



No.EST-II/CAS/Statutes/2020

Date: 30-05-2022

NOTIFICATION

Sub: Bangalore University – Statutes related to promotion of academic staff of Bangalore University under Career Advancement Scheme -reg

Ref: 1) Letter No. ED 263 UBV 2022 dated: 30-05-2022 from the Additional Chief Secretary to Government, Dept. of Higher Education, Govt. of Karnataka, Bengaluru, conveying the approval of the Chancellor to the Statutes.

2) Approval of the Vice-Chancellor dated:30-05-2022

In exercise of the powers conferred on it under Section 41 (7) of the Karnataka State Universities Act, 2000, "Statutes related to promotion of academic staff of Bangalore University under Career Advancement Scheme" is hereby notified and as hereto annexed.

The Statutes received the assent of the Chancellor on 23-05-2022.

BY ORDER


REGISTRAR

Copy to:

1. The Additional Chief Secretary to Government, Dept. of Higher Education, Govt. of Karnataka, Bengaluru-560 001.
2. The Secretary to Governor, Raj Bhavan, Bengaluru-560 001
3. The Registrar (Evaluation), Bangalore University, Bengaluru-560 056.
4. Deans of all the faculties, BUB.
5. The Director, Prasaraanga, BUB-to place the same in the University Gazette.
6. The all the Directors/Chairpersons/Principals, Bangalore University, Bengaluru.
7. The Dy. Registrar / Asst. Registrar / Superintendents of the University.
8. Fc/oc.

ಕರ್ನಾಟಕ ಸರ್ಕಾರ

ಇ-ಕಛೇರಿ ಸಂ: ಇಡಿ 263 ಯುಬಿವಿ 2022

ಕರ್ನಾಟಕ ಸರ್ಕಾರ ಸಚಿವಾಲಯ,
ಬಹುಮಹಡಿಗಳ ಕಟ್ಟಡ
ಬೆಂಗಳೂರು, ದಿನಾಂಕ:30.05.2022

ಇಂದ

ಸರ್ಕಾರದ ಅಪರ ಮುಖ್ಯ ಕಾರ್ಯದರ್ಶಿ,
ಉನ್ನತ ಶಿಕ್ಷಣ ಇಲಾಖೆ, ಬೆಂಗಳೂರು

RP/AD

ಇವರಿಗೆ

ಕುಲಸಚಿವರು,
ಬೆಂಗಳೂರು ವಿಶ್ವವಿದ್ಯಾಲಯ,
ಬೆಂಗಳೂರು.

ಮಾನ್ಯರೇ,

ವಿಷಯ: STUTUTES RELATED TO PROMOTION OF ACADEMIC STAFF OF
BANGALORE UNIVERSITY UNDER CAREER ADVANCEMENT
SCHEME ಗಳ ಬಗ್ಗೆ

ಉಲ್ಲೇಖ:- ತಮ್ಮ ಪತ್ರಸಂಖ್ಯೆ:ಎಸ್‌ವೈಎಸ್/ಎಸ್‌1/Statute/UGC Scale/2019-20, ದಿ:16.04.2022

ಮೇಲ್ಕಂಡ ವಿಷಯಕ್ಕೆ ಸಂಬಂಧಿಸಿದಂತೆ, ಉಲ್ಲೇಖಿತ ತಮ್ಮ ಪತ್ರದ ಕಡೆಗೆ ಗಮನ ಸೆಳೆಯಲಾಗಿದೆ. STUTUTES
RELATED TO PROMOTION OF ACADEMIC STAFF OF BANGALORE UNIVERSITY UNDER
CAREER ADVANCEMENT SCHEME ಎಂದು ಕರೆಯಲ್ಪಡುವ ಬೆಂಗಳೂರು ವಿಶ್ವವಿದ್ಯಾಲಯದ ಪರಿನಿಯಮಗಳಿಗೆ
ಮಾನ್ಯ ರಾಜ್ಯಪಾಲರು ಹಾಗೂ ಕುಲಾಧಿಪತಿಗಳು ದಿನಾಂಕ:23.05.2022ರಂದು ಅನುಮೋದನೆ ನೀಡಿರುತ್ತಾರೆ ಎಂದು
ತಿಳಿಸಲು ಹಾಗೂ ಮಾನ್ಯ ರಾಜ್ಯಪಾಲರು ಹಾಗೂ ಕುಲಾಧಿಪತಿಗಳಿಂದ ಅನುಮೋದಿಸಲ್ಪಟ್ಟ ಪರಿನಿಯಮಗಳ ಪ್ರತಿಯನ್ನು ಈ
ಪತ್ರದೊಂದಿಗೆ ಲಗತ್ತಿಸಿ ಕಳುಹಿಸಲು ನಾನು ನಿರ್ದೇಶಿತನಾಗಿದ್ದೇನೆ.

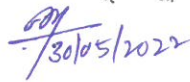
ತಮ್ಮ ಪಂಚುಗೆಯ



(ಮಹೇಶ್. ಆರ್.)

ಸರ್ಕಾರದ ಅಧೀನ ಕಾರ್ಯದರ್ಶಿ,

ಉನ್ನತ ಶಿಕ್ಷಣ ಇಲಾಖೆ(ವಿಶ್ವವಿದ್ಯಾಲಯಗಳು-2)


30/05/2022

BANGALORE UNIVERSITY

STATUTES RELATED TO PROMOTION OF ACADEMIC STAFF OF BANGALORE UNIVERSITY UNDER THE CAREER ADVANCEMENT SCHEME

(Framed under Sections 40 and 41 read with Sections 53, 54 of the Karnataka State Universities Act, 2000)

PREAMBLE:

The UGC in its communication vide letter F. No. 23-4/2017(PS), dated 31-01-2018 has informed the State Governments to adopt the Central Government pay scheme contained in the GOI, MHRD letter No. 1-7/2015-U.II (1) dated 02.11.2017, as recommended by the 7th Central Pay Commission to Universities in the State.

The Government of Karnataka vide its Order No. ED 483 UNE 2017, Bengaluru, dated 16-03-2019, while implementing the revised UGC scales of pay of the Teachers, Librarians and Physical Education Personnel of Universities in the State under the purview of the Department of Higher Education, has accepted the above measures/norms.

The UGC in its Regulations referred to above has prescribed certain procedures and guidelines for promotions of Teachers and other Academic Staff under Career Advancement Scheme, and measures for the maintenance of standards in Higher Education. Bangalore University is therefore required to implement these procedures and guidelines.

The Bangalore University, Syndicate has resolved to adopt the Government Order No. ED 483 UNE 2017, Bengaluru, dated 16-03-2019 at its meeting held on 29-05-2019.

Hence, this Statutes.

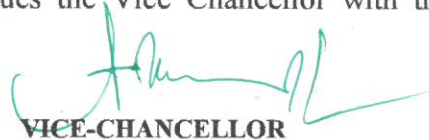
In exercise of the powers conferred by Sections 40, 41 read with Sections 53 and 54 of the Karnataka State Universities Act, 2000, the Syndicate of the Bangalore University, Bengaluru, do hereby makes the following Statutes, namely:

1. TITLE, COMMENCEMENT AND APPLICABILITY:

- i) This Statute shall be called "STATUTES RELATED TO PROMOTION OF ACADEMIC STAFF OF BANGALORE UNIVERSITY UNDER THE CAREER ADVANCEMENT SCHEME".
- ii) It shall come into force with effect from the date of assent of the Chancellor.
- iii) The University shall implement the Government Order No. ED 483 UNE 2017, Bengaluru, dated: 16-03-2019, extending UGC pay scales as revised from 01-01-2016 to Teachers, Librarians, Physical Education Directors in Bangalore University with minimum qualifications for promotions of teachers in Universities, incentives for Ph.D./M.Phil./Career advancement / Superannuation etc., for the teachers of Bangalore University.
- iv) Government Orders and / or UGC/ MHRD Notifications issued from time to time are deemed to be part of the relevant sections of this Statutes.
- v) For the removal of difficulties in implementing these statutes the Vice Chancellor with the


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approval of the Syndicate may take suitable action in accordance with the provisions of the relevant UGC/MOE/ State Government enabling regulations/ notifications/clarifications/orders issued from time to time.

2. Pay Scales

The existing pay scales of the Teachers, Librarians, Physical Education and equivalent cadres in Bangalore University coming under the purview of Department of Higher Education, Government of Karnataka, are revised as specified below:

i) Revised Pay for teachers in Universities

Sl No	Designation	Existing Pay (Rs.)		Revised Pay (Rs.)		
		Pay Band	AGP	Academic Level	Minimum	Maximum
1.	Assistant Professor	15,600-39,100	6,000	10	57,700	1,82,400
2.	Assistant Professor (Senior scale)	15,600-39,100	7,000	11	68,900	2,05,500
3.	Assistant Professor (Selection grade)	15,600-39,100	8,000	12	79,800	2,11,500
4.	Associate Professor	37,400-67,000	9,000	13A	1,31,400	2,17,100
5.	Professor	37,400-67,000	10,000	14	1,44,200	2,18,200
6.	Professor (HAG)/Senior Professor	67,000-79,000	-	15	1,82,200	2,24,100

ii) Revised Pay for Librarians in University

Sl No	Designation	Existing Pay (Rs.)		Revised Pay (Rs.)		
		Pay Band	AGP	Academic Level	Minimum	Maximum
1.	University Assistant Librarian/	15,600-39,100	6,000	10	57,700	1,82,400
2.	University Assistant Librarian (Sr. Scale)	15,600-39,100	7,000	11	68,900	2,05,500
3.	University Deputy Librarian/ Assistant Librarian (Sel. Grade)	15,600-39,100	8,000	12	79,800	2,11,500
4.	University Deputy Librarian/ Assistant Librarian (Sel. Grade)	37,400-67,000	9,000	13A	1,31,400	2,17,100
5.	University Librarian	37,400-67,000	10,000	14	1,44,200	2,18,200

iii) Revised pay for Physical Education personnel in University

Sl. No	Designation	Existing Pay (Rs.)		Revised Pay (Rs.)		
		Pay Band	AGP	Academic Level	Minimum	Maximum
1.	University Assistant Director Physical Education & Sports	15,600-39,100	6,000	10	57,700	1,82,400
2.	University Assistant Director of Physical Education and Sports (Sr. Scale)	15,600-39,100	7,000	11	68,900	2,05,500
3.	University Deputy Director of Physical Education and Sports/ Assistant Director of Physical Education & Sports (Sel. Grade)	15,600-39,100	8,000	12	79,800	2,11,500
4.	University Deputy Director of Physical Education and Sports/ Assistant Director of Physical Education & Sports (Sel. Grade)	37,400-67,000	9,000	13A	1,31,400	2,17,100
5.	University Director of Physical Education & Sports	37,400-67,000	10,000	14	1,44,200	2,18,200

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- a) The first academic level (corresponding to AGP of Rs. 6000) is numbered as academic level 10. Similarly, the other academic levels are 11, 12, 13A, 14 and 15.
- b) Each cell in an academic level is at 3% higher than the previous cell in that level.
- c) The index of Rationalisation (IOR) is 2.67 for present AGP less than Rs. 10,000 and 2.72 for the AGP of Rs. 10,000 and above.
- d) Fixation of pay in the revised pay scales and other conditions are as per in Govt. Order No. ED 483 UNE 2017, dated 16-03-2019.

2.1 Coverage:

- i) This pay revision shall apply to Teachers, Librarians, Physical Education Personnel and Equivalent cadres in the University and its constituent colleges/ P.G. Centres. Provided that the revision of pay in respect of Tenure posts/Deputation posts in the University shall be applicable subject to the fulfillment of the terms and conditions of posting if any issued in accordance with the provisions of UGC Regulations read with the provision of KCSRs.
- ii) Except the issues related to conditions of qualifications, fixation of pay, grant of CAS benefits and adherence to the prescribed standards as stipulated "UGC Regulations on Minimum Qualifications for promotions of teachers and other academic staff and measures for maintenance of standards in Higher Education, 2018" the regulation of service conditions of teachers and equivalent cadre academic staff shall strictly be in accordance with the provisions of the Rules framed by the Government of Karnataka.
- iii) The above scheme of revision shall not be applicable to the cadres of Registrars, Finance Officers (Comptroller) and Controller of Examinations who are on State pay scales and whose, terms of Appointment and Recruitment is not in accordance with the UGC Regulations.

2.2 Designation:

There shall be four designations in the cadre of teachers, namely: Assistant Professor, Associate Professor, Professor and Senior Professor and there is no change in the present designation in respect of Librarian and Physical Education Personnel at various levels. All future UGC Notifications / clarifications / regulations on designations issued from time to time will be deemed to be part of the relevant sections of this Statutes.

2.3 Fixation of Pay in the Revised Pay Scale:

- i. The initial pay of the incumbent faculty member holding a permanent post in the cadre of teacher/Librarian/Physical Education Teacher and equivalent posts shall be fixed in the Revised Pay Matrix as specified in Annexure-I.


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- a) The entry pay for each level of Pay Band and Academic Grade Pay in the corresponding academic level and Cells shall be as specified below:

Level	Academic Grade Pay (Rs.)	Entry Pay (Rs)
10	6,000	21,600
11	7,000	25,790
12	8,000	29,900
13A	9,000	49,200
14	10,000	53,000
15	-	67,000

- b) The pay of incumbent employee shall be fixed at the corresponding appropriate level in the Pay Matrix by multiplying the existing basic pay as on 01-01-2016 by a multiplication factor of 2.57, the figure so arrived at shall be rounded off to the nearest rupee and will be located in the applicable level in the Pay Matrix. If the figure so arrived at corresponds to any identical pay in the applicable level of Pay Matrix, the same shall be the revised pay. If no such Cell is available in the applicable level the pay shall be fixed at the immediate next higher Cell in that applicable level of the Pay Matrix.
- c) In fixation of pay whenever a situation arises that more than two stages are bunched together, one additional increment equal to 3% may be given for every two stages bunched and pay fixed in the subsequent Cell in the Pay Matrix.
- d) If the minimum pay or the first Cell in the applicable level is more than the amount calculated as per (b) above, the pay shall be fixed at the minimum pay or the first Cell of that applicable level.
- e) Fixation of pay by using the above multiplication factor 2.57 is not applicable to employees promoted after 01-01-2016. However, their pay is regulated in accordance with the provisions of the G.O. dated 16-03-2019 and the Rules governing service conditions as the case may be.
- f) After fixation of pay, grant of increment shall be regulated in accordance with the provisions of KCSRs and Orders issued thereunder, existing as on the date of fixation of pay.
- g) The fixation of pay in the Revised Pay Matrix should be done in the form given in Annexure-II. One copy of this form should be pasted in the Service Register and one copy should be sent to the concerned Head of the Department.

ii) For the purpose of this Statutes:

- a) "Pay Matrix" means, Matrix specified in *Annexure-I* appended to this Regulation with levels of pay arranged in vertical cells as assigned to corresponding existing Pay Band and Grade pay or Scale;
- b) "Level" in the Pay Matrix shall mean the Level corresponding to the existing Pay Band and Grade Pay or scale specified in *Annexure-I*.


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- c) "Pay in the Level" means pay drawn in the appropriate Cell of the Level as specified in Annexure-I.
- d) "Basic Pay" in the revised pay structure means the pay drawn in the prescribed Level in the pay Matrix.

2.4 Date of Effect:

The Revised 7th UGC Pay Scale shall be effective from 01-01-2016 and all other allowances, benefits from the date of the Government of Karnataka order No. ED 483 UNE 2017, Bengaluru, dated 16-03-2019.

2.5 Allowances:

a) Dearness Allowance:

The dearness allowance in the revised pay scale w.e.f. 01-01-2016 and grant of DA subsequently shall be regulated as specified below. However, the monetary benefit on account of regulation of DA is prospective as indicated above.

01-01-2016 - NIL

01-07-2016 - 2% of basic pay

01-01-2017 - 4% of basic pay

01-07-2017 - 5% of basic pay

01-01-2018 - 7% of basic pay

01-07-2018 - 9% of basic pay

Future grant of Dearness Allowance payable to employees shall be as per the orders issued by the State Government from time to time.

(b) Other allowances:

The rate of HRA shall be as notified by the State Government and shall be applicable at rates at 24%, 16% and 8% of basic pay in the Revised Pay Scale and shall be admissible prospectively. All other benefits/incentives such as leave/study leave, LTC, Medical Reimbursement and pensionary benefits etc., shall be regulated in accordance with the Rules/orders of the State Government.

2.6 Increment:

- a) The rate of annual increment in the Pay Matrix is 3% with each cell being higher by 3% over the previous cell. Accordingly, the annual increment shall be as specified in the vertical cells of the applicable level in the pay Matrix.
- b) The grant of annual increment to employees shall be regulated in accordance with the applicable Service Rules and standing orders issued in this regard from time to time by the State Government.

2.7 Promotion:

Subject to the fulfillment of conditions stipulated above and after fixation of pay in the Pay Matrix when an individual gets a promotion his pay in the Pay Matrix shall be fixed as follows:


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On promotion, he would be given a notional increment in his existing Academic Level of Pay, by moving him to the next higher cell at that level. The pay shown in this cell would now be located in the new Academic level corresponding to the post to which he has been promoted. If a cell identical with that pay is available in the new level, that cell shall be the new pay; if the pay arrived at in this manner is less than the first cell in the new level, then the pay shall be fixed at the first cell of that level; otherwise the next higher cell in that level shall be the new pay of the employee.

3.0 Qualifications

- 3.1 The Ph.D. Degree shall be a mandatory qualification for the promotion to the post of Associate Professor, Professor and Senior Professor.
- 3.2 The Ph.D. Degree shall be a mandatory qualification for promotion to the post of Assistant Professor (Selection Grade/Academic Level 12) in Universities.

4.0 Constitution of Screening/Selection Committees and Guidelines for screening/selection procedure

Constitution of Committees and guidelines for promotion to various levels of posts in Bangalore University shall be in accordance with the provisions of "UGC Regulations on Minimum Qualifications for appointment of teachers and other academic staff and measures for maintenance of standards in Higher Education, 2018" and amendments, orders issued in this regard by the UGC as well as the provisions of the Karnataka State Universities Act 2000 amended from time to time.

4.1. Screening / Selection Committee Composition for promotion under CAS

I. Screening Committee for Assistant Professor in the University:

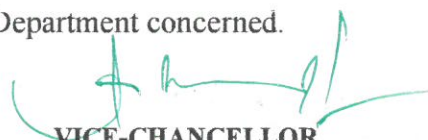
The Screening Committee for promoting Assistant Professor to next AGP levels in the University shall consist of the following persons:

- i) The Vice Chancellor shall be the Ex-Officio Chairperson of the Committee.
- ii) Dean of Faculty concerned, wherever applicable.
- iii) Principal of the Constituent College/Chairperson of the Department concerned.
- iv) One subject expert in the subject concerned nominated by the Vice-Chancellor from the University panel of experts.

II. Associate Professor in the University

- (a) The Selection Committee for promoting Assistant Professor to Associate Professor in the University shall have the following composition:
 - i) The Vice Chancellor shall be the Ex-Officio Chairperson of the Committee.
 - ii) An academician not below the rank of Professor to be nominated by the Chancellor
 - iii) 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.
 - iv) Dean of Faculty concerned, wherever applicable.
 - v) Principal of the Constituent College/ Chairperson of the Department concerned.


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- vi) An academician representing SC/ST/OBC/ 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.

III. Professor in the University

- (a) The Selection Committee for the promoting Associate Professor to Professor in the University shall consist of the following persons:
- Vice Chancellor shall be the Ex-Officio Chairperson of the Committee.
 - An academician not below the rank of Professor to be nominated by the Chancellor
 - 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.
 - Dean of Faculty concerned, wherever applicable.
 - Principal of the Constituent College/ Chairperson of the Department concerned.
 - An academician belonging to the SC/ST/OBC/ 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.

IV. Senior Professor in the University

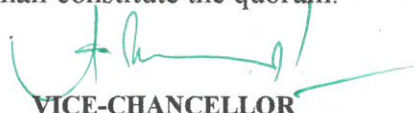
- (a) The Selection Committee for promoting Professor to Senior Professor in the University shall consist of the following persons:
- Vice Chancellor who shall be the Chairperson of the Committee.
 - An academician not below the rank of Senior Professor/Professor with minimum ten years experience who is the nominee of the Visitor/Chancellor, wherever applicable.
 - 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.
 - Dean (not below the rank of Sr. Professor/Professor with minimum ten years of experience) of Faculty concerned, wherever applicable.
 - Principal of the Constituent College/ Chairperson of the Department concerned (not below the rank of Senior Professor/Professor with minimum ten years experience) or Senior-most Professor (not below the rank of Senior Professor / Professor, with a minimum of ten years' experience) of the Constituent College/Department, if he is not an applicant for promotion.
 - An academician (not below the rank of a Senior Professor/Professor with minimum ten years experience) representing 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.

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


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V. Screening / Selection Committees for promoting to the positions of Directors, Deputy Directors, Assistant Directors of Physical Education and Sports, Librarians, Deputy Librarians and Assistant Librarians shall be the same as that of Professor, Associate Professor and Assistant Professor, respectively, except that in Library / Physical Education and Sports, respectively, University Librarian / Director Physical Education and Sports, as the case may be, shall be associated with the Selection Committee as one of the subject experts, in lieu of the Principal of Constituent College/ Chairperson of the Department concerned.

VI. The "Screening-cum-Evaluation Committee" for CAS Promotion of Assistant Professors / equivalent cadres in Librarians/Physical Education and Sports from one level to the other higher level shall consist of:

A. For University Teachers

- i) The Vice-Chancellor shall be the Ex-Officio Chairperson of the Committee;
- ii) Dean of Faculty concerned, wherever applicable.
- iii) Principal of the Constituent College/ Chairperson of the Department concerned;
- iv) One subject expert in the subject concerned nominated by the Vice-Chancellor from the University panel of experts.

B. For University Assistant Librarian:

- i) The Vice-Chancellor shall be the Ex-Officio Chairperson of the Committee;
- ii) Dean of Faculty concerned, wherever applicable
- iii) The University Librarian; and
- iv) One expert who is a working Librarian nominated by the Vice-Chancellor from the University panel of experts.

C. For University Assistant Director, Physical Education and Sports:

- i) The Vice-Chancellor shall be the Chairperson of the Committee;
- ii) Dean of Faculty concerned, wherever applicable.
- iii) The University Director, Physical Education and Sports; 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 / university nominee.

4.2 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 the UGC Regulations and as per the minimum requirement specified in this Statutes:

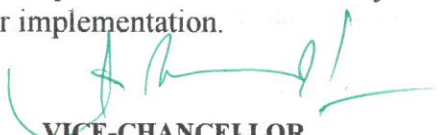
- a) In Appendix I, Table 1 for Assistant Professors and their subsequent promotions;
- b) In Appendix I, Table 3 for each of the cadre of Librarian; and
- c) In Appendix I, Table 4 for each of the cadre of Physical Education and Sports

The Screening-cum-Evaluation Committee shall recommend to the Syndicate of the University about the suitability for the promotion of the candidate(s) under CAS for implementation.


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4.3 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.

4.4 For all Selection Committees specified in this Statutes, Principal of the Constituent College / Chairperson 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.

5.0 Selection Procedure:

I. The overall promotion/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, based on Appendix I, Tables 1, 2, 3 and 4.

In order to make the system more credible, Bangalore 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. These procedures can be followed for the CAS promotions, wherever selection committees are prescribed in this Statutes.

II. Bangalore University shall adopt these Statutes for selection committees and selection procedure through their respective statutory bodies incorporating Appendix I, Table 1, 2, 3, and 4 at the institutional level for University Departments and their Constituent colleges to be followed transparently in all the selection processes. Bangalore University may devise their own self-assessment-cum-performance appraisal forms for teachers in strict adherence to the Appendix-I, Table 1, 2, 3 and 4 specified in this Statutes.

III. In all the Selection Committees for promotion of teachers and other academic staff in universities provided herein, an academican belonging to the Scheduled Caste/Scheduled Tribe/OBC/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. The academican, 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 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 Music and Fine Arts, Visual Arts and Performing Arts, Physical Education and Sports, and Library, greater emphasis may be laid on the nature of deliverables indicated against each of the posts in the UGC Regulations-2018.


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5A. 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 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 MOOCs, organizing 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.**

5B. 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 prescribed Proforma to be designed based on Table 1 to 4 of Appendix-I. 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 Principal of the Constituent College/ Chairperson of the Department concerned /Teacher-in-charge. The submission should be through the Principal of the Constituent College / Chairperson of the Department concerned /Teacher-in-charge.

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 Clause 5.4 of this Statutes.

5.1 Assessment Criteria and Methodology:

- a) Tables 1 to 2 of Appendix I are applicable to the screening/selection of Assistant Professors/ Associate Professors/Professors/Senior Professor for promotions under Career Advancement Scheme in Universities;
- b) Table 3 of Appendix I is applicable to Assistant Librarians/ College Librarians and Deputy Librarians for promotion under Career Advancement Scheme; and


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- c) Table 4 of Appendix I is applicable to Assistant Directors/ Director of Physical Education sports and Deputy Directors/Directors of Physical Education and Sports for promotions under Career Advancement Scheme.

5.2 The constitution of the Screening/Selection Committees and Selection Procedure as well as the Assessment Criteria and Methodology for the above cadres, through Career Advancement Scheme, shall be in accordance with this Statutes.

5.3 The criteria for promotions under Career Advancement Scheme laid down under this Statutes shall be effective from the date of notification of this Statutes. 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 Statutes. This option can be exercised only within three years from the date of notification of these Statutes.

- 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 Bangalore University concerned supported by all credentials as per the Assessment Criteria and Methodology guidelines set out in this Statutes. In order to avoid any delay in holding the Selection Committee meetings for various positions under the CAS, the University shall 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 this Statutes, as on and till the date on which this Statutes are notified, can be considered for promotion from the date, on or after the date, on which they fulfil these eligibility conditions.
- II. The Selection Committee specifications as contained in Clause 4.1 to 4.4 of this Statutes shall be applicable to all the Career Advancement promotions from Assistant Professor to Associate Professor, from Associate Professor to Professor, Professor to Senior Professor and for equivalent cadres.
- III. The CAS promotion from a lower stage to a higher stage of Assistant Professor shall be conducted through a "Screening-cum-Evaluation Committee", following the criteria laid down in Table-A of this Statutes.
- IV. 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.
- V. 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.
- VI. 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. Bangalore University shall send a general circular twice a year, inviting applications for the CAS promotions from the eligible candidates.

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- 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, as defined in Tables 1, 2, 3 and 4 of Appendix I of this Statutes, 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.

Table -A
(Minimum API requirement for the promotion of teachers under CAS in university departments)

No.		Assistant Professor (Stage1/AGPRs.6000/- to Stage2 / AGP Rs.7000/-)	Assistant Professor (Stage2/AGPRs.7000/- to Stage3 /AGP Rs.8000/-)	Assistant Professor (Stage 3/ AGP Rs. 8000/) to Associate Professor (Stage4 / AGP Rs.9000/-)	Associate Professor (Sta ge4/ AGPRs.9000/-to Professor (Stage5/ AGP Rs.10000/-)
1	Research and Academic contribution	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 in Universities)

No.		Assistant Librarian (Stage1/ AGP Rs. 6000/- To Stage2 /AGP Rs.7000/-)	Assistant Librarian (Stage 2/AGP Rs. 7000/- to Stage3/ AGP Rs.8000/-)	Assistant Librarian (Selection Grade/ Deputy Librarian) (Stage3/ AGP Rs.8000/-) to Deputy Librarian (Stage4/AGPRs.9000/-)	Deputy Librarian (Stage4/AGPRs.9 000/-) to Deputy Librarian (Stage5 AGP Rs10,000/-)
1	Research and Academic contribution	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


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Table-C

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

No.		Assistant Director (Stage 1/AGPRs.60 00/- to Stage 2/AGPRs.7 000/-)	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 (Stage 4/AGP Rs.9000/-)	Deputy Director (Stage 4/AGP Rs.9000/-) to Deputy Director (Stage 5AGPRs10,000/-)
1	Research and Academic contribution	40 per assessment period	100 per assessment period	90 per assessment period	120 per Assessment period
2	Expert assessment system	Screening Committee	Screening Committee	Selection Committee	Selection committee

VII: The requirement for Orientation course and Refresher course for promotions due under the CAS shall not be mandatory upto 31st December, 2018.

5.4 Stages of Promotion under the Career Advancement Scheme of Incumbent and Newly-Appointed Assistant Professors / Associate Professors / Professors

A. 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 Clause 5.3. of this Statutes.

B. Career Advancement Scheme (CAS) for Bangalore University teachers

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

Eligibility:

- An Assistant Professor who has completed four years of service with a Ph.D. degree or five years of service with a M.Phil. / PG Degree in Professional Courses, such as LLM, M.Tech, M.V.Sc. and M.D., 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:
- Attended one Orientation course of 21-days duration on teaching methodology;
- 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 taken one MOOCs course (with e-certification) or development of e-contents in four-quadrants / MOOCs course during the assessment period; and
- Published one research publication in the peer-reviewed journals or UGC-listed journals during assessment period.

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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 provided in Appendix I, Table 1), and minimum score as per Table-A of this Statutes;
- 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 have completed five years of service in Academic Level 11/Senior Scale.
- ii) A Ph.D. Degree in the subject relevant/allied/relevant 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 in the peer-reviewed journals or UGC-listed journals during assessment period.

CAS Promotion Criteria:

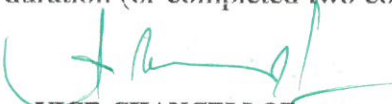
A teacher shall be promoted if;

- 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 Appendix I, Table 1) and minimum score as per Table-A of this Statutes;
- 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)

- 1) Assistant Professor who has completed three years of service in Academic Level 12/ Selection grade.
- 2) A Ph.D. Degree in the subject concerned/allied/relevant discipline.
- 3) 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


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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.

- 4) A minimum of seven publications in the peer-reviewed or UGC-listed journals out of which three research papers should have been published during the assessment period.
- 5) Evidence of having guided at least one Ph.D. candidate.

CAS Promotion Criteria:

A teacher shall be promoted if;

- iii) 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 specified in Appendix I, Table 1, and minimum score as per Table-A of this Statutes;
- iv) The promotion is recommended by a selection committee constituted in accordance with this Statutes.

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

Eligibility:

- 1) An Associate Professor who has completed three years of service in Academic Level 13A.
- 2) A Ph.D. degree in the subject concerned/allied/relevant discipline.
- 3) A minimum of ten research publications in the peer-reviewed or UGC-listed journals out of which three research papers should have been published during the assessment period.
- 4) Evidence of having successfully guided doctoral candidate.
- 5) A minimum of 120 Research Score as per Appendix I, Table 2.

CAS Promotion Criteria:

A teacher shall be promoted if -

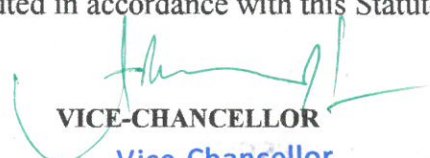
- i) He/she gets 'satisfactory' or 'good' grade in the annual performance assessment reports of at least two of the last three years of the assessment period, as per Appendix-I, Table 1, and minimum score as per Table-A of this Statutes;
- ii) The promotion is recommended by a selection committee constituted in accordance with this Statutes.

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

A Professor can be promoted to the post of Senior Professor under the CAS. The promotion shall be based on academic achievement, favorable review from 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 constituted in accordance with this Statutes.


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Eligibility:

- i) Ten years' experience as Professor.
- ii) A minimum of ten publications in the Peer-Reviewed/Refereed / ISSN or UGC-listed journals and Ph.D. degree has been successfully awarded to two candidates under his/her supervision during the assessment period.

C. Career Advancement Scheme (CAS) for Librarians**NOTE:**

- i) The following provisions apply only to those persons who are not involved in the teaching of Library Science. Teachers in institutions where Library Science is a teaching department shall be covered by the provisions given under sections 5.4(C), of this Statutes.
- ii) The Deputy Librarian in Universities shall have two levels i.e. Academic Level 13A and Academic Level 14.

I. From University Assistant Librarian (Academic level 10) to University Assistant Librarian (Senior Scale/Academic level 11):**Eligibility:**

An 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 digitalization, maintenance and related activities, of at least 5 days, as per Appendix I, Table 3 of this Statutes.

CAS Promotion Criteria:

An 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 Appendix I, Table 3, and minimum score as per Table-B of this Statutes;
- ii) The promotion is recommended by a screening-cum-evaluation committee.

II. From University Assistant Librarian (Senior Scale/Academic level 11) to 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 digitalization, (ii) Maintenance and other activities as per


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Appendix I, 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 Appendix I, Table 3, and minimum score as per Table-B of this Statutes;
- ii) The promotion is recommended by a screening-cum-evaluation committee.

III. From University Assistant Librarian (Selection Grade/Academic level 12) to University 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 I, 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.

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 Appendix I, Table 3; and minimum score as per Table-B of this Statutes;
- ii) The promotion is recommended by a Selection Committee constituted as per this Statutes on the basis of the interview performance.

IV. The criteria for CAS Promotions from University Deputy Librarian (Academic Level 13A) to University 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 Appendix I, 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.


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- 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 Appendix I, Table 3; and minimum score as per Table-B of this Statutes;
- ii) The promotion is recommended by a Selection Committee constituted as per this Statutes on the basis of the interview performance.

D. Career Advancement Scheme (CAS) for Directors of Physical Education and Sports

- i) The following provisions apply only to those personnel who are not involved in teaching physical education and sports. Teachers in institutions where Physical Education and Sports is a teaching department shall be covered by the provisions given under section 5.4 (D), of this Statutes.
- ii) The Deputy Director Physical Education and Sports in Universities shall have two levels i.e. Academic Level 13A and Academic Level 14.

I. From Assistant Director of Physical Education and Sports (Academic Level 10) to Assistant Director of Physical Education & 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.
- 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).


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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 Appendix I, Table 4; and minimum score as per Table-C of this Statutes;
- ii) The promotion is recommended by a screening-cum-evaluation committee.

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

- 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) 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, (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), 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 Appendix I, Table 4, and minimum score as per Table-C of this Statutes;
- ii) The promotion is recommended by a screening-cum-evaluation committee.

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

- 1) He/she has completed three years of service.
- 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).


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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 Appendix I, Table 4; minimum score as per Table-C of this Statutes;
- ii) The promotion is recommended by a selection committee constituted as per this Statutes on the basis of the interview performance.

IV. The criteria for CAS Promotions from University Deputy Director Physical Education and Sports (Academic Level 13A) to University Deputy Director Physical Education and Sports (Academic Level 14) shall be the following:

- 1) He/she has completed three years of service.
- 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 organizing competitions /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:

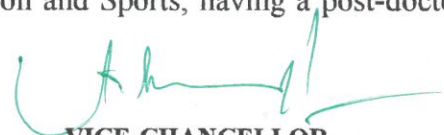
An individual may be promoted if;

- 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 in Appendix I, Table 4, minimum score as per Table-C of this Statutes;
- ii) The promotion is recommended by a selection committee constituted as per these Statutes on the basis of the interview performance.

5.5. Discretionary award of advance increments for those who enter the profession as Associate Professor or Professor with higher merit, high number of research publications of high quality and experience at the appropriate level, shall be within the competence of the appropriate authority of the University concerned or recruiting institution based on the recommendations of a selection committee while considering the case of individual candidates in the context of the merits of each case, taking into account the pay structure of other teachers in the faculty and other merit- specific factors. Discretionary award of advance increments is not applicable to those entering the profession as Assistant Professor/Assistant Librarian/Assistant Director of Physical Education and Sports and to those who are entitled for grant of advance increments for having acquired a Ph. D., M. Phil. or M.Tech. and LLM degree. However, those entering the service as Assistant Professor/ Assistant Librarian/ Assistant Director of Physical Education and Sports, having a post-doctoral


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teaching/research experience, after obtaining a Ph.D. degree and proven credentials, may be eligible for discretionary award of advanced increments to be given to the person, as decided and recorded by the Selection Committee in the minutes of its meeting.

6. Screening / Section Committee for the Promotion of Teachers and other Academic Staff

6.1 Screening Committee: It shall consist of the following members to scrutinize the applications for inviting candidates for the CAS promotion.

1.	Director of Planning, Monitoring & Evaluation Board. In his/her absence a Professor in the University or a Professor from Sister University nominated by the Vice-Chancellor	Chairperson
2.	Dean of the faculty concerned	Member
3.	Principal of the Constituent College/Chairperson of concerned Department, if he is a Professor, otherwise, a senior most Professor in the allied Departments, if there are no Professors, a Professor from sister University nominated by the Vice Chancellor	Member
4.	One subject expert from a sister University nominated by the Vice Chancellor	Member
5.	Director, IQAC	Member convener

The Quorum for the meeting shall be three of which one shall be an expert from outside.

The Screening Committee shall follow the following criteria:

6.2 Procedure To Be Followed By The Selection Committee:

The Selection Committee for the selection of the candidates shall follow the norms / guidelines as prescribed in this Statutes (as per UGC Regulations 2018) and its subsequent amendments/modifications issued from time to time.

6.3 Quorum: The Quorum for the Selection Committee meeting shall be as prescribed in this Statutes/UGC Regulations, 2018.

7 Research Promotion Grant

The UGC or the respective agency (State Governments) may provide a start-up grant at the level of Rs. 3.0 lakhs in Social Sciences, Humanities and Languages and Rs. 6.0 lakhs in Sciences and Technology to teachers and other non-vocational academic staff to take up research immediately after their appointment.

8 Consultancy Assignments

The consultancy rules, terms, conditions and the model of revenue sharing between institutions and consultant-teachers shall be as per the UGC Consultancy Rules separately read with the relevant Rules of the State Government to be notified separately.

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9 Undertaking

An undertaking from every employee who is a beneficiary under this Scheme shall be taken in the form given in Annexure-III to this Statutes. Therefore, any excess payment made on account of incorrect fixation of pay in the revised Pay Level or grant of inappropriate Pay Level and Pay Cells or any other excess payment made shall be recovered or adjusted against the future payments due or otherwise to the beneficiary as the case may be.

10 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 organizations such as the CSIR, ICAR, DRDO, UGC, ICSSR, ICHR, ICMR and DBT, may be considered for ascertaining eligibility for the purpose of direct recruitment to the relevant cadres/posts but fixation of pay, Regulations of Service Conditions in such cases shall be strictly in accordance with the provisions of Rules framed by the State Government. Further for the promotion under the CAS the previous service of a teacher in the cadre of Assistant professor, Associate Professor, Professor or any other nomenclature etc., shall be considered in accordance with the provisions of Service Rules/Orders of the State Government if any and further subject to the fulfillment of the following:

- (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 appointment was not as guest lecturer for any duration.
- (f) The previous Ad-hoc or Temporary or contractual service (by whatever nomenclature it may be called) shall be counted for promotion, 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/Selection Committee constituted as per the rules of the respective university;
 - (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; and


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- (g) No distinctions shall be made with reference to the nature of management of the institution where previous service was rendered (private/local body/Government), while counting the past service under this clause.

11 Teaching Days

- 11.1 The Universities must have at least 180 teaching, i.e., there should be a minimum of 30 weeks of actual teaching in a 6-day week. Of the remaining period, 12 weeks may be devoted to admission and examination activities, and non-instructional days for co-curricular, sports etc., 8 weeks for vacations and 2 weeks may be attributed to various public holidays. If the University adopts a 5-day week pattern, then the number of weeks should be increased correspondingly to ensure the equivalent of 30 weeks of actual teaching, with a 6-day week.

The above provision is summarized as follows:

Categorization	Number of weeks	
	6-days in a week	5-days in a week
Teaching and Learning Process	30 weeks (180 days)	36 weeks (180 days)
Admissions, Examinations, and preparation for Examination	12	8
Vacations	8	6
Public Holidays (to increase and adjust teaching days accordingly)	2	2
Total	52	52

- 11.2 In-lieu of the curtailment of vacation by 2 weeks, the university teachers may be credited with 1/3rd of the period of their earned leave.

12 Workload

- 12.1 The workload of the teachers in full employment should not be less than Forty hours a week for Thirty working weeks (One Hundred and Eighty teaching days) in an academic year. It should be necessary for the teacher to be available for at least Five hours daily in the University. Teachers shall devote at least Two hours per day for mentoring of students (minimum Fifteen students per coordinator) for Community Development/ Extra-Curricular Activities/library consultation/research in case of Under-Graduate Courses and/or at least Two hours per day for research in case of Post-Graduate courses, for which the necessary space and infrastructure shall be provided by the University. The direct teaching-learning work load should be as follows:

Assistant Professor : 16 hours per week
Associate Professor/Professor : 14 hours per week

- 12.2 Professors/Associate Professors/Assistant Professors involved in administration/ extension work can devote two hours per week from the teaching and learning hours.

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13 Service Agreement and Fixing of Seniority

There shall be such agreements/contracts between the employees on UGC pay scales at the time of promotion and while deputing for higher studies as provided in relevant service rules and the same is subject to further regulations as the State deems fit.

13.1 The self-appraisal methodology, as per Clause 5.0 and its sub-clauses and Clauses 5.1 to 5.4 and all the sub-clauses contained therein and as per Tables 1 to 4 of Appendix I, of this Statutes as per eligibility, shall form part of the service agreement/record.

13.2 **Inter-se seniority between the direct recruited and teachers promoted under CAS**
The seniority of employees including the inter-se seniority among direct recruitees and promotees etc. shall be determined as per the provisions of Karnataka Government Servent (Seniority) Rules 1957 and orders issued thereunder.

14 Code of Professional Ethics

- The code of conduct in respect of teacher in the equivalent cadre personnel in University in the State shall be governed by the KCS (Conduct) Rules, 1966 and similar rules in respect of private aided institutions shall be adhere to.
- Further, Bangalore University should evolve its own professional ethics / code of conduct which shall be in consonance with the provisions of Acts/Rules framed by the State.

15 Anomalies

Anomalies and disparities in pay if any in the Revised Pay on account of implementation of the New Pay Matrix shall be brought to the notice of the State Government for suitable orders.

16 Other Matters

If any difficulty arises in giving effect to the above provisions the same may be considered in the light of the provisions contained in "*UGG Regulations on Minimum Qualifications for promotion of teachers and other academic staff and measures for maintenance of standards in Higher Education, 2018*" and amendments issued thereunder read with relevant service rules of the State and if necessary the same may be referred to government for necessary orders/clarifications.

17. Any amendments/modifications issued/notified made by the UGC / MHRD, or the State Government from time, relating to the provisions of this Statutes, shall be deemed to have been incorporated in this Statutes.

18. SAVING CLAUSE

Not with standing anything done or any action taken, decision or direction initiated in an order under the Act in force at any time earlier than this Statutes shall be deemed to have been done or taken under this Statutes.


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TO JH 23.5.22
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ANNEXURE-1

Pay Matrix

Pay Band (Rs)	15,600 - 39,100			37,400 - 67,000		67,000 - 79,000
Academic Grade Pay (Rs)	6,000	7,000	8,000	9,000	10,000	-
Index of Rationalization	2.67	2.67	2.67	2.67	2.72	2.72
Entry Level Pay (Rs)	21,600	25,790	29,900	49,200	53,000	67,000
Academic Level	10	11	12	13A	14	15
Revised Entry Pay 1	57,700	68,900	79,800	1,31,400	1,44,200	1,82,200
2	59,400	71,000	82,200	1,35,300	1,48,500	1,87,700
3	61,200	73,100	84,700	1,39,400	1,53,000	1,93,300
4	63,000	75,300	87,200	1,43,600	1,57,600	1,99,100
5	64,900	77,600	89,800	1,47,900	1,62,300	2,05,100
6	66,800	79,900	92,500	1,52,300	1,67,200	2,11,300
7	68,800	82,300	95,300	1,56,900	1,72,200	2,17,600
8	70,900	84,800	98,200	1,61,600	1,77,400	2,24,100
9	73,000	87,300	1,01,100	1,66,400	1,82,700	
10	75,200	89,900	1,04,100	1,71,400	1,88,200	
11	77,500	92,600	1,07,200	1,76,500	1,93,800	
12	79,800	95,400	1,10,400	1,81,800	1,99,600	
13	82,200	98,300	1,13,700	1,87,300	2,05,600	
14	84,700	1,01,200	1,17,100	1,92,900	2,11,800	
15	87,200	1,04,200	1,20,600	1,98,700	2,18,200	
16	89,800	1,07,300	1,24,200	2,04,700		
17	92,500	1,10,500	1,27,900	2,10,800		
18	95,300	1,13,800	1,31,700	2,17,100		
19	98,200	1,17,200	1,35,700			
20	1,01,100	1,20,700	1,39,800			
21	1,04,100	1,24,300	1,44,000			
22	1,07,200	1,28,000	1,48,300			
23	1,10,400	1,31,800	1,52,700			
24	1,13,700	1,35,800	1,57,300			
25	1,17,100	1,39,900	1,62,000			
26	1,20,600	1,44,100	1,66,900			
27	1,24,200	1,48,400	1,71,900			
28	1,27,900	1,52,900	1,77,100			
29	1,31,700	1,57,500	1,82,400			
30	1,35,700	1,62,200	1,87,900			
31	1,39,800	1,67,100	1,93,500			
32	1,44,000	1,72,100	1,99,300			
33	1,48,300	1,77,300	2,05,300			
34	1,52,700	1,82,600	2,11,500			
35	1,57,300	1,88,100				
36	1,62,000	1,93,700				
37	1,66,900	1,99,500				
38	1,71,900	2,05,500				
39	1,77,100					
40	1,82,400					


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1.	Name of the Employee	
2.	Designation of the post in which pay is to be fixed as on January 1, 2016	
3.	Status (substantive/officiating)	
4.	Pre-revised Pay Band and Grade Pay or Scale	
5.	Existing Emoluments	
	a. Basic Pay (Pay in the applicable Pay Band plus applicable Grade Pay or basic pay in the applicable scale) in the pre-revised structure as on January 1, 2016	
	b. Dearness Allowance sanctioned w.e.f. 01.01.2016	
	c. Existing emoluments (a+b)	
6.	Basic Pay (Pay in the applicable Pay Band plus applicable Grade Pay or basic pay in the applicable scale) in the pre-revised structure as on January 1, 2016	
7.	Applicable Level in Pay Matrix corresponding to Pay Band and Grade Pay or scale shown at S.No.4	
8.	Amount arrived at by multiplying basic pay as at Sl.No. 6 by 2.57	
9.	Applicable Cell in the Level either equal to or just above the Amount at Sl.No.8	
10.	Revised Basic Pay (as per Sl.No.9)	
11.	Revised pay with reference to the Substantive Pay in cases where the pay fixed in the officiating post is lower than the pay fixed in the substantive post if applicable	
11.	Personal pay, if any	
12.	Date of next increment and pay Pay after grant of increment Date of Increment (Pay after increment in applicable Level of Pay Matrix)	
13.	Any other relevant information	

Date:

Signature & Designation of Head of Office/Department


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UNDERTAKING

I hereby undertake that any excess payment that may be found to have been made as a result incorrect fixation of pay or any excess payment detected in the light of discrepancies noticed subsequently will be refunded by me to the Government either by adjustment against future payments due to me or otherwise.

Date:

Signature:

Station:

Name:

Designation:

Department:

Signed before me

Signature & Designation of Head of the Office/Department


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Table 1

Assessment Criteria and Methodology for University Teachers

No.	Activity	Grading Criteria
1	Teaching: (Number of classes taught/total Classes assigned) x100% (Classes taught includes sessions on tutorials, lab and other teaching related activities)	80% & above - Good Below 80% but 70% & above- satisfactory Less than 70% - Not satisfactory
2	Involvement in the University students related activities/research activities: a) Administrative responsibilities such as Head, Chairperson / Dean / Director / Coordinator, Warden etc., b) Examination and evaluation duties assigned by the University or attending the examination paper evaluation 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. d) Organizing seminars/ conferences/workshops, other 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) At least one single or joint publication in peer- reviewed or UGC list of Journals.	Good - Involved in at least 3 activities Satisfactory - 1-2 activities Not-satisfactory - Not involved / undertaken any of the activities Note: Number of activities can be within or across the broad categories of activities
Overall Grading: Good: Good in teaching and satisfactory or good in activity at Sl.No.2. OR Satisfactory: Satisfactory in teaching and good or satisfactory in activity at Sl.No.2. Not Satisfactory: If neither good nor satisfactory in overall grading Note: For the purpose of assessing the grading of Activity at Serial No. 1 and Serial No. 2, 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 in this Statutes and as per the acts, Statutes and ordinances of the parent institution.		


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Table 2

Methodology for University Teachers for calculating Academic/Research Score

(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.)

SIN o.	Academic/Research Activity	Faculty of Sciences /Engineering / Agriculture /Medical /Veterinary Sciences	Faculty of Languages / Arts/ Humanities/ Social Sciences / Library / Education /Physical Education / Commerce/ Management & other related disciplines
1.	Research Papers in Peer-Reviewed or UGC listed Journals	08 per paper	10 per paper
2.	Publications (other than Research papers)		
	(a) 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
	(b) Translation works in Indian and Foreign Languages by qualified faculties		
	Chapter or Research paper	03	03
	Book	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	02 per curricula/course	02 per curricula/course
	(c) MOOCs		
	Development of complete MOOCs in 4 quadrants (4 credit course)(In case of MOOCs of lesser credits 05 marks/credit)	20	20
	MOOCs(developed in 4-quadrant)per module/lecture	05	05
	Content writer/subject matter expert for each module of MOOCs (at least one quadrant)	02	02
	Course Coordinator for MOOCs(4-credit course) (In case of MOOCs of lesser credits 02 marks/credit)	08	08
	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 in complete course/paper/e-book (at least one quadrant)	02	02
	Editor of e-content for complete course/ paper/e-book	10	10
4.	(a) Research Guidance		
	Ph.D.	10 per degree awarded 05 per thesis submitted	10 per degree awarded 05 per thesis submitted
	M.Phil./P.G dissertation	02 per degree awarded	02 per degree awarded
	(b) Research Projects Completed		
	More than 10 lakhs	10	10

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	Less than 10 lakhs	05	05
	(c) Research Projects Ongoing:		
	More than 10 lakhs	05	05
	Less than 10 lakhs	02	02
	(d) Consultancy	03	03
5	(a) Patents		
	International	10	10
	National	07	07
	(b) *Policy Document (Submitted to an International body/ organization like UNO/UNESCO / World Bank/International Monetary Fund etc. or Central Government or State Government)		
	International	10	10
	National	07	07
	State	04	04
	(c) Awards/Fellowship		
	International	07	07
	National	05	05
6.	*Invited lectures / Resource Person/ paper presentation in Seminars/ Conferences/full paper in Conference Proceedings (Paper presented in Seminars/Conferences and also published as full paper in Conference Proceedings will be counted only once)		
	International (Abroad)	07	07
	International (within country)	05	05
	National	03	03
	State/University	02	02

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.
- (c) Joint Projects: Principal Investigator and Co-investigator would get 50% each.

Note:

- o Paper presented if part of edited book or proceeding then it can be claimed only once.
- o 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.
- o *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.
- o The research score shall be from the minimum of three categories out of six categories.


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Table 3
Assessment Criteria and Methodology for Librarians

S. No.	Activity	Grading Criteria
1.	Regularity of attending library (calculated in terms of percentage of days attended to the total number of days he/she is expected to attend). While attending in the library, the individual is expected to undertake, inter- alia, following items of work: • Library Resource and Organization and maintenance of books, journals & reports • Provision of Library reader services such as literature retrieval services to researchers and analysis of report. • Assistance towards updating institutional website	90% and above - Good Below 90% but 80% and above - Satisfactory Less than 80% - Not satisfactory
2.	Conduct of seminars/workshops related to library activity or on specific books or genre of books.	Good – 1 National level seminar/ workshop + 1 State/institution level workshop/Seminar Satisfactory - 1 National level seminar/ workshop or 1 state level seminar/ workshop + 1 institution level seminar/ workshop or 4 institution seminar / workshop Unsatisfactory – Not falling in above two categories
3.	If library has a computerized database then OR If library does not have a computerized database.	Good- 100 % of physical books and journals in compute-rized database Satisfactory- At least 99 % of physical books and journals in computerized database Unsatisfactory- Not falling under good or satisfactory OR Good- 100 % Catalogue database made up to date Satisfactory- 99% Catalogue database made up-to-date Unsatisfactory-Catalogue database not up to mark (To be verified in random by the CAS Promotion Committee)
4.	Checking inventory and extent of missing books	Good: Checked inventory & missing book less than 0.5% Satisfactory - Checked inventory & missing book less than 1%, Unsatisfactory - Did not check inventory OR Checked inventory and missing books 1% or more.
5.	(i) Digitization of books database in institution having no computerized database. (ii) Promotion of library network. (iii) Systems in place for dissemination of information relating to books & other resources. (iv) Assistance in college administration and governance related work including work done during admissions, examinations and extracurricular activities. (v) Design&offer short-term courses for users. (vi) Publications of at least one research paper in UGC approved journals.	Good: Involved in any two activities Satisfactory: At least one activity Not Satisfactory: Not involved/ undertaken any of the activities.
Overall Grading	Good: Good in Item 1 and satisfactory/good in any two other items including Item 4. Satisfactory: Satisfactory in Item 1 and satisfactory /good in any other two items including Item 4. Not satisfactory: If neither good nor satisfactory in overall grading.	

Note: 1) It is recommended to use ICT technology to monitor the attendance of library staff and compute the criteria of assessment, 2) The Library must obtain evidence of published paper, participation certificate for refresher or methodology course, successful research guidance from HOD of the concerned department, project completion. 3) The system of tracking user grievances and the extent of grievance redressal details may also be made available to the CAS Promotion Committee.


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Table 4

Assessment Criteria and Methodology for Directors of Physical Education and Sports

S. No.	Activity	Grading Criteria
1	Attendance calculated in terms of percentage of days attended to the total number of days he is expected to attend.	90 and above - Good Above 80 but below 90- Satisfactory . Less than 80 - Not satisfactory .
2.	Organizing intra college competition	Good - Intra college competition in more than 5 disciplines. Satisfactory - Intra college competition in 3-5 disciplines. Unsatisfactory - Neither good nor satisfactory.
3.	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. Or District level competition in at least 5 disciplines. Unsatisfactory -Neither good nor satisfactory
4.	Up-gradation of sports and physical training infra-structure with scientific and technological inputs. Development and maintenance of play-fields and sports and physical Education facilities.	Good/Satisfactory/Not-Satisfactory to be assessed by the Promotion committee.
5.	(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. (iii) Organizing at least three workshops in a year. (iv) Publications of atleast one research paper in UGC approved journal. Assistance in college administration and governance related work including work done during admissions, examinations and extracurricular college activities	Good: Involved in any two activities. Satisfactory: 1 activity Not Satisfactory : Not involved/ undertaken any of the activities.
Overall Grading	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.	
NOTE: i) It is recommended to use ICT technology to monitor the attendance of sports and physical education and compute the criteria of assessment. ii) 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. iii) The system of tracking user grievances and the extent of grievance redressal details may also be made available to the CAS Promotion Committee.		


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**EXTRACT OF THE PROCEEDINGS OF THE ACADEMIC COUNCIL (CONSENT
OBTAINED THROUGH CIRCULATION)**

Agenda – 1:

To consider the draft “Statutes related to promotion of academic staff of Bangalore University under the Career Advancement Scheme”.

Resolution:

The Academic Council (by circulation) resolved to approve the draft “Statutes related to promotion of academic staff of Bangalore University under the Career Advancement Scheme and recommends to send the proposals to the Syndicate as contemplated in Section 41(2) of KSU Act, 2000.


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Extract of the proceedings of the Special meeting of the Syndicate held on 11.04.2022

Item No. 04:

To consider the draft "Statutes related to promotion of academic staff of Bangalore University under the Career Advancement Scheme".

Resolution:

After detailed discussions, the Syndicate resolved to approve the draft "Statutes related to promotion of academic staff of Bangalore University under the Career Advancement Scheme".


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