

**PART – I**

**PERSONAL DATA**

To be filled in by the Office Administration where the employee is working:

- Category :
- Period of Report from:
1. Name in Full :
  2. a) Permanent Address :
  - b) Official Address for Correspondence :
  3. Designation and Pay Band with AGP :  
    2015 :  
    2016 :  
    2017 :  
    2018 :  
    2019 :  
    2020 :
  4. Date of appointment in the current post :
  5. Date of posting in the present Assignment :
  6. Academic Qualifications :
  7. Date of joining in the University Service :
  8. Period of absence from duty during the Reporting period (on Leave, Medical Leave, Training, Higher Studies, etc.) -----
  9. Service in Remote areas (as defined by University) : -----
    - i) During Period under Report : -----
    - ii) Previous period of service : -----

Signature and Name of the Administrative Officer/Superintendent.



**PART - II**  
**(Self Appraisal)**

1.	Research work undertaken (to be filled in by the Assessee)		To be filled in by the Reporting Officer
(a)	Titles of Research Projects Assigned	Role & Contributions of the Scientist	Remarks of Reporting Officer
i)			
(b)	Publications: Research Papers/Review Articles/ Research Notes/Books/Book Reviews, etc.	Nil	
(c)	Lab Manuals prepared	-	
II.	Teaching Duties Assigned	:	
(a)	U.G. Courses Handled	:	
(b)	P.G. Courses Handled	:	
(c)	P.G. Research Guidance (only as major advisor)	:	
	i) M.V.Sc.	-----	
	ii) Ph.D.		
(d)	Staff Seminars Attended	:	
(e)	Seminars given	: -	
(f)	Student Seminars attended	:	
(g)	Participation in Internship Programme as Principal's Representative	: -	
(h)	Designating of skills development items in practicals,	:	
(i)	Extent of utilization of audio visual aids in improving teaching skills	:	

Extension work Assigned:

- a) Role in Village Adoption -
- b) Role in Internship Programme  
- Technology Assessment and Refinement (on farm Trails, on farm Research, FLDS, Minikits and other demonstrations)  
- Training Programmes – To Extension Personnel -- Organized.  
Participated --  
Organized - To Farmers --  
Participated --  
- Press notes given  
- Publications
- c) Role in Kisan Melas / Rythuchaitanya Yatras / Rytu Sadassalu / Related Meetings.  
Participated --
- d) Popular articles Published -
- e) Radio Talks --
- f) Tg) Diagnostic Work and action Plans Developed
- h) Participation in Disaster Management Programmes / Organization of exhibitions and other Programmes and any other programme sponsored by the Govt. of A.P.
- IV. Other duties assigned Role/Contribution of Remarks of  
/Voluntarily attended Scientist/Teacher/Extension Reporting Officer  
Worker
- a) NSS :
- b) NCC : -----
- c) Organizing Committees of :  
Seminars/Workshops, etc.
- d) Officer In-charge Student : -----  
Activities
- e) Officer In-charge Academic : -----  
Matters (UG/PG)
- f) Wardenship of Hostels : -----
- g) Sports/Games/Extra :  
Curricular Activities/  
Cultural Meets
- h) Membership of : **3**  
Professional Bodies
- i) Awards Received : -----
- j) Others (Officer In-charge : -----

Placement/Transport/Tour  
Curricular Activities/  
Leader/Technical Officers  
for University Officers,

Editor College Magazine/  
In-charge of Preparation  
of Monthly/Annual Reports,  
Chairman/Member of  
Committee etc.)

- V. Training Programmes Conducted / Submitted : National Level  
: Stage Level  
: University Level

Name of Training Programme/Summer/Winter School/Short Course	Target Group	Duration	No. of Sessions Handled	Remarks of Reporting Officer
(1)	(2)	(3)	(4)	(5)

VI. (a) Consultancy/Paid up Trails undertaken

Name of the consultancy project/paid up trail	Sponsoring Agency	Individual/Team	Date of Start	Date of Completion	Remarks of Reporting Officer

- (b) Whether the Consultancy Report/Paid up Trail Report approved and accepted by University/Sponsoring Agency : No

- (c) If yes, Briefly state the outcome of the Consultancy Project/Paid up Trail

VII. Details of Training Programmes/Refresher courses attended (Domestic/Overseas) as a participant:

Name of the Training Programme	Venue	Duration	Benefits derived
-	-	-	-

VIII. Details of papers presented in National/International Seminar/Study Meetings/Workshops.

Dates	Titles of Seminar/Workshops/ Conference/Study Meet etc.	Title of Presentation

IX. Invitation as Guest Speaker in Organizations outside University.

Date	Organization	Programmes	Topic of Lecture

- X. Invitation as Chairperson of Committee outside University if any: ---

- XI. Please stage briefly your significant achievements/contributions during the period under report in the fields of:

	Remarks of Reporting Officer
Teaching	<b>Taught undergraduate post courses with commitment</b>

Research	
Extension	
Training	
Consultancy	-----
Others (such as production of Lab Manuals, Prototype / Process Developments / Patents obtained)	

XII. Please state constraints if any in achieving the targets:

Constraint	Steps/Action taken to overcome the constraint	Remarks of Reporting Officer
nil		

XIII. Participation in Extension/Co-Curricular Activities for enriching the Socio-Cultural aspect of the University selected students for interuniversity Agri unifest and college level ;literary cultural and games and sports competitions as selector, Chairman and coach for cricket.

XIV. Any particular Role played which led to enhancing the reputation of the University Attended national level conferences , presented research papers to highlight the areas of research taking place at our university.

XV. Future Goals and performance expectations

XVI. Training & Development needs

XVII. Any other achievement/information deserving Special mention and not reported in the items above.

Place: .....

Signature, Name and Designation of  
Officer being assessed

Date:

**Signature, Name and Designation of the Reporting Officer**

## PART – III

### ASSESSMENT OF THE REPORTING OFFICER

(Dean of the Faculty/Director of Research/Director of Extension/Associate Dean/Principal/Head of the Department/Head of Research Station/Head of the Extension Institutes/Officer In-Charge Vety., Hospital as the case may be)

- A. The critical comments of the Reporting Officer are invited particularly with reference to the Self-assessment Document – PART-II filled in by the Assessee Scientist/Teacher/Extension Worker. State specifically whether you agree with the statement relating to target and objectives achievements, shortfalls. Also comment on constraints if any stated by the assessee.
- B. Quality of work turned out. Specifically comment on the quality of work turned out, performance with regard to programme objectives and constraints.
  - i) Teaching
  - ii) Research
  - iii) Extension
  - iv) Other duties Assigned/Voluntarily performed
  - v) Consultancies/Paid up Trails
  - vi) Publications
  - vii) a) Books
    - b) Research Papers
    - c) Popular Articles etc.
- C. SPECIFIC ATTRIBUTES
  - i) Communication skills
  - ii) Interpersonal Relations and Team Work
  - iii) Managerial/Leadership Qualities
  - iv) Willingness to take Responsibilities
  - v) Proficiency and accuracy in work
  - vi) Initiative and Zeal

vii) Sense of Responsibility & Devotion  
of duty

viii) Ability to plan, initiate and conduct  
Teaching/Research/Extension and  
other official programmes

ix) Attitude towards colleagues in the  
faculty and administration

x) Punctuality & Regularity in  
attendance

xi) Amicability to discipline

D. General Attributes:

i) State of health

ii) Industriousness care and thoroughness

iii) Integrity

iv) Keenness to learn

E Overall Assessment:

Specify your overall assessment keeping

In view his/her strengths shortcomings,

Intellectual capacity, integrity, managerial

Capabilities, leadership qualities and

Willingness to assume responsibilities.

F Grading : O,V,G, B, S, U

1. O = Outstanding

2.V = Very good,

3. G = Good,

4.S = Satisfactory

5. B = Below Expectation

6.U = Unsatisfactory

**Signature, Name and Designation of Reporting Officer**





## **SRI VENKATESWARA VETERINARY UNIVERSITY, TIRUPATI**

### **REGULATIONS ON MINIMUM QUALIFICATIONS FOR APPOINTMENT OF TEACHERS AND OTHER ACADEMIC STAFF IN UNIVERSITY, 2018**

Sub: SVVU- Estt. - Revised UGC Pay Scales of 2016 for the Teachers - Implementation of Minimum Qualifications for Appointment of Teachers (Senior Professor, Professor Associate Professor, Assistant Professor) and other Academic Staff in University-2018-Regarding .

Ref: 1.G.O.Ms.No.14, Higher Education (UE.II) Department Dated 13.02.2019 of Government, of.A.P.  
2.UGC Regulations F.No.1-2/2017(EC/PS) Dated 18-7-2018

In exercise of the powers conferred by sub-section (1) of Section 43 of the Sri Venkateswara Veterinary University Act, 2005 (Andhra Pradesh Act 18 of 2005) read with clause (2) of Statute 19 of the First Statutes made by the Government of Andhra Pradesh and issued in G.O.Ms.No.25, AH, DD & F (AH.II) Dept., dated.31.03.2006, the Academic Council of the Sri Venkateswara Veterinary University hereby makes the following regulations.

1. Short title, application and commencement:
  - 1.1 These Regulations may be called SVVU Minimum Qualifications for Appointment of Teachers-2018 (Senior Professor, Professor Associate Professor, Assistant Professor and other Academic Staff) in University
  - 1.2 These shall come into force with immediate effect.
  - 1.3 Definition: In these regulations, the expression “teacher” shall have the same meaning as defined in section 2(n) of the Sri Venkateswara Veterinary University Act, 2005 (A.P. Act 18 of 2005) and Clause (1) of Statute 32 of the First Statutes.
  - 1.4. Applicability. These regulations shall apply to the following categories of teachers in Sri Venkateswara Veterinary University, namely;
    - a. Professors/ equivalent posts in teaching, research and extension wings of the three faculties viz., Veterinary Science, Dairy Science and Fishery Science

- b. Associate Professors/ equivalent posts in teaching, research and extension wings of the three faculties including Agricultural Sciences.
- c. Assistant Professors/ equivalent posts in teaching, research and extension wings of the three faculties including Library, Physical Education and sports, Agricultural Sciences and Home/community Science

1.5. The Minimum Qualifications for appointment of University teachers including Library and physical Education and Sports as a measure for the maintenance of standards, shall be as provided in these Regulations.

**1.6. Coverage:** These Regulations are issued for minimum qualifications for appointment and other service conditions of University teachers including Library and Physical Education and Sports for maintenance of standards in higher education.

**1.6.1.** For the purposes of direct recruitment to teaching posts in disciplines relating to university education, inter alia in the fields of Agriculture, Veterinary and allied fields, norms or standards laid down by authorities established by the relevant Act of Parliament shall prevail

- i. Provided that where no such norms and standards have been laid down by any regulatory authority, UGC Regulations herein shall be applicable till such time as any norms or standards are prescribed by the appropriate regulatory authority.
- ii. Provided further that for appointment to the post of Assistant Professor and equivalent positions pertaining to disciplines in which the National Eligibility Test (NET), conducted by the University Grants Commission /ICAR/ Council of Scientific and Industrial Research as the case may be, or State level Eligibility Test (SLET) or the State Eligibility Test (SET), conducted by bodies accredited by the UGC for the said purpose, qualifying in NET/SLET/SET shall be an additional requirement.

## **2.0 Recruitment and Qualifications**

**2.1.** The direct recruitment to the posts of Assistant Professor, Associate Professor, Professor and Senior Professor in the University shall be on the basis of merit through an all-India advertisement, followed by selection by a duly-constituted Selection Committee.

**2.2.** The minimum qualifications required for the post of Assistant Professor, Associate Professor, Professor and Senior Professor shall be as specified in these regulations and candidates should possess requisite qualifications as on the date of notification inviting the applications.

3.0. Good academic record with at least 70% marks or an equivalent grade in a ten point scale wherever grading system is followed, at the Master's Degree level in the concerned subject from an Indian University or an equivalent degree from an accredited foreign university shall be the essential qualification for direct recruitment of teachers and other equivalent cadres at any level.

3.1 Minimum marks required in PG degree would be 65% or equivalent grade for categories of SC/ST/Backward Classes/Differently-abled (a) Blindness and low vision; (b) Deaf and Hard of Hearing; (c) Locomotor disability including cerebral palsy, leprosy cured, dwarfism, acid-attack victims and muscular dystrophy; (d) Autism, intellectual disability, specific learning disability and mental illness; (e) Multiple disabilities from amongst persons under (a) to (d) including deaf-blindness)..

3.2. The Ph.D. Degree shall be a mandatory qualification for appointment to the posts of Professor and Associate Professor.

**4.0. Qualifications:** No person shall be appointed to the post of University teacher if such person does not fulfil the requirements as to the qualifications for the appropriate post as provided in these Regulations.

#### **DIRECT RECRUITMENT**

**4.1. Assistant Professor/equivalent cadres in the Faculties of Veterinary/Dairy/Fishery Science**

##### **Eligibility (A or B):**

##### **A.**

1. A Bachelor's degree in Veterinary Science/Dairy Technology/Fishery Science respectively.
2. Good academic record with at least 70% marks or an equivalent grade in a ten point scale wherever grading system is followed, at the Master's Degree level in the concerned subject from an Indian University or an equivalent degree from an accredited foreign university shall be the essential qualification .
3. Minimum marks required in PG degree would be 65% or equivalent grade for categories of SC/ST/Backward Classes/Differently-abled (a) Blindness and low vision; (b) Deaf and Hard of Hearing; (c) Locomotor disability including cerebral palsy, leprosy cured, dwarfism, acid-attack victims and muscular dystrophy; (d) Autism, intellectual disability, specific learning disability and mental illness; (e) Multiple disabilities from amongst persons under (a) to (d) including deaf-blindness).
4. For certain departments the specialization at Master's Level shall be as specified in tables (I), (II) &(III) below.

5. The National Eligibility Test (NET) or an accredited test (State Level Eligibility Test SLET/SET) shall remain the minimum eligibility for appointment of Assistant Professor and equivalent positions. The candidate must have cleared the National Eligibility Test (NET) conducted by the ICAR/UGC or the CSIR, or a similar test accredited by the UGC, like SLET/SET .

Provided that candidates who have been awarded a Ph.D. Degree in accordance with the University Grants Commission (Minimum Standards and Procedure for Award of M.Phil./Ph.D. Degree) Regulation, 2009 or the University Grants Commission (Minimum Standards and Procedure for Award of M.Phil./Ph.D. Degree) Regulation, 2016 with both course work and research, and their subsequent amendments from time to time, as the case may be, shall be exempted from the requirement of the minimum eligibility condition of NET/SLET/SET for recruitment and appointment of Assistant Professor or any equivalent position in University.

Further, SLET/SET shall be valid as the minimum eligibility for direct recruitment to University in the state only:

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

6. Should have passed SSC Exam or any other equivalent Exam with Telugu as one of the subjects or should have studied SSC through medium of Telugu or should have working knowledge of Telugu

7. The candidates for posts of Veterinary Faculty should have valid registration with State Veterinary Councils/Veterinary Council of India

The Ph.D. Degree shall be a mandatory qualification for direct recruitment to the post of Assistant Professor in University with effect from 01.07.2021.

OR

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

The Academic score as specified in Table X shall be considered for short-listing of the candidates for interview and the selections shall be based on score card obtained as

per Table X (80% weightage) and the performance in the interview(20) and Marks Sheet shall be as per Table XII.

**Table:I**

**ASSISTANT PROFESSOR IN FACULTY OF VETERINARY SCIENCE**

Department	Qualifications
Assistant Professor in Livestock Production Management	M.V.Sc in LPM (Animal) or any other equivalent degree in the subject concerned.
Assistant Professor in Poultry Science	M.V.Sc. or any other equivalent degree in the subject concerned /Livestock Production and Management with specialization in Avian Production
Assistant Professor in Vety.Public Health and Epidemiology	M.V.Sc in VPHE or M.V.Sc., in VEPM with specialization in Epidemiology
Assistant Professor in Vety Medicine	M.V.Sc in Vety.Medicine or M.V.Sc., in VEPM with specialization in Preventive Medicine

**Table:II**

**ASSISTANT PROFESSOR IN FACULTY OF DAIRY SCIENCE**

Department	Qualifications
Assistant Professor in Dairy Engineering	1. A Bachelor's degree in B.Tech (Dairy Technology) or equivalent degree 2. Post-Graduate degree in Dairy Engineering
Assistant Professor in Dairy Business Management	1) A Bachelor's degree in B.Tech (Dairy Technology) or equivalent degree 2) MBA/2 year PG degree in Rural Management/Business Management/2 year PG degree in Dairy/Agri/Food Business Management.
Assistant Professor in Dairy Microbiology	1) Bachelor's degree in B.Tech (Dairy Technology) or equivalent degree. 2) Post-graduate degree in Dairy Microbiology
Assistant Professor in Dairy Technology	1) Bachelor's degree in B.Tech (Dairy Technology) or equivalent degree. 2) Post-Graduate degree in Dairy Technology
Assistant Professor in Dairy Chemistry	1) Bachelor's degree in B.Tech (Dairy Technology) or equivalent degree. 2) Post-graduate degree in Dairy Chemistry

**Table:III****ASSISTANT PROFESSOR IN FACULTY OF FISHERY SCIENCE**

Department	Qualifications
Aquaculture	M.F.Sc in Aquaculture/Inland Aquaculture/ Coastal Aquaculture/Mari culture /Genetics & Biotechnology /Fish Genetics & Breeding/ Fish Nutrition/ Fish Nutrition & Feed Technology / Biotechnology with specialization in Aquaculture
Aquatic Animal Health Management	M.F.Sc in Aquatic Animal Health / Microbiology & Pathology / Aquatic Microbiology & Pathology / Fisheries Biotechnology / Biotechnology with specialization in Aquatic Animal Health Management
Fisheries Resource Management	M.F.Sc in Fishery Biology / Capture Fisheries / Fisheries Resource Management / Fish Physiology / Fish Physiology & Biochemistry / Biotechnology with specialization in Fisheries Resource Management.
Aquatic Environment	M.F.Sc in Fishery Oceanography & Limnology / Limnology & Oceanography / Marine Biology / Marine Biology & Oceanography / Hydrography / Fishery Environment / Fishery Environment & Ecology / Aquatic Environment Management / Biotechnology with specialization in Aquatic Environment.
Fish Processing Technology	M.F.Sc in Industrial Fishery Technology / Industrial Fish Processing Technology / Fish Processing Technology / Post Harvest Technology / Fishery Microbiology / Biotechnology with specialization in Fish Processing Technology.
Fisheries Engineering	M.F.Sc in Fishery Technology & Fishery Engineering / Fisheries Engineering & Technology / Fishing Technology / Industrial Fishery Technology  M.Tech in Aquaculture Engineering (IIT, Kharagpur) (after B.F.Sc)
Fisheries Economics & Statistics	M.F.Sc in Fishery Economics & Statistics / Fisheries Economics / Fisheries Business Management /MSc in Agricultural Economics / Agribusiness Management (after B.F.Sc)
Fisheries Extension	M.F.Sc in Extension / Fisheries Extension /MSc in Agricultural Extension (after BFSc)

## **ASSISTANT PROFESSOR IN VETERINARY BIOTECHNOLOGY**

1. A Bachelor's degree in Veterinary Science/Animal Sciences/Life Science including fisheries from a recognized University. Preference will be given to graduates in Veterinary Science
2. Master's Degree in Veterinary Science/ Life Sciences with specialization in Biotechnology/Biochemistry/Molecular biology/Microbiology/ Virology/ Immunology/ Molecular Genetics/Embryo Transfer Technology/Genetic Engineering..
3. Experience in Biotechnology is desirable.
4. The other General conditions prescribed for Asst. Professors are applicable.

### **OR**

**B.** The Ph.D degree with both course work and research has been obtained from a foreign university/institution with a ranking among top 500 in the World University Ranking (at any time) by any one of the following: (i) Quacquarelli Symonds (QS) (ii) the Times Higher Education (THE) or (iii) the Academic Ranking of World Universities (ARWU) of the Shanghai Jiao Tong University (Shanghai).

The Academic score as specified in Table X shall be considered for short-listing of the candidates for interview and the selections shall be based on score card obtained as per Table X (80% weightage) and the performance in the interview(20) and Marks Sheet shall be as per Table XII.

## **Assistant Professor/equivalent cadres in the Agricultural/Horticultural Sciences/Home(community) Science**

### **Eligibility (A or B) :**

#### **A.**

1. A Bachelor's degree in Agricultural Sciences/Home(Community) Science respectively.
2. Good academic record with at least 70% marks or an equivalent grade in a ten point scale, wherever grading system is followed, at the Master's Degree level in the concerned subject from an Indian University or an equivalent degree from an accredited foreign university shall be the essential qualification .
3. Minimum marks required in PG degree would be 65% or equivalent grade for categories of SC/ST/Backward Classes/Differently-abled (a) Blindness and low vision; (b) Deaf and Hard of Hearing; (c) Locomotor disability including cerebral palsy, leprosy cured, dwarfism, acid-attack victims and muscular dystrophy; (d) Autism, intellectual disability, specific learning disability and mental illness; (e) Multiple disabilities from amongst persons under (a) to (d) including deaf-blindness).
4. The National Eligibility Test (NET) or an accredited test (State Level Eligibility Test SLET/SET) shall remain the minimum eligibility for appointment of Assistant Professor

and equivalent positions. The candidate must have cleared the National Eligibility Test (NET) conducted by the ICAR/ UGC or the CSIR, or a similar test accredited by the UGC, like SLET/SET.

Provided that candidates who have been awarded a Ph.D. Degree in accordance with the University Grants Commission (Minimum Standards and Procedure for Award of M.Phil./Ph.D. Degree) Regulation, 2009 or the University Grants Commission (Minimum Standards and Procedure for Award of M.Phil / Ph.D. Degree) Regulation, 2016 with both course work and research, and their subsequent amendments from time to time, as the case may be, shall be exempted from the requirement of the minimum eligibility condition of NET/SLET/SET for recruitment and appointment of Assistant Professor or any equivalent position in University.

Further, SLET/SET shall be valid as the minimum eligibility for direct recruitment to University in the state only:

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

5. Should have passed SSC Exam or any other equivalent Exam with Telugu as one of the subjects or should have studied SSC through medium of Telugu or should have working knowledge of Telugu

**Specializations** -for Plant Protection Masters in Plant Pathology/Entomology; Agronomy- Masters degree in Agronomy; Horticulture- Masters degree in Horticulture with specialization in any discipline; Home Science- M.Sc. in Home Science/Community Science with specialization in any discipline and B.Sc(Hons.) in Home/community Science/Community Science shall be of 4 years duration.

6. The Ph.D. Degree shall be a mandatory qualification for direct recruitment to the post of Assistant Professor in University with effect from 01.07.2021.

OR

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

The Academic score as specified in Table X shall be considered for short-listing of the candidates for interview and the selections shall be based on score card obtained



as per Table X (80% weightage) and the performance in the interview(20) and Marks Sheet shall be as per Table XII..

#### **4.2. Associate Professor/equivalent cadres in the Faculties of Veterinary/Dairy/Fishery Science**

##### **Eligibility:**

- i) A Bachelor's degree in Veterinary Science/Dairy Technology/Fishery Science (Relaxable in case of in-service candidates of SVVU only)
- ii) Good academic record with a Master's Degree with at least 70% marks or an equivalent grade in a ten point scale wherever grading system is followed in the concerned subject from an Indian University or an equivalent degree from an accredited foreign university. A relaxation of 5% shall be allowed at the Master's level for the candidates belonging to categories of SC/ST/BC/Differently-abled ((a) Blindness and low vision; (b) Deaf and Hard of Hearing; (c) Locomotor disability including cerebral palsy, leprosy cured, dwarfism, acid-attack victims and muscular dystrophy; (d) Autism, intellectual disability, specific learning disability and mental illness; (e) Multiple disabilities from amongst persons under (a) to (d) including deaf-blindness).
- iii) A Ph.D. Degree in the concerned discipline acquired by both course work and research (relaxable in case of in-service candidates who have already acquired Ph.D.)
- iv) A minimum of eight years of teaching/Research/Extension experience in university system /National Level Institutions in an academic/research position equivalent to that of Assistant Professor in a University or Accredited Research Institution with a minimum of seven publications in the peer-reviewed /NAAS Rated or UGC-/AICTE-listed journals /SCI Journals/SVVU Journal  
The time taken by candidates deputed by University on full pay and allowances to acquire Ph.D. Degree, limiting to maximum of 3 years, shall be considered as teaching / research experience to be claimed for appointment to the teaching positions. .
- v) A total research score of Seventy five (75) as per the criteria in Table XI is essential to be eligible for interview.
- vi) The score card and Mark sheet shall be as per Table XIII and XVI
- vii) Should have unblemished record of service
- viii) The candidates for posts of Veterinary Faculty should have valid registration with State Veterinary Councils/Veterinary Council of India

- ix) For certain departments Specialization shall be as specified below in tables (IV) (V) & (VI).

**Table:IV**

**ASSOCIATE PROFESSOR IN FACULTY OF VETERINARY SCIENCE**

Department	Qualifications
Associate Professor in Poultry Science	Ph.D. or any other equivalent doctorate degree in the subject concerned / Livestock Production and Management with specialization in Avian production.
Senior Scientist, LRS, Garividi and BRS Venkataramanagudem	A Ph.D. degree or any other equivalent doctorate degree in Livestock Production Management / Animal Nutrition / Animal Genetics & Breeding /Veterinary Gynaecology and Obstetrics
Senior Scientist (Sheep / Piggery/ Buffalo) Breeding Projects	Ph.D. Degree or any other equivalent doctorate degree in the discipline of Animal Genetics and Breeding or any other equivalent degree in LPM with specialization in Animal Genetics & Breeding in any of the Livestock species.
Programme Coordinator, KVK	Doctorate degree in Animal Science/Fishery Science. Specialization in Extension is desirable.

**Table:V**

**ASSOCIATE PROFESSOR IN FACULTY OF DAIRY SCIENCE**

Department	Qualifications
Associate professor in Dairy Business Management	1) A Bachelor's degree in B. Tech (Dairy Technology) or equivalent 2) Ph.D.,degree in Dairy/Agri/Food Business Management/Administration/Rural Management or any other equivalent doctorate degree in the subject (discipline) concerned.
Associate Professor in Dairy Engineering	1) A Bachelor's degree in B.Tech (Dairy Technology) 2) Ph.D., Degree in Dairy Engineering / Chemical Engineering
Associate Professor in Dairy Chemistry.	1) A Bachelor's degree in B.Tech (Dairy Technology) or equivalent 2) Ph.D., degree in Dairy Chemistry
Associate Professor in Dairy Technology	1) A Bachelor's degree in B.Tech (Dairy Technology) or equivalent 2) Ph.D., degree in Dairy Technology
Associate Professor in Dairy	1) A Bachelor's degree in B. Tech (Dairy Technology) or equivalent 2) Ph.D., degree in Dairy Microbiology

Microbiology	
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**Table:VI**

**ASSOCIATE PROFESSOR IN FACULTY OF FISHERY SCIENCE:**

Department	Qualifications
Associate Professor in Fishery Science	1) A Bachelor's degree in Fishery Science 2) Ph.D., degree or any other equivalent degree in the subject (discipline) concerned.

**ASSOCIATE PROFESSOR IN VETERINARY BIOTECHNOLOGY**

1. Good academic record with Master's Degree in Veterinary Science / in Life Sciences with specialization in Bio-technology /Biochemistry/ Molecular biology/Microbiology/Virology/Immunology/Molecular Genetics/ Embryo Transfer Technology/Genetic Engineering..
2. A Ph.D. Degree in any area related to Veterinary Biotechnology Biochemistry/ Molecular Biology/ Microbiology/ Virology/ Immunology/Molecular Genetics/Embryo Transfer Technology/ Genetic Engineering from a recognized University.
3. The other General conditions prescribed for Associate. Professors are applicable.

**4.3Professor/equivalent cadres in the Faculties of Veterinary/Dairy/Fishery Science**

**Eligibility (A or B) :**

**A.**

- i) A Bachelor's degree in Veterinary Science/Dairy Technology/Fishery Science (Relaxable in case of in service candidates of SVVU only).
- ii) An eminent scholar having a Ph.D. degree in the concerned discipline acquired by both course work and research (relaxable in case of in-service candidates who have already acquired Ph.D)., and published work of high quality, actively engaged in research with evidence of published work with, a minimum of 10 research publications in the peer-reviewed/NAAS Rated or UGC-/AICTE-listed journals /SCI Journals/SVVU Journal .
- iii) A total research score of 120 as per the criteria in Table XI is essential to be eligible for interview.
- iv).The score card and Mark sheet shall be as per Table XIV and XV.

v) Good academic record with a Master's Degree with at least 70% marks or an equivalent grade in a ten point scale wherever grading system is followed .in the concerned subject from an Indian University or an equivalent degree from an accredited foreign university. A relaxation of 5% shall be allowed at the Master's level for the candidates belonging to SC/ST/Backward Class/Differently-abled ((a) Blindness and low vision; (b) Deaf and Hard of Hearing; (c) Locomotor disability including cerebral palsy, leprosy cured, dwarfism, acid-attack victims and muscular dystrophy; (d) Autism, intellectual disability, specific learning disability and mental illness; (e) Multiple disabilities from amongst persons under (a) to (d) including deaf-blindness).

vi) A minimum of ten years of teaching/Research/Extension experience in university/National Level Institutions out of which 02 years should be in the cadre of Associate Professor in Pay Band Rs.37400-67000+AGP of 9000 or Academic Level 13 A –Rs.1,31,400-00 – Rs.2,17,100-00 and having successfully guided doctoral candidate. The time taken by candidates deputed by University on full pay and allowances to acquire Ph.D. Degree limiting to maximum of 3 years shall be considered as teaching/ research experience to be claimed for appointment to the teaching positions.

vii) Should have unblemished record of service

viii). The candidates for posts of Veterinary Faculty should have valid registration with State Veterinary Councils/Veterinary Council of India

For certain departments Specialization shall be as specified below in tables VII VIII, IX and X.

**Table: VII  
PROFESSOR IN FACULTY OF VETERINARY SCIENCE:**

Department	Qualifications
Professor in Poultry Science	Ph.D. or any other equivalent doctorate degree in the subject concerned / Livestock Production Management with specialization in Avian.
Professor in LFC	Ph.D. or any other equivalent doctorate degree in AGB / LPM /Animal Nutrition /Poultry Science
Professor in VCC	Ph.D. or any other equivalent doctorate degree in Vety. Medicine /Vety. Gynaecology and Obstetrics / Vety. Surgery and Radiology

**Table: VIII  
PROFESSOR IN FACULTY OF DAIRY SCIENCE**

Department	Qualifications
Professor in Dairy Business Management	1. A Bachelor's degree in B. Tech (Dairy Technology) or equivalent 2. Ph.D., degree in Dairy/Agri/Food Business Management/Administration/Rural Management or any other equivalent doctorate degree in the subject (discipline) concerned.
Professor in Dairy Chemistry.	1. A Bachelor's degree in B.Tech (Dairy

	Technology) or equivalent 2. Ph.D., degree in Dairy Chemistry
Professor in Dairy Engineering	1).A Bachelor's degree in B.Tech( Dairy Technology). 3) Ph.D., Degree in Dairy Engineering / Chemical Engineering
Professor in Dairy Microbiology	1. A Bachelor's degree in B. Tech (Dairy Technology) or equivalent. 2.Ph.D., degree in Dairy Microbiology
Professor in Dairy Technology	1. A Bachelor's degree in B.Tech (Dairy Technology) or equivalent 2. Ph.D., degree in Dairy Technology

**Table: IX**

**PROFESSOR IN FACULTY OF FISHERY SCIENCE**

Department	Qualifications
Professor in Fishery Science	1. A Bachelor's degree in Fishery Science 2. Ph.D., degree in Fishery Science.
Principal Scientist (Aquaculture) FRS, Kakinada	1. A Bachelor's degree in Fishery Science. 2. Ph.D., degree in Aquaculture or any other equivalent degree in the disciplines of Coastal Aquaculture / Mariculture / Genetics & Biotechnology / Microbiology & Pathology / Fish Nutrition

**Table: X**

**TECHNICAL OFFICER TO VICE-CHANCELLOR**

Qualifications
1. A Bachelor's degree in Veterinary/Dairy/Fishery Science 2. A Masters degree in any branch of Veterinary/Dairy/Fishery Science 3. A Ph.D., degree in any branch of Veterinary / Dairy/ Fishery Science.

**PROFESSOR IN VETERINARY BIOTECHNOLOGY**

1. Good academic record with a Ph.D. Degree in any area related to Veterinary Biotechnology/Biochemistry/Molecular Biology/Microbiology/virology/Immunology/ Molecular Genetics/Embryo Transfer Technology/ Genetic Engineering from a recognized University acquired by both course work and research (relaxable in case of in service candidates who have already acquired Ph.D..)

2. Master's Degree in Veterinary Science /in Life Sciences with specialization in Biotechnology/Biochemistry/Moleculariology/Microbiology/Virology/Immunology/Molecular Genetics/Embryo Transfer Technology/Genetic Engineering.

3. The other General conditions prescribed for Professors are applicable.

#### **4.4 .SENIOR PROFESSOR :**

Up to 10 percent of the existing sanctioned strength of Professors in the university may be appointed as Senior Professor in the university, through direct recruitment subject to the sanction of posts by Government of AP.

##### **Eligibility:**

i) An eminent scholar with good track record of high-quality research publications in Peer-reviewed /NAAS Rated or UGC-/AICTE-listed journals /SCI Journals/SVVU Journal .

or UGC-listed journals, significant research contribution to the discipline, and engaged in research supervision.

ii).A minimum of ten years of teaching/research experience as Professor or an equivalent grade in a University, College or an institute of national level.

iii) The selection shall be based on academic achievements, favourable assessment by three eminent subject experts during selection who are not less than the rank of Senior Professor or a Professor of at least ten years experience.

iv) The selection shall be based on ten best publications in the Peer-reviewed or UGC - listed journals and award of Ph.D degrees to at least two candidates under his/her supervision during the last 10 years and interaction with the Selection Committee constituted as per the UGC Regulations.

#### **5.0.Minimum Qualifications for Direct Recruitment to the Posts of Asst. Professor of Library and Information Science /Assistant Librarian / Associate Professor of Library and Information Science/ Deputy Librarian and Professor of Library and Information Science /University Librarian**

##### **I. Assistant Professor of Library and Information Science/ Assistant Librarian**

i).A Master's Degree in Library Science, Information Science or Documentation Science or an equivalent professional degree, with at least 70% marks (or an equivalent grade in a point - scale, wherever the grading system is followed from an Indian University or an equivalent degree from an accredited foreign university. A relaxation of 5% shall be allowed at the Master's level for the candidates belonging to SC/ST/Backward Classes/Differently-abled ((a) Blindness and low vision; (b) Deaf and Hard of Hearing; (c) Locomotor disability including cerebral palsy, leprosy cured, dwarfism, acid-attack victims and muscular

dystrophy; (d) Autism, intellectual disability, specific learning disability and mental illness;  
(e) Multiple disabilities from amongst persons under (a) to (d) including deaf-blindness)...

- ii) A consistently good academic record, with knowledge of computerization of a library.
- iii) Besides fulfilling the above qualifications, the candidate must have cleared the National Eligibility Test(NET) conducted by the UGC, CSIR or similar test accredited by the UGC like SLET/SET .Provided that candidates who have been awarded a Ph.D. Degree in accordance with the University Grants Commission (Minimum Standards and Procedure for Award of M.Phil./Ph.D. Degree) Regulation, 2009 or the University Grants Commission (Minimum Standards and Procedure for Award of M.Phil / Ph.D. Degree) Regulation,2016 with both course work and research, and their subsequent amendments from time to time, as the case may be, shall be exempted from the requirement of the minimum eligibility condition of NET/SLET/SET for recruitment and appointment of Assistant Professor or any equivalent position in University.

Further, SLET/SET shall be valid as the minimum eligibility for direct recruitment to University in the state only:

- iv) Should have passed SSC Exam or any other equivalent Exam with Telugu as one of the subjects or should have studied SSC through medium of Telugu or should have working knowledge of Telugu.
- v) The Ph.D. Degree shall be a mandatory qualification for direct recruitment to the post of Assistant Professor in University with effect from 01.07.2021.

**OR**

- B.** The Ph.D degree with both course work and research has been obtained from a foreign university/institution with a ranking among top 500 in theWorld University Ranking (at any time) by any one of the following: (i) Quacquarelli Symonds (QS) (ii) the Times Higher Education (THE) or (iii) the Academic Ranking of World Universities (ARWU) of the Shanghai Jiao Tong University (Shanghai).

The Academic score as specified in Table X shall be considered for short-listing of the candidates for interview and the selections shall be based on the score obtained as per Table X(80% weightage) and on the performance in the interview(20) and Marks Sheet shall be as per Table XII.

## **II. Associate Professor of Library And Information Science/Deputy Librarian**

- i) A Master's Degree in Library Science, Information Science or Documentation Science or an equivalent professional degree, with at least 70% marks (or an equivalent grade in a point - scale, wherever the grading system is followed from an Indian University or an equivalent degree from an accredited foreign university. A relaxation of 5% shall be allowed at the Master's level for the candidates belonging to SC/ST/Backward Classes/Differently-abled ((a) Blindness and low vision; (b) Deaf and Hard of Hearing; (c) Locomotor disability including cerebral palsy, leprosy cured, dwarfism, acid-attack victims and muscular dystrophy; (d) Autism, intellectual disability, specific learning disability and mental illness; (e) Multiple disabilities from amongst persons under (a) to (d) including deaf-blindness)...
- ii) Eight years experience as an Assistant Librarian/ Asst. Prof. of Library and Information science.

The time taken by candidates deputed by university with full pay and allowances to acquire M.Phil. and / or Ph.D. Degree limiting to maximum of 3 years shall be considered as teaching/ research experience to be claimed for appointment to the teaching positions. .

- iii) Evidence of innovative library services including integration of ICT in library.
- iv). A Ph.D. Degree in library science/ Information science /Documentation Science/Archives and manuscript keeping/computerization of library acquired by both course work and research (relaxable in case of in-service candidates who have already acquired Ph.D.), with a minimum of seven publications in the peer reviewed / UGC-/AICTE-listed journals /SCI Journals.  
or UGC listed journals and a total research score of 75 as per the criteria given in Table XI.
- v) Should have unblemished record of the service.
- vi) A total research score of Seventy five (75) as per the criteria in Table XI is essential to be eligible for interview.
- vii). The score card and Mark sheet shall be as per Table XIII and XV

## **III. Professor of Library and Information Science/University Librarian**

- i). A Master's Degree in Library Science, Information Science or Documentation Science or an equivalent professional degree, with at least 70% marks (or an equivalent grade in a point - scale, wherever the grading system is followed from an Indian University or an equivalent degree from an accredited foreign university. A relaxation of 5% shall be allowed at the Master's level for the candidates belonging to SC/ST/Backward Classes/Differently-abled ((a) Blindness and low vision; (b) Deaf and Hard of Hearing; (c) Locomotor disability including cerebral palsy, leprosy cured, dwarfism, acid-attack victims and muscular dystrophy;



(d) Autism, intellectual disability, specific learning disability and mental illness; (e) Multiple disabilities from amongst persons under (a) to (d) including deaf-blindness)...

ii) At least ten years experience in Library and Information Science out of which two years should be in the cadre of Deputy Librarian in Pay Band Rs.37400-67000+AGP of 9000 or Academic Level 13 A –Rs.1,31,400-00 –Rs.2,17,100-00.

The time taken by candidates deputed by university with full pay and allowances to acquire M.Phil.and / or Ph.D. Degree limiting to maximum of 3 years shall be considered as teaching/ research experience to be claimed for appointment to the teaching positions.

iii) Evidence of innovative library services, including the integration of ICT in a library.

iv) A Ph.D. Degree in library science/information science/documentation /archives and manuscript-keeping acquired by both course work and research(relaxable in case of in-service candidates who have already acquired Ph.D), and published work of high quality with, a minimum of 10 research publications in the peer-reviewed / UGC-/AICTE-listed journals /SCI Journals.

v) A total research score of 120 as per the criteria in Table XI is essential to be eligible for interview.

vi).The score card and Mark sheet shall be as per Table XIV and XV

v) Should have unblemished record of the service.

## **6.0. Minimum Qualifications for The Posts of Assistant Professor /Assistant Director of Physical Education And Sports, Associate Professor/ Deputy Director Of Physical Education And Sports And Professor/Director Of Physical Education And Sports**

### **I. Assistant Professor/Assistant Director of Physical Education and Sports**

#### **Eligibility (A or B) :**

##### **A.**

i) Good academic record with a Master's Degree with at least 70% marks (or an equivalent grade in a point-scale, wherever the grading system is followed).in Physical Education and Sports or Physical Education or Sports Science t from an Indian University or an equivalent degree from an accredited foreign university. A relaxation of 5% shall be allowed at the Master's level for the candidates belonging to SC/ST/Backward Classes/Differently- abled ((a) Blindness and low vision; (b) Deaf and Hard of Hearing; (c) Locomotor disability including cerebral palsy, leprosy cured, dwarfism, acid-attack victims and muscular dystrophy; (d) Autism, intellectual disability, specific learning disability and mental illness; (e) Multiple disabilities

from amongst persons under (a) to (d) including deaf-blindness) for the purpose of eligibility and assessing good academic record for direct recruitment.

- ii) Record of having represented the university / college at the inter-university /inter-collegiate competitions or the State and/ or national championships.
- iii) Besides fulfilling the above qualifications, the candidate must have cleared the National Eligibility Test (NET), conducted by the UGC or CSIR, or a similar test accredited by the UGC, like SLET/SET.

Provided that candidates who have been awarded a Ph.D. Degree in accordance with the University Grants Commission (Minimum Standards and Procedure for Award of M.Phil./Ph.D. Degree) Regulation, 2009 or the University Grants Commission (Minimum Standards and Procedure for Award of M.Phil / Ph.D. Degree) Regulation,2016 with both course work and research, and their subsequent amendments from time to time, as the case may be, shall be exempted from the requirement of the minimum eligibility condition of NET/SLET/SET for recruitment and appointment of Assistant Professor or any equivalent position in University.

Further, SLET/SET shall be valid as the minimum eligibility for direct recruitment to University in the state only.

- iv) Passed the physical fitness test conducted in accordance with these Regulations.
- v) Should have passed SSC Exam or any other equivalent Exam with Telugu as one of the subjects or should have studied SSC through medium of Telugu or should have working knowledge of Telugu
- vi) The Ph.D. Degree shall be a mandatory qualification for direct recruitment to the post of Assistant Professor in University with effect from 01.07.2021.

The Academic score as specified in Table X shall be considered for short-listing of the candidates for interview and the selections shall be based on the score obtained as per Table X(80% weightage) and the performance in the interview(20).

OR

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

## **II. Associate Professor/Deputy Director of Physical Education and Sports**

### **Eligibility (A or B) :**

**A.**

- i) Good academic record with a Master's Degree with at least 70% marks or an equivalent grade in a point-scale, wherever the grading system is followed in Physical Education and Sports or Physical Education or Sports Science from an Indian University or an equivalent degree from an accredited foreign university. A relaxation of 5% shall be allowed at the Master's level for the candidates belonging to SC/ST/Backward Classes/Differently-abled ((a) Blindness and low vision; (b) Deaf and Hard of Hearing; (c) Locomotor disability including cerebral palsy, leprosy cured, dwarfism, acid-attack victims and muscular dystrophy; (d) Autism, intellectual disability, specific learning disability and mental illness; (e) Multiple disabilities from amongst persons under (a) to (d) including deaf-blindness) for the purpose of eligibility and assessing good academic record for direct recruitment.
- ii) Eight years experience as Assistant Professor/Assistant Director of Physical Education. The time taken by candidates deputed by university with full pay and allowances to acquire M.Phil. and / or Ph.D. Degree shall be considered as teaching/ research experience limiting to maximum of 3 years to be claimed for appointment to the teaching positions.
- iii) Evidence of organizing competitions and conducting coaching camps of at least two weeks duration
- iv) Evidence of having produced good performance of teams/athletes for competitions like state/national/inter-university/combined university, etc. with a minimum of seven publications in the peer reviewed / UGC-/AICTE-listed journals /SCI Journals.
- v) A total research score of Seventy five (75) as per the criteria in Table XI is essential to be eligible for interview.
- vi) The score card and Mark sheet shall be as per Table XIII and XV
- vii) Passed the physical fitness test in accordance with these Regulations.
- viii) Should have unblemished record of the service

OR

- B. An Olympic games/ world cup/ world Championship medal winner who has a degree at least at the Post-Graduation Level.

**III. Physical Fitness Test Norms for Asst. Professor/Asst. director and Associate Professor /Deputy Director of Physical Education and Sports**

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

(b) On the production of such certificate mentioned in sub-clause (a) above, the candidate would be required to undertake the physical fitness test in accordance with the following norms:

<b>Norms For Men</b>			
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

<b>Norms For Women</b>			
8 Minutes Run/Walk Test			
Upto 30 Years	Upto 40 Years	Upto 45 Years	Upto 50 Years
1000 metres	800 metres	600 metres	400 metres

#### **IV. Professor/Director of Physical Education and Sports**

- i). A Ph.D. in Physical Education or Physical Education and Sports or Sports Science acquired by both course work and research (relaxable in case of in-service candidates who have already acquired Ph.D.), and, shall also possess at least 70% marks (or an equivalent grade in a point scale wherever grading system is followed) at the Master's Degree level by the university concerned in Physical Education and Sports or Physical Education or Sports Science from an Indian University or an equivalent degree from an accredited foreign university. A relaxation of 5% shall be allowed at the Master's level for the candidates belonging to SC/ST/Backward Classes/Differently-abled ((a) Blindness and low vision; (b) Deaf and Hard of Hearing; (c) Locomotor disability including cerebral palsy, leprosy cured, dwarfism, acid-attack victims and muscular dystrophy; (d) Autism, intellectual disability, specific learning disability and mental illness; (e) Multiple disabilities from amongst persons under (a) to (d) including deaf-blindness) for the purpose of eligibility and assessing good academic record for direct recruitment.
- ii). Experience of at least ten years in Physical Education and Sports out of which two years should be in the cadre of Associate Professor /Deputy Director of Physical Education in Pay Band Rs.37400-67000+AGP of 9000 or Academic Level 13 A –Rs.1,31,400-00 –Rs.2,17,100-00. The time taken by candidates deputed by university with full pay and allowances to acquire M.Phil. and / or Ph.D. Degree limiting to a maximum of 3 years shall be considered as teaching/ research experience to be claimed for appointment to the teaching positions.
- iii) Evidence of organising competitions and coaching camps of at least 2 weeks' duration
- iv) Evidence of having produced good performance of teams/athletes for competitions like state/national/inter-university/combined university, etc.

V) Published work of high quality with, a minimum of 10 research publications in peer reviewed / UGC-/AICTE-listed journals /SCI Journals.

vi) A total research score of 120 as per the criteria in Table XI is essential to be eligible for interview.

vii) The score card and Mark sheet shall be as per Table XIV and XV

viii) Should have unblemished record of the service.

## **7.0.CONSTITUTION OF SELECTION COMMITTEES AND GUIDELINESS ON SELECTIONPROCEDURE:**

### **7.1 Selection Committee Composition**

#### **I. Assistant Professor:**

The Selection Committee for the post of Assistant Professor in the University shall consist of the following persons :

- i. The Vice Chancellor or his/her nominee, who has at least ten years of experience as Professor, shall be the Chairperson of the Committee.
- ii. Three experts in the subject concerned nominated by the Vice Chancellor out of the panel of names approved by the board of management in the concerned subject , the experts being from outside the University.
- iii. Dean of the Faculty concerned, wherever applicable.
- iv. An academician representing any one of the SC/ST/BC/Minority/Women/Differently-abled categories to be nominated by the Vice Chancellor, if any of the candidates from any of these categories is an applicant and if any of the above members of the selection committee does not belong to that category.
- v. At least Four members, including two outside subject experts, shall constitute the quorum.

#### **II.Associate Professor**

The Selection Committee for the post of Associate Professor in the University shall consist of the following persons :

- i. The Vice Chancellor or his/her nominee, who has at least ten years of experience as Professor, shall be the Chairperson of the Committee.
- ii. Three experts in the subject concerned nominated by the Vice Chancellor out of the panel of names approved by the board of management in the concerned subject , the experts being from outside the University.

- iii. Dean of the Faculty concerned, wherever applicable.
- iv. An academician representing any one of the SC /ST/ BC /Minority /Women / Differently-abled categories to be nominated by the Vice Chancellor, if any of the candidates from any of these categories is an applicant and if any of the above members of the selection committee does not belong to that category.
- v. At least Four members, including two outside subject experts, shall constitute the quorum.

### **III. Professor**

The Selection Committee for the post of Professor in the University shall consist of the following persons :

- i. The Vice Chancellor or his/her nominee, who has at least ten years of experience as Professor, shall be the Chairperson of the Committee.
- ii. Three experts in the subject concerned nominated by the Vice Chancellor out of the panel of names approved by the board of management in the concerned subject , the experts being from outside the University.
- iii. Dean of the Faculty concerned, wherever applicable.
- iv. An academician representing any one of the SC /ST/ BC /Minority /Women / Differently-abled categories to be nominated by the Vice-Chancellor, if any of the candidates from any of these categories is an applicant and if any of the above members of the selection committee does not belong to that category.
- v. At least Four members, including two outside subject experts, shall constitute the quorum.

### **IV. Senior Professor**

The Selection Committee for the post of Senior Professor in the University shall consist of the following persons:

- i) Vice Chancellor who shall be the Chairperson of the Committee.
- ii) Three experts not below the rank of a Senior Professor/Professor with a minimum of ten years experience in the subject/field concerned nominated by the Vice-Chancellor out of the panel of names approved by the relevant statutory body of the university.
- iii) Dean (not below the rank of Senior Professor/Professor with minimum ten years experience) of the faculty, wherever applicable.
- iv) An academician (not below the rank of a Senior Professor/Professor with minimum ten years experience) representing any one of the SC/ST/OBC/ Minority

/ Women / Differently-abled categories, if any of candidates representing these categories is the applicant, to be nominated by the Vice Chancellor, if any of the above members of the selection committee do not belong to that category.

v) At least Four members, including two outside subject experts, shall constitute the quorum.

**7.2. Selection Committees for the posts of Professor/Director, Associate Professor/Deputy Director, Asst. Professor /Assistant Director of Physical Education and Sports, Professor of Library and Information Science/Librarians, Associate Professor of Library and Information Science /Deputy Librarians and Asst. Professor of Library and Information Science /Assistant Librarians** shall be the same as that of Professor, Associate Professor and Assistant Professor, respectively, except that in Library and Physical Education and Sports or Sports Administration, respectively, practicing Librarian/Director Physical Education and Sports, as the case may be, shall be associated with the Selection Committee as one of the subject experts.

**7.2.1.** The selection process shall be completed on the day/last day of the selection committee meeting, wherein the minutes are recorded and recommendation made on the basis of the performance of the interview are duly signed by all members of the selection committee.

**7.2.2** For all Selection Committees specified in these Regulations, Head of Department / Teacher-In-charge should be either in the same or higher rank/ position than the rank/position for which the interview is to be held.

## **8.0 SELECTION PROCEDURE:**

**I.** The overall selection procedure shall incorporate transparent, objective and credible methodology of analysis of the merits and credentials of the applicants based on the weightage given to the performance of the candidate in different relevant parameters and his/her performance on a grading system proforma.

In order to make the system more credible, university may assess the ability for teaching and / or research aptitude through a seminar or lecture in a classroom situation or discussion on the capacity to use the latest technology in teaching and research at the interview stage.

**II.** The university may devise their own self-assessment-cum-performance appraisal forms for teachers in strict adherence to the Regulations.

**III.** In all the Selection Committees of direct recruitment of teachers and other academic staff an academician belonging to any one of the SC/ST/BC/Minority/Women/Differently-abled categories, if any of candidates belonging

to these categories is the applicant and if any of the members of the selection committee does not belong to that category, shall be nominated by the Vice-Chancellor of the University. The academician, so nominated for this purpose, shall be one level above the cadre level of the applicant, and such nominee shall ensure that the norms of the Central Government or concerned State Government, in relation to the categories mentioned above, are strictly followed during the selection process.

IV. In the selection process for the posts involving different nature of responsibilities in certain disciplines/areas, such as Physical Education and Sports, 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 institution while developing the Proforma for both the direct recruitment and CAS Promotion..

V. The Internal Quality Assurance Cell (IQAC) shall be established in all Universities as per the UGC/National Assessment Accreditation Council (NAAC) guidelines with the Vice-Chancellor, as Chairperson .The IQAC shall act as the documentation and record-keeping Cell for the institution, including assistance in the development of Assessment Criteria and Methodology Proforma based on these Regulations. The IQAC may also introduce, wherever feasible, the student feedback system as per the NAAC guidelines on institutional parameters without incorporating the component of the students' assessment of individual teachers in the Assessment Criteria and Methodology Proforma.

VII.The constitution of the Selection Committees and Selection Procedure as well as the Assessment Criteria and Methodology for the above cadres shall be in accordance with these Regulations.

9.0.The Selection Committee specifications as contained in regulations shall be applicable to all direct recruitments of faculty positions and equivalent cadres and Career Advancement promotions from Assistant Professor to Associate Professor, from Associate Professor to Professor, Professor to Senior Professor and for equivalent cadres.

The minimum norms of Selection Committees and Selection Procedures for the Associate Professor & Professor cadres shall be similar. All the selection procedures shall be completed on the day of the selection committee meeting, wherein the minutes are recorded and recommendation made on the basis of merit and duly signed by all members of the selection committee in the minutes.

#### **10.0 Counting of Past Services for Direct Recruitment**

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 organisations such as the CSIR, ICAR, DRDO, UGC, ICSSR, ICHR, ICMR and DBT, should count for the direct recruitment as Associate Professor and Professor or any other nomenclature, 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 concerned Associate Professor and Professor should possess the same minimum qualifications as prescribed by the UGC for appointment to the post of Assistant Professor, Associate Professor and Professor, as the case may be.
- (d) The post was filled in accordance with the prescribed selection procedure as laid down in the Regulations of the University/State Government/Central Government/ Institutions concerned, for such appointments.
- (e) The previous service shall be counted for direct recruitment provided that:
  - (i) The essential qualifications of the post held were not lower than the qualifications prescribed by the UGC for Assistant Professor, Associate Professor and Professor, as the case may be
  - (ii) The incumbent was appointed on the recommendation of a duly constituted Selection Committee of respective university/Organization.
  - (iii) The incumbent was drawing total gross emoluments not less than the monthly gross salary of a regularly appointed Assistant Professor, Associate Professor and Professor, as the case may be.

**Table: X****Criteria for Short-listing of Candidates for Interview for the Post of Assistant Professors**

<b>S.No</b>	<b>Academic Record</b>	<b>Score</b>	
1.	Graduation	80% & Above = 15	60% to less than 80% = 13
2.	Post-Graduation	80% & Above = 25	70% to less than 80% = 23 (65% to less than 80% in case of SC/ST/OBC/PWD)
3.	M.Phil.	60% & above = 07	55% to less than 60% = 05
4.	Ph.D.	30(OGPA x 3)	
5.	NET with JRF	07	
	NET	05	
	SLET/SET	03	
6	Awards		
	International / National Level (Awards given by International Organisations/ GOI/GOI recognised National Level Bodies)	03	
	State-Level(Awards given by State Government/university)	02	
7.	<b>Research Publications</b> <ul style="list-style-type: none"> <li>▪ Journals with NAAS Rating of 4.0 and above: 1<sup>st</sup> Author: 3.0 Marks; 2<sup>nd</sup> Author: 2.0 Marks and 3<sup>rd</sup> and above: 1.0 Marks</li> <li>▪ Journals with NAAS Rating of below 4.0 :: 1<sup>st</sup> Author: 2.0 Marks; 2<sup>nd</sup> Author: 1.0 Marks and 3<sup>rd</sup> and above: 0.5 Marks</li> <li>▪ Journals Other than NAAS Rated : 1<sup>st</sup> Author: 1.5 Mark; 2<sup>nd</sup> Author: 1.0 Mark and 3<sup>rd</sup> and above: 0.5 Marks</li> </ul>	10	

8.	<p>Teaching / Post Doctoral Experience</p> <p>Asst.Professor /Scientist in regular service in university /ICAR etc -2 Marks per year</p> <p>Experience in the cadre of Asst. Professor/ Scientist (contractual)/Instructor/Research or technical or scientific or Teaching Assistant in College/University/SVVU affiliated Institutes/Govt Departments, 1.0 Mark/Year;</p> <p>Research Associates/ SRF in ICAR Institutions or ICMR, CSIR, NCERT, CMFRI or equivalent National institutes etc 0.5 Marks/Year</p> <p>Post Doctoral Experience -3 marks per year</p>	10
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#if the period of teaching/Post-doctoral experience is less than one year then the marks shall be reduced proportionately.

Note:

(A) (i) M.Phil + Ph.D Maximum - 30 Marks

(ii) JRF/NET/SET Maximum - 07 Marks

(iii) Awards Maximum - 03 Marks

(B) Minimum score for short listing candidates for interview shall be 40 for General category and 35 for SC/ST/BC/Differently abled categories which shall be 70 and 65 respectively w.e.f 01-7-2021.

(C) Total Score shall be 100 consisting of Academic Score – 80(15-Graduation+25PG+30 M.Phil.+Ph.D+7-JRF/NET/SET+3 awards); Research Publications-10 and Teaching Experience-10

(D) Score shall be valid for appointment in respective State SLET/SET Universities/ Colleges/ Institutions only

**Table XI**

**Methodology for University Teachers for calculating Academic/Research Score for Direct Recruitment of Associate Professor and Professor**(Assessment must be based on evidence produced by the teacher such as: copy of publications, project sanction letter, utilization and completion certificates issued by the University and acknowledgements for patent filing and approval letters, students' Ph.D. award letter, etc, during entire service)

**Minimum Score for Associate Professor and Professor is 75 and 120 respectively**

Sl No	Academic/Research Activity	Faculty of Sciences /Engineering / Agriculture / Medical /Veterinary Sciences	Faculty of Library /Physical Education/ Management
1	Research Papers in Peer-Reviewed/ NAAS Rated/ UGC /AICTE listed/SCI Journals/SVVU Journals.	15 per paper	15 per paper
2	Publications (other than Research papers) with ISBN Number		
	Books authored in subject of relevance which are published by ;		
	International publishers	12	12
	National Publishers	10	10
	Chapter in Edited Book	05	05
	Editor of Book by International Publisher	10	10
3	Creation of ICT mediated Teaching Learning pedagogy and content and development of new and		
	(a) Development of Innovative pedagogy	05	05
	(b) Design of new curricula and courses	05 per curricula/course	05 per curricula/course
	(c) MOOCs		
	Development of complete MOOCs in 4 quadrants (420credit course)(In case of MOOCs of lesser credits 05		20

	MOOCs per module/lecture	05	05
	Content writer/subject matter expert for each module of MOOCs	02	02
	Course Coordinator for MOOCs (4 credit course)(In case of MOOCs of lesser credits 02	08	08
	(d) E-Content		
	Development of e-Content in 4 quadrants for a complete course/e-book	12	12
	e-Content (developed in 4 quadrants) per module	05	05
	Contribution to development of e-content module incomplete course/paper/e-book	02	02
	Editor of e-content for complete course/ paper /e-book	10	10
4	(a) Research guidance		
	Ph.D.	10 per degree awarded as Chairman	10 per degree awarded as Chairman
		05 per thesis submitted as Chairman	05 per thesis submitted as Chairman
		3 per degree awarded as member	3 per degree awarded as member
		1.5 per thesis submitted as member	1.5 per thesis submitted as member
	M.Phil./P.G dissertation	05 per degree awarded as chairman	05 per degree awarded as chairman
		1.5 per degree awarded as member	1.5 per degree awarded as member
	(b) Research Projects Completed under competitive grant		
	More than 30 lakhs as P.I (Co-PI – 10 Marks)	20	20

	20-30 lakhs (Co-PI – 0.5 Marks)	10	10
	Less than 20 lakhs (Co-PI – 2.5 Marks)	05	05
	(c) Research Projects Ongoing under competitive		
	More than 30 lakhs as P.I (Co-PI – 5 Marks)	10	10
	20-30 lakhs (Co-PI – 2.5 Marks)	5	5
	Less than 10 lakhs as P.I (Co-PI – 1.25 Mark)	2.5	2.5
	d).RKVY/State Plan Research projects completed		
	More than 30 lakhs as P.I (Co-PI – 2.5 Marks)	05	05
	20-30 lakhs (Co-PI – 1.25 Marks)	2.5	2.5
	Less than 20 lakhs (Co-PI –0.75 Marks)	1.25	1.25
	d).RKVY/State Plan Research projects ongoing		
	More than 30 lakhs as P.I (Co-PI – 1.25 Marks)	2.5	2.5
	20-30 lakhs (Co-PI – 0.75 Marks)	1.25	1.25
	Less than 20 lakhs (Co-PI –0.50 Marks)	0.75	0.75
	(d) Consultancy projects completed		
	Above 5 lakhs	03	03
	1-5 lakhs	02	02
	0.1 to 1lakh	01	01
5	(a) Patents		
	International	20	20
	National	10	10
	(b) Awards/Fellowship		
	International(Exclusively from Foreign organisations)	07	07
	National (by government / Professional Scientific bodies only)	05	05
	State government /State Professional scientific bodies	2.5	2.5
	University	01	01

6	*Invited lectures / Resource Person/ paper presentation in Seminars/ Conferences/full paper in Conference Proceedings (Paper presented in		
	International (Abroad)	10	10
	International (within country)	07	07
	National	05	05
	State/University	02	02
7	Teaching		
	Lab Manuals preparation as authors @2 each	10	10
	No of UG Courses handled @5 for each course(benefit permissible only once for each course)	25	25
	No of PG Courses handled@ 3 for course(benefit permissible only once for each course)	15	15
	PG Examiner for outside universities@ 2 for each university	12	12
	UG Examiner for outside universities@ 1 for each university	12	12
8	Extension		
	Popular articles@2 each	10	10
	Extension Bulletins@ 5each	10	
	TV/Radio programmes etc@3 each	20	20
	Conduction of Training programmes for farmers/ field vets@3 each	15	15
	Conduction of Kisan melas Fairs@ 10each	20	20
9	Sample Analysis up to 200 per year-10 marks More than 200 -20Marks	20	20
10	Additional Responsibilities as Technical officer to University officers /Warden /OSA /Academic Advisor/NSS Program officer/ Placement Cell officer/NCC Officer@	20	20
11	Health Committees@2	10	10
12	Member of State and national Committees@ 4	12	12

13	Organization of National Conference as organizing secretaries /Winter/Summer Schools as Course Director@ 10 each	30	30
14	Experience in Farms/Research Stations/KVKs@ 3per year	15	15
15	Conferences attended @ 1 each	10	10
16	Post Doctoral Research experience	15	15
17	Income Generation Up to 30 lakhs-10 marks More than 30 lakhs-20	40	40

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

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

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

(a) Two authors: 70% of total value of publication for each author.

(b) More than two authors: 70% of total value of publication for the first/Principal/Corresponding author and 30% of total value of publication for each of the joint authors. Joint Projects: Principal Investigator and Co-investigator would get 50% each.

**Note:**

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



Table XII



**SRI VENKATESWARA VETERINARY UNIVERSITY, TIRUPATI**

**MARKS SHEET**

Date of interview: \_\_\_\_\_ Advt. No. \_\_\_\_\_

Direct Recruitment of Assistant Professor in the discipline of \_\_\_\_\_ in the Faculty of \_\_\_\_\_

Sl. No.	Name of the Candidate	Weightage to Academic Record	Interview performance	Total
		Score as per Table X		
		<b>80</b>	<b>20</b>	<b>100</b>
<b>1</b>				
<b>2</b>				

Expert Member      Expert Member      Expert Member      Member      Chairman

Dean of the Vice-Chancellor faculty

Nominated Academician

Table XIII



SRI VENKATESWARA VETERINARY UNIVERSITY, TIRUPATI

Score card for Direct recruitment of Associate Professor

Abstract

Sl No	Particulars	Marks Allotted
1	Academic Qualifications	20
2	Academic /Research/Extension Experience	15
3	Scientific Publications in cadre of Assistant Professor	15
4	Special Awards/Medals/Fellowships/Recognition for Academic excellence in cadre of Assistant Professor	05
5	Research Projects operated as Assistant Professor	10
6	Achievements in professional field in the cadre of Assistant Professor	05
7	Other Assignments at the University	10
8	Interview performance	20
	<b>Total</b>	<b>100</b>
Sl No	Particulars	Marks Allotted
<b>1</b>	<b>Academic Qualifications</b>	<b>20</b>
	A) Bachelor's degree: 05 Marks	
	I Class: 05 Marks; II Class: 4.0 Marks; III Class: 3.0 Marks	
	B) Master's degree: 7.0 Marks	
	I Class: 7.0 Marks; II Class: 4.0 Marks	
	C) Ph.D : 8.0 Marks	
	With International/Senior Research Fellowship: 8.0 Marks , Others: 5.0 Marks	
<b>2</b>	<b>Academic/Research/Extension Experience</b>	<b>15</b>
	a. Experience in teaching/Research/Extension/Corporate activities (University) in the cadre of Assistant Professor; 1.0 mark per year	
	b. Remote Area experience in the cadre of Assistant Professor 1.0 Marks per year (Max of 3.0 Marks)	
	c. Experience in Farms/KVK, 1.0 Marks per year (Max of 5.0 Marks)	

	d. Experience in national/ international organizations, 2.0 Marks per year (Max of 4 Marks)	
<b>3</b>	<b>Scientific Publications in the cadre of Assistant Professor</b>	<b>15</b>
	<p>Research Publications in NAAS Rated/SVVU Journals:</p> <ul style="list-style-type: none"> <li>▪ Journals with NAAS Rating of 4.0 and above: 1<sup>st</sup> Author: 3.0 Marks, 2<sup>nd</sup> Author: 2.0 Marks and 3<sup>rd</sup> and above: 1.0 Marks</li> <li>▪ Journals with NAAS Rating of below 4.0 and SVVU Journal:: 1<sup>st</sup> Author: 2.0 Marks, 2<sup>nd</sup> Author: 1.0 Marks and 3<sup>rd</sup> and above: 0.5 Marks</li> <li>▪ Journals Other than NAAS Rated /Research notes/ Review Articles on Scientific issues: 1.0 Marks (Max 2.0 Marks)</li> </ul>	
	<p>Papers/Abstracts in Seminars/Symposia/Conferences (Max of 3 Marks)</p> <ul style="list-style-type: none"> <li>▪ Full length papers presented in Seminars/ Conferences/ Symposia International level: 1 Mark, National level: 0.5 Mark and State/University level, 0.25 Marks</li> <li>▪ Abstract published in presented in Seminars/ Conferences/ Symposia: 0.5 Marks</li> </ul>	
	<p>Other Publications:</p> <ul style="list-style-type: none"> <li>▪ Technical (Related field) Books/Book Chapters (ISBN numbered only) : Author of Book : 04 Marks, Book Chapter : 02 Marks (Max of 4 Marks)</li> <li>▪ Manuals approved by University: 01 Mark each (Max of 02 Marks)</li> <li>▪ Research Bulletins/Extension Bulletins of University/State/National institutes, 0.25 Marks (Max of 2 Marks)</li> <li>▪ Popular Articles/Extension Leaflets/Farmer oriented booklets approved by University, 0.25 Marks (Max of 2 Marks)</li> </ul>	
<b>4</b>	<b>Special Awards/Medals/Fellowships/Recognition for Academic excellence in cadre of Assistant Professor</b>	<b>05</b>
	<p>International Awards (International bodies): 04 Marks, National and State level: 03, University level: 02 marks</p> <p>Fellow of National professional/Scientific organizations: 1.0 Mark each</p> <p>Best Paper presentation awards: 0.5 Marks</p>	
<b>5</b>	<b>Research Projects operated in the cadre of Assistant Professor</b>	<b>10</b>
	A. External Funded Research Projects handled granted through Competitive Research Grants like ICAR, DBT, DST, UGC (Other than state plan or RKVY projects)	
	<ul style="list-style-type: none"> <li>▪ Grants of 1 lakh to 10 lakhs For Principal Investigator (PI) 3.0 marks per project and Co-Principal Investigator (Co-PI) 1.5 marks per project</li> <li>▪ Grants of 10 lakh to 20 lakhs: For PI 4.0 marks and Co-PI 2.0 marks per project</li> <li>▪ Grants of 20 lakh and above: For PI 6.0 marks and Co-PI 3.0 marks per project</li> </ul>	
	B. RKVY/State/University funded projects 1.0 Marks for PI/Co-PI	
	C. Patents obtained: 2 Marks/patent, (Max of 4 Marks)	

<b>6</b>	<b>Achievements in professional field in the cadre of Assistant Professor</b>	<b>5</b>
	Post-doctoral research: 02 Marks/Year and 01 Marks/ >6 months and below 1 year (Max of 4 Marks)	
	PG Guidance: (Max of 2 Marks) Masters: Major advisor: 0.5 Mark, Minor: 0.25 Marks Ph D : Major advisor: 01 Mark, Minor : 0.5 Marks	
	Exposure to Symposium/Seminar/Summer or Winter Institute/Refresher Courses/ Workshops and Training Programme as Assistant Professor a) Attending 21 Days Summer or Winter Institute/Refresher Courses/Workshops : 01 Marks each b) Attending Symposium/Seminar/Training programme: 0.25 Marks, (Max of 2.0 Marks)	
	Conducting training programmes for farmers/fishermen/unemployed youth/household woman in farm, dairy, fishery related activities, 0.5 Marks each (Max of 3.0 Marks)	
<b>7</b>	<b>Other Assignments at the University in the cadre of Assistant Professor</b>	<b>10</b>
	Academic adviser (UG/PG)/Warden/Addl warden/Officer of student Activities/Office in-charge of Placement cell/NSS or NCC Officers/TO to University officers/Transport in-charges at Colleges in cadre of Assistant professors: 0.5 Marks/Year, (Max of 3.0 Marks)	
	Student tour leaders on North/South India: 0.5 Marks each (Max of 02 Marks)	
	Chairman or member of University level Committees appointed by University/State Govt.1.0 Marks as chairman, 0.5 Marks as member/Each, (Max of 2 Marks)	
	Chairman or member of College level Committees 0.5 Marks as chairman, 0.25 Marks as member/Each, (Max of 2 Marks)	
	TV Programmes on Scientific issues approved by SVVU: 0.5 Mark for each activity; (Max of 2 Marks)	
	Radio Programmes as approved by SVVU : 0.25 M/each talk, (Max of 2 Marks)	
	Assets Generated/Income generated as Incharge Coordinator 0.5 Marks for 1-10 lakhs 1.0 Marks for 10-20 lakhs 2.0 Marks for 20 and above lakhs (Max of 4 Marks)	
	Editor/Member of editorial boards of reputed Journals (not as referee) Editor 2.0 Mark and Member 1.0 Mark, (Max of 2 Mark)	
<b>8</b>	<b>Interview performance</b>	<b>20</b>
	<b>Total</b>	<b>100</b>

Table XIV



**SRI VENKATESWARA VETERINARY UNIVERSITY, TIRUPATI**

**Score card for Direct recruitment of Professor**

**Abstract**

<b>SINo</b>	<b>Particulars</b>	<b>Marks Allotted</b>
1	Academic Qualifications	20
2	Academic /Research/Extension Experience	15
3	Scientific Publications in cadre of Professor	15
4	Special Awards/Medals/Fellowships/Recognition for Academic excellence in cadre of Associate Professor	05
5	Research Projects operated as Professor	10
6	Achievements in professional field in the cadre of Professor	05
7	Other Assignments at the University	10
8	Interview performance	20
	<b>Total</b>	<b>100</b>

<b>SINo</b>	<b>Particulars</b>	<b>Marks Allotted</b>
<b>1</b>	<b>Academic Qualifications</b>	<b>20</b>
	A) Bachelor's degree: 05 Marks	
	I Class: 05 Marks; II Class: 04 Marks; III Class: 03 Marks	
	B) Master's degree: 07 Marks	
	I Class: 07 Marks; II Class: 04 Marks	
	C) Ph.D : With International/Senior Research Fellowship: 08 Marks , Others: 05 Marks	
<b>2</b>	<b>Academic/Research/Extension Experience</b>	<b>15</b>
	e. Experience in teaching/Research/Extension/Corporate activities (University) in the cadre of Associate Professor; 1.0 mark per year	
	f. Head of Research Stations/KVKs/ Research labs/Polytechnics with drawing	

	powers (As Associate Professor) 1.0 Mark/year / Head of the Departments of Colleges as Associate Professor: 0.5 M per Year (Max of 5 Marks)	
	g. Remote Area experience in the cadre of Associate Professor 1.0 Marks per year (Max of 3 Marks)	
	h. Experience in Farms/KVK, 1.0 Marks per year (Max of 5 Marks)	
	i. Experience in national/ international organizations, 2.0 Marks per year (Max of 4 Marks)	
<b>3</b>	<b>Scientific Publications in cadre of Associate Professor</b>	<b>15</b>
	Research Publications in NAAS Rated Journals: <ul style="list-style-type: none"> <li>▪ Journals with NAAS Rating of 4.0 and above: 1<sup>st</sup> Author: 3.0 Marks, 2<sup>nd</sup> Author: 2.0 Marks and 3<sup>rd</sup> and above: 1.0 Marks</li> <li>▪ Journals with NAAS Rating of below 4.0 and SVVU Journal:: 1<sup>st</sup> Author: 2.0 Marks, 2<sup>nd</sup> Author: 1.0 Marks and 3<sup>rd</sup> and above: 0.5 Marks</li> <li>▪ Journals Other than NAAS Rated /Research Notes/ Review Articles on Scientific issues as 1<sup>st</sup> Author only : 1.0 Marks (Max of 02 Marks)</li> </ul>	
	Papers/Abstracts in Seminars/Symposia/Conferences (Max of 3.0 Marks) <ul style="list-style-type: none"> <li>▪ Full length papers presented in Seminars/ Conferences/ Symposia International level: 1.0 Mark, National level: 0.5 Mark and State/University level, 0.25 Marks</li> <li>▪ Abstract published in presented in Seminars/ Conferences/ Symposia: 0.5 Marks</li> </ul>	
	Other Publications: <ul style="list-style-type: none"> <li>▪ Technical (Related field) (ISBN numbered only) : Author of Book : 04 Marks, Book Chapter : 02 Marks (Max of 4 Marks)</li> <li>▪ Manuals approved by University: 01 Mark each (Max of 02 Marks)</li> <li>▪ Research Bulletins/Extension Bulletins of University/State/National institutes, 0.25 Marks (Max of 2 Marks)</li> <li>▪ Popular Articles/Extension Leaflets/Farmer oriented booklets approved by University, 0.25 Marks (Max of 2 Marks)</li> </ul>	
<b>4</b>	<b>Special Awards/Medals/Fellowships/Recognition for Academic excellence in cadre of Associate Professor</b>	<b>05</b>
	International Awards (International bodies):: 04 Marks, National and State level: 03, University level: 02 Fellow of National professional/Scientific organizations: 1.0 Mark each Best Paper presentation awards: 0.5 Marks	
<b>5</b>	<b>Research Projects operated in the cadre of Associate Professor</b>	<b>10</b>

	A. External Funded Research Projects handled granted through Competitive Research Grants like ICAR, DBT, DST, UGC (Other than state plan or RKVY projects)	
	<ul style="list-style-type: none"> <li>▪ Grants of 1 lakh to 10 lakhs For Principal Investigator (PI) 3.0 marks per project and Co-Principal Investigator (Co-PI) 1.5 marks per project</li> <li>▪ Grants of 10 lakh to 20 lakhs: For PI 4.0 marks and Co-PI 2.0 marks per project</li> <li>▪ Grants of 20 lakh and above: For PI 6.0 marks and Co-PI 3.0 marks per project</li> </ul>	
	B. RKVY/State/University funded projects 1.0 Marks for PI/Co-PI	
	C. Patents obtained: 2 Marks/patent, (Max of 4 Marks)	
<b>6</b>	<b>Achievements in professional field in the cadre of Associate Professor</b>	<b>5</b>
	Post-doctoral research: 02 Marks/Year and 01 Marks/ >6 months and below 1 year (Max of 4 Marks)	
	PG Guidance: (Max of 3.0 Marks) Masters: Major advisor: 0.5 Mark, Minor: 0.25 Marks Ph D : Major advisor: 1.0 Mark, Minor : 0.5 Marks	
	Conducting/attending Symposium/Seminar/Summer or Winter Institute/ Refresher Courses/ Workshops and Training Programme as Associate Professor c) Conducting 21 Days Summer or Winter Institute/Refresher Courses/ Workshops: 3.0 Marks each, d) Other Trainings of 1.0 week and above duration; 1.0 Mark/each (Max of 2 Marks) e) Conducting Symposium/Conference as Organizing Secretary: 2.0 Marks f) Attending Symposium/Seminar/Training programme: 0.25 Marks, (Max of 2.0 Marks)	
	Conducting training programmes for farmers/fishermen/unemployed youth/household woman in farm, dairy, fishery related activities, 0.5 Marks each or Convener/Organizer of KisanMelas/Dairy/Food Melas 2.0 Marks (Max of 3.0 Marks)	
<b>7</b>	<b>Other Assignments at the University in the cadre of Associate Professor</b>	<b>10</b>
	Academic adviser (UG/PG)/Warden/Addl warden/Officer of student Activities/Office in-charge of Placement cell/NSS or NCC Officers/TO to University officers/Transport in charge (Colleges) in cadre of Associate professors: 0.5 Marks/Year, (Max of 3.0 Marks)	
	Student tour leaders on North/South India: 0.5 Marks each (Max of 02 Marks)	
	Chairman or member of University level Committees appointed by University 1.0 Marks as chairman, 0.5 Marks as member/Each, (Max of 2 Marks)	
	Chairman or member of College level Committees 0.5 Marks as chairman, 0.25 Marks as member/Each, (Max of 2 Marks)	
	TV Programmes on Scientific issues approved by SVVU: 0.5 Mark for each activity;	

	(Max of 2 Marks)	
	Radio Programmes as approved by SVVU : 0.25 M/each talk, (Max of 2 Marks)	
	Assets Generated/Income generated as Incharge Coordinator 0.5 Marks for 1-10 lakhs 1.0 Marks for 10-20 lakhs 2.0 Marks for 20 and above lakhs (Max of 4 Marks)	
	Editor/Member of editorial boards of reputed Journals (not as referee) Editor 2.0 Mark and Member 1.0 Mark, (Max of 2 Mark)	
<b>8</b>	<b>Interview performance</b>	<b>20</b>
	<b>Total</b>	<b>100</b>



Table XV



**SRI VENKATESWARA VETERINARY UNIVERSITY, TIRUPATI**

**Score card for Direct recruitment of Senior Professor**

**Abstract**

<b>SINo</b>	<b>Particulars</b>	<b>Marks Allotted</b>
1	Academic Qualifications	20
2	Academic /Research/Extension Experience	15
3	Scientific Publications in cadre of Associate Professor	15
4	Special Awards/Medals/Fellowships/Recognition for Academic excellence in cadre of Associate Professor	05
5	Research Projects operated as Associate Professor	10
6	Achievements in professional field in the cadre of Associate Professor	08
7	Other Assignments at the University	07
8	Interview performance	20
	<b>Total</b>	<b>100</b>

<b>SINo</b>	<b>Particulars</b>	<b>Marks Allotted</b>
<b>1</b>	<b>Academic Qualifications</b>	<b>20</b>
	A) Bachelor's degree: 05 Marks	
	I Class: 05 Marks; II Class: 04 Marks; III Class: 03 Marks	
	B) Master's degree: 07 Marks	
	I Class: 07 Marks; II Class: 04 Marks	
	C) Ph.D : With International/Senior Research Fellowship: 08 Marks , Others: 05 Marks	
<b>2</b>	<b>Academic/Research/Extension Experience</b>	<b>15</b>
	j. Experience in teaching/Research/Extension/Corporate activities (University) over and above 25 years; 2.0 mark per year	
	k. Head of Research Stations/KVKs/ Research labs/Polytechnics with drawing	

	powers (As Associate Professor and above) 1.0 Mark/year / Head of the Departments of Colleges as Associate Professor: 0.5 M per Year (Max of 5 Marks)	
	l. Remote Area experience 1.0 Marks per year (Max of 3 Marks)	
	m. Experience in Farms/KVK, 1.0 Marks per year (Max of 5 Marks)	
	n. Experience in national/ international organizations, 3.0 Marks per year (Max of 6 Marks)	
<b>3</b>	<b>Scientific Publications in cadre of Professor</b>	<b>15</b>
	<p>Research Publications in NAAS Rated Journals:</p> <ul style="list-style-type: none"> <li>▪ Journals with NAAS Rating of 4.0 and above: 1<sup>st</sup> Author: 3.0 Marks, 2<sup>nd</sup> Author: 2.0 Marks and 3<sup>rd</sup> and above: 1.0 Marks</li> <li>▪ Journals with NAAS Rating of below 4.0 :: 1<sup>st</sup> Author: 2.0 Marks, 2<sup>nd</sup> Author: 1.0 Marks and 3<sup>rd</sup> and above: 0.5 Marks</li> <li>▪ Journals Other than NAAS Rated /Research Notes/ Review Articles on Scientific issues as 1<sup>st</sup> Author only : 1.0 Marks (Max of 02 Marks)</li> </ul>	
	<p>Papers/Abstracts in Seminars/Symposia/Conferences (Max of 3.0 Marks)</p> <ul style="list-style-type: none"> <li>▪ Full length papers presented in Seminars/ Conferences/ Symposia International level: 1.0 Mark, National level: 0.5 Mark and State/University level, 0.25 Marks</li> <li>▪ Abstract published in presented in Seminars/ Conferences/ Symposia: 0.5 Marks</li> </ul>	
	<p>Other Publications:</p> <ul style="list-style-type: none"> <li>▪ Technical (Related field) (ISBN numbered only) : Author of Book : 04 Marks, Book Chapter : 02 Marks (Max of 4 Marks)</li> <li>▪ Manuals approved by University: 01 Mark each (Max of 02 Marks)</li> <li>▪ Research Bulletins/Extension Bulletins of University/State/National institutes, 0.25 Marks (Max of 2 Marks)</li> <li>▪ Popular Articles/Extension Leaflets/Farmer oriented booklets approved by University, 0.25 Marks (Max of 2 Marks)</li> </ul>	
<b>4</b>	<b>Special Awards/Medals/Fellowships/Recognition for Academic excellence in cadre of Professor</b>	<b>05</b>
	<p>International Awards (International bodies):: 04 Marks, National and State level: 03, University level: 02 Fellow of National professional/Scientific organizations: 1.0 Mark each Best Paper presentation awards: 0.5 Marks</p>	
<b>5</b>	<b>Research Projects operated in the cadre of Professor</b>	<b>10</b>

	A. External Funded Research Projects handled granted through Competitive Research Grants like ICAR, DBT, DST, UGC (Other than state plan or RKVY projects)	
	<ul style="list-style-type: none"> <li>▪ Grants of 1 lakh to 10 lakhs For Principal Investigator (PI) 3.0 marks per project and Co-Principal Investigator (Co-PI) 1.5 marks per project</li> <li>▪ Grants of 10 lakh to 20 lakhs: For PI 4.0 marks and Co-PI 2.0 marks per project</li> <li>▪ Grants of 20 lakh and above: For PI 6.0 marks and Co-PI 3.0 marks per project</li> </ul>	
	B. RKVY/State/University funded projects 1.0 Marks for PI/Co-PI	
	C. Patents obtained: 2 Marks/patent, (Max of 4 Marks)	
<b>6</b>	<b>Achievements in professional field in the cadre of Professor</b>	<b>8</b>
	Post-doctoral research: 03 Marks/Year and 1.5 Marks/ >6 months and below 1 year (Max of 6 Marks)	
	PG Guidance: (Max of 3.0 Marks) Masters: Major advisor: 0.5 Mark, Minor: 0.25 Marks Ph D : Major advisor: 1.0 Mark, Minor : 0.5 Marks	
	Conducting/attending Symposium/Seminar/Summer or Winter Institute/ Refresher Courses/ Workshops and Training Programme as Associate Professor g) Conducting 21 Days Summer or Winter Institute/Refresher Courses/ Workshops: 3.0 Marks each, h) Other Trainings of 1.0 week and above duration; 1.0 Mark/each (Max of 2 Marks) i) Conducting Symposium/Conference as Organizing Secretary: 2.0 Marks j) Attending Symposium/Seminar/Training programme: 0.25 Marks, (Max of 2.0 Marks)	
	Conducting training programmes for farmers/fishermen/unemployed youth/household woman in farm, dairy, fishery related activities, 0.5 Marks each or Convener/Organizer of KisanMelas/Dairy/Food Melas 2.0 Marks (Max of 3.0 Marks)	
<b>7</b>	<b>Other Assignments at the University in the cadre of Professor</b>	<b>7</b>
	Academic adviser (UG/PG)/Warden/Officer of student Activities/Office in-charge of Placement cell/NSS or NCC Officers/TO to University officers/Transport in charge (Colleges) in cadre of professor: 0.5 Marks/Year, (Max of 3.0 Marks)	
	Student tour leaders on North/South India: 0.5 Marks each (Max of 02 Marks)	
	Chairman or member of University level Committees appointed by University 1.0 Marks as chairman, 0.5 Marks as member/Each, (Max of 2 Marks)	
	Chairman or member of College level Committees 0.5 Marks as chairman, 0.25 Marks as member/Each, (Max of 2 Marks)	
	TV Programmes on Scientific issues approved by SVVU: 0.5 Mark for each activity; (Max of 2 Marks)	

	Radio Programmes as approved by SVVU : 0.25 M/each talk, (Max of 2 Marks)	
	Assets Generated/Income generated as Incharge Coordinator 0.5 Marks for 1-10 lakhs 1.0 Marks for 10-20 lakhs 2.0 Marks for 20 and above lakhs (Max of 4 Marks)	
	Editor/Member of editorial boards of reputed Journals (not as referee) Editor 2.0 Mark and Member 1.0 Mark, (Max of 2 Mark)	
<b>8</b>	<b>Interview performance</b>	<b>20</b>
	<b>Total</b>	<b>100</b>

**Table XVI**



**SRI VENKATESWARA VETERINARY UNIVERSITY, TIRUPATI**

**MARKS SHEET**

Date of interview: \_\_\_\_\_

Advt. No. \_\_\_\_\_

Direct Recruitment of Associate Professor and Professor in the discipline of \_\_\_\_\_  
in the Faculty of \_\_\_\_\_

Sl. No.	Name of the Candidate	Score obtained as per Table XIII/XIV excluding interview*	Interview performance	Total
		<b>80</b>	<b>20</b>	<b>100</b>
<b>1</b>				
<b>2</b>				

Expert Member

Expert Member

Expert Member

Member

Chairman

Dean of the Vice-Chancellor  
faculty

Nominated Academician

**\*To be eligible for Interview Minimum Score for Associate Professor and Professor is 75 and 120 respectively**

**Table XVII**



**SRI VENKATESWARA VETERINARY UNIVERSITY, TIRUPATI**

**MARKS SHEET**

Date of interview: \_\_\_\_\_

Advt. No. \_\_\_\_\_

Direct Recruitment of Senior Professorin the Faculty of \_\_\_\_\_

Sl. No.	Name of the Candidate	Score obtained as per Table XV excluding interview	Interview performance	Total
		<b>80</b>	<b>20</b>	<b>100</b>
<b>1</b>				
<b>2</b>				

Expert Member

Expert Member

Expert Member

Member

Chairman

Dean of the Vice-Chancellor  
faculty

Nominated Academician



## **SRI VENKATESWARA VETERINARY UNIVERSITY, TIRUPATI**

Sub: SVVU- Estt. - Revised UGC Pay Scales of 2016 for the Teachers - Implementation of Career Advancement Scheme for Teachers of SVVU- SVVU Teachers Career Advancement Scheme Regulations 2018 .

Ref:1.G.O.Ms.No.14, Higher Education (UE.II) Department Dated 13.02.2019 of Government, of.A.P.

2.UGC Regulations F.No.1-2/2017(EC/PS) Dated 18-7-2018

In exercise of the powers conferred by sub-section (1) of Section 43 of the Sri Venkateswara Veterinary University Act, 2005 (Andhra Pradesh Act 18 of 2005) read with Statute (3) of the additional statute made by the Board of Management with prior approval of the Government and issued in University Proceedings 275/SC/2007, dated.12.09.2007 the Board of Management of Sri Venkateswara Veterinary University hereby makes the following Regulations.

### **REGULATIONS GOVERNING CARRER ADVANCEMENT SCHEME-2018 IN SRI VENKATESWARA VETERINARY UNIVERSITY, TIRUPATI**

Short Title and Commencement:

1. i) These regulations may be called the SVVU Teachers (Career Advancement Scheme) Regulations 2018
- ii) They shall be deemed to have come into force with effect from 18.07.2018.
2. In these guidelines unless the context otherwise required.
  - a) The words and expressions not defined herein and used in the Act and Statutes of the University shall have the meaning assigned to them in the Act and Statutes.
  - b) The Expression “Assistant Professor / Associate Professor / Professor / Senior Professor” used in these guidelines shall include teachers in equivalent cadres in Teaching, Research and Extension.
  - c) Assistant Professor (Academic Level 10) means the scale of Rs.57,700-1,82,400/-
  - d) Assistant Professor (Senior Scale/Academic Level 11) means the Scale of Rs.68,900-2,05,500/-
  - e) Assistant Professor (Selection Grade/Academic Level 12) means the Scale of Rs.79,800-2,11,500
  - f) Associate Professor (Academic Level 13A) means the Scale of Rs. 1,31,400-2,17,100
  - g) Professor (Academic Level 14) means the Scale of Rs. 1,44,200-2,18,200
  - h) Senior Professor (Academic Level 15) means the Scale of Rs. 1,82,200-2,24,100

### 3. Objectives of the Scheme:

The objective of the Scheme is to provide for Career Advancement to the teachers leading to their Placement for moving to the next higher Academic Level i.e., from 10 to 11, 11 to 12, 12 to 13A, 13 A to 14 and 14 to 15

- a. Promotion of Assistant Professor to Assistant Professor (Senior Scale)
- b. Promotion of Assistant Professor (Senior Scale) to Assistant Professor (Selection Grade)
- c. Promotion of Assistant Professor (Selection Grade) to Associate Professor
- d. Promotion of Associate Professor to Professor
- e. Promotion of Professor to Senior Professor

### 4.0. Stages Of Promotion Under The Career Advancement Scheme Of Incumbent And Newly-Appointed Assistant Professors/Associate Professors / Professors

### 5.0. Career Advancement Scheme (CAS) for teachers

5.1. The Ph.D. Degree shall be a mandatory qualification for promotion to the post of Professor.

5.2. The Ph.D. Degree shall be a mandatory qualification for promotion to the post of Associate Professor.

5.3. The Ph.D. Degree shall be a mandatory qualification for promotion to the post of Assistant Professor (Selection Grade/Academic Level 12).

5.4. The entry-level Assistant Professors (Level 10) shall be eligible for promotion under the Career Advancement Scheme (CAS) through two successive levels (Level 11 and Level 12), provided they are assessed to fulfill the eligibility and performance criteria as laid down in the Regulations.

#### **I. Assistant Professor (Academic Level 10) to Assistant Professor (Senior Scale/Academic Level 11)**

Eligibility:

- i) An Assistant Professor who has completed four years of service with a Ph.D. degree or five years of service with PG Degree in Professional Courses, such as M.Tech, M.V.Sc., M.F.Sc or six years of service in case of those without a Ph.D./M.Phil./ PG Degree in a Professional course and satisfies the following conditions:
- ii) Attended one Orientation course of 21 days duration on teaching methodology;
- iii) Any one of the following: Completed Refresher/ Research Methodology Course/ Workshop/ Syllabus Up-gradation Workshop/ Training Teaching-Learning-Evaluation, Technology Programmes/Faculty Development Programmes of at least one week (5 days) duration, or completed one MOOCs course (with e-certification) or



development of e-contents in four-quadrants / MOOC's course during the assessment period; and

- iv) Published one research publication in the peer-reviewed journals/ NAAS rated or UGC/AICTE-listed/SCI Journals/SVVU Journal )as first author during assessment period.

#### **CAS Promotion Criteria:**

A teacher shall be promoted if;

- i) He/she gets a 'satisfactory' or 'good' grade in the annual performance assessment reports of at least three/four/five of the last four/five/six years of the assessment period as the case may be (as prescribed in Table 1), and;
- ii) The promotion is recommended by the screening-cum evaluation committee.

#### **II. Assistant Professor (Senior Scale/Academic Level 11) to Assistant Professor (Selection Grade/Academic Level 12)**

Eligibility:

- i. Assistant Professors who has completed five years of service in Academic Level 11/Senior Scale.
- ii. A Ph.D. Degree in the relevant/allied discipline.
- iii. Has done any two of the following in the last five years of Academic Level 11/Senior Scale: Completed a course / programme from amongst the categories of Refresher Courses/Research Methodology/Workshops/ Syllabus Up-gradation Workshop/ Teaching-Learning-Evaluation/ Technology Programmes / Faculty Development Programme of at least two weeks (ten days) duration (or completed two courses of at least one week (five days) duration in lieu of every single course/programme of at least two weeks (ten days) duration), or, completed one MOOCs course in the relevant subject (with e-certification); or contribution towards the development of e-content in 4-quadrant (at least one quadrant) minimum of 10 modules of a course/contribution towards the development of at least 10 modules of MOOCs course/ contribution towards conduct of a MOOCs course during the period of assessment.
- iv. Published three research papers during assessment period in the peer-reviewed journals / NAAS rated journals or UGC/AICTE-listed/SCI Journals/SVVU Journal) out of which two should be as first author

CAS Promotion Criteria:

A teacher shall be promoted if;

- i) The teacher gets a 'satisfactory' or 'good' grade in the annual performance assessment reports of at least four of the last five years of the assessment period, (**as prescribed in Table 1**) and;
- ii) The promotion is recommended by the Screening-cum-evaluation committee.

**III. Assistant Professor (Selection Grade/Academic Level 12) to Associate Professor (Academic Level 13A)**

- i. Assistant Professor who has completed three years of service in Academic Level 12/ Selection grade.
- ii. A Ph.D Degree in the concerned/allied/relevant discipline.
- iii. Any one of the following during last three years: completed one course / programme from amongst the categories of Refresher Courses/ Research Methodology Workshops/Syllabus Up-gradation Workshop/ Teaching-Learning-Evaluation Technology Programme/ Faculty Development Programme of at least two weeks (ten days) duration (or completed two courses of at least one week (five days) duration in lieu of every single course/programme of at least two weeks (ten days) duration); or completed one MOOCs course (with e- certification); or contribution towards the development of e-content in 4-quadrant (at least one quadrant) minimum of 10 modules of a course/contribution towards development of at least 10 modules of MOOCs course/ contribution towards conduct of a MOOCs course during the period of assessment.
- iv. A minimum of seven publications in the peer-reviewed journals/ NAAS rated journals/ UGC/AICTE-listed/SCI Journals/SVVU Journal) out of which three research papers should have been published during the assessment period out of which one shall be as first author.
- v. Evidence of having guided at least one Ph.D. candidate/at least two Masters students/obtained one external funded research project worth 10 lakhs or more during assessment period as PI /must have published at least three additional research papers in the NAAS rated journals during the assessment period.

CAS Promotion Criteria:

A teacher shall be promoted if;

- i) He/she gets a 'satisfactory' or 'good' grade in the annual performance assessment reports of at least two of the last three years of the assessment period as prescribed in **Table 1** and has a research score of at least 70 as prescribed in **Table 2**.
- ii) The promotion is recommended by a selection committee after interview.

**IV. Associate Professor (Academic Level 13A) to Professor (Academic Level 14)**

Eligibility:

- i. An Associate Professor who has completed three years of service in Academic Level **13 A**.
- ii. A Ph.D degree in the concerned/allied/relevant discipline.
- iii. A minimum of ten research publications in the peer- reviewed journals/ NAAS rated Journals or UGC/AICTE-listed/SCI journals/SVVU Journal ) out of which three research papers should have been published during the assessment period out of which one shall be as First Author.
- iv. Evidence of having successfully guided doctoral candidate during assessment period/obtained one external funded research project worth 15 lakhs or more during assessment period as PI /must have published at least three additional research papers in the NAAS rated journals or UGC/AICTE-listed/SCI/SVVU Journals during the assessment period as first or second author .
- v. A minimum of 110 Research Score as prescribed in **Table 2**.

CAS Promotion Criteria:

A teacher shall be promoted if;

- i) He/she gets 'satisfactory' or 'good' grade in the annual performance assessment reports of at least two of the last three years of the assessment period as prescribed in **Table 1** and at least 110 research score as prescribed in **Table 2**.
- ii) The promotion is recommended by a selection committee after interview.

**V. Professor (Academic Level 14) to Senior Professor (Academic Level 15)**

- A The promotion shall be based on academic achievement and favourable assessment during selection committee by three eminent subject experts who are not of the rank lower than the rank of a Senior Professor or a Professor having at least ten years of

experience. The selection shall be based on 10 best publications during the last 10 years and interaction with a Selection Committee .

Eligibility:

- i. Ten years' experience as a Professor(Academic level 14).
- ii. A minimum of ten publications in the peer-reviewed/NAAS Rated journals or UGC/AICTE-listed/SCI journals/SVVU Journal during assessment period.
- iii. Ph.D. degree has been successfully awarded to two candidates under his/her supervision during the assessment period/obtained one external funded research project worth 20 lakhs or more during assessment period as PI /must have published at least three additional research papers in the NAAS rated journals during the assessment period/should have a good to outstanding performance score during the assessment period.

#### **6.0. Career Advancement Scheme (CAS) for Librarians**

- i) The following provisions apply only to those personnel who are not involved in the teaching of Library Science and where Library Science is not a teaching department.

#### **I. From Assistant Professor of Library and Information Science/Assistant Librarian (Academic level 10) to Assistant Professor of Library and Information Science /Assistant Librarian (Senior Scale/Academic level 11)**

Eligibility:

An Assistant Professor of Library and Information Science /Assistant Librarian who is in Academic Level 10 and has completed four years of service having a Ph.D. degree in Library Science/ Information Science/ Documentation Science or an equivalent degree or five years of experience, having at least a M.Phil.degree, or six years of service for those without a M.Phil or a Ph.D. degree.

- (i) He/she has attended at least one Orientation course of 21 days' duration; and
- (ii) Training, Seminar or Workshop on automation and digitalisation, maintenance and related activities, of at least 5 days as **per table 3**.

CAS Promotion Criteria:

An Assistant Professor of Library and Information Science /Assistant Librarian may be promoted if:

- i) He/she gets a 'satisfactory' or 'good' grade in the annual performance assessment reports of at least three/four/five out of the last four/five/six years of the assessment period as the case may be as specified **in table 3**.
- ii) The promotion is recommended by a screening-cum-evaluation committee.

**II. From Assistant Professor of Library and Information Science/Assistant Librarian(Senior Scale/Academic level11) to Assistant Professor of Library and Information Science University Assistant Librarian(Selection Grade/Academic level 12)**

Eligibility:

- 1) He/she has completed five years of service in that grade.
- 2) He/she has done any two of the following in the last five years:
  - (i) Training/Seminar/Workshop/Course on automation and digitalisation,
  - (ii) Maintenance and other activities as **per Table 3** of at least two weeks (ten days) duration (or completed two courses of at least one week (five days) duration in lieu of every single course/programme of at least two weeks (ten days) duration), (iii) Taken/developed one MOOCs course in the relevant subject (with e-certification), or
  - (iv) Library up-gradation course.

CAS Promotion Criteria:

An individual shall be promoted if:

- i. He/she gets a 'satisfactory' or 'good' grade in the annual performance assessment reports of at least four out of the last five years of the assessment period, as specified in table**Table3** and;
- ii. The promotion is recommended by a screening-cum-evaluation committee.

**III. From Assistant Professor of Library and Information Science /Assistant Librarian (Selection Grade/Academic level 12) to Associate Professor of Library and Information Science/Deputy Librarian (Academic Level 13A)**

- 1) He/she has completed three years of service in that grade.
- 2) He/she has done any one of the following in the last three years:
  - (i) Training/Seminar/Workshop/Course on automation and digitalization,
  - (ii) Maintenance and related activities as per Appendix II,Table 4 of at least two weeks' (ten days) duration, (iii) Completed two courses of at least one week (five days) duration in lieu of every single course/programme of at least two weeks (ten

days) duration), (iv) Taken/developed one MOOCs course in the relevant subject (with e-certification), and (v) Library up-gradation course.

CAS Promotion Criteria:

An individual shall be promoted if:

- i. He/she gets a 'satisfactory' or 'good' grade in the annual performance assessment reports of at least two out of the last three years of the assessment period, as specified in **Table 3** and
- ii. The promotion is recommended by a Selection Committee constituted as per these Regulations on the basis of the interview performance.

**IV. From Associate Professor of Library and Information Science/Deputy Librarian (Academic Level 13A) to Associate Professor of Library and Information Science /Deputy Librarian (Academic Level 14) shall be the following:**

- 1) He/she has completed three years of service in that grade.
- 2) He/she has done any one of the following in the last three years:  
(i) Training/Seminar/Workshop/Course on automation and digitalization,  
(ii) Maintenance and related activities **as per Table 3** of at least two weeks (ten days) duration, (iii) Completed two courses of at least one week (five days) duration in lieu of every single course/programme of at least two weeks (ten days) duration), (iv) Taken/developed one MOOCs course in the relevant subject (with e-certification), and (v) Library up-gradation course.
- 3) Evidence of innovative library services, including the integration of ICT in a library.
- 4) A Ph.D. Degree in Library Science/Information Science/ Documentation /archives and Manuscript-Keeping

CAS Promotion Criteria:

An individual shall be promoted if:

- i. He/she gets a 'satisfactory' or 'good' grade in the annual performance assessment reports of at least two out of the last three years of the assessment period, as specified **in table 3**.
- ii. The promotion is recommended by a Selection Committee constituted as per these Regulations on the basis of the interview performance.

## **7.0. Career Advancement Scheme (CAS) for personnel of Physical Education and Sports**

i) The following provisions apply only to those personnel who are not involved in teaching physical education and sports and where Physical Education and Sports is not a teaching department .

### **I. From Assistant Professor /Assistant Director of Physical Education and Sports (Academic Level 10) to Assistant Professor /Assistant Director of Physical Education and Sports (Senior Scale/Academic Level 11)**

Eligibility:

- i. He/she has completed four years of service with a Ph.D. degree in Physical Education or Physical Education & Sports or Sports Science or five years of service with an M.Phil. degree or six years of service for those without an M.Phil or Ph.D. degree in Academic Level 10.
- ii. He/she has attended one Orientation course of 21 days' duration; and
- iii. He/she has done any one of the following:
  - a) Completed Refresher / Research Methodology Course/ workshop,
  - b) Training Teaching-Learning-Evaluation Technology Programme/ Faculty Development Programme of at least 5 days duration and (c) Taken/developed one MOOCs course (with e-certification).

CAS Promotion Criteria:

An individual may be promoted if:

- i. He/she gets a 'satisfactory' or 'good' grade in the annual performance assessment reports of at least three/four/five of the last four/five/six years of the assessment period as the case may be, as specified in **Table 4** and
- ii. The promotion is recommended by a screening-cum-evaluation committee.

### **II. From Assistant Professor /Assistant Director of Physical Education and Sports (Senior Scale/Academic Level 11) to Assistant Professor / Assistant Director of Physical Education and Sports (Selection Grade/Academic Level 12)**

- 1) He/she has completed five years of service in Senior Scale/Academic Level 11.
- 2) He/she has done any two of the following in the last five years:
  - (i) Completed one course / programme from among the categories of refresher courses, research methodology workshops,

- (ii) Teaching-Learning-Evaluation Technology Programmes /Faculty Development Programmes of at least two weeks (ten days) duration,
- (ii) Completed two courses of at least one week(five days) duration in lieu of every single course/programme of at least two weeks (ten days) duration), and (iv) Taken/developed one MOOCs course in the relevant subject(with e-certification).

CAS Promotion Criteria:

An individual may be promoted if;

- i. He/she gets a 'satisfactory' or 'good' grade in the annual performance assessment reports of at least four out of the last five years of the assessment period as specified in **Table 4** and;
- ii. The promotion is recommended by a screening-cum-evaluation committee .

**III. From Assistant Professor / Assistant Director of Physical Education and Sports (Selection Grade/Academic Level 12) to Associate Professor / Deputy Director of Physical Education and Sports (Academic Level 13 A)**

- 1) He/she has completed three years of service in Selection Grade/Academic Level 12.
- 2) He/she has done any one of the following during last three years: (i)Completed one course / programme from among the categories of Refresher Courses, Research Methodology Workshop, (ii)Teaching-Learning-EvaluationTechnology Programmes / Faculty Development Programmes of at least two weeks (ten days) duration (or completed two courses of at least one week (five days) duration in lieu of every single course/programme of at least two weeks (ten days) duration), (iii) Taken / developed one MOOCs course in relevant subject (with e-certification).

CAS Promotion Criteria:

An individual may be promoted if;

- i. He/she gets a 'satisfactory' or 'good' grade performance assessment reports of at least two out of the last three years of the assessment period as specified in **table.4**
- ii. The promotion is recommended by a selection committee constituted as per these Regulations on the basis of the interview performance.

**IV. From Associate Professor / Deputy Director of Physical Education and Sports(Academic Level 13A) to Associate Professor / Deputy Director of Physical Education and Sports(Academic Level 14) shall be the following:**

- 1) He/she has completed three years of service in Academic Level 13A.



- 2) He/she has done any one of the following during last three years: (i) Completed one course / programme from among the categories of Refresher Courses, Research Methodology Workshop, (ii) Teaching- Learning-Evaluation Technology Programmes / Faculty Development Programmes of at least two weeks (ten days) duration (or completed two courses of at least one week (five days) duration in lieu of every single course/programme of at least two weeks (ten days) duration), (iii) Taken / developed one MOOCs course in relevant subject (with e-certification).
- 3) Evidence of organising competitions and coaching camps of at least two weeks' duration.
- 4) Evidence of having produced good performance of teams/athletes for competitions like state/national/inter-university/combined university, etc.
- 5) A Ph.D. in Physical Education or Physical Education and Sports or Sports Science.

**CAS Promotion Criteria:**

An individual may be promoted if;

- i. He/she gets a 'satisfactory' or 'good' grade performance assessment reports of at least two out of the last three years of the assessment period as specified as specified in **Table.4.**
- ii. The promotion is recommended by a selection committee on the basis of the interview performance.

8.0. The "Screening-cum-Evaluation Committee" for CAS promotion of Assistant Professors/equivalent cadres in Library and information science/Physical Education and Sports from one level to the other higher level shall consist of:

**A. For University teachers:**

- i. The Vice-Chancellor or his/her nominee shall be the Chairperson of the Committee;
- ii. The Dean of the Faculty concerned;
- iii. The University Head of the Department/ Professor nominated by vice-chancellor and
- iv. One subject expert in the subject concerned nominated by the Vice-Chancellor from the University panel of experts.

**B. For Assistant Prof of Library and Information Science/ Assistant Librarian:**

- i. The Vice-Chancellor shall be the Chairperson of the Committee;
- ii. The Dean of the Faculty concerned;

- iii. The university Librarian/professor of library and information science/ Professor nominated by vice chancellor and
- iv. One expert in library and information science nominated by the Vice-Chancellor from the University panel of experts.

**C. For Assistant Professor/Assistant Director, Physical Education and Sports:**

- i. The Vice-Chancellor shall be the Chairperson of the Committee;
- ii. The Dean of the Faculty concerned
- iii. The University Director/professor of Physical Education and Sports/; Professor nominated by vice chancellor and
- iv. One expert in Physical Education and Sports Administration from University system nominated by the Vice-Chancellor from the University panel of experts.

Note: The quorum for these committees in all categories shall be three which will include one subject expert.

9.0. The Screening-cum-Evaluation Committee on verification/evaluation of grades secured by the candidate through the Assessment Criteria and Methodology Proforma designed by the respective university based on these Regulations and as per the minimum requirement specified:

- (a) Table 1 for each of the cadre of Assistant Professor;
- (b) Table 3 for each of the cadre of Librarian; and
- (c) Table 4 for each of the cadre of Physical Education and Sports

shall recommend to the Board of Management of the University about the suitability for the promotion of the candidate(s) under CAS for implementation.

**10.0 Selection Procedure:** In order to make the system more credible, university may assess the ability for teaching and / or research aptitude through a seminar or lecture in a classroom situation or discussion on the capacity to use the latest technology in teaching and research at the interview stage for the CAS promotions, wherever selection committees are prescribed in these Regulations.

The Internal Quality Assurance Cell (IQAC) in University with the Vice-Chancellor, as Chairperson shall act as the documentation and record-keeping Cell for the institution, including assistance in the development of Assessment Criteria and Methodology Proforma based on these Regulations.

- A. The Assessment of the performance of University teachers for the CAS promotion is based on the following criteria:

- i. **Teaching-Learning and Evaluation:** The commitment to teaching based on observable indicators such as being regular to class, punctuality to class, remedial teaching and clarifying doubts within and outside the class hours, counselling and mentoring, additional teaching to support the college/university as and when the need arises etc. Examination and evaluation activities like performing of examination supervision duties, question-papers setting for university/college examinations, participation in the evaluation of examination answer scripts, conducting examinations for internal assessment as per the schedule to be announced by the institution at the beginning of each Academic Session and returning and discussing the answers in the class.
- ii. **Personal Development Related to Teaching and Research Activities:** Attending orientation/refresher/methodology courses, development of e-contents and MOOC's, organising seminar/ conference/ workshop / presentation of papers and chairing of sessions/guiding and carrying out research projects and publishing the research output in national and international journals etc.
- iii. **Administrative Support and Participation in Students' Co- curricular and Extra-curricular Activities.**

#### B. Assessment Process

The following three-step process is recommended for carrying out assessment for promotion under the CAS at all levels:

Step 1: The university teachers shall submit to university an annual self-appraisal report in the prescribed Proforma to be designed based on **Tables 1 to 5 of Appendix II**. The report should be submitted at the end of every academic year, within the stipulated time. The teacher will provide documentary evidence for the claims made in the annual self-appraisal report, which is to be verified by the HOD. The submission should be through the Head of the Department (HOD).

Step: 2: After completion of the required years of experience for promotion under CAS and fulfilment of other requirements indicated below, the teacher shall submit an application for promotion under CAS.

Step 3: A CAS Promotion shall be granted as mentioned in **Clauses 6.4** of these Regulations.

#### 11.0.Assessment Criteria and Methodology:

- a. **Tables 1 to 3 of Appendix II** are applicable to Assistant Professors/ Associate Professors/ Professors/Senior Professor in Universities under Career Advancement Scheme .
- b. **Table 4 of Appendix II** is applicable to Assistant Librarians and Deputy Librarians for promotion under Career Advancement Scheme; and
- c. **Table 5 of Appendix II** is applicable to Assistant Directors of Physical Education and sports and Deputy Directors/Directors of Physical Education and Sports for promotions under Career Advancement Scheme

For the purpose of assessing the grading of activity, all such periods of duration which have been spent by the teacher on different kinds of paid leaves such as Maternity Leave, Child Care Leave, Study Leave, Medical Leave, Extraordinary Leave and Deputation shall be excluded from the grading assessment. The teacher shall be assessed for the remaining period of duration and the same shall be extrapolated for the entire period of assessment to arrive at the grading of the teacher. The teacher on such leaves or deputation as mentioned above shall not be put to any disadvantage for promotion under CAS due to his/her absence from his/her teaching responsibilities subject to the condition that such leave/deputation was undertaken with the prior approval of the competent authority following all procedures laid down .

12.0.The constitution of the Selection Committees and Selection Procedure as well as the Assessment Criteria and Methodology through Career Advancement Scheme, shall be in accordance with the Regulations.

13.0.The criteria for promotions under Career Advancement Scheme laid down under these Regulations shall be effective from the date of notification of these Regulations by UGC i.e 18-7-2018. However, to avoid hardship to those faculty members who have already qualified or are likely to qualify shortly under the existing regulations, a choice may be given to them for being considered for promotions under the existing Regulations. This option can be exercised only within three years from the date of notification of these Regulations.

- I. A teacher who wishes to be considered for promotion under the CAS may submit in writing to the university, within three months in advance of the due date, that he/she fulfils all the requirements under the CAS and submit to the university the Assessment Criteria and Methodology Proforma as evolved by the university supported by all credentials as per the Assessment Criteria and Methodology guidelines set out in these Regulations. In order to avoid any delay in holding the Selection Committee meetings for various positions under the CAS, the University may initiate the process of screening/selection and complete the process within six months from the

receipt of application. Further, in order to avoid any hardship, the candidates who fulfil all other criteria mentioned in these Regulations, as on and till the date on which these regulations are notified, can be considered for promotion from the date, on or after the date, on which they fulfil these eligibility conditions.

14.0. The Selection Committee specifications are as under

**Associate Professor**

(a) The Selection Committee for the post of Associate Professor shall have the following composition:

- i. The Vice- Chancellor shall be the Chairperson of the Committee.
- ii. Three experts in the subject/field concerned nominated by the Vice-Chancellor, out of the panel of names approved by the relevant statutory body of the university.
- iii. Dean of the faculty.
- iv. An academician representing any one of the SC/ST/BC/ Minority / Women / Differently-abled categories, if any of candidates belonging to any of these categories is the applicant, to be nominated by the Vice Chancellor, if any of the above members of the selection committee does not belong to that category.

(b) At least four members, including two outside subject experts, shall constitute the quorum

**Professor**

(a) The Selection Committee for the post of Professor shall consist of the following persons :

- i. Vice-Chancellor who shall be the Chairperson of the Committee.
- ii. Three experts in the subject/field concerned to be nominated by the Vice- Chancellor out of the panel of names approved by the relevant statutory body of the university concerned.
- iii. Dean of the faculty
- iv. An academician belonging to any one of the SC/ST/BC/ Minority / Women / Differently-abled categories, if any of the candidates representing these categories is the applicant, to be nominated by the Vice-Chancellor, if any of the above members of the selection committee does not belong to that category.

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

## **Senior Professor**

(a) The Selection Committee for the post of Senior Professor in the University shall consist of the following persons:

- i. Vice Chancellor who shall be the Chairperson of the Committee.
- ii. Three experts not below the rank of a Senior Professor/Professor with a minimum of ten years experience in the subject/field concerned nominated by the Vice-Chancellor out of the panel of names approved by the relevant statutory body of the university.
- iii. Dean (not below the rank of Senior Professor/Professor with minimum ten years experience) of the faculty, wherever applicable.
- iv. An academician (not below the rank of a Senior Professor/Professor with minimum ten years experience) representing any one of the SC/ST/BC/ Minority / Women / Differently-abled categories, if any of candidates representing these categories is the applicant, to be nominated by the Vice Chancellor, if any of the above members of the selection committee do not belong to that category.

(b) Four members, including two outside subject experts, shall constitute the quorum.

15.0. Selection Committees for the posts of Associate Professor/ Deputy Director of Physical Education and Sports and Associate Professors of Library and Information Science/Deputy Librarian shall be the same as that of Associate Professor except that in Library and Physical Education and Sports practicing Professor of Library and Information Science/University Librarian/Professor/Director Physical Education and Sports, as the case may be, shall be associated with the Selection Committee as one of the subject experts.

16. The selection process shall be completed on the day/last day of the selection committee meeting, wherein the minutes are recorded and recommendation made on the basis of the performance of the interview are duly signed by all members of the selection committee in the minutes.

17. For all screening Committees specified in these Regulations, Head of Department / Teacher-In-charge should be either in the same or higher rank/ position than the rank/position for which the interview is to be held.

18.0. The promotion under the CAS being a personal promotion to a teacher holding a substantive sanctioned post, on his/her superannuation, the said post shall revert back to its original cadre.

19.0. For the promotion under the CAS, the applicant teacher must be on the role and in active service of the University on the date of consideration by the Selection Committee.

20.0. The candidate shall offer himself/herself for assessment for promotion, if he/she fulfils the minimum grading specified in the relevant Assessment Criteria and Methodology Tables, by submitting an application and the required Assessment Criteria and Methodology Proforma. He/she can do so three months before the due date. The university shall send a general circular twice a year (June and December), inviting applications for the CAS promotions from the eligible candidates.

- i. If a candidate applies for promotion on completion of the minimum eligibility period and is successful, the date of promotion shall be from that of minimum period of eligibility.
- ii. If, however, the candidate finds that he/she would fulfil the CAS promotion criteria at a later date and applies on that date and is successful, his/her promotion shall be effected from that date of the candidate fulfilling the eligibility criteria.
- iii. The candidate who does not succeed in the first assessment, he/she shall have to be re-assessed only after one year. When such a candidate succeeds in the eventual assessment, his/her promotion shall be deemed to be one year from the date of rejection.
- iv. Regarding the cases pending for promotions from one Academic Level/Grade Pay to another Academic Level/Grade Pay under the Career Advancement Scheme provided under the 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 its subsequent amendments, the teachers shall be given the option to be considered for the promotion from one Academic Level/Grade Pay to another Academic Level/Grade Pay as per the following:
  - (a) The teachers shall be considered for promotion from one Academic Level/Grade Pay to another as per the CAS under these Regulations.

OR

- (b) The faculty members shall be considered for the promotion from one Academic Level/Grade Pay to another as per the CAS provided under the 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 its amendments with relaxation in the requirements of Academic Performance Indicators (API) based Performance Based Appraisal System (PBAS) upto the date of notification of these Regulations.

The relaxation in the requirements of Academic Performance Indicators (API) based Performance Based Appraisal System (PBAS) up to the date of notification of these Regulations for the promotion from one Academic Level/Grade Pay to another under CAS as provided in 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 its amendments, is defined as under :

- i. Exemption from scoring under Category I, as defined in Appendix III of said above mentioned 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 its amendments including University Grants Commission (Minimum Qualifications for Appointment of Teachers and other Academic Staff in Universities and Colleges and Measures for the Maintenance of Standards in Higher Education) (4<sup>th</sup> Amendment), Regulations, 2016, for faculty and other equivalent cadre positions.
- ii. Scoring in Category II and Category III for faculty and other equivalent cadre positions shall be as provided for in the 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 with the following combined minimum API score requirement for Category II and Category III taken together, as mentioned below.

Note: There shall be no minimum API score requirement for Category II and Category III individually.



**TABLE-A**

(Minimum API requirement for the promotion of teachers under CAS)

S. No		Assistant Professor(Stage-1/ AGP Rs.6000/-to Stage-2/ AGP Rs.7000/)	Assistant Professor (Stage-2/ AGP Rs.7000/- to Stage-3/AGP Rs.8000/)	Assistant Professor (Stage-3/ AGP Rs.8000/) to Associate Professor(Stage-4/AGP Rs.9000/-)	Associate Professor (Stage-4/ AGP Rs.9000/- to Professor(Stage-5/AGP Rs.10000/-)
1	Research and Academic Contribution (Category III)	40/ Assessment Period	100/ Assessment Period	90/ Assessment Period	120/ Assessment Period
2	Expert Assessment System	Screening Committee	Screening Committee	Selection Committee	Selection Committee

**Table-B**

(Minimum API requirement for the promotion of Library staff under CAS)

S.N		Assistant Librarian(Stage 1/AGP Rs.6000/- To Stage 2/AGP Rs.7000/-)	Assistant Librarian (Stage 2/AGP Rs.7000/- to Stage-3/AGP Rs.8000/-)	Assistant Librarian (Selection Grade/Deputy Librarian) (Stage- 3/ AGP Rs.8000/) to Deputy Librarian (Stage4/AGP Rs.9000/-)	Deputy Librarian (Stage 4/AGP Rs.9000/-) to Deputy Librarian (Stage 5 AGP Rs10,000/-)
1	Research and Academic contribution (Category III)	40/assessment period	100/assessment period	90/assessment period	120 per assessment period
2	Expert assessment system	Screening Committee	Screening Committee	Selection Committee	Selection committee

**Table-C**

(Minimum API requirement for the promotion of University Director/Deputy Director/Assistant Director, Physical Education and Sports)

S.No.		Assistant Director (Stage 1/AGP Rs.6000/- to Stage-2/AGP Rs.7000/-)	Assistant Director (Stage 2/AGP Rs.7000/-) to Assistant Director (Selection Grade)/Deputy Director (Stage 3/AGP Rs.8000/-)	Assistant Director (Selection Grade)/Deputy Director (Stage 3/ AGP Rs.8000/-) to Deputy Director (Stage4/AGP Rs.9000/-)	Deputy Director (Stage- 4/ AGP Rs.9000/-) to Deputy Director (Stage 5 AGP Rs10,000/-)
1	Research and Academic contribution (Category III)	40/assessment period	100/assessment period	90/assessment period	120/ assessment period
2	Expert assessment system	Screening Committee	Screening Committee	Selection Committee	Selection committee

III. The requirement for Orientation course and Refresher course for promotions due under the CAS shall not be mandatory up to 31<sup>st</sup> December, 2018.

**21.0.Counting of Past Services for 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 organisations such as the CSIR, ICAR, DRDO, UGC, ICSSR, ICHR, ICMR and DBT, should count for the promotion under the CAS of a teacher as Assistant Professor, Associate Professor, Professor or any other nomenclature, 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 concerned Assistant Professor, Associate Professor and Professor should possess the same minimum qualifications as prescribed by the UGC for appointment to the post of Assistant Professor, Associate Professor and Professor, as the case may be.
- d. The post was filled in accordance with the prescribed selection procedure as laid down in the Regulations of the University/State Government/Central Government/Institutions concerned, for such appointments.
- e. The previous service shall be counted for promotion under CAS provided that:
  - i. The essential qualifications of the post held were not lower than the qualifications prescribed by the UGC for Assistant Professor, Associate Professor and Professor, as the case may be
  - ii. The incumbent was appointed on the recommendation of a duly constituted Selection Committee of respective university/Organization.
- f. The incumbent was drawing total gross emoluments not less than the monthly gross salary of a regularly appointed Assistant Professor, Associate Professor and Professor, as the case may be.

**Table 1**

Assessment Criteria and Methodology for University Teachers Under CAS for Promotion to Asst Professor (Senior Scale), Asst Professor (Selection Grade), Associate Professor and Professor

Activity	Grading Criteria
<p>1.Teaching: (Number of classes taught/total classes assigned)x100%            (Classes taught includes sessions on tutorials, lab and other teaching related activities) or Regularity in attending Farm/Lab/extension centre/clinics            Or Regularity in attending Technical officer duties etc            Calculated in terms of % of days of days classes taught/attended duty to the total number of days expected to teach/attend duty</p>	<p>80% &amp; above - Good            Below 80% but 70% &amp; above-Satisfactory            Less than 70% - Not satisfactory</p>
<p>2.Involvement in the University/College students related activities/research activities:            (a)Administrative responsibilities such as Head/ Dean/ Director/ Co-ordinator, Warden/special officer etc.            (b)Examination and evaluation duties assigned by the college / university or attending the examination paper evaluation/Internship evaluation            (Or)Animal production activities like culling/purchase/valuation/feed formulation and production            (Or) Clinical and Health services including sample analysis/screening            (Or) Extension and field based activities like Radio/TV Programs/FLD/OFT/Training/Skill development programs            (OR) Technical assistance to University officers            (c) Student related co-curricular, extension and field based activities such as student clubs,career counselling, study visits, student seminars and other events, cultural, sports,NCC, NSS and community services, Officer in charge library/transport/cooperative stores, canteen etc.,Warden/additional warden            (d) Organising seminars/ conferences/ workshops, other college/university activities.            (e) Evidence of actively involved in guiding Ph.D students.            (f) Conducting minor or major research project sponsored by national or international agencies.            g)Editorial committee/Chairman/Member at university/State/National/International level            (h)At least one single or joint publication in peer-reviewed NAAS Rated or UGC/AICTE listed/SCI Journals</p>	<p>Good - Involved in at least 3 activities            Satisfactory - 1-2 activities            Not-satisfactory - Not involved / undertaken any of the activities</p> <p>Note:            Number of activities can be within or across the broad categories of activities`</p>

**Table 2**

**Methodology for University Teachers for calculating Academic/Research Score for Promotion under CAS to Associate Professor and Professor**

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

**The minimum score for Associate Professor and Professor shall be 70 and 110 respectively**

Sl No	Academic/Research Activity	Faculty of Sciences /Engineering / Agriculture / Medical /Veterinary Sciences	Faculty of Library /Physical Education/ Management
1	Research Papers in Peer-Reviewed / NAAS Rated /UGC/AICTE-listed/SCI Journals/SVVU Journal	15 per paper	15 per paper
2	Publications (other than Research papers) with ISBN Number		
	Books authored which are published by ;		
	International publishers	12	12
	National Publishers	10	10
	Chapter in Edited Book	05	05
	Editor of Book by International Publisher	10	10
	Editor of Book by National Publisher	08	08
3	Creation of ICT mediated Teaching Learning pedagogy and content and development of new and innovative courses and curricula		
	(a) Development of Innovative pedagogy	05	05
	(b) Design of new curricula and courses	05 per curricula/course	05 per curricula/course
	(c) MOOCs		
	Development of complete MOOCs in 4 quadrants (420credit course)(In case of MOOCs of lesser credits 05 marks/credit)		20

	MOOCs per module/lecture	05	05
	Content writer/subject matter expert for each module of MOOCs	02	02
	Course Coordinator for MOOCs (4 credit course)(Incase of MOOCs of lesser credits 02 marks/credit)	08	08
	(d) E-Content		
	Development of e-Content in 4 quadrants for acomplete course/e-book	12	12
	e-Content (developed in 4 quadrants) per module	05	05
	Contribution to development of e-content module incomplete course/paper/e-book	02	02
	Editor of e-content for complete course/ paper /e-book	10	10
4	(a) Research guidance		
	Ph.D.	10 per degree awarded as Chairman	10 per degree awarded as Chairman
		05 per thesis submitted as Chairman	05 per thesis submitted as Chairman
		3 per degree awarded as member	3 per degree awarded as member
		1.5 per thesis submitted as member	1.5 per thesis submitted as member
	M.Phil./P.G dissertation	05 per degree awarded as chairman	05 per degree awarded as chairman
		1.5 per degree awarded as member	1.5 per degree awarded as member

	(b) Research Projects Completed under competitive grant		
	More than 30 lakhs as P.I (Co-PI – 10 Marks)	20	20
	20-30 lakhs (Co-PI – 0.5 Marks)	10	10
	Less than 20 lakhs (Co-PI – 2.5 Marks)	05	05
	(c) Research Projects Ongoing under competitive		
	More than 30 lakhs as P.I (Co-PI – 5 Marks)	10	10
	20-30 lakhs (Co-PI – 2.5 Marks)	5	5
	Less than 10 lakhs as P.I (Co-PI – 1.25 Mark)	2.5	2.5
	d).RKVY/State Plan Research projects completed		
	More than 30 lakhs as P.I (Co-PI – 2.5 Marks)	05	05
	20-30 lakhs (Co-PI – 1.25 Marks)	2.5	2.5
	Less than 20 lakhs (Co-PI –0.75 Marks)	1.25	1.25
	d).RKVY/State Plan Research projects ongoing		
	More than 30 lakhs as P.I (Co-PI – 1.25 Marks)	2.5	2.5
	20-30 lakhs (Co-PI – 0.75 Marks)	1.25	1.25
	Less than 20 lakhs (Co-PI –0.50 Marks)	0.75	0.75
	(d) Consultancy projects completed		
	Above 5 lakhs	03	03
	1-5 lakhs	02	02
	0.1 to 1lakh	01	01
5	(a) Patents		
	International	20	20
	National	10	10
	(b) Awards/Fellowship		
	International(Exclusively from Foreign organisations)	07	07
	National(by government/Professional Scientific bodies only)	05	05

	State government /University /State Professional scientific bodies	2.5	2.5
	University	01	01
6	*Invited lectures / Resource Person/ paperpresentation in Seminars/ Conferences/full paperin Conference Proceedings (Paper presented in Seminars/Conferences and also		
	International (Abroad)	10	10
	International (within country)	07	07
	National	05	05
	State/University	02	02
7	Teaching		
	Lab Manuals preparation as authors @2 each	10	10
	No of UG Courses handled @5 for each course(benefit permissible only once for each course)	25	25
	No of PG Courses handled@ 3 for course(benefit permissible only once for each course)	15	15
	PG Examiner for outside universities@ 2 for each university	12	12
	UG Examiner for outside universities@ 1 for each university	12	12
8	Extension		
	Popular articles@2 each	10	10
	Extension Bulletins@ 5each	10	
	TV/Radio programmes etc@3 each	20	20
	Conduction of Training programmes for farmers/field vets@3 each	15	15
	Conduction of Kisan melas/Fairs@ 10each	20	20
9	Sample Analysis upto 200 per year-10 marks More than 200 -20Marks	20	20



10	Additional Responsibilities as Technical officer to University officers /Warden /OSA /Academic Advisor/NSS Program officer/ Placement Cell officer/NCC Officer@ 5 per year	20	20
11	Health Committees@2	10	10
12	Member of State and national Committees @ 4	12	12
13	Organization of National Conference as organizing secretaries/Winter/Summer Schools as Course Director@10 each	30	30
14	Experience in Farms/Research Stations/KVKs@3per year	15	15
15	Conferences attended@1 each	10	10
16	Post Doctoral Research experience	15	15
17	Income Generation Up to 30 lakhs-10 marks More than 30 lakhs-20	40	40

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

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

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

(a) Two authors: 70% of total value of publication for each author.

(b).More than two authors: 70% of total value of publication for the first/Principal/Corresponding author and 30% of total value of publication for each of the joint authors.Joint Projects: Principal Investigator and Co-investigator would get 50% each.

Note:

- Paper presented if part of edited book or proceeding then it can be claimed only once.

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

**Table 3**

Assessment Criteria and Methodology for Librarians for Promotion under CAS to Assistant Librarian (senior scale) Assistant Librarian (Selection grade) Deputy Librarian (Academic Level 13A) and Deputy Librarian (Academic Level 14)

Sl.No.	Activity	Grading Criteria
1.	<p>Regularity of attending library (calculated in terms of percentage of days attended to the total number of days he/she is expected to attend)</p> <p>While attending in the library, the individuals expected to undertake, inter alia, following items of work:</p> <p>Library Resource and Organization and maintenance of books, journals and reports.</p>	<p>90% and above - Good</p> <p>Below 90% but 80% and above - Satisfactory</p> <p>Less than 80% - Not satisfactory</p>
2	<p>Conduct of seminars/workshops related to library activity or on specific books or genre of books.</p>	<p>Good - 1 National level seminar/ workshop</p> <p>State/institution level workshop/Seminar</p>
3.	<p>If library has a computerized database then</p> <p>OR</p> <p>If library does not have a computerized database</p>	<p>Good - 100% of physical books and journals in computerized database.</p> <p>Satisfactory - At least 99% of physical books and journals in computerized database.</p> <p>Unsatisfactory - Not falling under good or satisfactory.</p>
4.	<p>Checking inventory and extent of missing books</p>	<p>Good : Checked inventory and missing book less than 0.5%</p> <p>Satisfactory - Checked inventory and missing book less</p>

5.	<p>(i) Digitisation of books database in institution having no computerized database.</p> <p>(ii) Promotion of library network.</p> <p>(iii) Systems in place for dissemination of information relating to books and other resources.</p> <p>(iv) Assistance in college administration and governance related work including work done during admissions, examinations and extracurricular activities.</p> <p>(v) Design and offer short-term courses for users.</p> <p>(vi) Publications of at least one research paper in UGC approved journals.</p>	<p>Good : Involved in any two activities</p> <p>Satisfactory : At least one activity</p> <p>Not Satisfactory : Not involved/ undertaken any of the activities.</p>
Overall Grading	<p>Good : Good in Item 1 and satisfactory/good in any two other items including Item 4.</p> <p>Satisfactory : Satisfactory in Item 1 and satisfactory /good in any other two items including Item 4.</p> <p>Not satisfactory : If neither good nor satisfactory in overall grading.</p>	
<p>Note :</p> <p>(1) It is recommended to use ICT technology to monitor the attendance of library staff and compute the criteria of assessment.</p> <p>(2) The Librarian must submit evidence of published paper, participation certificate for refresher or methodology course, successful research guidance from Head of Department of the concerned department, project completion.</p> <p>(3) The system of tracking user grievances and the extent of grievances redressal details may also be made available to the CAS promotion committee.</p>		

**Table 4**

Assessment Criteria and Methodology for Directors of Physical Education and Sports for promotion under CAS to Assistant Director (Senior Seale), Assistant Director (Selection Grade), Deputy Director (Academic Level 13A) and Deputy Director (Academic Level 14)

	Activity	Grading Criteria
	Attendance calculated in terms of percentage of days attended to the total number of days he is expected	90 and above - Good Above 80 but below 90- Satisfactory. Less than 80 - Not satisfactory.
	Organizing intra college competition	Good - Intra college competition in more than 5 disciplines. Satisfactory - Intra college competition in 3-5 disciplines.
	Institution participating in external competitions	Good - National level competition in at least one discipline plus State/District level competition in at least 3 disciplines. Satisfactory- State level competition in at least one discipline plus district level competition in at least 3 disciplines.
	Up-gradation of sports and physical training infrastructure with scientific and technological inputs.	Good/Satisfactory/Not-Satisfactory to be assessed by the Promotion committee.
	(i) At least one student of the institution participating in national/ state/ university (for college levels only) teams. Organizing state/national/inter university/inter college level competition.  (ii) Being invited for coaching at state/national level.	Good: Involved in any two activities. Satisfactory: 1 activity Not Satisfactory : Not involved/ undertaken any of the activities.

	Good: Good in Item 1 and satisfactory/good in any two other items.Satisfactory: Satisfactory in Item 1 and satisfactory/good in any other two items.Not Satisfactory: If neither good nor satisfactory in overall grading.
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Note:i)It is recommended to use ICT technology to monitor the attendance o sports and physical education and compute the criteria of assessment.

- i) The institution must obtain student feedback. The feed-backs must be shared with the concerned Director of Physical and Education and Sports and also the CAS Promotion committee.
- ii) The system of tracking user grievances and the extent of grievance redressal details may also be made available to the CAS Promotion Committee.