



KARNATAKA SAMSKRIT UNIVERSITY
PAMPA MAHAKAVI ROAD, CHAMARAJPET, BANGALORE

**Statute Governing the Appointment of Professors,
Associate Professors, Assistant Professors and Librarians and
Conduct of Interview to Teaching, Academic Staff &
Other Allied Posts under Section 38(11) of the
Karnataka Samskrit University Act, 2009.**

Prof. Y.S. Siddegowda

Registrar

Prof. Mallepuram G. Venkatesha

Vice-Chancellor

STATUTE GOVERNING THE APPOINTMENT OF PROFESSORS, ASSOCIATE PROFESSORS, ASSISTANT PROFESSORS AND LIBRARIANS CONDUCT OF INTERVIEW TO TEACHING, ACADEMIC STAFF & OTHER ALLIED POSTS UNDER SECTION 38(11) OF THE KARNATAKA SAMSKRIT UNIVERSITY ACT, 2009.

PREAMBLE

Consequent upon the extension of UGC Pay scales as revised from 1-1-2006 in respect of Teachers, Librarian Personnel of Universities and the issuance of letter No. 1-32/2006-U II/ U-I(i) dated 31-12-2008 of the Government of India, Ministry of Human Resource Development, Department of Higher Education, New Delhi and Notification No. F-3-1/2009(PS) dated 23-09-2009 of the University Grants Commission, New Delhi and Government of Karnataka order No. ED 37 UNE 2009, Bangalore dated 24-12-2009 prescribing the revised norms of recruitment and qualification for appointment of Professors, Associate Professors, Assistant Professors and Librarians, it has become imperative to frame the statutes for recruitment of the above mentioned personnel in the Karnataka Samskrit University, Bangalore.

1. **Title: Statute Governing the Appointment of Professors, Associate Professors, Assistant Professors and Librarians and Conduct of Interview to Teaching, Academic Staff & Other Allied Posts under Section 38(11) of the Karnataka Samskrit University Act, 2009.**
2. **Commencement:** This statute shall come into force from the date on which it is assented by H.E. Chancellor or from any other date as the Chancellor may direct.
3. **Application:** The Statute shall apply to all direct recruitment posts carrying UGC scales of pay such as Professor, Associate Professor, Assistant Professor, Librarian, Deputy Librarian and Assistant Librarian and such other allied posts as may be determined by the University in accordance with UGC Regulation 2010.
4. **Definitions:** Unless the context otherwise requires in this Statute.
 - a. "Act" means Karnataka Samskrit University Act 2009.
 - b. "Academic record" means academic achievements of the candidates which could enhance the subject knowledge base in discharging his/her duties as indicated in **Annexure-I**
 - c. "Research performance" means academic research performance of the candidate or contribution to research in term of UGC Regulation-2010.
 - d. "Research performance based on API scoring and quality of publication" means the quality of Research and publications assessed as per API scoring system prescribed in UGC Regulations 2010.
 - e. Knowledge, Teaching skill and domain knowledge" means ability to communicate clearly and effectively, aptitude for teaching, research potential analytical ability, innovative thinking with a professional authority on the subject, positive critical analyzing competence, significant contribution to higher education, national

development instantaneous planning and such other elements prescribed under Clause(9) explanation(3).

- f. "Regulation" means the Regulations framed by the UGC under Section 26(1) of the UGC act 1956 vide Government of India Gazette notification dated 18-09-2010 part III Section 4 page 7848.
5. **Qualification:** (1) Qualification prescribed for the post of Professor, Associate Professor, Assistant Professor, Librarian, Deputy Librarian, Assistant Librarian by UGC in its Regulation published vide GOI gazette notification dated: 18th September 2010 part III and Government of Karnataka Order No. ED 37 UNE 2009, dated 24/12/2009 (minimum qualification for appointment of teacher in the Universities and colleges and other measures for maintenance of standards in higher education) shall be mandatory and binding.
6. **Method of Recruitment:** The method of recruitment shall be by direct recruitment through duly constituted Selection Committee under the UGC Regulation 2010.
7. **Selection Committee Composition:**

1. Assistant Professor in the University:

The Selection Committee should have the following composition:

- a) The Vice-Chancellor to be the chairperson of the selection committee
- b) Three experts in concerned subject out of the panel of names recommended by the Vice-Chancellor and approved by the Prashasana Samiti of Karnataka Samskrit University, at least one of whom to be drawn from the panel of subject experts developed by UGC and hosted in its website.
- c) Dean of the concerned faculty, wherever applicable
- d) Head/Chairperson of the Department/School
- e) An academic representing SC/ST/OBC/Minority/Women/Differently-abled categories to be nominated by the Vice-Chancellor, if any of the candidates representing these categories is an applicant and if any of the above member of selection committee do not belong to that category.

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

2. Associate Professor in the University:

The selection committee should have the following composition:

- a) Vice-Chancellor to be the Chairman of the selection committee.
- b) An academician who is the nominee of the Chancellor.
- c) Three experts in the concerned subject/field out of the panel of names recommended by the Vice-Chancellor and approved by the Prashasana Samiti of Karnataka Samskrit University, at least one of whom to be drawn from the panel of subject experts developed by UGC and hosted in its website.
- d) Dean of the faculty, wherever applicable.
- e) Head/Chairperson of the Department/School

- f) An Academician representing SC/ ST/ OBC/ Minority/ Women/ Differently-abled categories to be nominated by the Vice-Chancellor, if any of the candidates representing these categories in an applicant and if any of the above member of selection committee do not belong to that category.

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

3. Professor in the University:

The composition of the Selection committee for the post of Professor shall be similar as that for the post of Associate Professor.

8. **Publication of Advertisement:** The University shall advertise the vacancies in two national dailies and also in the website of the University indicating the minimum qualification, desirable qualification, reservations, specialization, if any, number of vacancies and such information as the University may decide.
9. **Interview:** (1) For the purpose of inviting the candidates for interview, the following parameters are prescribed.

(A) Teachers:

1. **Assistant Professor:** All eligible candidates shall be called for interview for each post based on the percentage of marks secured in the qualifying examinations and fulfillment of other criteria prescribed by the UGC in its regulation and other parameters prescribed by the University from time to time.
2. **Associate Professor:** All eligible candidates shall be called for interview for each post based on the consolidated API highest scoring with a minimum requirement of 300 points from Category-III of API scoring system and fulfillment of other criteria prescribed by the UGC in its regulation and other parameters prescribed by the University from time to time.
3. **Professor:** All eligible candidates shall be called for interview for each post based on the consolidated API highest scoring with a minimum requirement of 400 points from Category-III of API scoring system and fulfillment of other criteria prescribed by the UGC in its regulation and other parameters prescribed by the University from time to time.

(B) Librarian:

1. **Assistant Librarian:** All eligible candidates shall be called for interview for each post based on the percentage of marks secured in the qualifying examinations and fulfillment of other criteria prescribed by the UGC in its regulation and other parameters prescribed by the University from time to time.
2. **Deputy Librarian:** All eligible candidates shall be called for interview for each post based on the consolidated API highest scoring with a minimum requirement of 300 points from Category-III of API scoring system and fulfillment of other criteria prescribed by the UGC in its regulation and other parameters prescribed by the University from time to time.

3. **Librarian:** All eligible candidates shall be called for interview for each post based on the consolidated API highest scoring with a minimum requirement of 400 points from Category-III of API scoring system and fulfillment of other criteria prescribed by the UGC in its regulation and other parameters prescribed by the University from time to time.
10. **Procedure to be followed by the Selection Committee:** The Selection Committee shall follow the UGC regulations, norms, directions, or guidelines for selection candidates.

(a) Parameters prescribed for Teachers:

Sl. No.	Particulars	Asst. Professor	Associate Professor	Professor
1	2	3	4	5
1	Minimum API Score	Minimum Qualification as stipulated in UGC Regulation 2010.	Consolidated API Score requirement of 300 points from Category-III of API	Consolidated API Score requirement of 400 points from Category-III of API
	Performance of the candidates in respect of the following parameters to be assessed by the selection Committee at the time of interview			
2	Selection Committee criteria/weightage (total weightage = 100 (one hundred))	a) Academic Record- 30% of the marks/ points secured on the basis of Annexure-01. b) Research Performance (22.5%) c) Assessment of Domain knowledge and Teaching Skills (35%) d) Interview Performance (12.5%)	a) Academic Background (20%) b) Research performance based on API score and quality of publications (42.5%) c) Assessment of Domain knowledge and Teaching Skills (25%) d) Interview performance (12.5%)	a) Academic Background (20%) b) Research performance based on API score and quality of publications (42.5%) c) Assessment of Domain knowledge and Teaching Skills (25%) d) Interview performance (12.5%)

(b) Parameters prescribed for Librarians (University Departments/Colleges):

Sl. No.	Particulars	Asst. Librarian	Deputy Librarian	Librarian
1	2	3	4	5
1	Minimum API Score	Minimum Qualification as stipulated in UGC Regulation 2010.	Consolidated API Score requirement of 300 points from Category-III of API	Consolidated API Score requirement of 400 points from Category-III of API
	Performance of the candidates in respect of the following parameters to be assessed by the selection Committee at the time of interview			

2	Selection Committee criteria/ weightage (total weightage = 100 (one hundred))	a) Teaching/ Computer and communication skills by a lecture demonstration (50%) b) Record of Library management skills (37.5%) c) Interview Performance (12.5%)	a) Library related Research/Themes papers (3 Nos) Evaluation: (60%) b) Library automation skills and Organizational plans (27.5%) c) Interview performance (12.5%)	a) Library Research papers (Five) evaluation (60%) b) Organizational track record of innovation in library service and vision plan (27.5%) c) Interview performance (12.5%)
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Explanation:

- (1) The percentage indicated in column No 3, 4 and 5 at Sl. No.: (2) of the tables refers to the point/ marks secured by the candidate in the interview.
- (2) The maximum interview marks shall be as per marks/point prescribed by the UGC in the table indicated above.
- (3) For the purpose of assessing the domain knowledge, award of marks/points shall be based on the following parameters to be assessed by the expert/selection committee.
 - a) DOMAINS-Competencies relating to the respective disciplines emerging areas, international contribution, etc.
 - b) COGNITIVE-Institutional/ Departmental planning, evaluation, management skills.
 - c) AFFECTIVE-Teacher efficacy, Teacher expectancy, aptitude for teaching.
 - d) PSYCHOMOTOR-Proficiency in utilization of modern teaching aids, application of ICT, perspective vision.
 - e) PERCEPTUAL-Skill creativity, knowledge creativity skill for enhancement of analytical thinking, flexibility.
- (4) The award of the marks/points of the domain knowledge for the post of assistant professor, associate professor and professor or equivalent ranks varies in degrees but not in its nature or kind.

11. Preparation of Merit list: The merit list shall be prepared by the selection Committee in the following manner.

1. **Assistant Professor:** The merit list for the post of Asst. Professor shall be prepared taking into consideration the percentage and the parameters prescribed in Clause 9(a) column no (3) of this Statute.
2. **Associate Professor and Professor:** The merit list for Associate Professor or Professor shall be prepared taking into account 20% marks/points secured under API scoring

- system and marks/points awarded by the selection committee as per the criteria prescribed in Clause 9(a) column (4) or (5) of this Statute respectively.
3. **Assistant Librarian:** The merit list for the post of Asst. Librarian shall be prepared taking into consideration the percentage and the parameters prescribed in Clause 9(b) column no. (3) of this Statute.
 4. **Deputy Librarian and Librarian:** The merit list for Deputy Librarian or Librarian shall be prepared taking into account 20% marks/points secured under API scoring system and marks/points awarded by selection committee as per the criteria prescribed in clause 9(b) column (4) or (5) of this Statute respectively.
12. **Reservation:** In preparing the selection list under Clause 12, the Selection Committee shall follow the orders issued by the State Government from time to time in the matter of reservation for appointment for the persons belonging to Scheduled Castes, Scheduled Tribes and other Backward Classes.
 13. **Manner of Selection:** The selection list shall be prepared on the basis of merit list prepared by the Selection Committee under Clause 9(a) or (9)(b) or 9(c) as the case may be of this Statute.
 14. **Appointment of the Candidates:** The candidates including in the main list of additional/waiting list may be appointed after the approval of the Syndicate.
 15. **Repeal and Savings:** Any Statute or orders or guidelines issued or adopted by the University for selection of candidates is hereby repealed.
 16. **Removal of difficulty:** In case of any difficulty arising in the implementation of the Statute, the Chairman of the Selection Committee may take such action as he may deem fit in each case duly recording the reasons for taking such decision.

ANNEXURE-I

PARAMETERS OF ASSESSING ACADEMIC RECORD – 20% of marks or points secured from the following for Assistant Professor

Sl. No.	Parameter	Max Marks/ Points
1	M.Phil degree	02
2	Ph.D degree in the concerned discipline	03
3	NET examination	05
4	SLET examination	04
5	Successful completion of Post Doctoral Studies/research	06

PARAMETERS OF ASSESSING ACADEMIC BACKGROUND – 20% of marks or points secured from the following for Assistant Professor post.

Sl. No.	Parameter	Max Marks/ Points
1	Regular full time teaching experience	2 per completed year
2	Successful completion of post Doctoral studies	6 marks/ Points
3	Prosecuting minimum one year of Post Doctoral studies	2 marks/ Points

PARAMETERS OF ASSESSING ACADEMIC BACKGROUND – 20% of marks or points secured from the following for Associate Professor, Professor post.

Sl. No.	Parameter	Max Marks/ Points
1	Regular full time teaching experience	2 per completed year
2	Successful completion of post Doctoral studies	6 marks/ Points
3	Prosecuting minimum one year of Post Doctoral studies	2 marks/ Points

REGISTRAR

VICE-CHANCELLOR