerned as evidenced by quality of publications.
- (iv) Contributions to educational innovation such as designing new courses and/ or curricula and/ or outstanding performing achievements in the field of specializations.

OR

- (b) A professional artist with highly commendable professional achievement in the concerned subject, who should have:
 - (i) A recognized artist of his/ her own discipline;
 - (ii) Eight years of outstanding performing achievements in the field of specialization;
 - (iii) Experience in designing of new courses and/ or curricula;
 - (iv) Participation in Seminars/ Conferences in reputed institutions; and
 - (v) Ability to explain the logical reasoning of the subject concerned and adequate knowledge to teach theory with illustrations in that discipline.

3. PROFESSOR

- (a) An eminent scholar with a doctoral degree actively engaged in research with ten years of experience in teaching and/ or research at the University/ National level institutions including experience of guiding research in doctoral level, with outstanding performing achievement in the field of specialization.

OR

- (b) A professional artist with highly commendable professional achievement in the concerned subject, who should have:

- (i) Twelve years of experience of holding regular regional/ national exhibition/ workshops with evidence;
- (ii) Significant contributions in the field of specialization and ability to guide research;
- (iii) Participation in National/International Seminars/Conferences/ Workshops and/or recipient of National/International Awards/ Fellowships; and
- (iv) Ability to explain the logical reasoning of the subject concerned and adequate knowledge to teach theory with illustrations in that discipline.

FACULTY OF MANAGEMENT

1. ASSISTANT PROFESSOR

- (i) Essential:
 - a. First Class Masters Degree in Business Management/ Administration/ in a relevant management related discipline or first class in two year full time PGDM declared equivalent by AIU/ accredited by the AICTE/ UGC;

OR

 - b. First Class graduate and professionally qualified Chartered Accountant/ Cost and Works Accountant/ Company Secretary of the concerned statutory bodies.
- (ii) Desirable:
 - a. Teaching, research, industrial and/ or professional experience in a reputed organization;
 - b. Papers presented at Conferences and/ or published in refereed journals.

2. ASSOCIATE PROFESSOR

- (i) Consistently good academic record with at least 55% marks (or an equivalent grade in a point scale wherever grading system is followed) in Master's Degree in Business Management/ Administration/ in a relevant management related discipline or first class in two years full time PGDM declared equivalent by AIU/ recognized by the AICTE/ UGC; or first Class graduate and professionally qualified Chartered Accountant/ Cost and works Accountant/ Company Secretary of the concerned statutory body.
- (ii) Ph.D. or Fellow of Indian Institute of Management or of an Institute recognized by MCTE and declared equivalent by the AIU.
- (iii) A minimum of eight years' experience of teaching/industry/research/ professional at managerial level excluding the period spent for obtaining the research degree.
- (iv) In the event the candidate is from industry and the profession, the following requirements shall constitute as essential requirements:
 - a) Consistently good academic record with at least 55% marks (or an equivalent grade in a point scale wherever grading system is followed) in Master's Degree in Business Management/ Administration/ in a relevant management related discipline or first class in two years full time PGDM declared equivalent by AIU/ recognized by AICTE/ UGC;

OR

 - b) First Class graduate and professionally qualified Chartered Accountant/ Cost and works Accountant/ Company Secretary of the concerned statutory body.
- (v) A minimum of ten years experience of teaching industry/ research/ profession, out of which five years must be at the level of Assistant Professor or equivalent excluding the Period spent for obtaining research degree. The candidate should have Professional work experience, which is significant and can be recognized at national/international level as equivalent to Ph.D. and ten years managerial experience in industry/profession of which at

least five years should be at the level comparable to that of lecturer/ assistant professor.

- (vi) Without prejudice to the above, the following conditions may be considered desirable:
- a) Teaching, research industrial and/ or professional experience in a reputed organization;
 - b) Published work, such as research papers, patents filed/obtained, books and/ or technical reports; and
 - c) Experience of guiding the project work/dissertation of PG/ Research Students or supervising R&D projects in industry.

3. PROFESSOR

- (i) Consistently good academic record with at least 55% marks (or an equivalent grade in a point scale wherever grading system is followed) in Master's Degree in Business Management/Administration/ in a relevant discipline or consistently good academic record with at least 55% marks (or an equivalent grade in a point scale wherever grading system is followed) in two year full time PGDM declared equivalent by AIU/ recognized by the AICTE/ UGC; or first Class graduate and professionally qualified Chartered Accountant/Cost and works Accountant/ Company Secretary of the concerned statutory body.
- (ii) Ph.D. or Fellow of Indian Institute of Management or of an Institute recognized by AICTE and declared equivalent by the AIU.
- (iii) A minimum of ten years' experience of teaching/industry/research/ professional out of which five years must be at the level of Reader or equivalent excluding the period spent for obtaining the research degree.

OR

In the event the candidate is from industry and the profession, the following shall constitute as essential requirements:

- (i) Consistently good academic record with at least 55% marks (or an equivalent grade in a point scale wherever grading system is followed) in Master's Degree in Business Management/Administration/ in a relevant management related discipline or consistently good academic record with at least 55% marks (or an equivalent grade in a point scale wherever grading system is followed) in two years full time PGDM declared equivalent by AIU/ recognized by the AICTE/UGC; or first Class graduate and professionally qualified Chartered Accountant/ Cost and works Accountant/Company Secretary of the concerned statutory body.
- (ii) The candidate should have professional work experience which is significant and can be recognized at national/ International level as equivalent to Ph.D. and twelve years' managerial experience in industry/ profession of which at least eight years should be at least at a level comparable to that of Reader/Assistant Professor.

Without prejudice to the above, the following conditions may be considered desirable:

- a) Teaching, Teaching, research, and/ or professional experience in a reputed organization;
- b) Published work, such as research papers, patents filed/ obtained, books and/ or technical reports;
- c) Experience of guiding the project work/dissertation of PG/ Research Students or supervising R&D projects in industry.
- d) Demonstrated leadership in planning and organizing academic, research, industrial and/or professional activities; and
- e) Capacity to undertake/lead sponsored R&D consultancy and related activities.

IV. PHARMACY

As prescribed by the Pharmacy Council of India vide Gazette Notification dated 11th November, 2014

Assistant Professor	<p>First Class B. Pharm with Master's degree in Pharmacy (M. Pharm) in appropriate branch of specialization in Pharmacy (Qualification must be PCI recognized).</p> <p>A PCI recognized Pharm. D degree holder shall also be eligible for the posts of Assistant Professor in the subjects of pathophysiology, pharmacology and pharmacy practice.</p>	
Associate Professor	<p>First Class B. Pharm with Master's degree in Pharmacy (M. Pharm) in appropriate branch of specialization in Pharmacy (Qualification must be PCI recognized).</p> <p>A PCI recognized Pharm. D degree holder shall also be eligible for the posts of Associate Professor in the subjects of pathophysiology, pharmacology and pharmacy practice.</p> <p>Associate Professor shall acquire PCI recognized Ph. D. in any of Pharmacy subjects within 7 years to become eligible for the post of Professor.</p>	<p>3 years experience in teaching or research at the level of Assistant Professor or equivalent in PCI approved/ recognized Pharmacy College.</p>
Professor	<p>First Class B. Pharm with Master's degree in Pharmacy (M. Pharm) in appropriate branch of specialization in Pharmacy or Pharm. D (Qualifications must be PCI recognized).</p> <p>With Ph.D degree in any of Pharmacy subjects (Ph.D. Qualifications must be PCI recognized).</p>	<p><u>Essential:</u></p> <p>10 years experience in teaching in PCI approved/recognized Pharmacy College or research experience out of which 5 years must be as Associate Professor in PCI approved/recognized Pharmacy College.</p>

Note:

- (i) Notwithstanding anything contained in the Education Regulations, 1991, the Pharm. D Regulations, 2008 or any other documents approved by the PCI, the minimum qualification and experience for the teaching faculty in pharmacy shall be as mentioned in these regulations w.e.f. the date of their publication in the Official Gazette.
- (ii) The existing teaching faculty working on regular basis shall not be affected. However, promotions of such faculty will be governed by these regulations.
- (iii) If a class or division is not awarded at Master level, a minimum of 60% marks in aggregate or equivalent cumulative grade point average shall be considered equivalent to first class or division, as the case may be.
- (iv) The existing teaching faculty working on regular basis can be appointed in any other Pharmacy College/Institution on the same post from which such faculty member retired/relieved, however, promotions of such faculty member shall be governed by these regulations.

V. EDUCATION

1. ASSISTANT PROFESSOR

- (i) A Master's Degree in Arts/ Humanities/ Sciences/ Commerce and M.Ed. each with a minimum of 55% marks (or an equivalent grade in a point scale wherever grading system is followed), OR

M.A.(Education) and B.Ed. each with a minimum of 55% marks (or an equivalent grade in a point scale wherever grading system is followed); and

- (ii) Any other stipulation prescribed by the UGC/such other affiliating body/State Government, from time to time for the positions of Principal and lecturers, shall be mandatory.

Provided that it is desirable that one faculty member possesses a Master's Degree in Psychology and another member in Philosophy/ Sociology besides M.Ed.

2. ASSOCIATE PROFESSOR

- (i) A Master's Degree in Arts/Humanities/Sciences/Commerce and M.Ed. each with a minimum of 55% marks (or an equivalent grade in a point scale wherever grading system is followed),

OR

M.A. (Education) and B.Ed. each with a minimum of 55% marks (or an equivalent grade in a point scale wherever grading system is followed);

- (ii) Ph.D. in Education; and

- (iii) At least eight years of teaching experience in University department of education or College of Education, with a minimum of three years at the M.Ed. level and has published work in the relevant area of specialization.

3. PROFESSOR

- (i) A Master's Degree in Arts/Humanities/Sciences/ Commerce and M.Ed. each with a minimum of 55% marks (or an equivalent grade in a point scale wherever grading system is followed), OR

M.A. (Education) with 55% marks (or an equivalent grade in a point scale wherever grading system is followed) and B.Ed. each with a minimum of 55% marks (or an equivalent grade in a point scale wherever grading system if followed);

- (ii) Ph.D. in Education; and

- (iii) At least ten years of teaching experience in University department of education or College of Education of which a minimum of five years at the M.Ed. level with published work in the area of his specialization. .

Provided that, in the even of non-availability of eligible and suitable candidates for appointment as Professor/ Head of the Department/ Associate Professor as per above eligibility criteria, it would be permissible to appoint retired Professor/ Head of the Department/Associate Professor in Education on contract basis for a period not exceeding one year at a time till such time the candidates complete sixty five years of age.

VI. PHYSICAL EDUCATION & SPORTS

1. ASSISTANT DIRECTOR

- (i) A Master's Degree in Physical Education or Master's Degree in Sports Science with at least 55% marks (or an equivalent grade in a point scale wherever grading system is followed) with a good academic record.

In the selection process for posts involving different nature of responsibilities in certain disciplines/areas, such as Music and Fine Arts, Visual arts and Performing arts, Physical education and Library, greater emphasis may be laid on the nature of deliverables indicated against each of the posts in these Regulations which need to be taken up by the concerned institution while, developing API based PBAS proforma for both direct recruitment and CAS promotions.

'Good academic record' wherever occurring in these provisions means an average of at least 55% marks in three examinations preceding to Masters' Degree with at least second division in graduation and any one of Secondary/High School, Higher Secondary/Senior Secondary or equivalent grades in the point scale wherever grading system is followed without including any grace marks and/or rounding off to make it 55% or 50% as the case may be.

- (ii) Besides fulfilling the above qualifications, the candidate must have cleared the National Eligibility Test (NET) for lecturers conducted by the UGC, CSIR or similar tests accredited by the UGC like SLET/ SET.

Notwithstanding anything contained in sub-clauses (i) and (ii) to this Clause candidates, who are, or have been awarded a Ph. D. Degree in accordance with the University Grants Commission (Minimum Standards and Procedure for Award of Ph.D. Degree) Regulations, 2009 or the subsequent Regulations if notified by the UGC, shall be exempted from the requirement of the minimum eligibility condition of NET/SLET/SET for recruitment and appointment of Assistant Professor or equivalent positions.

Further, the award of degrees to candidates registered for the M. Phil. /Ph.D. programme prior to July 11, 2009, shall be governed by the provisions of the then existing Provisions/ By laws/ Regulations of the Institution awarding the degrees and the Ph.D. candidates shall be exempted from the requirement of the minimum eligibility condition of NET/SLET/SET for recruitment and appointment of Assistant Professor or equivalent positions subject to the fulfillment of the following conditions: -

- (a) Ph.D. degree of the candidate awarded in regular mode only;
 - (b) Evaluation of the Ph.D. thesis by at least two external examiners;
 - (c) Candidate has published two research papers out of which at least one in a refereed journal from out of his/her Ph.D. work;
 - (d) The candidate has presented two papers in seminars/conferences from out of his/her Ph.D. work;
 - (e) Open Ph.D. viva-voce of the candidate had been conducted.
- (a) to (e) as above are to be certified by the Vice-Chancellor/ Pro-Vice-Chancellor/ Dean

Without prejudice to the above, NET/SLET/ SET shall also not be required for such Masters Program disciplines for which NET/ SLET/ SET is not conducted.

- (iii) Record of having represented the university/college at the inter-university/ inter-collegiate competitions or the State and or national championships;
- (v) Passed the physical fitness test conducted in accordance with these Regulations.
- (vi) Physical Education Faculty means
- (a) B.P.Ed., Graduation, Senior Secondary or equivalent, or
 - (b) 4 or 5 year integrated course, Senior Secondary & Secondary

N.B. PHYSICAL FITNESS TEST NORMS:

- a) Subject to the provisions of these Provisions, all candidates who are required to undertake the physical fitness test shall be required to produce a medical certificate certifying that he/she is medically fit before undertaking such tests.
- (b) On 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 following norms:

NORMS FOR MEN			
12 MINUTES RUN/WALK TEST			
Upto 30 years	Upto 40 years	Upto 45 years	Upto 50 Years
1800 metres	1500 metres	1200 metres	800 metres

NORMS FOR WOMEN			
8 MINUTES RUN/WALK TEST			
Up to 30 years	Up to 40 Years	Up to 45 Years	Up to 50 Years
1000 metres	800 metres	600 metres	400 metres

ASSISTANT DIRECTOR IN YOGA

- (i) A Masters degree in Physical Education or Philosophy or Sanskrit or Psychology with at least 55% marks (or an equivalent grade in a point scale wherever grading system is followed) with good academic, record along with a diploma/degree (at least one year duration) in Yoga/Yogic/Yoga Therapy/Yoga studies from Universities or institutions recognized by the UGC.
- (ii) Besides fulfilling the above qualifications, the candidate must have cleared the National Eligibility Test (NET) for lecturers conducted by the UGC, CSIR or similar tests accredited by the UGC like SLET/ SET.

Notwithstanding anything contained in sub-clauses (i) and (ii) to this Clause candidates, who are, or have been awarded a Ph. D. Degree in accordance with the University Grants Commission (Minimum Standards and Procedure for Award of Ph.D. Degree) Regulations, 2009 or the subsequent Regulations if notified by the UGC, shall be exempted from the requirement of the minimum eligibility condition of NET/SLET/SET for recruitment and appointment of Assistant Professor or equivalent positions.

Further, the award of degrees to candidates registered for the M.Phil./Ph.D. programme prior to July 11, 2009, shall be governed by the provisions of the then existing Provisions/ By laws/ Regulations of the Institution awarding the degrees and the Ph.D candidates shall be exempted from the requirement of the minimum eligibility condition of NET/SLET/SET for recruitment and appointment of Assistant Professor or equivalent positions subject to the fulfillment of the following conditions: -

- (a) Ph.D. degree of the candidate awarded in regular mode only;
- (b) Evaluation of the Ph.D. thesis by at least two external examiners;
- (c) Candidate has published two research papers out of which at least one in a refereed journal from out of his/her Ph.D. work;
- (d) The candidate has presented two papers in Seminars/conferences from out of his/her Ph.D. work;
- (e) Open Ph.D. viva-voce of the candidate had been conducted.
- (a) to (e) as above are to be certified by the Vice-Chancellor/Pro-Vice-Chancellor/Dean

Without prejudice to the above, NET/SLET/SET shall also not be required for such Masters Program disciplines for which NET/SLET/SET is not conducted.

2. DEPUTY DIRECTOR

- (i) Good academic record with at least 55% marks (or an equivalent grade in a point scale wherever grading system is followed) at the Master's degree in Physical Education & Sports from a University or an institution recognized by the UGC;
- (ii) At least eight years teaching/research experience in a department/ college of Physical Education out of which at least three years in the post graduate level; and
- (iii) Ph.D. degree in Physical Education;
- (iv) A minimum score as stipulated in the Academic Performance Indicator (API) based Performance Based Appraisal System (PBAS) as set out in Table III (B) of Appendix III.
- (v) Contribution to educational innovation, design of new curricula and courses, and technology — mediated teaching learning process with evidence of having guided doctoral candidates and research students.
- (vi) Evidence of organizing competition and conducting coaching camps of at least two weeks' duration.
- (vii) Evidence of having produced good performance teams/athletes for competitions like state/national/inter-university/combined university, etc.
- (viii) Passed the physical fitness test in accordance with the provisions laid down for the post of Assistant Professor.

3. DIRECTOR

- (i) A Master's Degree in Physical Education with a minimum of 55% marks (or an equivalent grade in a point scale wherever grading system is followed);
- (ii) At least ten years teaching/research experience in a department/college of Physical Education out of which at least five years in the post graduate institution/University department.
- (iii) Ph.D. degree in Physical Education
- (iv) A minimum score as stipulated in the Academic Performance Indicator (API) based Performance Based Appraisal System (PBAS) as set out in Table III (B) of Appendix III.
- (v) Contribution to educational innovation, design of new curricula and courses, and technology — mediated teaching learning process with evidence of having guided doctoral candidates and research students.
- (vi) Evidence of organizing competitions and conducting coaching camps of at least two weeks' duration.
- (vii) Evidence of having produced good performance teams/athletes for competitions like state/ national/ inter-university/combined university, etc.
- (viii) Participation in at least two national/international seminars/ conferences.

VII. LIBRARIAN, DEPUTY LIBRARIAN AND ASSISTANT LIBRARIAN

1. ASSISTANT LIBRARIAN

- (i) A Master's Degree in Library Science/Information Science/ Documentation Science or an equivalent professional degree with at least 55% marks (or an equivalent grade in a point scale wherever grading system is followed) and a good academic record with knowledge of computerization of library.

- (ii) Qualifying in the national level test conducted for the purpose by the UGC or any other agency approved by the UGC.
- (iii) However, candidates, who are, or have been awarded Ph.D. degree in accordance with the University Grants Commission (Minimum Standards and Procedure for Award of Ph.D. Degree), Regulations, 2009, shall be exempted from the requirement of the minimum eligibility condition of NET/SLET/SET for recruitment and appointment of University Assistant Librarian.

Further, the award of degrees to candidates registered for the M. Phil/ Ph. D programme prior to July 11, 2009, shall be governed by the provisions of the then existing Provisions/By laws/Regulations of the Institution awarding the degrees and the Ph. D candidates shall be exempted from the requirement of the minimum eligibility condition of NET/SLET/SET for recruitment and appointment of Assistant Professor or equivalent positions subject to the fulfillment of the following conditions: -

- (a) Ph.D. degree of the candidate awarded in regular mode only;
 - (b) Evaluation of the Ph.D. thesis by at least two external examiners;
 - (c) Candidate has published two research papers out of which at least one in a refereed journal from out of his/her Ph.D. work;
 - (d) The candidate has presented two papers in Seminars/conferences from out of his/her Ph.D. work;
 - (e) Open Ph.D. viva-voce of the candidate had been conducted.
- (a) to (e) as above are to be certified by the Vice-Chancellor/Pro-Vice-Chancellor/ Dean

2. DEPUTY LIBRARIAN

- (i) A Master's Degree in library science/ information science/documentation with at least 55% of the marks or its equivalent grade of B in the UGC seven point scale and a good academic record.
- (ii) Five years experience as an Assistant University Librarian/College Librarian.
- (iii) A minimum score as stipulated in the Academic Performance Indicator (API) based Performance Based Appraisal System (PBAS) as set out in Table IV (B) of Appendix III.
- (iv) Contribution to educational innovation, design of new curricula and courses, and technology — mediated teaching learning process with evidence of having guided doctoral candidates and research students.
- (v) Evidence of innovative library service and organization of published work and professional commitment, computerization of library.
- (vi) Desirable: A M. Phil./Ph.D. Degree in library science/ information science/ Documentation/ Archives and manuscript-keeping/computerization of library.

3. LIBRARIAN

- (i) A Master's Degree in Library Science/ Information Science/ documentation with at least 55% marks or its equivalent grade of B in the UGC seven points scale and good academic record as set out herein under.
- (ii) At least thirteen years as a Deputy Librarian in a University library or eighteen years' experience as a College Librarian.
- (iii) A minimum score as stipulated in the Academic Performance Indicator (API) based Performance Based Appraisal System (PBAS) as set out in Table IV (B) of Appendix III.
- (iv) Contribution to educational innovation, design of new curricula and courses, and technology — mediated teaching learning process with evidence of having guided doctoral candidates and research students.
- (v) Evidence of innovative library service and organization of published work.

- (vi) Desirable: A M. Phil./Ph.D. Degree in library science/ information science/documentation/archives and manuscript-keeping.

9. PROMOTIONS UNDER CAREER ADVANCEMENT SCHEME

I. CONDITIONS AND PROCEDURE FOR PROMOTION

- (1) The incumbent teacher must be on roll and in active service of the Universities on the date of consideration by the Selection Committee/ Screening cum Evaluation Committee as the case may be.
- (2) CAS promotions being a personal promotion to the incumbent teacher holding a substantive sanctioned post, on superannuation of the individual incumbent, the said post shall revert back to its original cadre.
- (3) As far as possible the meetings of the selection committee/screening cum evaluation committee will be held once in a year. The benefits shall be extended from the date of eligibility.
- (4) Candidate who does not fulfill the minimum score requirement under API scoring system laid down in these provisions on the date of service eligibility shall be assessed by extending his date of eligibility and he/she shall be extended benefit of promotion from the extended date of eligibility.
- (5) Process of CAS promotions from a lower grade to a higher grade of Assistant Professor shall be conducted by a "Screening cum Evaluation Committee" set out in these provisions.
- (6) The Selection Committee specified under these provisions is applicable to the Career Advancement scheme of promotions of Assistant Professor (stage 3) to Associate Professor and to that of Associate Professor to Professor.
- (7) If the candidates do not either fulfill the minimum API scores in the criteria as per PBAS proforma but applies for promotion or obtain less than 50% in expert assessment, wherever applicable, such candidates will be reassessed only after a minimum period of one year from the date of the meeting of the assessment committee.
- (8)
 - (i) If a candidate applies for promotion on completion of the minimum eligibility period and is successful, the date of promotion will be from that of minimum period of eligibility.
 - (ii) If, however, the candidate finds that he/she fulfills the eligibility conditions at a later date and applies on that date and is successful, his/her promotion will be effected from that date of application fulfilling the criteria.
 - (iii) If the candidate does not succeed in the first assessment, but succeeds in the eventual assessment, his/her promotion will be deemed to be from the later date of the meeting of the Screening / Selection committee in which the candidate is recommended for promotion.

II. STAGES OF PROMOTION UNDER CAREER ADVANCEMENT SCHEME OF ASSISTANT PROFESSORS/ASSOCIATE PROFESSORS/ PROFESSORS:

- (1) Promotion of teachers under the Career Advancement Scheme shall be governed by academic performance indicators and assigned scored, minimum norms of APIs and the minimum academic performance and service requirements as set out in these provisions and successful assessment by the screening cum evaluation committee/selection committee/expert committee as the case may be.
- (2) Entry level Assistant Professors (stage 1) would be eligible for promotion under the Career Advancement Scheme (CAS) through two successive stages (stage 2 and stage 3).
- (3) An entry level Assistant Professor, possessing Ph.D. Degree in the relevant discipline shall be eligible, for moving to the next higher grade (stage 2) after completion of four years

service as Assistant Professor.

- (4) An entry level Assistant Professor possessing M.Phil. Degree or postgraduate Degree in professional courses such as LL.M./ M.Tech., etc. approved by the relevant statutory body shall be eligible for the next higher grade (stage 2) after completion of five years service as Assistant Professor.
- (5) An entry level Assistant Professor who does not have Ph.D. or M.Phil. or a Master's Degree in the relevant professional course, shall be eligible for the next higher grade (stage 2) only after completion of six years service as Assistant Professor.
- (6) The upward movement from the entry level grade (stage 1) to the next higher grade (stage 2) for all Assistant Professors shall be subject to their satisfying the API based PBAS conditions laid down in Table II(E) & (F) of Appendix III.
- (7) Assistant Professors who have completed five years of service in the second grade (stage 2) shall be eligible, subject to meeting the API based PBAS requirements laid down in Table II (E) & (F) of Appendix III.
- (8) Assistant Professors completing three years of teaching in Selection Grade (stage 3) shall be eligible, subject to the qualifying conditions and the API based PBAS requirements set out in Table II (E) & (F) of Appendix III to move to the next higher grade (stage 4) and to be designated as Associate Professor.
- (9) Associate Professor completing three years of service in stage 4 and possessing a Ph.D. Degree in the relevant discipline shall be eligible to be designated as Professor and be placed in the next higher grade (stage 5), subject to (a) satisfying the qualifying conditions and API based PBAS requirements set out in Table II (E) and II (F) of Appendix III and (b) an assessment by a duly constituted selection committee as stipulated under Statute.

Provided that no teacher other than those with a Ph.D., shall be promoted as Professor.

- (10) Ten percent of the positions of Professors in a University, with a minimum of ten years of teaching and research experience as Professor either in the pre-revised scale of Professor's pay or the revised scale pay will be eligible for promotion to the higher grade of Professorship (stage 6), on satisfying the requirements laid down in Table II(E) & II(F) of Appendix III through a duly constituted Expert Committee, and such teachers promoted to the higher grade shall continue to-be designated as 'Professor'. As this AGP elevation for Professor is applicable to only University departments, additional credentials are to be evidenced by:
 - (a) Post-doctoral research outputs of high standard;
 - (b) Awards/ honours/ and recognitions;
 - (c) Additional research degrees like D. Sc., D.Litt., LID, etc.; patents and IPR on products and processes developed/ technology transfer achieved in the case of teachers in science and technology.

The selection is to be conducted by the university by receiving duly filled PBAS proformas from eligible Professors based on seniority, three times in number of the available vacancies in each faculty. In case the number of candidates available is less than three times the number of vacancies, the zone of consideration will be limited to the actual number of candidates available. The assessment process shall be through an Expert-Committee evaluation of all credentials submitted as stipulated in Table-II (E) of Appendix-III for teachers in University departments. No separate interview need to be conducted for this category.

III. STAGES OF PROMOTION UNDER THE CAREER ADVANCEMENT SCHEME FOR ASSISTANT / DEPUTY DIRECTORS OF PHYSICAL EDUCATION & SPORTS

- (1) Promotion of Assistant Director/Deputy Director of Physical Education & Sports under the Career Advancement Scheme shall be governed by the Academic Performance indicators & assigned scores, minimum APIs and minimum academic performance & service requirements as set out in Table III (C) & III (D) of Appendix III and successful assessment by the Screening cum Evaluation Committee / Selection Committee as the case may be.
- (2) Assistant Director of Physical Education and Sports in the entry level grade possessing Ph.D. in Physical Education, after completing service of four years in the entry level stage (stage 1), and if otherwise eligible as per API scoring system and PBAS methodology prescribed for CAS promotion in these provisions shall become eligible for the next higher grade (stage 2).
- (3) Assistant Director of Physical Education & Sports in the entry level grade possessing M.Phil. in Physical Education, after completing service of the five years in the entry level stage (stage 1), and fulfillment of other requirements as set out in Table III (C) & III (D) of Appendix III, shall become eligible for the next higher grade (stage 2).
- (4) Assistant Director of Physical Education and Sports in the entry level grade, without the relevant Ph.D. and M. Phil. shall, after completing service of six years as Assistant Director Physical Education and Sports in the entry level stage, and fulfillment of other requirements as set out in Table III (C) & III (D) of Appendix III, shall become eligible for the next higher grade (stage 2).
- (5) After completing service of five years in the second stage and fulfillment of other requirements as set out in Table III (C) & III (D) of Appendix III, Assistant Director of Physical Education and Sports (Senior Scale) shall be promoted to the next higher grade (Stage 3). They shall be designated Assistant Director Physical Education and Sports (Selection Grade).
- (6) After completing service of three years in stage 3 and fulfillment of other requirements as set out in Table III (C) & III (D) of Appendix III shall move to the next higher grade (stage 4). They shall be designated as Deputy Director Physical Education and Sports.
- (7) After completing service of three years in stage 4 and fulfillment of other requirements as set out in Table III (C) & III (D) of Appendix III, Deputy Director Physical Education and Sports shall move to the next higher grade (stage 5). They shall be designated as Director Physical Education and Sports.

IV. STAGES OF PROMOTION UNDER THE CAREER ADVANCEMENT SCHEME FOR ASSISTANT LIBRARIANS AND DEPUTY LIBRARIANS.

- (1) Promotions of Assistant Librarians and Deputy Librarians under the Career Advancement Scheme shall be governed by the academic performance indicators and assigned scores, minimum APIs and minimum academic performance and service requirements set out in Table IV(C) & (D) of Appendix III and successful assessment by the screening cum evaluation committee/selection committee/expert committee as the case may be.
- (2) Assistant University Librarian in the entry level grade, possessing Ph.D. in Library Science, after completing service of four years in Stage 1 and fulfillment of other requirements as set out in Table IV(C) & (D) of Appendix III shall be eligible for the higher grade (stage 2).
- (3) Assistant Librarian in the entry level grade, not possessing Ph.D. but only M.Phil. in Library Science, after completing service of five years in Stage 1 and fulfillment of other requirements as set out in Table IV(C) & (D) shall become eligible for the next higher grade (stage 2).
- (4) Assistant Librarian in the entry level grade not possessing Ph.D. or M.Phil. in Library Science after completing six years in Stage 1 and fulfillment of other requirements as set out in Table IV (C) & (D) of Appendix-III shall become eligible for the next higher grade (stage 2).
- (5) Assistant Librarian after completions of service of five years in senior scale (Stage 2) and fulfillment of other requirements/eligibility (such as Ph.D. Degree for Deputy Librarian) as set out in Table IV (C) & (D) of Appendix-III shall become eligible for the next higher grade (stage 3) for designated as Assistant Librarian (Selection Grade) as the case may be.
- (6) After completing service of three years, in Selection grade(Stage 3), Assistant Librarians shall move to the next higher grade (stage 4), subject to fulfillment of other conditions as set out in Table IV(C) & (D) of Appendix-III and shall be eligible for designated as Deputy Librarians.
- (7) Deputy Librarians after completing service of 3 years in Stage 4 shall move to the higher grade (stage 5) subject to fulfillment of other conditions as set out in table IV(C) & IV(D) of Appendix III and shall be eligible for designating as Librarians.



MOHANLAL SUKHADIA UNIVERSITY
UDAIPUR-313001

Application Form for Teaching Posts

PART – A

- (1) POST
- (2) Discipline
- (3) Appointment Category
- (4) Caste Category
- If OBC(Non-creamy layer)/ST/SC : Name the Authority issuing Caste Certificate
.....
- Place of Issue
- State.....
- (5) Differently abled
- (6) Application Fee : Payment method and Transaction ID
.....

Personal Information

- (7) Applicant’s Name
- (8) Applicant’s Date of Birth
- (9) Applicant’s Mobile No.
- (10) Applicant’s Email ID
- (11) Gender
- (12) Marital Status
- (13) Father’s Name
- (14) Mother’s Name
- (15) Nationality
- (16) Address
Permanent
-
- Present**
-

(17) Have you ever served this university? If, so give particulars required below :

S. No.	Name of post along with the place (s) of posting	Period from	Period to	Reason for leaving
1.				

(18) Particulars of two persons of reference who are not having blood relation with you :

S..No.	Name	Occupation or Position	Address
1.			
2.			

(19) No of Children :

Before 31 st May, 2002	After 1 st June 2002

(20) If there has been a gap in your educational career, the reason for the same may be given here:

(21) Give particulars of other work done and experience not covered in any of the columns above

(22) Honours and Awards

(23) Membership of Professional Societies/Bodies

(24) Educational Qualification

S.No.	Examination	Year	Board/Univ.	Maximum Marks	Marks Obtained	Percentage
1	Secondary or equivalent					
2	Senior Secondary or equivalent					
3	Graduation(i)					
	Graduation(ii)*					
Total marks obtained in above three examinations and their average percentage						
4	Post-graduation					
5	Any other Diploma etc.					

* For Law & Education Faculty

(25) Eligibility Test :

S. No.	Level of Test	Agency conducting the test	Year
1	Junior Research Fellowship (JRF)		
2	National Eligibility Test (NET)		
3	State Level Eligibility Test (SLET/SET)		

(26) Research Degrees :

Degrees	Title	Date of Award	University/Institute
M. Phil			
Ph.D.			
D.Sc./D.Litt.			

(27) Whether covered under exemption from JRF/NET/SLET/SET Yes/No

(i) Ph.D. under UGC Regulations of July 11, 2009

(ii) Ph.D. under rules in existence prior to July 11, 2009.....

(28) Whether Eligible for relaxation of 5% at Master's Degree for having

obtained it before 19.09.1991

Yes/No

(29) Teaching Experience

Designation	Name of Employer	Dates of		Salary with grade	Reason of leaving
		Joining	Relieving		

(30) Period of teaching experience excluding period of time spent by a teacher candidate on leave from duty to acquire M. Phil./Ph.D. Degree
 Year.....Month.....Days.....

(a) Period of time spent on leave to acquire M.Phil./Ph.D. Degree
 From (date of commencement) to(date of submission/
 resubmission of Ph.D. thesis)

(b) Period of teaching experience
 (i) P.G. Classes (excluding (a) above).
 Year.....Month.....Days.....
 (ii) U.G. Classes (excluding (a) above).
 Year.....Month.....Days.....

(31) Research Experience

Designation	Place of Work	Dates of		Salary/Scholarship/ Honarium	Total Period
		Joining	Relieving		

(32) Period of Research Experience (in case the applicant holds/held only research conducting position) / excluding period of time spent to acquire M.Phil. / Ph.D. Degree from (date of commencement) to (date of submission/resubmission of Ph.D. thesis)

(33) Experience of Research Supervision

(i) Whether any doctoral thesis submitted under your supervision/ joint supervision : Yes/No
 (ii) Whether any doctoral degree awarded under your supervision/joint supervision : Yes/No

PART – B

TABLE I

ACADEMIC PERFORMANCE INDICATORS (API) FOR CAREER ADVANCEMENT SCHEME (CAS) OF PROMOTIONS FOR ASSISTANT PROFESSOR, ASSOCIATE PROFESSOR AND PROFESSOR AND FOR DIRECT RECRUITMENT OF ASSOCIATE PROFESSOR AND PROFESSOR

CATEGORY II: PROFESSIONAL DEVELOPMENT, CO-CURRICULAR AND EXTENSION ACTIVITIES

Sub Category	Nature of Activity	Actual Hours Spent	API Score claimed	API Score verified by the Committee
A.	Student related co-curricular, extension and field based activities. (i) Discipline related co-curricular activities (e.g. remedial classes, career counselling, study visit, student seminar and other events.) (ii) Other co-curricular activities (Cultural, Sports, NSS, NCC, etc.) (iii) Extension and dissemination activities (public /popular lectures/talks/seminars, etc.)			
B.	Contribution to corporate life and management of the department and institution through participation in academic and administrative committees and responsibilities. i). Administrative responsibility (including as Dean/ Principal/Chairperson/Convener/Teacher-in-charge/ similar other duties that require regular officers for its discharge) (ii). Participation in Board of Studies, Academic and Administrative Committees			
C.	Professional Development activities (such as participation in seminars, conferences, short term training courses, industrial experience, talks, lectures in refresher/ faculty development courses, dissemination and general articles and any other contribution)			
Total of A, B and C				

CATEGORY-III: RESEARCH AND ACADEMIC CONTRIBUTIONS Applicants

are required to fill all the columns/fields giving the information required. Do not leave any columns/field blank. Use “NA” if the column/field is NOT APPLICABLE. ISSN/ISBN numbers must be given wherever it is required for award of API points failing which zero marks will be awarded. No API points will be awarded unless the applicants attach self attested documents as given in the instructions for filling the proforma. Applicants are advised to read the instructions to fill the proforma given below. The API score claimed by the applicants will be verified by a committee from the supporting document provided by the applicant as well as information/expertise of the committee members.

A) Papers Published in Journals

S. No.	Title of the paper with page nos.	Name of the Journal approved by the UGC	ISSN/ ISBN No.	Whether peer reviewed/ Refereed (Yes/No.)	Impact Factor	No. of co-authors	Whether you are the main author/ corresponding author/mentor	API Score claimed	API Score verified by the committee

TOTAL API SCORE CLAIMED:.....

TOTAL API SCORE VERIFIED:.....

B) Text / Reference Books published by the International publishers:

S.No.	Title with number of pages	Publisher	ISBN No.	Whether peer reviewed	No. of co-authors	Whether you are the main author	API Score claimed	API Score verified by the committee

TOTAL API SCORE CLAIMED:.....

TOTAL API SCORE VERIFIED:.....

B) Subject Books published by the National Publishers/State /Central Govt. publications :

S.No.	Title with number of pages	Publisher	ISBN No.	Whether peer reviewed	No. of co-authors	Whether you are the main author	API Score claimed	API Score verified by the committee

TOTAL API SCORE CLAIMED:.....

TOTAL API SCORE VERIFIED:.....

B) Subject Books published by Local publishers:

S.No.	Title with number of pages	Publisher	ISBN No.	Whether peer reviewed	No. of co-authors	Whether you are the main author	API Score claimed	API Score verified by the committee

TOTAL API SCORE CLAIMED:.....

TOTAL API SCORE VERIFIED:.....

B) Chapters in Books published by International/National Level Publishers :

S.No.	Title of the chapter, Title of the Book, page numbers	Publisher	ISBN No.	Whether peer reviewed	No. of co-authors	Whether you are the main author	API Score claimed	API Score verified by the committee

TOTAL API SCORE CLAIMED:.....

TOTAL API SCORE VERIFIED:.....

III (C) Research Projects

(i) Sponsored Projects

S. No.	Title and year	Agency	Period	Grant/Amount Mobilized (Rs. lakh)	API Score claimed	API Score verified by the committee

TOTAL API SCORE CLAIMED:.....

TOTAL API SCORE VERIFIED:.....

(ii) Consultancy Projects

S. No.	Title and year	Agency	Period	Grant/Amount Mobilized (Rs. lakh)	API Score claimed	API Score verified by the committee

TOTAL API SCORE CLAIMED:.....

TOTAL API SCORE VERIFIED:.....

(iii) Project Outcome / Output

S. No.	Title and year	Patent / Technology Transfer/Product/Process	API Score claimed	API Score verified by the committee

TOTAL API SCORE CLAIMED:.....

TOTAL API SCORE VERIFIED:.....

O R

(iii) Major Policy Documents

S. No.	Title and year	Name of Organization for which prepared	API Score claimed	API Score verified by the committee

TOTAL API SCORE CLAIMED:.....

TOTAL API SCORE VERIFIED:.....

III (D) Research Guidance

S. No.	Degree	Status	Number of Candidates	API Score claimed	API Score verified by the committee
1.	M.Phil.	Awarded			
2.	Ph.D.	Awarded			
		Submitted			

TOTAL API SCORE CLAIMED:.....

TOTAL API SCORE VERIFIED:.....

III (E) (i) Fellowship / Awards :

S. No.	International / National Level	Name of the Academic Body / Organization	API Score claimed	API Score verified by the committee

TOTAL API SCORE CLAIMED:.....

TOTAL API SCORE VERIFIED:.....

III (E) (ii) Invited Lectures / Papers upto the restriction of maximum 20% of the minimum score fixed for category III for the assessment period :

S. No.	International / National /State Level / University Level	Name of the Inviting Organization	API Score claimed	API Score verified by the committee

TOTAL API SCORE CLAIMED:.....

TOTAL API SCORE VERIFIED:.....

III (F) Development of E-learning, Delivery Process / Material

S. No.	Description of Module	API Score claimed	API Score verified by the committee

TOTAL API SCORE CLAIMED:.....

TOTAL API SCORE VERIFIED:.....

SUMMARY OF THE API SCORES UNDER CATEGORIES II AND III

CATEGORY II

S. No.	Category	API Score claimed	API Score verified by the committee
1	II-A		
2	II-B		
3	II-C		
4	Total		

CATEGORY III

S. No.	Category	API Score claimed	API Score verified by the committee
1	III-A		
2	III-B		
3	III-C		
4	III-D		
5	III-E		
6	III- F		
7	Total		

GRAND TOTAL OF CATEGORIES II AND III

S. No.	Category	API Score claimed	API Score verified by the committee
1	II		
2	III		
3	Grand total		

PART-C

Mention other credentials, significant contribution awards, received not mentioned in Part-A and Part-B of the application form along with attested copies of supporting documents.

- 1.
- 2.
- 3.

Details of Enclosures (Self attested copies of enclosures submitted with hard copy)

S.No.	Description of Enclosures	Enclosures number

Have you ever been arrested/prosecuted/convicted by a Court of Law ?	
Have you ever been subjected to any Departmental Enquiry ? If yes, please give particulars.	
Have you ever been debarred for appearing at any examination/selection conducted by the union Public Service Commission/Govt./University/Board of any other Educational Institute/Authority? If yes, please give particulars.	
If appointed, what notice would you require before joining the post?	

DECLARATION

- (a) I hereby declare that the entries in this Application Form are true to the best of my knowledge and belief and also that I have not concealed any fact or withheld any information regarding my past service and record and that if any entry is found to be false or incorrect or that if anything is found to have been concealed I will be disqualified for selection. If appointed, I will be liable to termination without any notice or compensation.
- (b) I hereby submit that I have not been involved in any Criminal Offence or any act of Indiscipline.
- (c) I hereby submit the declaration about ineligibility as per proforma attached.
- (d) I hereby submit the affidavit as per proforma-6

Date

Signature

&?kks'k.kk i=&

में एतदर्थ घोषणा करता हूँ / करती हूँ कि नियुक्ति के लिए निर्धारित निरर्हताओं (Ineligibility) तथा अनियमित या अनुचित साधनों के प्रयोग से सम्बन्धित निम्न शर्तों को पढ़ व समझ लिया है एवं इनसे पूर्ण रूप से मुक्त हूँ—

1/v% fu;fDr d fy, fujgrk, j %

1. कोई पुरुष अभ्यर्थी, जिसके एक से अधिक जीवित पत्नियाँ हैं, सेवा में नियुक्ति के लिए पात्र नहीं होगा, सिवाय उस दशा के जब सरकार अपना यह समाधान कर लेने के पश्चात् कि ऐसा करने के लिए विशेष कारण है, किसी अभ्यर्थी को इस नियम के उस पर लागू होने से छूट न दी जाये।
2. कोई महिला अभ्यर्थी, जिसका विवाह ऐसे व्यक्ति से हुआ है, जिसके पहले से कोई जीवित पति है, सेवा में नियुक्ति के लिए पात्र नहीं होगी, सिवाय उस दशा के जब सरकार अपना यह समाधान कर लेने के पश्चात् कि ऐसा करने के लिए विशेष कारण है, किसी महिला अभ्यर्थी को इस नियम के उस पर लागू होने से छूट न दे दे।
3. कोई भी विवाहित अभ्यर्थी सेवा में नियुक्ति का पात्र नहीं होगा यदि उसने अपने विवाह के समय कोई दहेज स्वीकार किया हो। स्पष्टीकरण : इस नियम के प्रयोजन के लिए "दहेज" का अर्थ वही है जो दहेज प्रतिषेध अधिनियम, 1961 (1961 का केन्द्रीय अधिनियम 28) में दिया गया है।
4. ऐसा कोई भी अभ्यर्थी, जिसके 01.06.2002 को या उसके पश्चात् दो से अधिक संताने हों, सेवा में नियुक्ति के लिए पात्र नहीं होगा ; परन्तु दो से अधिक संतानों वाला व्यक्ति तब तक नियुक्ति के लिए निरर्हित नहीं समझा जायेगा जब तक कि उसकी संतानों की उस संख्या में, जो 1 जून, 2002 को है, बढ़ोतरी नहीं होती है।

परन्तु यह और कि जहाँ किसी अभ्यर्थी के पूर्वतर प्रसव से एक ही संतान है किन्तु पश्चात्वर्ती किसी एकल प्रसव से एक से अधिक संतानें पैदा हो जाती है वहाँ संतानों की कुल संख्या की गणना करते समय इस प्रकार पैदा हुई संतानों को एक इकाई समझा जायेगा।

परन्तु यह भी कि इस उप-नियम के उपबंध, राजस्थान सरकारी कर्मचारियों के आश्रितों को अनुकम्पात्मक नियुक्ति नियम, 1996 के अधीन, किसी विधवा को दी जाने वाली नियुक्ति पर लागू नहीं होंगे।

1/c% vfu;fer ;k vuqfpr k/kuk dk i;kx %

ऐसा अभ्यर्थी, जो प्रतिरूपण करने का या बनावटी दस्तावेज जिनमें गड़बड़ की गयी है, प्रस्तुत करने का या ऐसे कथन करने को जो सही नहीं है या मिथ्या है या महत्वपूर्ण सूचना छिपाने का या परीक्षा या साक्षात्कार में अनुचित साधनों का प्रयोग करने या उनका प्रयोग करने का प्रयास करने या परीक्षा में प्रवेश पाने या साक्षात्कार में उपस्थित होने के लिए कोई अन्य अनियमित या अनुचित साधन काम में लाने का दोषी है या सरकार अथवा समिति द्वारा दोषी घोषित किया गया है तो दाण्डिक कार्यवाही किये जाने का दायी होने के अतिरिक्त —

- (क) अभ्यर्थियों के चयन हेतु सरकार या समिति द्वारा आयोजित किसी परीक्षा में प्रवेश पाने या किसी साक्षात्कार में उपस्थित होने से सरकार या यथास्थिति, समिति द्वारा और
- (ख) सरकार के अधीन नियोजन से सरकार द्वारा, या तो स्थायी तौर पर या किसी विनिर्दिष्ट कालावधि के लिए विवर्जित किया जा सकेगा।

आवेदक के हस्ताक्षर मय दिनांक

नाम:

फार्म संख्या :

पद नाम :

विषय :

वि.वि.विज्ञापन संख्या :

दिनांक :

मैं.....पुत्र/पुत्रीश्री/श्रीमती.....निवासी.....
शपथ पूर्वक बयान करता हूँ/करती हूँ कि मेरा विवाह श्रीमती/श्री.....निवासी.....
के साथ सम्पन्न हुआ था परन्तु अनिवार्य विवाह पंजीयन लागू होने से पूर्व दिनांक.....को सम्पन्न होने के कारण
पंजीकृत नहीं है।

या

मेरा विवाह श्रीमती/श्री.....निवासी.....के साथ
दिनांक.....को राजस्थान राज्य के बाहर सम्पन्न होने के कारण पंजीकृत नहीं हुआ है।

या

मैं.....अविवाहित हूँ।

या

मैं.....विधुर/विधवा हूँ (पत्नि/पति श्री/श्रीमती.....)।

या

मैं.....तलाक शुदा हूँ (प्रमाण पत्र संलग्न है)।

या

मैं परित्यक्ता हूँ एवं मेरा विवाह श्री.....के साथ दिनांक.....को सम्पन्न हुआ
था।

हस्ताक्षर शपथ कर्ता
(आवेदक)

MOHANLAL SUKHADIA UNIVERSITY, UDAIPUR
Annual Self-Assessment for the Performance Based Appraisal System (PBAS)
Session _____

As per UGC Regulations on minimum qualifications for appointment of teachers and other academic staff in Universities and colleges and measures for the maintenance of standards in higher education 2010 and subsequent amendments made by the UGC and further in compliance of University provisions made in this regards, teachers must submit their UGC PBAS proforma annually directly to the Co-coordinator, IQAC and a receipt must be obtained on a copy of the PBAS proforma. The last date for submission of the filled PBAS proforma shall be 30th June of every academic session. It will be mandatory for the teachers to submit their PBAS proforma annually before the prescribed date failing which zero API score will be awarded for that session. Candidates submitting their application for promotion under CAS should submit copies of the PBAS Performa submitted to the IQAC cell along with the summary sheet of API Score. The MS word file can be downloaded from university web site and information may be typed in the respective columns and the page number of the documents/evidences attached must be mentioned. Information must be furnished for each academic session (1st July to 30th June).

PART A

GENERAL INFORMATION

1. Name (in Block Letters):
2. Father's Name/Mother's Name:
3. Department:
4. Current designation & grade pay:
5. Date of last promotion:
6. Address for correspondence (with Pin code)
7. Permanent Address (with Pin code)

Telephone No:

Email:
8. Whether acquired any degrees or fresh academic qualifications during this session:
9. Whether any disciplinary proceeding held / pending, if yes, give the details :

PART B
ACADEMIC PERFORMANCE INDICATORS

TABLE I

ACADEMIC PERFORMANCE INDICATORS (API) FOR CAREER ADVANCEMENT SCHEME (CAS) OF PROMOTIONS FOR ASSISTANT PROFESSOR, ASSOCIATE PROFESSOR AND PROFESSOR AND FOR DIRECT RECRUITMENT OF ASSOCIATE PROFESSOR AND PROFESSOR

CATEGORY I: TEACHING, LEARNING AND EVALUATION RELATED ACTIVITIES

The self- assessment score should be based on objectively verifiable records.

Category	Number of Activities	Hours assigned	Actual hours spent	API scores claimed	API Score Verified by the Committee
A.	Direct Teaching				
B.	Examination duties (question paper setting, invigilation, evaluation of answer scripts) as per allotment				
C.	Innovative Teaching - learning methodologies, updating of subject contents / courses, mentoring, etc.				
Total of A, B and C				-	

Note:

1. Direct Teaching 16/14/14 hours per week include the Lectures/Tutorials/Practicals / Project Supervision/Field Work.
2. No score shall be assigned if the teacher has performed less than 75% of the assigned duties.

**CATEGORY II: PROFESSIONAL DEVELOPMENT, CO-CURRICULAR
AND EXTENSION ACTIVITIES**

Sub Category	Nature of Activity	Actual Hours Spent	API Score claimed	API Score verified by the Committee
A.	Student related co-curricular, extension and field based activities. (i) Discipline related co-curricular activities (e.g. remedial classes, career counselling, study visit, student seminar and other events.) (ii) Other co-curricular activities (Cultural, Sports, NSS, NCC, etc.) (iii) Extension and dissemination activities (public /popular lectures/talks/seminars, etc.)			
B.	Contribution to corporate life and management of the department and institution through participation in academic and administrative committees and responsibilities. i). Administrative responsibility (including as Dean/ Principal/Chairperson/Convener/Teacher-in-charge/ similar other duties that require regular officers for its discharge) (ii). Participation in Board of Studies, Academic and Administrative Committees			
C.	Professional Development activities (such as participation in seminars, conferences, short term training courses, industrial experience, talks, lectures in refresher/ faculty development courses, dissemination and general articles and any other contribution)			
Total of A, B and C				

CATEGORY-III: RESEARCH AND ACADEMIC CONTRIBUTIONS

Applicants are required to fill all the columns/fields giving the information required. Do not leave any columns/field blank. Use “NA” if the column/field is NOT APPLICABLE. ISSN/ISBN numbers must be given wherever it is required for award of API points failing which zero marks will be awarded. No API points will be awarded unless the applicants attach self attested documents as given in the instructions for filling the proforma. Applicants are advised to read the instructions to fill the proforma given below. The API score claimed by the applicants will be verified by a committee from the supporting document provided by the applicant as well as information/expertise of the committee members.

A) Papers published in Journals

S.No.	Title of the paper with page nos.	Name of the Journal approved by the UGC	ISSN/ISBN No.	Whether peer reviewed/ Refereed (Yes /No.)	Impact Factor	No. of co-authors	Whether you are the main author/corresponding author/mentor	API Score claimed	API Score verified by the committee

TOTAL API SCORE CLAIMED:.....

TOTAL API SCORE VERIFIED:.....

B) Text / Reference Books published by the International publishers :

S.No.	Title with number of pages	Publisher	ISBN No.	Whether peer reviewed	No. of co-authors	Whether you are the main author	API Score claimed	API Score verified by the committee

TOTAL API SCORE CLAIMED:.....

TOTAL API SCORE VERIFIED:.....

B) Subject Books published by the National Publishers/State /Central Govt. publications :

S.No.	Title with number of pages	Publisher	ISBN No.	Whether peer reviewed	No. of co-authors	Whether you are the main author	API Score claimed	API Score verified by the committee

TOTAL API SCORE CLAIMED:.....

TOTAL API SCORE VERIFIED:.....

B) Subject Books published by Local publishers:

S.No.	Title with number of pages	Publisher	ISBN No.	Whether peer reviewed	No. of co-authors	Whether you are the main author	API Score claimed	API Score verified by the committee

TOTAL API SCORE CLAIMED:.....

TOTAL API SCORE VERIFIED:.....

B) Chapters in Books published by International / National Level Publishers :

S.No.	Title of the chapter, Title of the Book, page numbers	Publisher	ISBN No.	Whether peer reviewed	No. of co-authors	Whether you are the main author	API Score claimed	API Score verified by the committee

TOTAL API SCORE CLAIMED:.....

TOTAL API SCORE VERIFIED:.....

III (C) Research Projects

(i) Sponsored Projects

S.No.	Title and year	Agency	Period	Grant/Amount Mobilized (Rs. lakh)	API Score claimed	API Score verified by the committee

TOTAL API SCORE CLAIMED:.....

TOTAL API SCORE VERIFIED:.....

(ii) Consultancy Projects

S. No.	Title and year	Agency	Period	Grant/Amount Mobilized (Rs. lakh)	API Score claimed	API Score verified by the committee

TOTAL API SCORE CLAIMED:.....

TOTAL API SCORE VERIFIED:.....

(iii) Project Outcome / Output

S. No.	Title and year	Patent / Technology Transfer/Product/Process	API Score claimed	API Score verified by the committee

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TOTAL API SCORE CLAIMED:.....

TOTAL API SCORE VERIFIED:.....

O R

(iii) Major Policy Documents

S. No.	Title and year	Name of Organization for which prepared	API Score claimed	API Score verified by the committee

TOTAL API SCORE CLAIMED:.....

TOTAL API SCORE VERIFIED:.....

III (D) Research Guidance

S. No.	Degree	Status	Number of Candidates	API Score claimed	API Score verified by the committee
1.	M.Phil.	Awarded			
2.	Ph.D.	Awarded			
		Submitted			

TOTAL API SCORE CLAIMED:.....

TOTAL API SCORE VERIFIED:.....

III (E) (i) Fellowship /Awards :

S. No.	International/National Level	Name of the Academic Body /Organization	API Score claimed	API Score verified by the committee

TOTAL API SCORE CLAIMED:.....

TOTAL API SCORE VERIFIED:.....

III (E) (ii) Invited Lectures / Papers upto the restriction of maximum 20% of the minimum score fixed for category III for the assessment period :

S. No.	International / National /State Level / University Level	Name of the Inviting Organization	API Score claimed	API Score verified by the committee

TOTAL API SCORE CLAIMED:.....

TOTAL API SCORE VERIFIED:.....

III (F) Development of E-learning, Delivery Process / Material

S. No.	Description of Module	API Score claimed	API Score verified by the committee

TOTAL API SCORE CLAIMED:.....

SUMMARY OF THE API SCORES UNDER CATEGORIES I, II AND III**CATEGORY I**

S. No.	Category	API Score claimed	API Score verified by the committee
1	I-A		
2	I-B		
3	I-C		
4	Total		

CATEGORY II

S. No.	Category	API Score claimed	API Score verified by the committee
1	II-A		
2	II-B		
3	II-C		
4	Total		

CATEGORY III

S. No.	Category	API Score claimed	API Score verified by the committee
1	III-A		
2	III-B		
3	III-C		
4	III-D		
5	III-E		
6	III- F		
7	Total		

GRAND TOTAL OF CATEGORIES I, II AND III

S. No.	Category	API Score claimed	API Score verified by the committee
1	I		
2	II		
3	III		

4	Grand total		
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Appendix-III

TABLE I

ACADEMIC PERFORMANCE INDICATORS (API) FOR CAREER ADVANCEMENT SCHEME (CAS) OF PROMOTIONS FOR ASSISTANT PROFESSOR, ASSOCIATE PROFESSOR AND PROFESSOR AND FOR DIRECT RECRUITMENT OF ASSOCIATE PROFESSOR AND PROFESSOR

CATEGORY I: TEACHING, LEARNING AND EVALUATION RELATED ACTIVITIES

	Direct Teaching Hours per week
Assistant Professor	16
Associate Professor	14
Professor	14

Based on the teacher's self-assessment, API scores are proposed for (a) teaching related activities; domain knowledge; (b) participation in examination and evaluation; and (c) contribution to innovative teaching, new courses, etc. The minimum API score required by teachers from this category is different for different levels of promotion. The self-assessment score should be based on objectively verifiable records.

Category	Nature of Activity	Assistant Professor		Associate Professor		Professor	
		Max. Score	Score	Max. Score	Score	Max. Score	Score
A.	Direct Teaching	70	Actual hours spent per academic year ÷ 7.5	60	Actual hours spent per academic year ÷ 7.75	60	Actual hours spent per academic year ÷ 7.75
B.	Examination duties (question paper setting, Invigilation, evaluation of answer scripts) as per allotment	20	Actual hours spent per academic year ÷ 10	20	Actual hours spent per academic year ÷ 10	10	Actual hours spent per academic year ÷ 10
C.	Innovative Teaching - learning methodologies, updating of subject contents / courses, mentoring etc.	10	Actual hours spent per academic year ÷ 10	15	Actual hours spent per academic year ÷ 10	20	Actual hours spent per academic year ÷ 10
Total of A, B and C		-		-		-	

Note:

1. Direct Teaching 16/14/14 hours per week include the Lectures/Tutorials/Practicals / Project Supervision/Field Work. .
2. No score shall be assigned if the teacher has performed less than 75% of the assigned duties.
3. In consonance with established academic and teaching traditions, and with a view to reinforcing a student-centric and caring approach the teachers are encouraged to work with students, beyond the structure of classroom teaching. Indicatively, this could entail mentoring, guiding and counseling students. In particular teachers would be the best placed to identify and address the needs of students who may be differently abled, or require assistance to improve their academic performance, or to overcome a disadvantage. There are

no prescribed hours for such efforts, measured either in weeks or months, or in the context and calculation of the API scores, these are nevertheless important and significant activities that could be carried out by teachers.

CATEGORY II: PROFESSIONAL DEVELOPMENT, CO-CURRICULAR AND EXTENSION ACTIVITIES

Sub Category	Nature of Activity	Maximum API Score	Score
A.	<p>Student related co-curricular, extension and field based activities.</p> <p>(i) Discipline related co-curricular activities (e.g. remedial classes, career counselling, study visit, student seminar and other events.)</p> <p>(ii) Other co-curricular activities (Cultural, Sports, NSS, NCC, etc.)</p> <p>(iii) Extension and dissemination activities (public /popular lectures/talks/seminars, etc.)</p>	15	Actual hours spent per academic year ÷ 10
B.	<p>Contribution to corporate life and management of the department and institution through participation in academic and administrative committees and responsibilities.</p> <p>i). Administrative responsibility (including as Dean/ Principal/Chairperson/Convener/Teacher-in-Charge/ similar other duties that require regular officers for its discharge)</p> <p>(ii). Participation in Board of Studies, Academic and Administrative Committees</p>	15	Actual hours spent per academic year ÷ 10
C.	<p>Professional Development activities (such as participation in seminars, conferences, short term training courses, industrial experience, talks, lectures in refresher/ faculty development courses, dissemination and general articles and any other contribution)</p>	15	Actual hours spent per academic year ÷ 10

CATEGORY-III: RESEARCH AND ACADEMIC CONTRIBUTIONS

Based on the teacher's self-assessment, API scores are proposed for research and academic contributions. The minimum API scores required for teachers from this category are different for different levels of promotion in universities and colleges. The self-assessment score shall be based on verifiable records and shall be finalized by the Screening-Cum-Evaluation-Committee for the promotion of Assistant Professor to higher grades and Selection Committee for the promotion of Assistant Professor to Associate Professor and Associate Professor to Professor and also for direct recruitment of Associate Professor and Professor.

Sub Category	Activity	Faculty of Sciences /Engineering / Agriculture /Medical / Veterinary Sciences	Faculties of Languages /Humanities / Arts / Social Sciences/ Library / Physical education /Management	Maximum score
III (A)	Research Papers published in	Refereed Journals as notified by the UGC	Refereed Journals as notified by the UGC	25 per Publication
		Other Reputed Journals as notified by the UGC	Other Reputed Journals as notified by the UGC	10 per Publication
III (B)	Publications other than journal articles (books, chapters in books)	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.	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.	30 per Book for Single Author
		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.	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.	20 per Book for Single Author
		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.	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.	15 per Book for Single Author
		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.	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 -10 per Chapter , National - 5 per Chapter

III (C)	RESEARCH PROJECTS			
(i)	Sponsored Projects	(a) Major Projects with grants above Rs. 30 lakhs	Major Projects with grants above Rs. 5 lakhs	20 per Project
		(b) Major Projects with grants above Rs. 5 lakhs up to Rs. 30 lakhs	Major Projects with grants above Rs. 3 lakhs up to Rs. 5 lakhs	15 per Project
		(c) Minor Projects with grants above Rs. 1 lakh up to Rs. 5 lakhs	Minor Projects with grants above Rs. 1 lakh up to Rs. 3 lakhs	10 per Project
(ii)	Consultancy Projects	Amount mobilized with a minimum of Rs.10 lakhs	Amount mobilized with a minimum of Rs. 2 lakhs	10 for every Rs.10 lakhs and Rs.2 lakhs, respectively
(iii)	Projects Outcome / Outputs	Patent / Technology transfer /Product / Process	Major Policy document prepared for international bodies like WHO/UNO/ UNESCO/UNICEF etc. Central / State Govt./Local Bodies	30 for each International / 20 for each national level output or patent. Major policy document of International bodies - 30 Central Government - 20, State Govt.-10 Local bodies - 5

III (D)	RESEARCH GUIDANCE			
(i)	M.Phil.	Degree awarded	Degree awarded	5 per candidate
(ii)	Ph.D.	Degree awarded / Thesis submitted	Degree awarded / Thesis submitted	15/10 per candidate
III E	Fellowships, Awards and Invited lectures delivered in conferences / seminars			
(i)	Fellowships/ Awards	International Award/ Fellowship from academic bodies	International Award / Fellowship from academic bodies/associations	15 per Award / 15 per Fellowship
		National Award/ Fellowship from academic bodies	National Award/Fellowship from academic bodies/associations	10 per Award / 10 per Fellowship
		State/University level Award from academic bodies	State/University level Award from academic bodies/ associations	5 Per Award
(ii)	Invited lectures /papers	International	International	7 per lecture / 5 per paper presented
		National level	National level	5 per lecture / 3 per paper presented
		State/University level	State/University level	3 per lecture / 2 per paper presented
The score under this sub-category shall be restricted to 20% of the minimum score fixed for Category III for any assessment period				

III(F)	Development of e-learning delivery process/material	10 per module
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Explanations:

- (i) Wherever relevant to any specific discipline, the API score for paper in refereed journal would be augmented as follows: (i) paper with impact factor less than 1 - by 5 points; (ii) papers with impact factor between 1 and 2 by 10 points; (iii) papers with impact factor between 2 and 5 by 15 points; (iv) papers with impact factor between 5 and 10 by 20 points; (v) papers with impact factor above 10 by 25 points. The API for joint publications shall be calculated in the following manner: Of the total score for the relevant category of publication by the concerned teacher, the First and Principal / corresponding author /supervisor/ mentor would share equally 70% of the total points and the remaining 30% would be shared equally by all other authors.
- (ii) The sole author will get 100% of Maximum Points applicable for the particular publication. The first author/corresponding author/ supervisor/ mentor of the publication will get 70% of Maximum Points applicable for the particular publication. If the Maximum Points for a publication is 15 points and the candidate is either first author or corresponding author or supervisor or mentor, the Candidate will get 10.5 points. Other co-authors will get 30% of maximum points applicable for the particular publication. If the Maximum Points for a publication is 15 points and the candidate is neither first author nor corresponding author nor supervisor nor mentor, the candidate will get 4.5 points. Similarly category III (B) will be evaluated.
- (iii) For joint projects Principal Investigator and Co-Principal Investigator will be considered at par and candidate being PI or Co-PI will get the maximum points specified under category III C.
- (iv) For Ph.D. supervision the Supervisor and the Joint Supervisor will be considered at par and candidate being Supervisor or Joint Supervisor will get the maximum points specified under category III D (ii).

Table – II (A)

Minimum scores for APIs for direct recruitment of Assistant Professors, Associate Professors & Professors and weightages in Selection Committee(s) to be considered along with other specified eligibility, qualifications stipulated in these provisions.

	Assistant Professor/equivalent cadres (stage I)	Associate Professor/equivalent cadres (stage4)	Professor/equivalent cadres (stage5)
Minimum API Scores	Minimum qualification as stipulated in these Provisions	Consolidated API score requirement of 300 points from categories II and III of APIs (Cumulative) of Table-I	Consolidated API score requirement of 400 points from categories II and III of APIs (cumulative) of Table – I.
Selection Committee Weightages	a)Academic Record (30) b) Research Performance (20) c) Assessment of Domain Knowledge and Teaching Skills (30%) d) Interview performance (20%)	a)Academic Background (20%) b)Research performance based on API score and quality of publications (40%) c)Assessment of Domain Knowledge and Teaching Skills (20%) d)Interview performance (20%)	a)Academic Background (20%) b)Research performance based on API score and quality of publications (40%) c) Assessment of Domain Knowledge and Teaching Skills (20%) d) Interview performance (20%)

Note : Stages 1, 4, & 5 correspond to scales as provided and AGP of Rs. 6000, 9000 and 10000, respectively.

Table II(B)

Weightage Scores for Academic Background for short listing of eligible candidates and final assessment by Selection Committee(s) for Direct Recruitment for the post of Assistant Professors

Examinations	Aggregate Percentage of marks secured by the candidate		Weightage Constant	Weightage Score Awarded
	A	B		
Secondary/High School or equivalent	<50 NIL	50.....100	3	$\frac{C \times D}{100}$ 1.5-3
Sr. Secondary / Hr. Secondary/ Intermediate or equivalent	<50 NIL	50.....100	6	3 - 6
Graduation	<50 NIL	50.....100	9	4.5 – 9
Post graduation	<50 NIL	50.....100	12	6 - 12
Total			30	15-30

Table II(C)

Weightage Scores for Academic Background for short listing of eligible candidates and final Assessment by Selection Committee(s) for Direct Recruitment for the post of Associate Professors / Professors

Examinations	Aggregate Percentage of marks secured by the candidate		Weightage Constant	Weightage Score Awarded
	A	B		
Secondary/High School or equivalent	<50 NIL	50.....100	2	1- 2
Sr. Secondary / Hr. Secondary/ Intermediate or equivalent	<50 NIL	50.....100	4	2 – 4
Graduation	<50 NIL	50.....100	6	3 – 6
Post graduation	<50 NIL	50.....100	8	4 - 8
Total			20	10-20

Table II (D)

Weightage Scores for Research Performance of eligible candidates for short listing and final Assessment by the Selection Committee(s) for recruitment for the post of Assistant Professor

S.No.	Item	Weightage Score
1	NET/SET/SLET	3
2	JRF	3
3	M.Phil.	2
4	Ph.D.	5
5	Post Doctoral Fellowship	2
6	Publications	5
	Total	20

Notes :

1. Candidate(s) possessing both M.Phil. & Ph.D. degree shall be assigned a maximum score of 5.
2. Post Doctoral Fellowship: One score per year with a maximum of 2.
3. Publications: Maximum scores for publications shall be 5.

(A) Two scores per publication for one reference / Text book, per research paper in a journal approved by the UGC to a single author and one score to a co-author.

(B) 0.5 score for one chapter in an edited book with ISSN/ISBN numbers.
4. Junior Research Fellow shall be awarded 6 weightage scores consisting of 3 weightage scores for fellowship and 3 weightage score for NET.

TABLE - II (E)

Minimum APIS as Provided in APPENDIX - III TABLE-I to be Applied for the Promotion of Assistant Professors, Associate Professors and Professors under Career Advancement Scheme (CAS) and Weightages for Expert Assessment

Category	Activity	Assistant Professor/ equivalent cadres: (Stage 1 to Stage 2)	Assistant Professor / equivalent cadres: (Stage 2 to Stage 3)	Assistant Professor (Stage 3) to Assoc. Professor/ equivalent cadres (Stage 4)	Associate Professor (Stage 4) to Professor/ equivalent cadres (Stage 5)	Professor (Stage 5) to Professor (Stage 6)
I	Teaching-learning, Evaluation Related Activities	80/Year	80/year	75/year	70/year	70/year
II	Professional Development and Extension activities - Minimum score required to be assessed cumulatively	50 / Assessment Period	50 / Assessment period	50 / Assessment period	50 / Assessment period	100 / Assessment period
III	Research and Academic Contributions- Minimum Score required - to be assessed cumulatively	20 / Assessment period	50 / Assessment period	75 / Assessment period	100 / Assessment period	400 / Assessment period
II + III	Minimum total API score under Categories II and III*	90 / Assessment Period	120 / Assessment period	150 / Assessment period	180 / Assessment period	600 / Assessment Period
IV	Expert Assessment System	Screening cum evaluation committee	Screening cum evaluation committee	Selection Committee	Selection Committee	Expert Committee
V	Percentage Distribution of Weightage Points in the Expert Assessment (Total weightage = 100. Minimum required for promotion is 50)	No separate points. Screening committee to verify API scores	No separate points. Screening Committee to verify API scores	30% - Research Contribution. 50% - Assessment of domain knowledge & teaching practices. 20% - Interview performance.	50% - Research Contribution. 30%- Assessment of domain knowledge & teaching practices. 20 % - Interview performance.	50% - Research Contribution. 50%- Performance evaluation and other credential by referral procedure.

* Teachers may score the balance of points from either Category II or Category III to achieve the minimum score required under Category II + III.

TABLE: II (F)

Minimum Academic Performance and Service Requirements for Promotion of Assistant Professors, Associate Professors and Professors

S.No.	Promotion of Teachers under CAS	Service requirement	Minimum Academic Performance Requirements and Screening/ Selection Criteria
1	Assistant Professor/ equivalent cadres from Stage 1 to Stage 2	Assistant Professor in Stage 1 and completed four years of service with Ph.D. or five years of service who are with M. Phil / PG Degree in Professional Courses such as LLM, M. Tech, M.V. Sc., M.D., or six years of service who are without Ph.D./ M.Phil. / PG Degree in Professional courses	(i) Minimum cumulative API scores using PBAS scoring proforma as provided in Table II (E). (ii) One Orientation and one Refresher / Research Methodology Course of 2/3 weeks duration. (iii) Screening-cum-Verification process for recommending promotion.
2.	Assistant Professor/ equivalent cadres from Stage 2 to Stage 3	Assistant Professor with completed service of five years in Stage 2.	(i) Minimum cumulative API scores using the PBAS scoring proforma as provided in Table II (E) (ii) One course / programme from among the categories of refresher courses, methodology workshops, Training, Teaching-Learning-Evaluation Technology Programmes, Soft Skills development Programmes and Faculty Development Programmes of 2/3 week duration. (iii) Screening-cum -Verification process for recommending promotion.
3.	Assistant Professor (Stage 3) to Associate Professor (Stage 4)	Assistant Professors with completed service of three years in Stage 3.	(i) Minimum cumulative API scores using the PBAS scoring proforma as provided in Table II (E). (ii) At least three publications in the entire period as Assistant Professor (twelve years). (iii) One course / programme from among the categories of methodology workshops, Training, Teaching-Learning -Evaluation Technology Programmes, Soft Skills development Programmes and Faculty Development Programmes of minimum one week duration. (iv) A Selection Committee process as provided in the provisions and in Tables II (E).

4.	Associate Professor (Stage 4) to Professor (Stage 5)	Associate Professor with completed service of three years in Stage 4.	<p>(i) Minimum cumulative API scores using the PBAS scoring proforma developed by the UGC as per the norms provided in Table II (E). Teachers may combine two assessment periods (in Stages 2 and 3) to achieve minimum API scores, if required.</p> <p>(ii) A minimum of five publications since the period that the teacher is placed in stage 3.</p> <p>(iii) A Selection Committee process as provided in the provisions and in Tables II (E).</p>
5.	Professor (Stage 5) to Professor (Stage 6).	Professor with completed service of 10 years in Stage 5	<p>(i) Minimum cumulative API scores for the assessment period as per the norms provided in Table II (E).</p> <p>(ii) Additional credentials are to be evidenced by: (a) post-doctoral research outputs of high standard; (b) awards / honours / recognitions / patents and IPR on products and processes developed / technology transfer achieved; and (c) Additional research degrees like D.Sc., D.Litt., LL.D., etc.,</p> <p>(iii) A review process by an Expert Committee as provided in these provisions and in Tables II (E).</p>

TABLE III (A)

Academic Performance Indicators (API) for Career Advancement Scheme (CAS) of Promotions of Assistant Directors and Deputy Directors; and for Direct Recruitment of Deputy Directors & Directors of Physical Education & Sports in Universities.

CATEGORY I: TEACHING, TRAINING, COACHING, SPORTS PERSON DEVELOPMENT AND SPORTS MANAGEMENT ACTIVITIES

Direct workload and weightage to be given to different levels of teachers in Physical Education & Sports

Level	Direct working hours per week	Weightage
Assistant Director of Physical Education & Sports	40	100
Deputy Director of Physical Education & Sports	36+4*	90
Director of Physical Education & Sports	32+8*	80

Based on the teachers' self-assessment, API scores are proposed for (A) Lecture-cum-practice based athlete/sports classes coaching and training related activities; (B) Organizing and conducting sports and games competitions and management related activities; and (C) up-gradation of sports infrastructure and extension services, etc. The minimum API score required by Physical Education Personnel from this category is different for different levels of promotion. The self assessment score shall be based on objectively verifiable records. It shall be finalized by the Screening-cum-Evaluation/Selection Committee.

*Hours spent on administrative responsibilities, innovation, up-gradation of services, extension services, etc.

Sub Category	Nature of Activity	Assistant Director		Deputy Director		Director	
		Max. Score	Actual Score	Max. Score	Actual Score	Max. Score	Actual Score
A.	(i) Lecture-cum-practice based athlete / sports classes, seminars undertaken as per allotted hours /organizing and conducting coaching camps / sports person development / training programmes (50 Points) (ii) Identifying sports talents and Mentoring sports excellence among students (20 Points) (iii) Development and maintenance of play fields, purchase and maintenance of other sports facilities (10 Points)	80	Actual hours spent per academic year ÷ 17.5	70	Actual hours spent per academic year ÷ 17.25	60	Actual hours spent per academic year ÷ 16.75
B.	(i) Management of Physical Education & Sports Program for students (planning, executing and evaluating the policies in physical education &Sports) (10 Points) (ii) Organizing and conducting sports and games competitions at the International / National/ State /Inter University/Inter Zonal Levels (10 Points)	10	Actual hours spent per academic year ÷ 10	10	Actual hours spent per academic year ÷ 10	10	Actual hours spent per academic year ÷ 10
C.	(i) Up-gradation of scientific and technological knowledge in Physical Education and Sports (10 Points) (ii) Extending services, sports facilities and training on holidays to the institutions and organizations (10 Points)	10	Actual hours spent per academic year ÷ 10	10	Actual hours spent per academic year ÷ 10	10	Actual hours spent per academic year ÷ 10
	Total of A, B and C						

CATEGORY II: PROFESSIONAL DEVELOPMENT, CO-CURRICULAR AND EXTENSION ACTIVITIES

Based on the Physical Education Cadre's self-assessment, category II API scores are proposed for co-curricular and extension activities; and Professional development related contributions. A list of items and scores is given below. The self-assessment score shall be based on objectively verifiable records and shall be finalized by the Screening-cum-Evaluation Committee for the promotion of Assistant Director of Physical Education / College Director of Physical Education & Sports to higher grades and selection committee for the promotion of Assistant DPE&S to Deputy DPE&S and for direct recruitment of Deputy DPE&S and DPE&S.

Sub Category	Nature of Activity	Maximum API Score	Actual score
A.	Student related co-curricular, extension and field based activities (i) Discipline related co-curricular activities (Cultural, Sports, NSS, NCC etc.) (various levels of intramural and extramural programmes) (ii) Extension and dissemination activities (public /popular lectures/talks/seminars etc.)	15	Actual hours spent per academic year ÷ 10
B.	Contribution to Corporate life and management of the sports units and institution through participation in sports and administrative committees and responsibilities(including as Principal / Director / Convener / similar other duties that require regular office hrs for its discharge)	15	Actual hours spent per academic year ÷ 10
C.	Professional Development activities (such as participation in seminars, conferences, short term training courses, camps & events, talks, lectures in refresher / faculty development courses, membership of associations, dissemination and general articles and any other contribution)	15	Actual hours spent per academic year ÷ 10
	Total of A, B and C		

CATEGORY-III: RESEARCH AND ACADEMIC CONTRIBUTIONS

Based on the self-assessment, API scores are proposed for research and sports contributions. The minimum API scores required from this category are different for different levels of promotion in universities/colleges. The self-assessment score shall be based on verifiable records and shall be finalized by the Screening-cum-Evaluation committee for the promotion of Assistant Director of Physical Education & Sports to higher grades and Selection Committee for the promotion of Assistant Director of Physical Education & Sports to Deputy Director of Physical Education & Sports and for direct recruitment of Deputy Director of Physical Education & Sports and Director of Physical Education & Sports.

Category	Activity	Faculties of Physical Education& Sports	Max. score
III (A)	Research Publications in	Refereed Journals as notified by the UGC#	25 per Publication
		Other Reputed Journals as notified by the UGC	10 per Publication
III (B)	Publications other than journal articles (books, chapters in books)	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.	30 per Book for Single Author
		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.	20 per Book for Single Author
		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.	15 per Book for Single Author
		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 -10 per Chapter National - 5 per Chapter
III (C)	RESEARCH PROJECTS		
(i)	Sponsored Projects	Major Projects with grants above Rs. 5 lakhs	20 per Project
		Major Projects with grants above Rs. 3 lakhs up to Rs. 5 lakhs	15 per Project
		Minor Projects with grants above Rs. 1 lakh up to Rs. 3 lakhs	10 per Project
(ii)	Consultancy Projects	Amount mobilized with a minimum of Rs. 2 lakhs	10 for every Rs. 2 lakhs
(iii)	Projects Outcome/ Outputs	Major Policy document prepared for international bodies like WHO/ UNO/ UNESCO/ UNICEF etc. Central/State Govt./Local Bodies	Major policy document of International bodies – 30 Central Government

			- 20, State Govt.-10 Local bodies - 5
III (D)	RESEARCH GUIDANCE		
(i)	M.Phil.	Degree awarded	5 per candidate
(ii)	Ph.D.	Degree awarded / Thesis submitted	15 / 10 per candidate 10 per candidate
III E	Awards / Fellowships/Invited lectures delivered / papers presented in conferences / seminars		
(i)	Award / Fellowship	International Award/Fellowship from Govt./recognized International Sports Bodies/International Sports Organizations	15 per Award / 15 per Fellowship
		National Award/Fellowship from Govt./ recognized National Sports Bodies/National Sports Organizations	10 per Award / 10 per Fellowship
		State / University Award/Fellowship from Govt./recognized State Sports Bodies/State Sports Organizations	5 Per Award
(ii)	Invited lectures / papers presented	International	7 per lecture / 5 per paper presented
		National level	5 per lecture / 3 per paper presented
		State/University level	3 per lecture / 2 per paper presented
The score under this sub-category shall be restricted to 20% of the minimum fixed for Category III for any assessment period			
(iii)	Development of e-learning delivery process/material		10 per module

Note :

The Explanations provided in Table-I, Category III of Appendix III shall apply.

TABLE – III (B)

Minimum Scores for APIs for direct recruitment of Assistant Directors, Deputy Directors and Directors in Physical Education and Sports and weightages in Selection Committees to be considered along with other specified eligibility and qualifications

	Assistant DPE (Stage 1)	Deputy DPE (Stage 4)	DPE (Stage 5)
Minimum API Scores	Minimum Qualification as stipulated in the regulations	Consolidated API score requirement of 300 points from categories II & III of APIs (cumulative)	Consolidated API score requirement of 400 points from categories II & III of APIs (cumulative)
Selection Committee criteria /weightages (Total Weightages = 100)	Track Record of championship won (30%). Sports and athletic skills (40%). Interview performance (30%).	a) Research papers (3 nos) evaluation (40%). b) Organisational skills / Plans of sports (30%). c) Interview performance (30%).	a) Research papers (5 nos) evaluation (50%). b) Organisational track vision plan: (25%). c) Interview performance (25%).

TABLE – III (C)

Minimum APIs as Provided in Appendix-III, Table III-A to be Applied for the Career Advancement Scheme (CAS) of Promotion of Assistant Directors, Deputy Directors of Physical Education And Sports; and Weightages for Expert Assessment in Selection Committees.

Category	Activity	Assistant Director (Stage 1 to Stage 2)	Assistant Director (Stage 2 to Stage 3)	Assistant Director (Stage 3) to Deputy Director (Stage 4)	Deputy Director (Stage 4) to Director (Stage 5)
I	Teaching, training, coaching, sports person development and sports management activities	80/Year	80/year	75/year	70/year
II	Professional Development and Extension activities - Minimum score required to be assessed cumulatively	50 / Assessment period	50 / Assessment period	50 / Assessment period	50 / Assessment period
III	Research and Academic Contributions - Minimum score required - to be assessed cumulatively	20 / Assessment period	50 / Assessment period)	75 / Assessment period	100 / Assessment period
II + III	Minimum total API score under Categories II and III*	90 / Assessment period	120 / Assessment period)	150 / Assessment period	180 / Assessment period
	Expert Assessment System	Screening cum evaluation committee	Screening cum evaluation committee	Selection Committee	Selection Committee
V	Percentage Distribution of Weightage Points in the Expert Assessment (Total weightage = 100. Minimum required 50)	No separate points. Screening Committee to verify API scores	No separate points. Screening Committee to verify API scores	30%- Research contribution 50% - assessment of domain knowledge & teaching practices. 20%- Interview performance	50%- Research contribution. 30%- Assessment of domain knowledge and teaching practices. 20 %- Interview Performance

* One may score the balance of points from either Category II or Category III to achieve the minimum score required under Category II + III.

TABLE III (D)

Minimum Academic Performance and Service Requirements for Promotion of Physical Education and Sports Cadres

Sl. No.	Promotion of Physical Education Cadres through CAS	Service (as prescribed by the MHRD Notification) requirement	Minimum Academic Performance Requirements and Screening/Selection Criteria
1	Assistant Director Physical Education and Sports (Senior Scale) / (Stage 1 to Stage2)	Assistant Director Physical Education and Sports completed a service of four years in Stage 1 with Ph.D. or five years of service with M.Phil. or six years of service without Ph.D./ M.Phil	(i) Minimum cumulative API scores using PBAS scoring proforma developed by the UGC as per the norms provided in Table III(C). (ii) One Orientation and one Refresher / Research Methodology Course of 3/4 weeks duration. (iii) Screening-cum-Verification process for recommending promotion.
2.	Assistant Director Physical Education and Sports (Senior Scale) / Assistant Director Physical Education & Sports (selection grade) / (Stage 2 to Stage 3)	Assistant Director of Physical Education and Sports (senior scale) with a completed service of five years in Stage 2	(i) Minimum cumulative API scores using the PBAS scoring proforma developed by the UGC as per the norms provided in Table III(C) (ii) One course / programme from among the categories of refresher courses, methodology workshops, Training, Teaching-Learning-Evaluation Technology Programmes, Soft Skills development Programmes and Faculty Development Programmes of 3/4 week duration. (iii) Screening-cum-Verification process for recommending promotion.
3.	Assistant Director Physical Education and Sports (Selection Grade) to Deputy Director Physical Education and Sports (Stage 3 to Stage 4).	Assistant Director of Physical Education and Sports (Selection Grade) with a completed service of three years in Stage 3.	(i) Minimum cumulative API scores using the PBAS scoring proforma developed by the UGC as per the norms provided in Table III(C). (ii) At least three publications in the entire period as Assistant Director of Physical Education (twelve years). (iii) Evidence of having produced teams / athletes (iv) A Selection Committee process as stipulated in these provisions and Table III(C).

4.	University Director of Physical Education and Sports	Deputy Director of Physical Education and Sports with completed service of three year in Stage 4.	<p>(i) Minimum cumulative API scores using the PBAS scoring proforma developed by the UGC as per the norms provided in Table III (C). Teachers may combine two assessment periods (in Stages 2 and 3) to achieve minimum API scores, if required.</p> <p>(ii) A minimum of five publications since the period the personnel is placed in stage 3</p> <p>(iii) Evidence of having produced teams / athletes</p> <p>(iv) A Selection Committee process as stipulated in these provisions and Table III (C).</p>
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TABLE IV (A)

Academic Performance Indicators (API) for Promotions of Assistant Librarians and Deputy Librarians under Career Advancement Scheme (CAS); and Direct Recruitment of Deputy Librarians and Librarians

CATEGORY I: Procurement, organization, and delivery of knowledge and information through Library services

Direct work load and weightage to be given to different levels of Librarians

	Direct working hours per week	Weightage
Assistant Librarian/College Librarian	40	100
Deputy Librarian	36+4*	90
Librarian	32+8*	80

Based on the Teachers' self-assessment, API scores are proposed for (A) Library resources organization and maintenance of books, journals, reports, Development, organization and management of e-resources; User awareness and instruction programmes, (B) ICT and other new technologies' application for upgradation of library services and (C) Additional services such as extending library facilities on holidays, shelf order maintenance, library user manual, building and extending institutional library facilities to outsiders through external membership norms. The minimum API score required by Library Personnel from this category is different for different levels of promotion. The self assessment score shall be based on objectively verifiable records. It shall be finalized by the screening cum evaluation/selection committee.

*Hours spent on administrative responsibilities, innovation, upgradation of services, extension services, etc.

Sub Cate- gory	Nature of Activity	Assistant Librarian		Deputy Librarian		Librarian	
		Max. Score	Actual Score	Max. Score	Actual Score	Max. Score	Actual Score
A.	(i) Library resources organization and maintenance of books, journals, reports; Provision of library reader- services, retrieval services to researchers and analysis of reports; Provision of assistance to the departments of University/College with the required inputs for preparing reports, manuals and related documents; Assistance towards updating institutional website with activity related information and for bringing out institutional Newsletters, etc. (40 Points)	70	Actual hours spent per academic year ÷ 20	60	Actual hours spent per academic year ÷ 20	55	Actual hours spent per academic year ÷ 20
	(II) Development, organization and management of e-resources including their accessibility over Intranet / Internet, digitization of library resources, e-delivery of information, etc (15 Points)						
	(iii) User awareness and instruction programmes (Orientation lectures, users' training in the use of library services as e-resources, OPAC; knowledge resources user promotion programmes like organizing book exhibitions, other interactive latest learning resources, etc. (15 Points)						

B.	ICT and other new technologies' application for upgradation of library services such as automation of catalogue, learning resources procurement functions, circulation operations including membership records, serial subscription system, reference and information services, library security (technology based methods such as RFID, CCTV), development of library management tools (software), Intranet management	15	Actual hours spent per academic year ÷ 10	15	Actual hours spent per academic year ÷ 10	15	Actual hours spent per academic year ÷ 10
C.	Additional services such as extending library facilities on holidays, shelf order maintenance, library user manual, building and extending institutional library facilities to outsiders through external membership norms	15	Actual hours spent per academic year ÷ 10	15	Actual hours spent per academic year ÷ 10	10	Actual hours spent per academic year ÷ 10
	Total of A, B and C						

CATEGORY II: PROFESSIONAL DEVELOPMENT, CO-CURRICULAR AND EXTENSION ACTIVITIES

Based on the Teachers' self-assessment, category II API scores are proposed for co-curricular and extension activities; and Professional development related contributions. A list of items and scores is given below. The self-assessment score shall be based on objectively verifiable records and shall be finalized by the screening cum evaluation committee for the promotion of Assistant Librarian / College Librarian to higher grades and selection committee for the promotion of Assistant Librarian to Deputy Librarian and for direct recruitment of Deputy Librarian and Librarian.

Sub Category	Nature of Activity	Maximum API Score	Actual score
A.	Student related co-curricular, extension and field based activities (such Cultural exchange and Library service Programmes (various level of extramural and intramural programmes); extension, library-literary work through different channels.	15	Actual hours spent per academic year ÷ 10
B.	Contribution to Corporate life and management of the library units and institution through participation in library and administrative committees and responsibilities.	15	Actual hours spent per academic year ÷ 10
C.	Professional Development activities (such as participation in seminars, conferences, short term, e- library training courses, workshops and events, talks, lectures, membership of associations, dissemination and general articles, not covered in Category III below)	15	Actual hours spent per academic year ÷ 10
	Total of A, B and C		

CATEGORY-III: RESEARCH AND ACADEMIC CONTRIBUTIONS

Based on the self-assessment, API scores are proposed for research and library contributions. The minimum API scores required from this category are different for different levels of promotion in universities. The self-assessment score shall be based on verifiable records and shall be finalized by the screening cum evaluation committee for the promotion of Assistant Librarian to higher grades and Selection Committee for the promotion of Assistant Librarian to Deputy Librarian, Deputy Librarian to Librarians; and for direct recruitment of Deputy Librarian and Librarian.

Category	Activity	University Librarians	Max. score
III (A)	Research Publications in	Refereed Journals as notified by the UGC	25 per Publication
		Other Reputed Journals as notified by the UGC	10 per Publication
III (B)	Publications other than journal articles (books, chapters in books)	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.	30 per Book for Single Author
		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.	20 per Book for Single Author
		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.	15 per Book for Single Author
		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 -10 per Chapter. National - 5 per Chapter
III (C)	RESEARCH PROJECTS		
(i)	Sponsored Projects	Major Projects with grants above Rs. 5 lakhs	20 per Project
		Major Projects with grants above Rs. 3 lakhs up to Rs. 5 Lakhs	15 per Project
		Minor Projects with grants above Rs. 1 lakh up to Rs. 3 lakhs	10 per Project
(ii)	Consultancy Projects	Amount mobilized with a minimum of Rs. 2 lakhs	10 for every Rs. 2 lakhs
(iii)	Projects Outcome / Outputs	Major Policy document prepared for international bodies like WHO/UNO/UNESCO/UNICEF etc. Central / State Govt./Local Bodies	Major policy document of International bodies – 30 Central Government - 20, State Govt.-10

		prepared	Local bodies - 5
III (D)	RESEARCH GUIDANCE		
(i)	M.Phil.	Degree awarded	5 per candidate
(ii)	Ph.D.	Degree awarded / Thesis submitted	15 /10 per candidate
III (E)	Awards / Fellowships/Invited lectures delivered / papers presented in conferences / seminars		
(i)	Award / Fellowship	International Award/Fellowship from academic bodies/ associations	15 per Award / 15 per Fellowship
		National Award/Fellowship academic bodies/ associations	10 per Award / 10 per Fellowship
		State / University Award/Fellowship from academic bodies/associations	5 Per Award
(ii)	Invited lectures / papers presented	International	7 per lecture / 5 per paper presented
		National level	5 per lecture / 3 per paper presented
		State/University level	3 per lecture / 2 per paper presented
	The score under this sub-category shall be restricted to 20% of the minimum fixed for Category III for any assessment period		
(iii)	Development of e-delivery process/ material	10 per module	

Note : The explanations provided in Appendix III, Table I, Category III shall apply.

TABLE – IV (B)

Minimum APIs and Other Norms for the Direct Recruitment of Librarian Positions and weightages in Selection Committees to be considered along with other specified eligibility qualifications

Minimum Norm / Criteria	Assistant Librarian (Stage 1)	Deputy Librarian (Stage 4)	Librarian (Stage 5)
API score (Research and Academic Contribution - Category III)	Minimum Qualification as stipulated in the regulations	Consolidated API score requirement of 300 points from categories II & III of APIs (cumulative)	Consolidated API score requirement of 400 points from categories II & III of APIs (cumulative)
Selection Committee criteria/weightages (Total weightage =100)	<p>a) Teaching / computer and communication skills by a Lecture demonstration (50%)</p> <p>b) Record of Library management skills (20%)</p> <p>c) Interview performance (30%)</p>	<p>a) Library related Research /Theme papers (3 Nos) Evaluation: (50%)</p> <p>b) Library automation skills and Organizational Plans (20%) .</p> <p>c) Interview performance (30%)</p>	<p>a) Library Research papers (Five) evaluation (60%)</p> <p>b) organizational track record of innovation library service and vision plan (20%)</p> <p>c) Interview performance (20%)</p>

TABLE - IV (C)

Minimum APIs for the Career Advancement Scheme (CAS) for Promotion of Assistant Librarians and Deputy Librarians; and Weightages for Expert Assessment in Selection Committees

Category	Activity	Assistant Librarian (Stage 1 to Stage 2)	Assistant Librarian (Stage 2 to Stage 3)	Assistant/ Librarian (Stage 3) to Deputy Librarian (Stage 4)	Deputy Librarian (Stage 4) to Librarian (Stage 5)
I	Procurement, organization, and delivery of knowledge and information through Library services	80/Year	80/year	75/year	70/year
II	Professional Development and Extension activities - Minimum score required to be assessed cumulatively	50/ Assessment period	50 / Assessment period	50 / Assessment period	50 / Assessment period
III	Research and Academic Contributions - Minimum Score required - to be assessed cumulatively	20 / Assessment period	50 / Assessment period	75 / Assessment period	100 / Assessment period
II + III	Minimum total API score under Categories II and III*	90 / Assessment period	120 / Assessment period	150 / Assessment period	180 / Assessment period
	Expert Assessment System	Screening cum evaluation committee	Screening cum evaluation committee	Selection Committee	Selection Committee
IV	Percentage Distribution of Weightage Points in the Expert Assessment (Total weightage = 100. Minimum required 50))	No separate points. Screening committee to verify API scores	No separate points. Screening committee to verify API scores	30% - Library related research papers evaluation. 50% - Assessment of domain knowledge on Library automation and Organizational skills. 20%- Interview Performance	50% - Library publication work. 30% - Assessment of innovative Library service and organization of digital library services. 20%- Interview performance

* One may score the balance points from either Category II or Category III to achieve the minimum score required under Category II+ III.

TABLE IV(D)

Minimum Academic Performance and Service Requirements for Promotion of Librarian Cadres

Sl. No.	Promotion of Librarian Cadres through CAS	Service (as prescribed by the MHRD Notification) requirement	Minimum Academic Performance Requirements and Screening/Selection Criteria
1	Assistant Librarian to Assistant Librarian (Senior Scale) (Stage 1 to Stage2)	Assistant Librarian with completed service of four years in Stage 1 with Ph.D. or five years of service with M. Phil. or six years of service without Ph.D./ M.Phil	(i) Minimum API scores using PBAS scoring proforma developed by the university as per the norms provided in Table IV(C) of Appendix III for Librarian cadres. (II)One Orientation and one Refresher Course of 3/4 weeks duration (iii) Screening cum Verification process for recommending promotion.
2.	Assistant Librarian (senior scale) to Assistant Librarian (selection grade) (Stage 2 to Stage 3)	Assistant Librarian (senior scale) with completed service of five years in Stage 2	(i) Minimum API scores using the PBAS scoring proforma developed by University as per the norms provided in Table IV(C) of Appendix III for Librarian Cadres. (ii)Additionally, two refresher courses, for a minimum period of 3 to 4 week duration to have been undergone during the assessment period. (iii) Screening cum Verification process for recommending promotion.
3.	Assistant Librarian (Selection Grade) to Deputy Librarian (Stage 3 to Stage 4)	Assistant Librarian with completed service of three years in stage 3.	(i) Minimum API scores using the PBAS scoring proforma developed by university as per the norms provided in Table IV(C) of Appendix III. (ii) Three publications over twelve years. (iii) Additionally one course/training under the categories of Library automation / Analytical tool Development for academic documentation. (iv) A selection committee process as stipulated in these provisions in these provisions and in Table IV(C) of Appendix III.
4.	University Librarian (Stage 4 to 5)	Deputy Librarian with completed service of three years in Stage 4	(i) Minimum cumulative API scores using the PBAS scoring proforma developed by the UGC as per the norms provided in Table IV(C). Minimum API Scores can also be considered over two assessment periods (in Stages 3 and 4) if required. (ii) A minimum of five publications since the period that the teacher is placed in stage 3. (iii) Evidence of innovative library service and organization of published work. (iv) A selection committee process as stipulated in these provisions and in Table IV(C) of Appendix III.



मोहनलाल सुखाडिया विश्वविद्यालय, उदयपुर

MOHANLAL SUKHADIA UNIVERSITY, UDAIPUR

AGENDA ITEM

The draft for procedure and qualifications for direct recruitment and promotion under CAS of teachers in the University in pursuance to University Grants Commission (Minimum Qualification for Appointment of Teachers and Other Academic Staff in Universities and Colleges and Measures for the Maintenance of Standards in Higher Education) Regulations 2010 and subsequent amendments particularly 4th Amendment of July, 2016 is enclosed.

Note :

There appears an anomaly in the UGC Gazette Notifications with regard to item number 4 (i) relating to promotion of Associate Professor to Professor of Table II (F), Appendix-III, and Item number 4 (i) of Table III (D) of Appendix III relating to Promotion of Deputy Director to Director Physical Education and Sports and item number 4 (i) of Table IV (D) of Appendix III relating to promotion of Deputy Librarians to Librarians. It is to be resolved whether the teacher may combine the two assessment periods of stage 2 and 3 or stage 3 & 4.



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MOHANLAL SUKHADIA UNIVERSITY, UDAIPUR

No. F. Meeting/MLSU/2017

Dated : _____

NOTIFICATION

**MOHANLAL SUKHADIA UNIVERSITY QUALIFICATIONS AND PROCEDURE FOR
SELECTION & APPOINTMENT ON TEACHING POSTS, 2016**

In pursuance to UGC Regulations 2010 and subsequent amendments read with Academic Council resolution No. _____ dated _____ and resolution No. _____ dated _____ of the Board of Management, the following are the procedure and qualifications for selection and appointment on teaching posts which shall be deemed to have come into force with effect from July 11, 2016, and all direct recruitments and promotions under Career Advancement Scheme (CAS) shall be governed by these Provisions.

Provided that in the event any candidate becomes eligible for promotion under Career Advancement Scheme on or before July 10, 2016, the promotion of such a candidate shall be governed by the procedure and qualifications laid down in the Provisions which were in force on the date of eligibility of the teacher concerned and not on the date of interview for selection.



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MOHANLAL SUKHADIA UNIVERSITY, UDAIPUR

No. F. /MLSU/ Estt/ Gr.I/ 2017/

Dated: _____

To,

Subject: Offer letter for appointment on the post of _____ in the subject of _____.

Dear Sir/Madam,

On the recommendation of the Statutory Selection Committee under provisions of Rajasthan University Teachers and Officers (Selection for Appointment) Act, 1974 and its approval from the Board of Management meeting held on _____, the Vice Chancellor is pleased to offer you the post of _____ in the subject _____.

If you agree with the offer, enclosed terms & conditions and are willing to execute the draft bond on Rs. 100/- non judicial stamp attested by notary as annexed, then please submit the following:

1. The medical fitness certificate from the Medical Jurist.
2. No Objection Certificate from the existing employer.
3. Your acceptance in writing on the second copy of this offer letter.
4. Your acceptance in writing on the terms & conditions. (Appendix-II A)
5. Bond, duly signed, witnessed and attested by the notary. (Appendix-II B)

Within a period of one month for further necessary action in the matter.

Person already employed in this University need not to submit NOC.

This offer will be valid for a period of one month unless extended by Hon'ble Vice Chancellor

Yours faithfully

REGISTRAR

Encl. (i) Term & conditions

(ii) Bond

I agree with this offer and abide as directed.

Date: _____

Place: _____

Signature of the candidate

Mohanlal Sukhadia University, Udaipur

(To be signed on every page)

Terms & conditions of the Appointment to be accepted by the teacher offered the appointment:

1. The appointment is on probation for a period of two years. Teacher will be paid fixed remuneration at such rates as may be prescribed from time to time.
2. After successful completion of the probation training, they will be allowed minimum pay in the running Pay Band + G.P. of the post and period of probation training shall not count for grant annual grade increments.
3. The candidate already in employment other than this University will be allowed to join on production of relieving order from their parent employer.
4. On successful completion of the probationary period the question of their confirmation will be taken up as per relevant ordinances/rules/administrative decisions and orders.
5. The terms and condition of service will be governed by the relevant ordinances/rules/administrative decisions and orders which are in force at present and as will be amended modified from time to time in future.
6. The Medical fitness certificate issued by a Medical Juries is required to be submitted at the time of joining duty in the University.
7. The following documents will be required to be produced (in original) in the office for necessary verification at the time of joining duty in the University:
 - I. Degrees/Diplomas/Certificates of educational and other technical qualifications, if any
 - II. Certificate of age.
 - III. Experience certificate from previous employers.
8. The appointee will not be allowed without prior permission of the Vice Chancellor
 - I. To appear at any public examination;
 - II. To apply for employment elsewhere; and
 - III. To accept any remunerative or non remunerative job anywhere.
9. If any declaration given or information furnished by the appointee is proved to be false or found to have wilfully suppressed any material information, he/she will be liable to be removed from services of the University and also subject to such other action as the University may deem necessary.

The new pension policy of Government of Rajasthan will be applicable for candidates appointed on the post.
10. Those who are selected and already in service in Mohanlal Sukhadia University, Udaipur or in state Universities governed by the govt. of Rajasthan, their salary shall be protected as per Finance Department, Government of Rajasthan notification No.F.1(2)FD/Rules/2006 dated 13.03.2006.
11. Age of superannuation shall be 60 years.
12. Career Advancement Scheme (C.A.S.) shall be strictly as per UGC Regulation, 2010 read with subsequent amendments subject to the modifications and other directions of Govt. issued from time to time.
13. A bond on non judicial stamp of Rs. 100/- (copy enclosed) should be executed and deposited by the appointee prior to issue of appointment order.

14. All teachers shall be required to submit self appraisal on a prescribed API criteria based PBAS Performa on or before 31st July of every year.
15. The UGC Regulations 2010 and subsequent amendments in respect of Teaching Days, work Load, code of Professional Ethics etc. will strictly be applicable.
16. Teacher will strictly follow the existing/future rules regarding Filing of API, Attendance in the College/Department.
17. Teacher may also be assigned any other duty by the University, College or by their Department concerned.
18. If the appointment is acceptable on the above terms and conditions, the appointees may report themselves for duty within a period of one month from the date of issue of this order.

REGISTRAR

I unconditionally agree with the above terms & conditions without any pressure and fear and in full consciousness.

Signature of the Teacher

Date _____

Name _____

Address _____

Mobile/Phone No. _____

Witness:

Signature _____

Date _____

Name _____

Address _____

Mobile/Phone No. _____

BOND

(To be executed on non-judicial stamp of Rs. 100.00, to be signed on every page and attested by Notary)

This Bond is executed on the _____ day at _____ by Shri/ Smt/ Kum. / Prof./Dr. _____ herein after referred to as “the Teacher” of the Mohan Lal Sukhadia University, Udaipur

The bond executor himself unconditionally and legally bound & agree as follows –

- (1) Shri/ Smt/ Kum./ Prof./Dr. _____ is offered the appointment on the post of _____ in Running Pay Band of Rs. _____ + GP of Rs. _____ in the Subject _____ in the University College of _____ with effect from when he/she completes the period of probation. During the probation period of one year the remuneration will be as per University rules. The Teacher hereby agrees to abide by the terms & conditions of service, rules and other conduct as stipulated in the offer letter No F. /MLSU/Estt/Gr.I/20 /_____ dated _____ which is the part of this Bond.

- (2) That the Teacher agrees and undertakes to be bound by the Act, Provisions, ordinances Regulations, Rules and orders of the University/ Government for the time being in force and as may be amended and / or modified from time to time and brought into force at a later date and which shall be deemed to form part of this Bond.
- (3) That the Teacher agrees to conduct himself/ herself in accordance to the Professional Ethics stipulated below-

CODE OF PROFESSIONAL ETHICS

I. TEACHER AND THEIR RESPONSIBILITIES :

Whoever adopts Teaching as a profession assumes the obligation to conduct himself/ herself in accordance with the ideal of the profession. A Teacher is constantly under the scrutiny of his students and the society at large. Therefore, every teacher should see that there is no incompatibility between his precepts and practice. The national ideals of education which have already been set forth and which he/ she should seek to inculcate among students must be his/ her own ideals. The profession further requires that the teachers should be calm, patient and communicative by temperament and amiable in disposition.

Teacher should :

- (i) Adhere to a responsible pattern of conduct and demean our expected of them by the community;
- (ii) Manage their private affairs in a manner consistent with the dignity of the profession;
- (iii) Seek to make professional growth continuous through study and research;
- (iv) Express free and frank opinion by participation at professional meetings, seminars, conferences etc. towards the contribution of knowledge;
- (v) Maintain active membership of professional organizations and strive to improve education and profession through them;
- (vi) Perform their duties in the form of teaching tutorial practical, seminar and research work conscientiously and with dedication ;
- (vii) Co-operate and assist in carrying out functions relating to the educational responsibilities of the College and the University such as: assisting in appraising applications for admission, advising and counseling students as well as assisting the conduct of University and College examinations, including supervision, invigilation and evaluation; and
- (viii) Participate in extension, co-curricular and extra-curricular activities including community service.

II TEACHERS AND THE STUDENTS

Teacher should:

- (i) Respect the right and dignity of the student in expressing his/ her opinion;
- (ii) Deal justly and impartially with students regardless of their religion, caste, political, economic, social and physical characteristics;
- (iii) Recognize the difference in aptitude and capabilities among students and strive to meet their individual needs;
- (iv) Encourage students to improve their attainments, develop their personalities and at the same time contribute to community welfare;
- (v) Inculcate among students scientific outlook and respect for physical labour and ideals of democracy, patriotism and peace;
- (vi) Be affectionate to the students and not behave in a vindictive manner towards any of them for any reason;
- (vii) Pay attention to only the attainment of the student in the assessment of merit;
- (viii) Make themselves available to the students even beyond their class hours and help and guide students without any remuneration or reward;
- (ix) Aid students to develop an understanding of our national heritage and national goals; and
- (x) Refrain from inciting students against other students, colleagues or administration.

III. TEACHERS AND COLLEAGUES

Teacher should :

- (i) Treat other members of the profession in the same manner as they themselves wish to be treated;
- (ii) Speak respectfully of other teachers and render assistance for professional betterment;
- (iii) Refrain from lodging unsubstantiated allegations against colleagues to higher authorities; and
- (iv) Refrain from allowing considerations of caste, creed, religion, race or sex in their professional endeavour.

IV. TEACHER AND AUTHORITIES:

Teacher should:

- (i) Discharge their professional responsibilities according to the existing rules and adhere to procedures and methods consistent with their profession in initiating steps through their own institutional bodies and/ or professional organizations for change of any such rule detrimental to the professional interest;
- (ii) Refrain from undertaking any other employment and commitment including private tuitions and coaching classes which are likely to interfere with their professional responsibilities;
- (iii) Co-operate in the formulation of policies of the institution by accepting various offices and discharge responsibilities which such offices may demand;
- (iv) Co-operate through their organizations in the formulation of policies of the other institutions and accept offices;
- (v) Co-operate with the authorities for the betterment of the institutions keeping in view the interest and in conformity with dignity of the profession;
- (vi) Should adhere to the conditions of contract;
- (vii) Give and expect due notice before a change of position is made; and
- (viii) Refrain from availing themselves of leave except on unavoidable grounds and as far as practicable with prior intimation, keeping in view their particular responsibility for completion of academic schedule.

V. TEACHER AND NON-TEACHING STAFF :

- (i) Teachers should treat the non-teaching staff as colleagues and equal partners in a cooperative undertaking, within every educational institution; and
- (ii) Teachers should help in the function of joint staff-councils covering both teachers and the non-teaching staff.

VI. TEACHER AND GUARDIANS

Teacher should:

- (i) Try to see through teachers' bodies and organizations, that institutions maintain contact with the guardians, their students, send reports of their performance to the guardians whenever necessary and meet the guardians in meetings convened for the purpose for mutual exchange of ideas and for the benefit of the institution.

VII. TEACHER AND SOCIETY

Teacher should:

- (i) Recognize that education is a public service and strive to keep the public informed of the educational programmes which are being provided;
 - (ii) Work to improve education in the community and strengthen the community's moral and intellectual life;
 - (iii) Be aware of social problems and take part in such activities as would be conducive to the progress of society and hence the country as a whole;
 - (iv) Perform the duties of citizenship, participate in community activities and shoulder responsibilities of public offices;
 - (v) Refrain from taking part in or subscribing to or assisting in any way activities which tend to promote feeling of hatred or enmity among different communities, religions or linguistic groups but actively work for National Integration.
- (4) That the teacher agrees to clause mentioned below stated clause of UGC Regulation 2010 and subsequent amendments, and fully understand the clause regarding counting of services for direct recruitment at UGC Regulations and state on oath that his previous services are in accordance to the norms and the same if found false the University has the right to terminate the services of teacher after a summery inquiry.

(5) 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, DBT, etc. should be counted for direct recruitment and promotion under CAS of a teacher as Assistant Professor, Associate Professor, Professor or any other nomenclature these posts are described as per Appendix III of UGC regulation 2010 Table No. II and as amended from time to time provided that:

- (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 candidate for direct recruitment has applied through proper channel only.
- (d) 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.
- (e) The post was filled in accordance with the prescribed selection procedure as laid down in the Regulations of University/ State Government / Central Government/ Concerned Institutions, for such appointments.
- (f) The previous appointment was not as guest lecturer for any duration, or an adhoc or in a leave vacancy of less than one year duration. Adhoc or temporary service of more than one year duration can be counted provided that :
 - (i) the period of service was of more than one year duration;
 - (ii) the incumbent was appointed on the recommendation of duly constituted Selection Committee; and
 - (iii) The incumbent was selected to the permanent post in continuation to the adhoc or temporary service, without any break.
- (g) No distinction should be made with reference to the nature of management of the institution where previous service was rendered (private/ local body/ Government), was considered for counting past services under this clause.
- (h) Any directions issued by Govt. of Rajasthan specifically will prevail on general directions.
- (6) That the teacher agrees to impart teaching as per time table issued to the teacher and other academic duties assigned from time to time as prescribed by UGC and the University. The workload for teachers in full employment shall not be less than 40 hours a week for 30 working weeks (180 teaching days) in an academic year out of which direct teaching learning process hours per week shall be as follows:

Assistant Professor	-	16 hours
Associate Professor and Professor	-	14 hours

Further the teacher agrees to be available for at least 5 hours daily in the University/ College and to carry out research work and to supervise Ph.D. and M.Phil. scholars as per rules of the University.

- (7) Teacher shall not accept any work paid or honorary of other Universities including consultancies Research Supervisor Work without prior permission of the University and in accordance with the University rules.

I, the teacher affirm and bound myself legally to abide as above.

Signature of the Teacher

Date _____

Name _____

Address _____

Mobile/ Phone No. _____

Witness :

Signature _____

Date _____

Name _____

Address _____

Mobile/ Phone No. _____