

STATUTE RELATING TO CONDUCT OF INTERVIEW FOR APPOINTMENT AND PROMOTION OF TEACHERS AND OTHER ACADEMIC STAFF IN THE UNIVERSITY AND CONSTITUENT COLLEGES

(Framed under Section 40(1)(k) read with sec. 53 (6) (7) & 54 of Karnataka State Universities Act 2000)

PREAMBLE :

The University Grant Commission vide its No. F.3-1/ 2009 dated 30.06.2010 has notified the “UGC Regulations on Minimum Qualifications Required for Appointment of Teachers and Other Academic Staff in Universities and Colleges and Measures for the Maintenance of Standards in Higher Education 2010,” in the Gazette of India on September 18, 2010 (Bhadra 27, 1932) in Part III – Sec. 4.

Govt. of Karnataka vide its order No. ED 37 UNE 2009, Bangalore, dated 24.12.2009, while revising the UGC scales of pay of the Teachers, Librarians and Physical Education Personnel of Universities and Colleges in the State under the control of the Department of Higher Education, has accepted the above measures / norms. Mangalore University has accepted the same while extending the UGC scales of pay to the University/Constituent College teachers and other academic staff.

UGC in its Regulation referred to above has prescribed certain procedures and guidelines for the selection of candidates for appointment / promotions of Teachers and other Academic Staff.

The University is therefore required to implement these procedures and guidelines. Hence the need of this statute to incorporate these procedures and guidelines.

1. TITLE AND COMMENCEMENT :

(i) This Statute shall be called as “Statute Relating to Conduct of Interview for Appointment and Promotion of Teachers and other Academic Staff in the University and Constituent Colleges”.

(ii) The Statute shall come into force from the date of assent of the Chancellor.

2. COVERAGE : The Statute shall apply to all direct recruitments and promotions to posts carrying UGC scales of pay, such as Assistant Professor, Associate Professor, Professor, Assistant Librarian/College Librarian, Deputy Librarian, Librarian, Assistant Director of Physical Education/College Director of Physical Education, Deputy Director of Physical Education, Director of Physical Education and such other academic posts as may be determined by the University in accordance with the Karnataka Government Order No. ED 37 UNE 2009, Bangalore, dated 24.12.2009, UGC Regulation 2010 and any subsequent orders/amendments.

3. CONSTITUTION OF SELECTION COMMITTEE: The constitution of selection committees for Direct Recruitment / Promotion shall be as specified in the UGC Regulation 2010.

4. Every post of Assistant Professor, Associate Professor, Professor, Assistant Librarian/College Librarian, Deputy Librarian, Librarian, Assistant Director of Physical Education/College Director of Physical Education, Deputy Director of Physical Education, Director of Physical Education and other academic staff to be filled by selection shall be widely advertised. The requirements such as the number of posts to be filled, the scales of pay, eligibility, experience, essential and desirable qualifications if any, as laid down by the UGC and the State Government be specified. The number of posts in the reserved category and also the last date for the receipt of the duly completed applications shall be clearly mentioned in the advertisement. Applicants shall fulfil the eligibility criteria as on the last date fixed for receiving the applications.
5. Applicants who are already in service and who satisfy the eligibility criteria specified in the advertisement shall send their applications through proper channel.
6. **INTERVIEW:** For the purpose of inviting the candidates for interview, the following criteria shall be followed :
 1. **Assistant Professor / Equivalent Academic Post / Assistant Librarian / College Librarian / Assistant Director of Physical Education / College Director of Physical Education:** A maximum of ten eligible candidates shall be called for interview for each post based on the percentage of marks secured in the qualifying examination, provided they fulfil all other criteria prescribed by the UGC in its Regulation.
 2. **Associate Professor / Deputy Librarian / Deputy Director of Physical Education / Equivalent Academic Post :** A maximum of ten eligible candidates shall be called for interview for each post based on the consolidated API scoring with a minimum requirement of 300 points from Category-III of API scoring system provided they fulfil all other criteria prescribed by the UGC in its Regulation.
 3. **Professor / Librarian / Director of Physical Education / Equivalent Academic Post :** A maximum of ten eligible candidates shall be called for interview for each post based on the consolidated API scoring with a minimum requirement of 400 points from Category-III of API scoring system, provided they fulfil all other criteria prescribed by the UGC in its Regulation.
7. Interviews shall be held within one year from the last date of receipt of application, failing which there shall be a fresh advertisement.
8. **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 the UGC Regulation, the State Government Order or any other directions issued by the UGC and State Government from time to time.

TABLE – I (A)

MINIMUM SCORES OF APIS FOR DIRECT RECRUITMENT OF TEACHERS IN UNIVERSITY DEPARTMENTS/COLLEGES AND WEIGHTAGES IN SELECTION COMMITTEES (To be Considered Alongwith Other Specified Eligibility Qualifications Stipulated in the UGC Regulation)

Sl. No.	Minimum Norms/ Criteria	Assistant Professor/ Equivalent cadres (Stage 1)	Associate Professor/ Equivalent cadres (Stage 4)	Professor/ Equivalent Cadres (Stage 5)
1	2	3	4	5
1.	Minimum API scores	Minimum Qualifications as stipulated in the UGC regulation	Consolidated API score requirement of 300 points from Cat. III of Table I in Appendix III of the UGC regulation	Consolidated API score requirement of 400 points from Cat. III of Table I in Appendix III of the UGC regulation
2.	Selection Committee Criteria/ weightages (Total Weightage = 100)	A) Academic Record (37.5%)* B) Research Performance (20%)* C) Assessment of Domain Knowledge and Teaching Skills (30%)* D) Interview performance (12.5%) * * Annexure I(a)	A) Academic Background (27.5%)* B) Research performance based on API score and quality of publications(40%)* C) Assessment of Domain Knowledge and Teaching Skills (20%)* D) Interview performance (12.5%)* * Annexure I(b)	A) Academic Background (27.5%)* B) Research performance based on API score and quality of publications (40%)* C) Assessment of Domain knowledge and Teaching Skills (20%)* D) Interview performance (12.5%)* * Annexure I(c)

Note : Stages 1, 4 and 5 correspond to UGC scales with AGP Rs. 6000, 9000 and 10000 respectively.

TABLE – I (B)
MINIMUM APIS FOR THE PROMOTION OF TEACHERS UNDER CAREER
ADVANCEMENT SCHEME (CAS) AND WEIGHTAGES FOR EXPERT ASSESSMENT
AS PER APPENDIX – III, TABLE I OF UGC REGULATION

(Minimum Academic Performance and Service Requirements for Promotion of Teachers in University Are as Prescribed in Table III of Appendix III of UGC Regulations)

		Assistant Professor/ equivalent cadres: (Stage 1 to Stage 2)	Assistant Professor/ equivalent cadres: (Stage 2 to Stage 3)	Assistant Professor to Associate Professor equivalent cadres : (Stage 3 to Stage 4)	Associate Professor to Professor / equivalent cadres (Stage 4 to Stage 5)	Professor (Stage 5 to Stage 6)
1	2	3	4	5	6	7
I	Teaching-learning Evaluation Related Activities (Category I)	75/year	75/year	75/year	75/year	75/year
II	Co-curricular : Extension and Profession related activities (Category II)	15/year	15/year	15/year	15/year	15/year
III	Minimum total average annual Score under Categories I and II #	100/year	100/year	100/year	100/year	100/year
IV	Research and Academic Contribution (Category III)	10/year (40/assessment period)	20/year (100/assessment period)	30/year (90/assessment period)	40/year (120/assessment period)	50/year (500/ assessment period)
	Expert Assessment System	Screening Committee	Screening Committee	Selection Committee	Selection Committee	Expert Committee
V	Percentage Distribution of Weightage Points in the Expert Assessment (Total weightage 100. Minimum required for promotion is 50)	No separate points. Screening Committee to verify API scores	No separate points. Screening Committee to verify API scores	A)Contribution to Research (37.5%)* B) Assessment of domain knowledge & teaching practices (50%)* C) Interview Performance (12.5%)* * Annexure – I (d)	A) Contribution to Research (50%)* B) Assessment of domain knowledge & teaching practices (37.5%)* C) Interview Performance (12.5%)* * Annexure – I (e)	A)Contribution to Research (50%)* B) Evaluation of Performance and other credentials (50%)* Annexure – I (f)

Teachers may score 10 points from either Category I or Category II to achieve the minimum score required under Category I + II.

Note : Stages 1, 2, 3, 4 and 5 correspond to UGC scales with AGP of Rs. 6000, 7000, 8000, 9000 and 10000, respectively, and stage 6 corresponds to HIG scale of Rs. 67000 – 79000.

TABLE – I (C)

MINIMUM POINT NORMS OF THE APIs AND WEIGHTAGES FOR EXPERT ASSESSMENT FOR THE PROMOTION OF TEACHERS UNDER CAREER ADVANCEMENT SCHEME (CAS) AS PER APPENDIX – III, TABLE I OF UGC REGULATION

(Minimum Academic Performance and Service Requirements for Promotion of Teachers in Colleges (UG and PG) are as Prescribed in Table III of Appendix III of UGC Regulations)

		Assistant Professor/ equivalent cadres: (Stage 1 to Stage 2)	Assistant Professor/ equivalent cadres: (Stage 2 to Stage 3)	Assistant Professor to Associate Professor equivalent cadre (Stage 3 to Stage 4)	Associate Professor to Professor promotion in Colleges as per assigned posts (Stage 4 to Stage 5)
1	2	3	4	5	6
I	Teaching-learning Evaluation Related Activities (Category I)	75/year	75/year	75/year	75/year
II	Co-curricular, Extension and Profession related activities (Category II)	15/year	15/year	15/year	15/year
III	Minimum total average annual Score under Categories I and II #	100/year	100/year	100/year	100/year
IV	Research and Academic Contribution (Category III)	5/year (20/assessment period)	10/year (50/assessment period)	15/year (45/assessment period)	20/year (60/assessment period)
	Expert Assessment System	Screening Committee	Screening Committee	Selection Committee	Selection Committee
V	Percentage Distribution of Weightage Points in the Expert Assessment (Total weightage =100. Minimum required for promotion is 50)	No separate points. Screening Committee to verify API scores	No separate points. Screening Committee to verify API scores	A) Contribution to Research (27.5%)* B) Assessment of domain knowledge and teaching practices (60%)* C) Interview Performance (12.5%)* * Annexure – I (g)	A) Contribution to Research (37.5%)* B) Assessment of domain knowledge And teaching practices (50%)* C) Interview Performance (12.5%)* * Annexure – I (h)

Teachers may score 10 points from either Category I or Category II to achieve the minimum score required under Category I + II.

Note : Stages 1, 2, 3, 4 and 5 correspond to UGC scales with AGP of Rs. 6000, 7000, 8000, 9000 and 10000 respectively.

TABLE – II (A)

MINIMUM APIS AND OTHER NORMS FOR THE DIRECT RECRUITMENT OF PHYSICAL EDUCATION PERSONNEL IN UNIVERSITY DEPARTMENTS/ COLLEGES.

(To be Considered Alongwith Other Specified Eligibility Qualifications Stipulated in the UGC Regulation)

Sl. No.	Minimum Norms / Criteria	Assistant Director of Physical Education / College Director of Physical Education (Entry Stage - Stage 1)	Deputy Director of Physical Education in University (Stage 4)	Director of Physical Education in University (Stage 5)
1	2	3	4	5
I	Minimum API score	Minimum Qualifications as stipulated in the UGC regulation	Consolidated API score requirement of 300 points from Cat. III of Table IV in Appendix III of the UGC regulation.	Consolidated API score requirement of 400 points from Cat. III of Table IV in Appendix III of the UGC regulation.
II	Selection Committee criteria/ weightages (Total Weightage = 100)	A) Track Record of championship won (37.5%)* B) Sports and athletic skills (50%)* C) Interview performance (12.5%)* * Annexure-II(a)	A) Research Evaluation (40%)* B) Organization skills and Plans of sports (47.5%)* C) Interview performance (12.5%)* * Annexure-II(b)	A) Research Evaluation (50%)* B) Organisational track vision plan (37.5%)* C) Interview performance (12.5%)* * Annexure-II(c)

Note : Stages 1, 4 and 5 correspond to UGC scales with AGP of Rs. 6000, 9000 and 10000 respectively.

TABLE – II (B)

**MINIMUM NORMS OF APIs FOR THE CAREER ADVANCEMENT SCHEME (CAS)
PROMOTION OF UNIVERSITY DIRECTOR/ DEPUTY DIRECTOR/
ASSISTANT DIRECTOR OF PHYSICAL EDUCATION AND WEIGHTAGES FOR
EXPERT ASSESSMENT IN SELECTION COMMITTEES**

AS PER APPENDIX – III, TABLE IV OF UGC REGULATION

**(Minimum Academic Performance and Service Requirements for Promotion of Physical
Education Cadres in Universities are as Prescribed in Table VI of
Appendix III of UGC Regulations)**

		Assistant Director of Physical Education (Stage 1 to Stage 2) (Senior Scale)	Assistant Director of Physical Education (Senior Scale) (Stage 2) to Assistant Director Physical education (Selection Grade) (Stage 3)	Assistant Director of Physical Education (Selection Grade) to Deputy Director of Physical Education (Stage 3 to Stage 4)	Deputy Director of Physical Education to Director of Physical Education (Stage 4 to Stage 5) (University only)
1	2	3	4	5	6
I	Teaching training, coaching, sports person development and sports management activities (Category – I)	75/year	75/year	75/year	75/year
II	Extension and Profession related activities (Category II)	15/year	15/year	15/year	15/year
III	Minimum total average API annual Score under Categories I and II #	100/year	100/year	100/year	100/year
IV	Research and Academic Contribution (Category III)	10/year (40/assessment period)	20/year (100/assessment period)	30/year (90/assessment period)	40/year (120/assessment period)
	Expert Assessment System	Screening Committee	Screening Committee	Selection Committee	Selection Committee
V	Percentage Distribution of Weightage Points in the Expert Assessment (Total weightage = 100. Minimum required 50)	No separate points. Screening Committee to verify API scores	No separate points. Screening Committee to verify API scores	A) Research evaluation (37.5%)* B) Assessment of domain knowledge and skills in sports (50%)* C) Interview performance (12.5%)* * Annexure-II(d)	A) Research evaluation (50%)* B) Assessment of domain knowledge, contribution and organisation track record with vision plan. (37.5%)* C) Interview performance (12.5%)* * Annexure-II(e)

Candidates may score 10 points from either Category I or Category II to achieve the minimum score required under Category I+II.

Note : Stages 1, 2, 3, 4 and 5 correspond to UGC scales with AGP of Rs. 6000, 7000, 8000, 9000 and 10000 respectively.

TABLE – II (C)

MINIMUM APIS FOR THE CAREER ADVANCEMENT SCHEME (CAS) PROMOTION OF COLLEGE DIRECTOR OF PHYSICAL EDUCATION (SENIOR SCALE) / COLLEGE DIRECTOR OF PHYSICAL EDUCATION (SELECTION GRADE) AND WEIGHTAGES FOR EXPERT ASSESSMENT IN SELECTION COMMITTEES (AS PER APPENDIX – III, TABLE IV OF UGC REGULATION)

(Minimum Academic Performance and Service Requirements for Promotion of Physical Education Cadres in Colleges are as Prescribed in Table VI of Appendix III of UGC Regulations)

		Minimum Average, yearly or cumulative, API score required during the assessment period of each level as evaluated under the Performance Based Appraisal System (PBAS) with weightage for Expert Assessment		
		College Director of Physical Education to College Director of Physical Education (Senior Scale) (Stage 1 to Stage 2)	College Director of Physical Education Senior Scale to Selection Grade (Stage 2 to Stage 3)	College Director Physical Education (Selection Grade) (Stage 3 to Stage 4)
1	2	3	4	5
I	Teaching-learning, Evaluation Related Activities (Category I)	75/year	75/year	75/year
II	Co-curricular, Extension and Profession related activities (Category II)	15/year	15/year	15/year
III	Minimum total average annual Score under Categories I and II#	100/year	100/year	100/year
IV	Research and Academic Contribution (Category III).	5/year (20/assessment period)	10/year (50/assessment period)	15/year (45/assessment period)
	Expert Assessment System	Screening Committee	Screening Committee	Selection Committee
V	Percentage Distribution of Weightage Points in the Expert Assessment (Total weightage = 100. Minimum required 50)	No separate points. Screening Committee to verify API scores	No separate points. Screening Committee to verify API scores	A) Research evaluation (37.5%)* B) Assessment of domain knowledge and skills in sports.(50%)* C) Interview performance (12.5%)* * Annexure-II(f)

Candidates may score 10 points from either Category I or Category II to achieve the minimum score required under Category I+II.

Note : Stages 1, 2, 3, and 4 correspond to UGC scales with AGP of Rs. 6000, 7000, 8000 and 9000 respectively. TABLE – III (A)

**MINIMUM APIs AND OTHER NORMS FOR THE DIRECT RECRUITMENT OF
LIBRARIAN POSITIONS IN UNIVERSITY DEPARTMENTS/COLLEGES
(To be Considered Alongwith Other Specified Eligibility Qualifications Stipulated
in the UGC Regulation)**

Sl. No.	Minimum Norms / Criteria	University Assistant Librarian/ College Librarian (Stage 1)	Deputy Librarian in Universities (Stage 4)	Librarian (University only) (Stage 5)
1	2	3	4	5
I	Minimum API score	Minimum Qualification as stipulated in the UGC regulation	Consolidated API score requirement of 300 points from Cat. III of Table VII in Appendix III of the UGC regulation.	Consolidated API score requirement of 400 points from Cat. III of Table VII in Appendix III of the UGC regulation.
II	Selection Committee criteria / weightages (Total Weightage = 100)	A) Teaching/ computer and communication skills by a lecture demonstration (67.5%)* B) Record of Library management skill (20%)* C) Interview performance (12.5%)* * Annexure – III(a)	A) Library related research /Theme papers Evaluation(50%)* B) Library automation skills & Organisational plans (37.5%)* C) Interview performance (12.5%)* * Annexure – III(b)	A) Library related Research evaluation (60%)* B) Organisational track record of innovation library service and vision plan (27.5%)* C) Interview performance (12.5%)* * Annexure – III (c)

Note : Stages 1, 4 and 5 correspond to UGC scales with AGP of Rs. 6000, 9000 and 10000 respectively

TABLE – III (B)

**MINIMUM APIS FOR THE PROMOTION OF LIBRARIANS AND WEIGHTAGES FOR
EXPERT ASSESSMENT UNDER CAREER ADVANCEMENT SCHEME (CAS)
AS PER APPENDIX – III, TABLE VII OF UGC REGULATION**

**(Minimum Academic Performance and Service Requirements for Promotion of
Librarians of University are as Prescribed in Table IX of Appendix III of UGC
Regulations)**

		Assistant Librarian to Assistant Librarian (senior scale) (Stage 1 to Stage 2)	Assistant Librarian (Senior scale) to Assistant Librarian (selection grade) (Stage 2 to Stage 3)	Assistant Librarian (selection grade) to Deputy Librarian (Stage 3 to Stage 4)	Deputy Librarian to Librarian (University only) (Stage 4 to Stage 5)
1	2	3	4	5	6
I	Procurement, organisation and delivery of knowledge and information thro' library services (category I)	75/Year	75/Year	75/Year	75/Year
II	Extension and Profession related activities (Category II)	15/Year	15/Year	15/Year	15/Year
III	Minimum total average annual score under Categories I and II#	100/Year	100/Year	100/Year	100/Year
IV	Research and Academic Contribution (Category III).	10/Year (40/assessment period)	20/Year (100/assessment period)	30/Year (90/assessment period)	40/Year (120/assessment period)
	Expert Assessment System	Screening Committee	Screening Committee	Selection Committee	Selection Committee
V	Percentage distribution of Weightage Points in the Expert Assessment (Total weightage = 100 minimum required 50)	No separate points. Screening committee to verify API scores.	No separate points. Screening committee to verify API scores.	A) Library related research evaluation (37.5%)* B) Assessment of domain knowledge on Library automation and organisational skills (50%)* C) Interview performance (12.5%)* * Annexure – III (d)	A) Library publication work (50%)* B) Assessment of innovative Library service and organisation of digital library services (37.5%)* C) Interview Performance (12.5%)* * Annexure – III (e)

Candidates may score 10 points from either Category I or Category II to achieve the minimum score required under category I+II

Note : Stages 1, 2, 3, 4 and 5 correspond to UGC scales with AGP of Rs. 6000, 7000, 8000, 9000 and 10000 respectively.

TABLE – III (C)

MINIMUM WEIGHTAGE POINTS (WP) NORMS OF THE APIs FOR THE PROMOTION OF LIBRARY STAFF OF COLLEGES AND WEIGHTAGES FOR EXPERT ASSESSMENT UNDER CAREER ADVANCEMENT SCHEME (CAS) AS PER APPENDIX – III TABLE VII OF UGC REGULATION

Minimum Academic Performance and Service Requirements for Promotion of Librarians in Colleges are as Prescribed in Table IX of Appendix III of UGC Regulations

		College Librarian to College Librarian (senior scale) (Stage 1 to Stage 2)	College Librarian (Senior Scale) to College Librarian (selection grade) (Stage 2 to Stage 3)	College Librarian (selection grade) (Stage 3 to Stage 4)
1	2	3	4	5
I	Procurement, organisation and delivery of knowledge and information thro' library services (category I)	75/Year	75/Year	75/Year
II	Extension and Profession related activities (Category II)	15/Year	15/Year	15/Year
III	Minimum total average annual score under Categories I and II #	100/Year	100/Year	100/Year
IV	Research and Academic Contribution (Category III).	5/Year (20/assessment period)	10/Year (50/assessment period)	15/Year (45/assessment period)
	Expert Assessment System	Screening Committee	Screening Committee	Selection Committee
V	Percentage distribution of Weightage Points in the Expert Assessment (Total weightage = 100 minimum required 50)	No separate points. Screening committee to verify API scores.	No separate points. Screening committee to verify API scores.	A) Library related research evaluation (37.5%)* B) Assessment of domain knowledge on Library automation & organisational skills (50%)* C) Interview performance (12.5%)* * Annexure – III (f)

Candidates may score 10 points from either Category I or Category II to achieve the minimum score required under category I+II

Note : Stages 1, 2, 3 and 4 correspond to UGC scales with AGP of Rs. 6000, 7000, 8000 and 9000 respectively.

- 9. 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 based on the marks/points secured for the parameters prescribed in Clause 8 I(A), column no. (3) of this Statute.
 - 2. Associate Professor and Professor:** The merit list for Associate Professor or Professor shall be prepared based on the marks/points secured for the parameters prescribed in Clause 8 I(A), column (4) or (5) of this Statute, respectively.
 - 3. Assistant Director of Physical Education/ College Director of Physical Education :** The merit list for the post of Asst. Director of Physical Education shall be prepared based on marks/points secured for the parameters prescribed in Clause 8 II(A), column no.(3) of this Statute.
 - 4. Deputy Director of Physical Education and Director of Physical Education :** The merit list for Deputy Director of Physical Education or Director of Physical Education shall be prepared based on the marks/points secured for the parameters prescribed in Clause 8 II(A), column (4) or (5) of this Statute respectively.
 - 5. Assistant Librarian/ College Librarian:** The merit list for the post of Asst. Librarian shall be prepared based on the marks/points secured for the parameters prescribed in Clause 8 III(A)column no.(3) of this Statute.
 - 6. Deputy Librarian and Librarian:** The merit list for Deputy Librarian or Librarian shall be prepared based on the marks/points secured for the parameters prescribed in Clause 8 III(A), column (4) or (5) of this Statute respectively.
- 10. QUORUM:** The Quorum for the meeting shall be as prescribed in the UGC Regulation.
- 11. MANNER OF SELECTION:** The selection committee based on the merit list under clause 8 I(A), 8 II (A) or 8 III (A) as the case may be, shall prepare a main list and a waiting list. While preparing the main list/waiting list, the Committee shall follow the State Government orders in the matter of reservation for persons belonging to the Scheduled Castes, Scheduled Tribes and other Backward Classes.
- 12. APPOINTMENT OF SELECTED CANDIDATES :** The candidates in the main list or the waiting list may be appointed after the approval of the Syndicate.
- 13. OPERATION OF LISTS:** The appointing authority is competent to operate the waiting list after exhausting the main list, by recording the reason for such a decision. The list/s of the candidates selected by the Selection Committee shall cease to be operative from the date of publication of notification for the next selection.
- 14. REPEAL AND SAVINGS:** The Statute governing the conduct of interview under section 53 (6) of the KSU Act 2000, assented by the Chancellor (Governor of Karnataka) on 07.01.2003, communicated to the University vide Karnataka Govt. letter No. ED 05 UDS 2002 dated 09.01.2003 and notified by the Mangalore

University vide its Notification No. MU/5/EST(1)/2002-03 dated 13.01.2003, is hereby repealed.

Provided that the said repeal shall not affect the previous operation of the said statutes or anything duly done or suffered there under or affect any right, liability or obligation acquired, accrued or incurred under the said statutes.

15. 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 FOR TABLE – I(A) Column - 3

PARAMETERS FOR ASSESSING ACADEMIC RECORD, RESEARCH PERFORMANCE, DOMAIN KNOWLEDGE AND TEACHING SKILLS FOR THE RECRUITMENT OF ASSISTANT PROFESSOR (STAGE – 1)

Sl. No.	Parameter	Max Marks/Points
A. ACADEMIC RECORD :		
01	Percentage of Marks secured : 55 % & above - 06 ; 60 % & above - 08 ; 70 % & above - 09 ; 80 % & above - 10	10
02	Ph. D. / M Phil Degree : Ph. D. – 10 ; M. Phil. - 05	10
03	NET / SLET examination : NET – 7.5 ; SLET - 06	7.5
04	Post Doctoral studies / research (with evidence of Research Publications/Patents/Books): 6 Months & above - 03 (at least one paper) 1 Year & above - 06 (at least two papers) 2 Years & above - 10 (at least three papers)	10
B. RESEARCH PERFORMANCE :		
	Research Publications : <i>(Paper published in refereed journals) :</i> National Journals - 01 per paper International Journals - 02 per paper Patents - 05 per patent Books - 05 per book Chapters in Monographs - 02 per Chapter Documentaries - 02 per documentary	20
C. DOMAIN KNOWLEDGE & TEACHING SKILLS :		
01.	Teaching Experience : 02 per completed year of experience of teaching PG/UG classes.	10
02.	Domain Knowledge and Teaching skills in the subject may be assessed by the committee based on a lecture on a topic in the subject. - Knowledge in the subject – 10 (Maximum) - Teaching skills - 10 (Maximum)	20

ANNEXURE FOR TABLE – I(A) Column - 4

**PARAMETERS FOR ASSESSING ACADEMIC BACKGROUND, RESEARCH PERFORMANCE,
DOMAIN KNOWLEDGE AND TEACHING SKILLS FOR THE RECRUITMENT OF ASSOCIATE
PROFESSOR (STAGE – 4)**

Sl. No.	Parameter	Max Marks/points
A. ACADEMIC BACKGROUND:		
01	Percentage of Marks secured : 55 % & above - 02 ; 60 % & above - 03 ; 70 % & above - 04 ; 80 % & above - 05	05
02	Ph. D : – 05	05
03	Post Doctoral Studies / Research (with evidence of Research Publications/Patents/Books) 6 Months & above - 2.5 (at least one paper) 1 Year & above - 5 (at least two papers) 2 Years & above - 7.5 (at least three papers)	7.5
04	Regular full time teaching experience – 1 per completed year of experience	10
B. RESEARCH PERFORMANCE :		
	Consolidated minimum API score of 300 points – 30 Additional API scores - 01 per 10Addl. API score	40
C. DOMAIN KNOWLEDGE & TEACHING SKILLS :		
	Domain Knowledge and Teaching skills may be assessed by the Committee based on a Lecture on a topic in the subject ; - knowledge in the subject - 10 (Maximum) - teaching skills - 10 (Maximum)	20

ANNEXURE FOR TABLE – I(A) Column - 5

PARAMETERS FOR ASSESSING ACADEMIC BACKGROUND, RESEARCH PERFORMANCE, DOMAIN KNOWLEDGE AND TEACHING SKILLS FOR THE RECRUITMENT OF PROFESSOR

Sl. No.	Parameter	Max Marks/points
A. ACADEMIC BACKGROUND :		
01	Percentage of Marks secured : 55 % & above - 02 ; 60 % & above - 03 ; 70 % & above - 04 ; 80 % & above - 05	05
02	Post Doctoral Studies / Research (with evidence of Research Publications/Patents/Books) 6 Months & above - 5 (at least one paper) 1 Year & above - 7.5 (at least two papers) 2 Years & above - 12.5 (at least three papers)	12.5
04	Regular full time teaching experience – 1 per completed year of experience	10
B. RESEARCH PERFORMANCE :		
	Consolidated minimum API score of 400 points – 30 Additional API scores - 01 per 15 Addl. API score	40
C. DOMAIN KNOWLEDGE & TEACHING SKILLS :		
	Domain Knowledge and Teaching skills may be assessed by the Committee based on a Lecture on a topic in the subject ; - knowledge in the subject - 10 (Maximum) - teaching skills - 10 (Maximum)	20

ANNEXURE FOR TABLE – I(B) Column – 5

**PARAMETERS FOR ASSESSING CONTRIBUTION TO RESEARCH, DOMAIN KNOWLEDGE AND
TEACHING PRACTICES
FOR THE PROMOTION OF ASSISTANT PROFESSOR (STAGE-3) TO
ASSOCIATE PROFESSOR (STAGE 4) UNDER CAS**

Sl. No.	Parameter	Max Marks/points
A. CONTRIBUTION TO RESEARCH :		
01	Post Doctoral Studies / Research (with evidence of Research Publications/Patents/Books) 6 Months & above - 2.5 (at least one paper) 1 Year & above - 5 (at least two papers) 2 Years & above - 7.5 (at least three papers)	7.5
02	RESEARCH PERFORMANCE Consolidated minimum API score of 90 points – 20 Additional API scores - 01 per 05 Addl. API score	30
B. DOMAIN KNOWLEDGE & TEACHING PRACTICES :		
01	Regular full time teaching experience – 1 per completed year of experience	10
02	Domain Knowledge and Teaching practices may be assessed by the Committee based on a Lecture on a topic in the subject ; - knowledge in the subject - 20 (Maximum) - teaching practices - 20 (Maximum)	40

ANNEXURE FOR TABLE – I(B) Column - 6

**PARAMETERS FOR ASSESSING CONTRIBUTION TO RESEARCH, DOMAIN KNOWLEDGE AND
TEACHING PRACTICES FOR THE PROMOTION OF
ASSOCIATE PROFESSOR (STAGE-4) TO PROFESSOR (STAGE 5) UNDER CAS**

Sl. No.	Parameter	Max Marks/points
A. CONTRIBUTION TO RESEARCH :		
01	Post Doctoral Studies / Research (with evidence of Research Publications/Patents/Books) 6 Months & above - 03 (at least one paper) 1 Year & above - 06 (at least two papers) 2 Years & above - 10 (at least three papers)	10
02	RESEARCH PERFORMANCE Consolidated minimum API score of 120 points – 30 (If two assessment periods are considered, then API score of 210 points – 30) Additional API scores - 01 per 05 Addl. API score	40
B. DOMAIN KNOWLEDGE & TEACHING PRACTICES :		
01	Regular full time teaching experience – 1 per completed year of experience	7.5
02	Domain Knowledge and Teaching practices may be assessed by the Committee based on Lecture on a topic in the subject ; - knowledge in the subject - 15 (Maximum) - teaching practices - 15 (Maximum)	30

ANNEXURE FOR TABLE – I(B) Column – 7

**PARAMETERS FOR ASSESSING CONTRIBUTION TO RESEARCH,
PERFORMANCE AND OTHER CREDENTIALS FOR THE PROMOTION OF
PROFESSOR (STAGE-5) TO PROFESSOR (STAGE -6) UNDER CAS**

Sl. No.	Parameter	Max Marks/points
A. CONTRIBUTION TO RESEARCH:		
01	Consolidated minimum API score of 500 points – 40 Additional API scores - 01 per 20 Addl. API score	50
B. PERFORMANCE AND OTHER CREDENTIALS :		
01	Post Doctoral / Collaborative Research : Foreign visits of at least 02 months – 05 per visit (at least one paper / per visit)	10
02	Awards/Honours/Recognitions/Patents and IPR products and process developed/technology transfer achieved : - International Awards/fellowships/ Patents etc – 10 per award - National Awards/fellowships/ Patents etc – 05 per award - State level awards – 03 per award	10
03	Additional Research Degrees like D.Sc./ D.Litt./ LL.D. :	10
04	Contribution to the development of the Department/research facilities :	10
05	Contribution / Participation in the University Administration with additional responsibilities or in committees	10

ANNEXURE FOR TABLE – I(C) Column - 5

**PARAMETERS FOR ASSESSING CONTRIBUTION TO RESEARCH, DOMAIN KNOWLEDGE AND
TEACHING PRACTICES FOR THE PROMOTION OF
ASSISTANT PROFESSOR (STAGE-3) TO ASSOCIATE PROFESSOR (STAGE 4)
IN COLLEGES UNDER CAS**

Sl. No.	Parameter	Max Marks/points
A. CONTRIBUTION TO RESEARCH :		
01	Post Doctoral Studies / Research (with evidence of Research Publications/Patents/Books) 6 Months & above - 2.5 (at least one paper) 1 Year & above - 5 (at least two papers) 2 Years & above - 7.5 (at least three papers)	7.5
02	RESEARCH PERFORMANCE Consolidated minimum API score of 45 points – 15 Additional API scores - 01 per 05 Addl. API score	20
B. DOMAIN KNOWLEDGE & TEACHING PRACTICES :		
01	Regular full time teaching experience – 1 per completed year of experience	10
02	Domain Knowledge and Teaching practices may be assessed by the Committee based on a Lecture on a topic in the subject ; - knowledge in the subject - 25 (Maximum) - teaching skills - 25 (Maximum)	50

ANNEXURE FOR TABLE – I(C) Column - 6

**PARAMETERS FOR ASSESSING CONTRIBUTION TO RESEARCH, DOMAIN
KNOWLEDGE AND TEACHING PRACTICES FOR THE PROMOTION OF
ASSOCIATE PROFESSOR (STAGE-4) TO PROFESSOR (STAGE-5)
IN COLLEGES UNDER CAS**

Sl. No.	Parameter	Max Marks/points
A. CONTRIBUTION TO RESEARCH :		
01	Post Doctoral Studies / Research (with evidence of Research Publications/Patents/Books) 6 Months & above - 2.5 (at least one paper) 1 Year & above - 5 (at least two papers) 2 Years & above - 7.5 (at least three papers)	7.5
02	RESEARCH PERFORMANCE Consolidated minimum API score of 60 points – 20 (If two assessment periods are considered, then API score of 105 points – 20) Additional API scores - 01 per 05 Addl. API score	30
B. DOMAIN KNOWLEDGE & TEACHING PRACTICES :		
01	Regular full time teaching experience – 1 per completed year of experience	10
02	Domain Knowledge and Teaching practices may be assessed by the Committee based on a Lecture on a topic in the subject ; - knowledge in the subject - 20 (Maximum) - teaching skills - 20 (Maximum)	40

ANNEXURE FOR TABLE – II(A) Column - 3

PARAMETERS FOR ASSESSING TRACK RECORD OF CHAMPIONSHIP WON, SPORTS AND ATHLETIC SKILLS FOR THE RECRUITMENT OF ASSISTANT DIRECTOR OF PHYSICAL EDUCATION / COLLEGE DIRECTOR OF PHYSICAL EDUCATION (ENTRY STAGE – STAGE 1)

Sl. No.	Parameter	Max Marks/Points
A.	TRACK RECORD OF CHAMPIONSHIP WON :	
	<p>1. Criteria for awarding Marks: Performance in International competition recognized by Indian Olympic Association</p> <p>a) First Place – 37.5 b) Second Place – 35 c) Third Place – 33 d) Participation – 30</p> <p>2. National Level Participation : (Representing combined Universities team in the events organized by the recognized sports bodies of the country)</p> <p>a) First Place - 30 per prize b) Second Place – 25 per prize c) Third Place - 22 per prize d) Participation - 20 per participation</p> <p>3. Representing State/University in All India Inter University : (organized by the recognized sports bodies of the country):</p> <p>a) First Position - 20 per prize b) Second Position - 15 per prize c) Third Position - 12 per prize d) Participation - 10 per participation</p> <p>4. Inter University Zonal Championships/ State Championships :</p> <p>a) First Place - 15 per prize b) Second Place – 10 per prize c) Third Place - 08 per prize d) Participation - 05 per participation</p> <p>5. University Inter-Collegiate Tournaments :</p> <p>a) First Place - 10 per prize b) Second Place – 08 per prize c) Third Place - 06 per prize d) Participation - 03 per participation</p>	37.5

B. SPORTS AND ATHLETIC SKILLS :		
01	Professional/field experience : 02 per completed year of experience -	10
02	Sports and athletic skills may be assessed by the committee based on the field performance a) Skill performance in any four games (Games recognized by AIU) - 20 b) Skill performance in one track and one field events - 20	40

ANNEXURE FOR TABLE – II(A) Column - 5

**PARAMETERS FOR ASSESSING RESEARCH EVALUATION AND ORGANISATIONAL
TRACK VISION PLAN FOR THE RECRUITMENT OF DIRECTOR OF
PHYSICAL EDUCATION IN THE UNIVERSITY (STAGE 5)**

Sl. No.	Parameter	Max Marks/Points
A. RESEARCH EVALUATION :		
	Consolidated minimum API score of 400 points – 40 Additional API scores - 01 per 15 Addl. API score	50
B. ORGANISATIONAL TRACK VISION PLAN :		
01.	Professional / field experience -01 per completed year of experience	10
02	Organisational track vision plan may be assessed by the committee based on a lecture :	27.5

ANNEXURE FOR TABLE – II(B) Column - 5

PARAMETERS FOR ASSESSING RESEARCH EVALUATION, DOMAIN KNOWLEDGE AND SPORTS SKILLS FOR THE PROMOTION OF ASSISTANT DIRECTOR OF PHYSICAL EDUCATION (SELECTION GRADE) TO DEPUTY DIRECTOR OF PHYSICAL EDUCATION (STAGE 3 TO STAGE 4) UNDER CAS

Sl. No.	Parameter	Max Marks/points
A. RESEARCH EVALUATION :		
01	Post Doctoral Studies / Research (with evidence of Research Publications/Patents/Books/ performance documents) 6 Months & above - 2.5 (at least one paper/ performance document) 1 Year & above - 5 (at least two papers/ performance documents) 2 Years & above - 7.5 (at least three papers/ performance documents)	7.5
02	RESEARCH PERFORMANCE Consolidated minimum API score of 90 points – 20 Additional API scores - 01 per 05 Addl. API score	30
B. DOMAIN KNOWLEDGE & SKILLS IN SPORTS :		
01	Professional/ work experience – 1 per completed year of experience	10
02	Domain Knowledge and skills in Sports may be assessed by the Committee based on a Lecture on the topic / field performance - Sports & games - 10 (Maximum) - knowledge in track & field - 20 (Maximum) - skills in Sports - 20 (Maximum)	40

ANNEXURE FOR TABLE – II(B) Column - 6

PARAMETERS FOR ASSESSING RESEARCH EVALUATION, DOMAIN KNOWLEDGE, CONTRIBUTION AND ORGANISATION TRACK RECORD WITH VISION PLAN FOR THE PROMOTION OF DEPUTY DIRECTOR OF PHYSICAL EDUCATION (STAGE 4) TO DIRECTOR OF PHYSICAL EDUCATION (STAGE 5) (UNIVERSITY ONLY) UNDER CAS

Sl. No.	Parameter	Max Marks/points
A. RESEARCH EVALUATION :		
01	Post Doctoral Studies / Research (with evidence of Research Publications/Patents/Books/ Performance documents) 6 Months & above - 03 (at least one paper / performance document) 1 Year & above - 06 (at least two papers/ performance documents) 2 Years & above - 10 (at least three papers/ performance documents)	10
02	RESEARCH PERFORMANCE Consolidated minimum API score of 120 points – 30 (If two assessment periods are considered, then API score of 210 points – 30) Additional API scores - 01 per 05 Addl. API score	40
B. DOMAIN KNOWLEDGE, CONTRIBUTION & ORGANISATION TRACK RECORD WITH VISION PLAN :		
01	Professional / field experience – 1 per completed year of experience	7.5
02	Domain Knowledge, Contribution & Organisation Track record with vision plan may be assessed by the Committee based on a Lecture on the topic ; - domain knowledge - 10 (Maximum) - contribution and organisation track record - 10 (Maximum) - vision plan - 10 (Maximum)	30

ANNEXURE FOR TABLE – II(C) Column - 5

PARAMETERS FOR ASSESSING RESEARCH EVALUATION, DOMAIN KNOWLEDGE AND SKILLS IN SPORTS FOR THE PROMOTION OF COLLEGE DIRECTOR OF PHYSICAL EDUCATION (SELECTION GRADE) (STAGE 3 TO STAGE 4) UNDER CAS

Sl. No.	Parameter	Max Marks/points
A. RESEARCH EVALUATION :		
01	Post Doctoral Studies / Research (with evidence of Research Publications/Patents/Books/ Performance documents) 6 Months & above - 2.5 (at least one paper/ performance document) 1 Year & above - 5 (at least two papers/ performance documents) 2 Years & above - 7.5 (at least three papers/ performance documents)	7.5
02	RESEARCH PERFORMANCE Consolidated minimum API score of 45 points – 20 Additional API scores - 01 per 05 Addl. API score	30
B. DOMAIN KNOWLEDGE & SKILLS IN SPORTS :		
01	Professional/ work experience – 1 per completed year of experience	10
02	Domain Knowledge and skills in Sports may be assessed by the Committee based on a Lecture on the topic / field performance - knowledge Sports & games - 10 (Maximum) - knowledge in track & field - 10 (Maximum) - skills in Sports - 20 (Maximum)	40

ANNEXURE FOR TABLE – III(A) Column -3

PARAMETERS FOR ASSESSING TEACHING/COMPUTER & COMMUNICATION SKILLS AND RECORD OF LIBRARY MANAGEMENT SKILLS FOR THE RECRUITMENT OF UNIVERSITY ASSISTANT LIBRARIAN / COLLEGE LIBRARIAN (STAGE 1)

Sl. No.	Parameter	Max Marks/Points
A. TEACHING/COMPUTER AND COMMUNICATIONS SKILLS :		
01.	Professional / Work Experience : 02 per completed year of experience.	7.5
02.	Teaching/Computer and Communication Skills may be assessed by the Committee based on a lecture demonstration (i) Knowledge in the subject - 20 (ii) Computer Knowledge - 20 (iii) Communication skills - 20	60
B. RECORD OF LIBRARY MANAGEMENT SKILL		
	It may be assessed based on publication in Library management : - 05 per document/paper - 10 per monograph	20

ANNEXURE FOR TABLE – III(A) Column - 4

**PARAMETERS FOR ASSESSING LIBRARY RELATED RESEARCH / THEME PAPERS,
LIBRARY AUTOMATION SKILLS AND ORGANISATIONAL PLANS FOR THE RECRUITMENT OF
DEPUTY LIBRARIAN IN THE UNIVERSITY (STAGE 4)**

Sl. No.	Parameter	Max Marks/points
A. LIBRARY RELATED RESEARCH / THEME PAPERS :		
01	Consolidated minimum API score of 300 points – 40 Additional API scores - 01 per 10 Addl. API score	50
B. LIBRARY AUTOMATION SKILLS AND ORGANISATIONAL PLANS		
01.	Professional / Work Experience : 01 per completed year of experience.	7.5
02	Library automation skills and organizational plans : It may be assessed by the committee based on a lecture on the topic (i) knowledge in the subject – 10 (ii) automation skills – 10 (iii) organisational plans – 10	30

Annexure –III(c)

ANNEXURE FOR TABLE – III (A) Column - 5

PARAMETERS FOR ASSESSING LIBRARY RELATED RESEARCH PAPERS,
ORGANISATIONAL TRACK RECORD OF INNOVATION IN LIBRARY SERVICE
AND VISION PLAN FOR THE RECRUITMENT OF LIBRARIAN
(UNIVERSITY ONLY) (STAGE 5)

Sl. No.	Parameter	Max Marks/points
A. LIBRARY RELATED RESEARCH :		
01	Consolidated minimum API score of 400 points – 50 Additional API scores - 01 per 15 Addl. API score	60
B. ORGANISATIONAL TRACK RECORD OF INNOVATION IN LIBRARY SERVICE AND VISION PLAN :		
01.	Professional / Work Experience : 01 per completed year of experience.	7.5
02	Organisational Track record of Innovation in Library service and Vision Plan may be assessed by the committee based on a lecture on the topic (i) Organisational track record of innovation In Library & Information service – 10 (ii) vision plan – 10	20

ANNEXURE FOR TABLE – III (B) Column - 5

PARAMETERS FOR ASSESSING LIBRARY RELATED RESEARCH,
DOMAIN KNOWLEDGE ON LIBRARY AUTOMATION AND ORGANISATIONAL SKILLS
FOR THE PROMOTION OF ASSISTANT LIBRARIAN (SELECTION GRADE) TO
DEPUTY LIBRARIAN (STAGE 3 TO STAGE 4) UNDER CAS

Sl. No.	Parameter	Max Marks/points
A. LIBRARY RELATED RESEARCH :		
01	Post Doctoral Studies / Research (with evidence of Research Publications/Patents/Books) 6 Months & above - 2.5 (at least one paper / performance document) 1 Year & above - 5 (at least two papers/ performance documents) 2 Years & above - 7.5 (at least three papers/ performance documents)	7.5
02	Consolidated minimum API score of 90 points – 20 Additional API scores - 01 per 05 Addl. API score	30
B. DOMAIN KNOWLEDGE ON LIBRARY AUTOMATION AND ORGANISATIONAL SKILLS :		
01	Teaching / Professional work experience – 1 per completed year of experience	10
02	Domain Knowledge on Library automation and organizational skills may be assessed by the committee based on a lecture on the topic. (i) knowledge on library automation – 20 (ii) organizational skills - 20	40

ANNEXURE FOR TABLE – III (B) Column - 6

**PARAMETERS FOR ASSESSING LIBRARY PUBLICATION WORK, INNOVATIVE LIBRARY SERVICE
AND ORGANISATION OF DIGITAL LIBRARY SERVICES FOR
THE PROMOTION OF DEPUTY LIBRARIAN TO LIBRARIAN (UNIVERSITY ONLY)
(STAGE 4 TO STAGE 5) UNDER CAS**

Sl. No.	Parameter	Max Marks/points
A. LIBRARY PUBLICATION WORK :		
01	Post Doctoral Studies / Research (with evidence of Research Publications/Patents/Books/ performance documents) 6 Months & above - 03 (at least one paper / performance document) 1 Year & above - 06 (at least two papers/ performance documents) 2 Years & above - 10 (at least three papers/ performance documents)	10
02	PUBLICATION PERFORMANCE : Consolidated minimum API score of 120 points – 30 (If two assessment periods are considered, then API score of 210 points – 30) Additional API scores - 01 per 05 Addl. API score	40
B. INNOVATIVE LIBRARY SERVICE AND ORGANISATION OF DIGITAL LIBRARY SERVICES :		
01	Professional / work experience – 1 per completed year of experience	7.5
02	Innovative library service and organisation of digital library services may be assessed by the committee based on a lecture on the topic. - innovative library services - 15 (Maximum) - organization of digital library services - 15 (Maximum)	30

ANNEXURE FOR TABLE – III (C) Column - 5

**PARAMETERS FOR ASSESSING LIBRARY RELATED RESEARCH,
DOMAIN KNOWLEDGE ON LIBRARY AUTOMATION AND ORGANISATIONAL SKILLS
FOR THE PROMOTION OF COLLEGE LIBRARIAN (SELECTION GRADE)
(STAGE 3 TO STAGE 4) UNDER CAS**

Sl. No.	Parameter	Max Marks/points
A. LIBRARY RELATED RESEARCH :		
01	Post Doctoral Studies / Research (with evidence of Research Publications/Patents/Books) 6 Months & above - 2.5 (at least one paper / performance document) 1 Year & above - 5 (at least two papers/ performance documents) 2 Years & above - 7.5 (at least three papers/ performance documents)	7.5
02	Consolidated minimum API score of 45 points – 20 Additional API scores - 01 per 05 Addl. API score	30
B. DOMAIN KNOWLEDGE ON LIBRARY AUTOMATION AND ORGANISATIONAL SKILLS :		
01	Professional / work experience – 1 per completed year of experience	10
02	Domain Knowledge on Library automation and organizational skills may be assessed by the committee based on a lecture on the topic. (i) knowledge on library automation - 20 (ii) organizational skills - 20	40

(Received the assent of the Chancellor on 17.08.2012 vide Govt. letter No. ED 2 UDS 2012 dated 03.09.2012 and notified under Notification No.MU/07/EST(1)/2011-12 /Vol.II)

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