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(Affiliated to Federation of University & College Teachers' Association in Karnataka - FUCTAK
and All India Federation of University & College Teachers' Organisation -AIFUCTO).



Sri Aravinda Limabavali, Honourable Minister for Higher Education, Govt of Karnataka releasing the AMUCT Bulletin at the State Level Convention on Higher Education on 12.07.2009 at IT Auditorium, St. Aloysius College, Mangalore. **Sri.N.Yogish Bhat**, MLA, **Dr.N.Nagambika Devi I.A.S.**, Commissioner for Collegiate Education, **Sri.A.S.Srikanth I.A.S.**, Secretary, Higher Education to Government of Karnataka, **Prof. K.M. Kaveriappa**, V. C. of Mangalore University **Capt. Ganesh Karnik**, MLC and Deputy Chairman of NRI Forum, Government of Karnataka, **Prof.V.Kamalamma**, Additional Director DCE, **Dr A.M.Narahari**, President, FUCTAK, **Prof. Joselyn Lobo**, President AMUCT and **Dr Norbert Lobo**, Editor AMUCT Bulletin were present.

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ಎಲ್ಲಾ ಪತ್ರ ವ್ಯವಹಾರವನ್ನು ಸಂಪಾದಕರ ವಿಳಾಸಕ್ಕೆ ಮಾಡುವುದು.

WARM WELCOME



Prof. T. C. Shivashankara Murthy

Vice- Chancellor, Mangalore University

Born on May 2, 1949, Prof Murthy obtained his PhD from Ottawa University . He was professor of Botany at Mysore University . A recipient of National Overseas Fellowship, he guided eight PhD scholars, published more than 80 research papers, and presented papers in national and international conferences. He was in-charge VC and Registrar (evaluation) of Mysore University. He has also served on the Senate, academic council and Syndicate of Mysore University.

CONGRATULATIONS



*Congratulations to **Dr A M Narahari**, Registrar Evaluation , St Aloysius College (Autonomous), Mangalore for obtaining PhD in Commerce for his thesis **"Problems and Prospects of Industry-Institution-Interaction in Business Education- A Study with reference to Karnataka State"** from Mangalore University. Congratulations to him for his appointment as the member of State Council for Higher Education and Research by the Government of Karnataka. He is also the member of Drafting Committee for amending KSU Act, 2000 and President, Federation of University & College Teachers Associations in Karnataka (FUCTAK)*

Editorial



“The best preparation for tomorrow is to do today’s work superbly well” William Osler

As a student of economics I have often heard **“A rupee earned today is worth more than a rupee earned tomorrow”**. In the past three years, the sensational news carried out by one or the other news papers about the new UGC scales has made many of our friends from other professions to envy college teachers. Though the Govt of India announced revised scales in October 2008 and the Govt. of Karnataka ordered the same on December 24, 2009, the long frantic wait for the implementation is still on!! The lower level administrative system with its usual bureaucratic attitude is yet to take the necessary measures for its execution! We strongly express our disapproval to the inaction and delay tactics of the concerned officials of the education and finance department and urge the Minister of Higher Education and the Top Officials to intervene and implement the same without delay.

There have been significant changes taking place in the field of higher education sector both at the central and state government level. Central government has cleared the foreign universities bill, the state government has passed the private universities bill and the deemed university concept is waiting for its rollback. At the state level the new buzzwords we hear these days are centralized admission process for general degree courses, common time table, common syllabus, and common examination. Are we really going for a change for the sake of change? Or do our political and administrative leadership treat higher education a guinea pig? What role the universities have to play

if everything is centrally decided, is a serious question to ponder. What is the need for so many new universities if their regional distinctiveness is not maintained?

Mangalore University has a new leadership. Prof. T. C. Shivashankara Murthy has been appointed as the new Vice Chancellor, Dr K. Chinnappa Gowda and Dr Y. S. Yadapadithaya have taken charge as, Registrar and Registrar of Evaluation respectively. While congratulating them in their new assignments, we hope that many of the pressing problems in the academic field will receive an urgent and sincere attention during their regime. Shall we look forward to the days of rejuvenation of Mangalore University?

Before I sign out, the recent article written by eminent educationist Dr B.M. Hegde on the diamond jubilee occasion of MGM College, Udupi has brought to the forefront the importance of Teachers in building an education institution. Quoting the great thinker Sir William Osler he vehemently opines that educational institutions are not built by stones, cement, steel and management. Educational institutions achieve their prominence only by their competent teachers. It is observed that the managements somehow mobilize enough resources to develop magnificent physical infrastructure. But when it comes to human resources it is distressing to note that the attitude is often that of lackluster and of excuses. Quality comes with qualitative staff. I hope managements do shift their priorities and focus their emphasis on developing their human resources by providing better and secure working environment.

Dr Norbert Lobo

Editor

*To look is one thing
To see what you look is another
To understand what you see is a third.
To learn from what you understand is still something else.
But to act on what you learn is all that really matters*

- John Eldredge

Of Aspirations and Commitments...



Educational news, in recent months, has been grabbing front page headlines. Apart from UGC scales announcements and the debate generated, the clampdown on Deemed Universities and issues related to foreign universities and capitation fees have generated media attention. A vibrant HRD Ministry under the leadership of Kapil Sibal is attempting to usher in the much needed reforms in the education sector. While attention was concentrated in revamping the school system less than a year ago, the Centre's latest focus is on opening the doors to foreign universities and weeding out malpractices.

As expected, the Foreign Universities Bill faced the ire of the opposition, but the new legislation listing out 25 malpractices including accepting of capitation fees will be welcomed by all. Capitation fee has been the bane of our education system. Earlier confined to professional courses, now admission to even a simple graduate degree course is not without some donation or the other.

While the positive initiatives and reforms were being discussed, on the downside, the chilling fact of a nine-year old poisoning her classmates also hit the front pages. The girl's inability to beat her friends in the exams being the possible reason, the issue is once again the negative effects of the examination oriented archaic education system prevalent in our country.

Our system is no different from the 'banking concept' of education observed by Paulo Freire, the Brazilian educator way back in the 1960s in his *Pedagogy of the Oppressed*. In the banking concept of education, knowledge is deposited in students in the same way as one deposits money into a bank. The student, here, is considered as an empty vessel that has to be filled.

Most theory examinations in our colleges are reproduction of the notes verbatim without any emphasis on analysis or originality. In direct contrast was my recent experience of valuating answer scripts of American students placed in my college for a three-month stint. The analytical essays written with the firm grasp of the language were such a refreshing change that the answer itself can be published verbatim. Not a single sentence of the answer was from my 'notes'.

To bring about changes in the examination system, the 'mind set' of the teachers and parents acts as a stumbling block. Even autonomous colleges having freedom to experiment and implement alternative systems are no exceptions. Will the new UGC scales spur teachers to improve quality of teaching and evaluations? The much awaited GO on Christmas Eve brought in glad tidings along with customary Christmas greetings. With the pay package increasing multi-fold, the gap between aided teachers vis-à-vis management teachers has widened. The resultant inequality will de-motivate committed individuals and expose the remuneration gap in the education sector. The government needs to fill vacancies and absorb management staff at the earliest. Meanwhile, the reforms initiated by the HRD Ministry need our support.

Prof. Joselyn T Lobo

President

CONTENTS

• Editorial	3
• Of Aspirations and Commitments	5
• Association in Action	7
• Proceedings of the First Managing Council Meeting	10
• Proceedings of the 5 th Managing Council	12
• Private - Public Partnership: A New Dimension	14
• Central admission ಕೇಂದ್ರೀಕೃತ ಪ್ರವೇಶಾತಿ ಪ್ರಕ್ರಿಯೆ	17
• FUCTAK Report	20
• List of Contributors	22
• AIFUCTO Office Bearers	23
• Congratulations	23
• Obituary	24
• Govt. Order - UGC Scale	25

AMUCT members are requested to send their mobile Numbers and e-mail IDs to the Editor

Association in Action



Dear Members,

A brief report of the activities of AMUCT from July 2009 to February 2010 is given below.

1. **Convention on Higher Education:** FUCTAK and AMUCT jointly organized one day State Level Convention on Higher Education on 12.07.09 at IT Auditorium, St.Aloysius College, Mangalore. Honourable Higher Education Minister Shri Aravinda Limbavali was the Chief Guest. Prof. K.M. Kaveriappa, honourable Vice Chancellor of Mangalore University presided over the function. Captain Ganesh Karnik, MLC and Deputy Chairman of NRI Forum, Government of Karnataka, Sri.N.Yogish Bhat, MLA, Sri.A.S.Srikanth I.A.S., Secretary to Government of Karnataka (Higher Education) and Dr.N.Nagambika Devi I.A.S, Commissioner for Collegiate Education were the guest of honour. Additional Director Prof.V.Kamamma, Joint Director of Mangalore Region Prof.T.H.Eranna, and Office bearers of all the 8 constituent associations were present in the convention. Prof. A.M.Narahari, President of Federation of University and College Teachers Associations in Karnataka (FUCTAK) placed the various issues of Higher Education in Karnataka. Sri.Aravind Limbavali, released the AMUCT Bulletin. 18 lecturers were honoured for obtaining Ph.D and other awards, during the academic year 2008-09.

FUCTAK and AMUCT jointly felicitated Sri Aravinda Limbavali and other dignitaries in this occasion. St.Aloysius College Principal Rev.Fr.Swebert D'Silva graced the function. AMUCT President Prof. Joselyn T.Lobo welcomed the guests and General Secretary Prof.Purushothama KV proposed the vote of thanks. 450 teachers participated in the Convention.

2. **AMUCT AGM:**

The Annual General Body Meeting of AMUCT was also held at I.T. Auditorium, St.Aloysius College, Mangalore on 12.07.09 at 03.30PM. 251 members were present in the meeting.

3. **FUCTAK MEETINGS**

Meeting Held on 12.8.2009

On 12.8.2009, FUCTAK Meeting was held at BUCTA Office, Bangalore .General Secretary Prof. Purushothama K V attended the meeting. Discussions were held to get clarifications on the recommendations of UGC pay scale, particularly on 3% increment, Central Government equal D.A and PhD increments. It was decided to contribute 10 days excess salary of January 2006 to Chief Minister's Relief Fund. P.U. Redeployment matter

was also discussed in the meeting. FUCTAK met Higher Education Secretary Sri.A.S.Srikanth at his office to discuss Cabinet Note which is to get the approval of the Cabinet for the implementation of UGC Pay scales in Karnataka.

Meeting Held on 24.12.2009

On 24.12.2009, FUCTAK meeting was held at BUCTA Office, Bangalore. Prof.Purushothama KV and Prof.Ummappa Poojary attended the meeting. Dr.A.M.Narahari President of FUCTAK briefed the discussions of the meeting held with Education Minister, on 5th Dec.2009. It was decided to contribute Rs.40 Crores to the Chief Minister's Flood Relief Fund. Federation met Sri. Aravinda Limbavali, in the evening at Vidana Soudha and the honourable Minister released the UGC order in this occasion. Dr.A.M.Narahari and all the leaders felicitated the Minister and expressed their gratitude to the Minister and the Chief Secretary of Higher Education Sri. A.S.Srikanth.

Meeting held on 04.02.2010.

On 04.02.2010, FUCTAK meeting was held at BUCTA office Bangalore. Prof.Joselyn Lobo and Prof.PurushothamaKV attended the meeting. It was decided to hold next AGM of FUCTAK at Gulbarga. Federation felicitated A.S.Srikanth, IAS, Secretary to Higher Education at CET Cell, Bangalore.

Detailed discussions were held to give some clarifications in UGC order sought by the Finance Department from the Education Department. It was informed to the house that Federation has written a letter to Government with regard to conduct SLET twice a year with some modifications.

4. Managing Council Meetings:

The first MCM of AMUCT for the year 2009-2010 and AMUCT Trust meeting were held at AMUCT office on 22.08.2009, at 03.00 PM. 31 MC members were present in the meeting.

The second MCM of AMUCT for the year 2009-2010 and AMUCT Trust meeting were held at AMUCT office on 14.11.2009, at 03.00PM. 33 members were present in the meeting.

5. Press release:

AMUCT issued press statements on 6 different issues. They are:

1. Meeting with Vice Chancellor of Mangalore University on 26.06.09.
2. AGM Convention on 05.07.09.
3. Appreciation Letter to DC. Mr. Ponnuraj on 25.11.09.
4. Kannada Department issue at Government First Grade College, Vittala on 25.11.09.
5. P.U. Redeployment Counseling on 13.11.09.
6. Welcomed UGC order-26.12.09.

6. AIFUCTO Conference:

The 25th Statutory Conference of AIFUCTO was held at Gujarat, Vidyapith, Mahatma Gandhi Campus, Ahmedabad on 10th, 11th and 12th October 2009. AMUCT President Prof. Joselyn Lobo and General Secretary Prof. Purushothama KV, attended the conference. More than 45 members from Karnataka participated in the Conference.

7. Office Bearers Meeting:

AMUCT Office Bearers meetings were held regularly at AMUCT office to discuss various issues.

8. Railway Rally:

AMUCT participated in Railway Rally held on 25.07.2009 organized by 'Bangalore-Mangalore Railway Horata Samithi at Mangalore for demanding Bangalore-Mangalore – Bangalore Day Train. Prof. Joselyn Lobo, Prof. Purushothama K V, Prof. Ganesh Pai, Prof. Vishwanatha Acharya and Prof. Chandra participated in the Rally.

9. P.U. Redeployment:

Department of Collegiate Education conducted P.U. Redeployment counseling for P.U. deputed teachers of Mangalore Region on 20th November 2009 at St. Aloysious College Mangalore. AMUCT has taken the initiative to conduct the Counseling. Dr. N. Nagambika Devi, Commissioner of Higher Education, Prof. V. Kamalamma, Additional Director of Collegiate Education, Prof. Gangadharaiah, Joint Director of Collegiate Education, and Prof. T.H. Iranna, J.D of Mangalore Region were present in this occasion. 54 teachers are redeployed through counseling.

10. Gratitude:

The office bearers and members of the Association met honourable Higher Education Minister Shri. Aravind Limbavali at Bajpe Airport on 25th December 2009 to express our gratitude for implementing the revised UGC Pay scales in Karnataka. The following members were in the delegation.

- ❖ Prof. Purushothama K V. Gen. Secretary AMUCT.
- ❖ Prof. Ummappa Poojary Ex. Gen. Sec. AMUCT.
- ❖ Prof. Ganesh Pai, Besant College, Mangalore.
- ❖ Prof. Poovamma, Cauvery College.
- ❖ Prof. Chandra, Sri. Gokarnanatheshwara College, Mangalore.
- ❖ Prof. Purushotham Poojary, Gokarnatheshwara College, Mangalore.
- ❖ Prof. Shreedhar G.S. BTCG College Somavarpete
- ❖ Prof. Shivananda, BTCG College Somavarpete
- ❖ Prof. Manohar Shetty, Canara College, Mangalore.
- ❖ Dr. Jayavantha Nayak, University College, Mangalore.
- ❖ Prof. Naveen Konaje, Government College, Vittala.

11. Felicitation:

Mangalore University Commerce Teachers Association (MUCTA) felicitated Prof.AM Narahari at SDM College of Business Management, Mangalore on 06.01.2010 for his self less and dedicated service to the teachers community.AMUCT President Prof.Joselyn Lobo, General Secretary Prof.Purushothama KV, and Treasurer Dr. Denis Fernandes were present in the occasion. Prof. Devaraj, Principal of SDM College of Business Management presided over the function.

12. AMUCT President invited to Norway

Prof. Joselyn Lobo was once again invited as Visiting Professor by Volda University College, Norway in August 2009. He gave a presentation on "Social Policy in India" from the perspective of social work and field work practicum for the BSW students of the University. He also held discussions with the faculty of the Institute of Social Sciences as well as the students coming to India for placements.

13. Lecture on Higher Education

AMUCT initiated an occasional lecture series. The inaugural lecture was delivered on November 19, 2010 by Professor Jarle Pedersen of Volda University, Norway who spoke on "Higher Education in Norway". He made a power point presentation highlighting the educational trends in Norway and Europe.

PURUSHOTHAMA.K.V
General Secretary, AMUCT

**RESOLUTIONS OF THE FIRST MANAGING COUNCIL
MEETING OF AMUCT FOR THE YEAR 2009-10**

The First **Managing Council Meeting** of AMUCT for the academic year 2009-10 was held on 22nd August 2009, at 3.00 pm at AMUCT Office. The President Prof. Joselyn T Lobo welcomed the members and introduced the new members to the house.

The following resolutions were passed in the meeting-

1. The General Secretary Prof.Purushothama K V read the minutes of the Managing Council Meeting held on 11th July,2009 and which was approved by the house.
2. Dr. Dennis Fernandes, Treasurer of AMUCT, presented the details of expenditure from April to July 2009.The total expenditure including AGM expenses is Rupees 169650-00(One lakh Sixty Nine Thousand and Six Hundred Fifty only.(1,15,802 AGM expenses)

3. Prof. Joselyn T Lobo congratulated all the members , who have made the AGM a grand success. The services of Prof. Ummappa Poojary and Prof.Ganesh Pai in organizing of the AGM were appreciated.
4. The members congratulated Prof. A M Narahari for the award of Ph.D Degree from Mangalore University. Prof.A M Narahari was also congratulated for his nomination to the **Higher Education Council** of Karnataka.
5. Dr. Norbert Lobo gave the details of the AMUCT **web site**, which is under construction. It was decided to have the web site launching function when the web site is ready.
6. It was resolved to request the Department of Collegiate Education to grant OOD for those who are officially going abroad as visiting Professor, paper presenting and other academic matters.
7. The members congratulated AMUCT President Prof.Joselyn Lobo for once again being invited to Volda University, Norway as visiting Professor.
8. It was resolved to hold a one day seminar on **Yashpal Committee Report**.
9. Prof. A. M. Narahari requested the members to participate in AIFUCTO conference which will be held on October 10, 11and 12 at Ahmadabad, Gujarat.
10. It was informed that the FUCTAK has taken the decision to donate 10 days U G C arrears for Chief Minister's Relief Fund and college teachers' building fund.
11. AMUCT paid homage to the departed soul of Prof. Gopal Rao, former AMUCT Managing Trustee and former H.O.D., Department of Hindi at St.Aloysius College, Mangalore. The house also paid homage to Prof. K. B. Janardhan, former H.O.D., Department of Botany, St.Aloysius College, Mangalore and Prof. Shekhar Idya former H.O.D., Department of English, Govindadas College, Surathkal. A minute's silence was observed by the members.
12. Prof. Kumar Hegde of S D M College, Ujire requested to make an appeal to the Department of Collegiate Education to consider the work load of Constitution of India and Environment (Foundation Courses) for P U Redeployment.
13. A discussion was held on withdrawal of Kannada Optional subject at Vittala Govt. First Grade College. Mangalore University Kannada Teachers' Association has made an appeal to AMUCT to look into this matter. It was decided to write a letter to the college and Joint Director along with press statement.
14. The Burkha issue of SVS College , Bantwal was reflected in the meeting. It was unanimously decided to uphold the secular values in the educational institutions.

15. The delay in announcing **Mangalore University Degree results** and the delay in the enquiry report of the **Tabulation Scandal** was seriously noted by the members and decided to give a press statement in this regard.
16. It was noted that separate Libraries are not maintained for the P U sections after the P U-Degree Bifurcation. It was decided to bring this matter to the Collegiate Department.
17. The members felt that Mangalore University should go into NAAC Reaccreditation like any other colleges.

The General Secretary Prof. Purushothama K V proposed vote of thanks and the meeting was adjourned.

Proceedings of the 5th Managing Council Meeting of AMUCT for the Academic Year 2008-09, was held on 11th July 2009 at 3.00 pm at AMUCT Office.

AMUCT President Prof. Joselyn T Lobo welcomed the members present in the meeting.

The following resolutions were passed in the meeting:

1. Prof. Purushothama K .V, General Secretary of AMUCT read the proceedings of the MCM held on 4th, April 2009, which was approved by the house.
2. Prof. Joselyn Lobo briefed the house on PU Redeployment, Tabulation Malpractice Issue, Higher Education Adalat and other recent developments at local and state levels.
3. Dr. Denis Fernandes, the Treasurer of AMUCT presented the Annual Account for the year 2008-09 and budget for the year 2009-2010. Members expressed their concern over the issue of non-payment of subscriptions to FUCTAK and AIFUCTO. President assured the house to pay the pending subscriptions as early as possible. It was also resolved to place the accounts and budget before the General Body.
4. General Secretary Prof. Purushothama K V presented the Annual Report 2008-09 before the house. It was resolved to approve the report and present it before the General Body.
5. Prof. Mohith Suvama , Managing Trustee presented the Annual Report and Annual accounts of AMUCT Trust for the year 2008-09, which was approved by the house and resolved to present it before the General Body.
6. It was resolved that, all the medical assistance appeals to the Trust should be endorsed by the conveners of the college.
7. Prof. Hayavadana Upadya raised the issue of NET \ SLET exams. Members gave their suggestions to modify the existing NET \ SLET exams. It was decided to request the State

- Govt. to conduct SLET twice in a year similar to NET with a prescribed syllabus.
8. It was decided to request the concerned authorities with regard to M.Phil \ Ph.D. guideship in undergraduate colleges.
 9. Discussion was held in connection with NAAC and commercialization of education. Prof. B.V.Raghunandan spoke on this issue. It was felt that NAAC visit schedule should not be disclosed.
 10. It was resolved to collect Rs.1000 from each member as Special Struggle Fund and decided to contribute 40% to AIFUCTO, 30% to FUCTAK and 30% for AMUCT.
 11. It was resolved to oppose the report of the Common Examination Authority, Common Time Table and Common Syllabus in the interest of the academic flexibility and regional importance of the Universities.
 12. It was resolved to appeal the State Government to appoint Registrar (Admn.) and Registrar (Evaluation) from the Academic field only.
 13. Members raised the issue of pending placements and arrears. With regard to this matter it was resolved to request the Government to provide more staff in Joint Director's Office.
 14. In any other matter Dr.Norbert Lobo, the Editor of the AMUCT Bulletin requested the conveners' to give the e-mail address of all the members for the purpose of speedy communication.
 15. Gen.Sec.Prof.Purushothama.K.V requested the conveners to give the details of new convener's.
 16. AGM matters were discussed by the members.
 17. It was resolved to amend the bye law regarding the AGM date. Managing council has decided to hold the AGM on or before 31st July of the academic year and decided to seek the approval of the General Body.
 18. Discussion was held with regard to UGC pay scale.
 19. It was resolved to appoint M/S Kamath and Kamath Associates, Chartered Accountants Mangalore as the Editor for the year 2009-2010.
 20. Gen.Sec.Prof.Purushothama.K.V. appealed the conveners to motivate the members to participate in large number in the AGM. He also proposed Vote of Thanks and the meeting was adjourned.

Prof. Joselyn T.Lobo
President, AMUCT

Prof. Purushothama. K.V
General Secretary, AMUCT

Private-Public-Partnership: A New Dimension



Higher education in India in general and in Karnataka in particular is wrought with problems. The problems in Karnataka stem from the fact that since 1984, there was no regular recruitment of teachers in the State. There is a big gap of 26 years between then and now. Both private colleges and government colleges are increasing in number. While government colleges have a few common problems, the private colleges are suffering from serious maladies unknown to the public. They are fundamental problems that impose very serious limitations on the programme of the Government in increasing the GER (Gross Enrolment Ratio). Though it is felt by every planner that the increase in the ratio is basic and fundamental for the socio-economic development of the country, not that many know a very significant section of the educational system follows policies that defeat the objective of inclusive development. It was a welcome relief to see that the Government opened many colleges in different parts of Karnataka. It was also a further relief to see that appointment of lecturers was made in order to ensure social justice. In addition, it mooted the idea of 'Aapta Mitra' to bring about a collaborative arrangement between the private colleges and Government Colleges for sharing the teaching and learning resources.

The first measure of opening colleges large in number provided an affordable alternative to a significant section of the population. The total exemption of fees for girl students will go a long way in achieving women empowerment more than any slogan or hype. The second measure of appointment of teachers was logical. Posting the teachers to the colleges through personal counseling was brilliant, which no other government has tried anywhere in the country. But then, there was a serious problem. In ensuring better quality, the Government insisted upon passing NET/SLET by the candidates. There are many subjects in which passing NET/SLET is next to impossible. Certain subjects have many disciplines contained in them. Therefore, in important subjects, sufficient eligible candidates are not there for recruitment. This is a problem that should be addressed immediately. The article is to suggest such a measure which can address the problem very quickly so that the new academic year for the Government Colleges will open with quality affordable education.

Private colleges in Karnataka were established by great visionaries in the past century. These were simple people with great ideas. They believed innately that universal education was at the core of development of the society. They were also aware that it could not be confined to parents who could afford. Neither they were aware of the user-payer theory, nor did they believe that it was a relevant policy in education. They raised funds for both capital expenditure and daily expenses from the philanthropists and ran the colleges. The students paid only token fees. The question of raising the money from students alone did not arise. That was a period of intellectual development of the society, that was monetarily poor. Now that the country is rich and getting developed, it has become stylish to use Darwin's, 'survival of the fittest' as a mantra everywhere. Darwin's law was a jungle law. It is not applicable to a civilized society with an elected government to make the necessary intervention in the overall development of the society. The minimum

intellectualism to recognize this fact is vanishing even among the elite and the educated. The result is many an educated started calling education as investment, business or industry. The students were consumers to be exploited in the same way as an industrial unit does. Private colleges that were reputed started raising the capitation fees without any restraint. Some such reputed colleges go to the extent auctioning out the last available seats among the many aspiring students in order to generate the highest capitation fee. This is inspite of these colleges receiving grants from the Government for paying the salary of the teachers.

Universities also started claiming their pound of flesh in the form of service charges imposed on colleges in terms of lakhs of rupees per year apart from the affiliation fee. The colleges pass on the burden to the students. In order to show to the public, the reputed colleges started offering many programmes apart from the class work. No serious effort is made to find out whether these programmes are needed by the students or found relevant by the faculty. Teachers in private colleges are a harassed lot, who find it difficult to keep even minimum focus on the class work. Too many programmes also rob the students off the ability to sit in the class room and indulge in any serious interaction or learning. Already a victim of 24x7 entertainment atmosphere, the student is not helped in any manner. The quality of the teachers in the private colleges is on its way to be tied up in conducting these activities, thus losing the class room focus leading to the long-term damage of quality-impairment.

In addition, each private college is emerging as an island. Even the colleges are receiving government aid, they are totally obsessed with the development of themselves rather than becoming a part of a network of colleges in sharing the resources and having a collaborative competition. Whatever co-operation that exists stems from the members of subjects associations or teachers' associations like AMUCT. Due to the intervention by NAAC, some of the colleges are entering into MOUs leading to better co-operation. Otherwise, a sincere and enlightened effort to share the resources and connecting themselves are not taking place among the aided institutions. The classical case is the poor response to National/State Level Conferences conducted by various colleges. The genesis of the problem is the self-centered approach. Each institution wants the faculty from other colleges to participate large in number. When it comes to the question of sending their own faculty to Conferences conducted by other colleges, it is avoided on the pretext of dislocation of class work. Either the brochure itself is not shown, or the delegate fee does not get reimbursed or the permission is denied outright. There are cases where the faculty was ready to pay everything, but the permission is denied. Ultimately, the teachers are criticized for their indifference in enriching their knowledge. Such attitude prevents well-conceived programme like Aapta Mitra from becoming a highly successful scheme.

One more evil has crept into post-graduate education. It was kept affordable over a long period of time. With the commercialization of education, the cost of it has gone up exponentially. With the job opportunities offered by BPO companies, students find it better to join them rather than continuing their education by paying a princely amount of fees. Even the University-offered post-graduate programmes like MBA having a commercial value, the fee is at a commercialized rate. This will definitely have a long-term cascading effect of shortage of good teachers. It is not the best that go for post-graduation, but the students of parents with deep pockets. It's better not

to talk about inclusive development. Only oasis in this desert of intellectualism was the efforts made by the Government of Karnataka to open post-graduate courses in Government colleges at affordable fees. It has provided an effective and affordable alternative, which will go a long way in achieving social justice. But, the colleges suffer from the same problems as the government colleges offering under-graduate programmes. There is the need to get good quality teachers quickly in order to claim the acceptance from students community. This is possible only through one measure.

The government has been investing a huge amount of money on teachers in aided colleges over a long period of time. The time has come for the government to redeem the investment partially. Due to their experience and self-efforts, many have become teachers of very high caliber. Creating such teachers will take quite a lot of time. Quality and dedication are a rare mixture. Developing that matrix is easy only on paper. In reality, it is a long process. The government can make use of the services of these teachers in aided colleges in improving the quality of teaching in government colleges. The KPSC recruitment was a master stroke by which the Government could get thousands of young and brilliant teachers from private colleges. To begin with the Government can make an open offer for the aided teachers of private colleges to join Government Colleges either on deputation or on the promise of absorbing them into the Government service within a specified period.

An offer can be made to the teachers in private colleges to opt for government service. The teachers can join on a voluntary basis in a place of their choice (preferably through counselling). If the teachers are nearing their retirement, their services can be taken on deputation until the date of their retirement. Where they have a long service, efforts can be made to absorb them in the government service permanently. Again the offer may be general or the offer may be made on their Academic Performance Index (API). This will ensure only dedicated teachers participate in the scheme. The government can also be choosier in selecting the candidates for its post-graduate programmes. This will be the sweetest measure taken by the Government financially and academically for the following reasons.

- A. It can be executed quickly so that the next academic year itself will witness the benefit
- B. Government need not spend a single rupee more as the salary of these teachers are already being paid by the government in the form of salary grants
- C. The government can save the money in the form salary being paid by the government to the guest lecturers
- D. More students will be brought to the government colleges so that the problem of shortage of teachers in the future will be dealt with effectively.

Hope the government would act quickly and decisively for a better education with social justice.

-B.V.Raghunandan
Former President, AMUCT

ಕರ್ನಾಟಕ ಸರ್ಕಾರ

ಕಾಲೇಜು ಶಿಕ್ಷಣ ಇಲಾಖೆ

“ಕರಡು”

ಪ್ರಸ್ತಾವನೆ

ಕೇಂದ್ರೀಕೃತ ಪ್ರವೇಶಾತಿ ಪ್ರಕ್ರಿಯೆ

ಪದವಿ ಕಾಲೇಜುಗಳ ಪ್ರವೇಶಾತಿ ಪ್ರಕ್ರಿಯೆಯಲ್ಲಿ ಹಲವು ಲೋಪದೋಷಗಳು, ನ್ಯೂನತೆಗಳ ಬಗ್ಗೆ ವಿದ್ಯಾರ್ಥಿಗಳು ಮತ್ತು ವಿದ್ಯಾರ್ಥಿ ಸಂಘಟನೆಗಳು ಸನ್ಮಾನ್ಯ ಮುಖ್ಯಮಂತ್ರಿಗಳು ಮತ್ತು ಮಾನ್ಯ ಉನ್ನತ ಶಿಕ್ಷಣ ಸಚಿವರಿಗೆ ಸಲ್ಲಿಸಿದ ಮನವಿಗಳನ್ನಾಧರಿಸಿ, ವಿದ್ಯಾರ್ಥಿಗಳ ಹಿತದೃಷ್ಟಿಯಿಂದ ಕರ್ನಾಟಕ ಸರ್ಕಾರ ಸರಳೀಕೃತ ಮತ್ತು ಪಾರದರ್ಶಕವಾದ ಸಾಮಾನ್ಯ ಪ್ರವೇಶಾತಿ ವ್ಯವಸ್ಥೆಯನ್ನು ರೂಪಿಸಿ 2010-11ನೇ ಶೈಕ್ಷಣಿಕ ಸಾಲಿನಿಂದ ಕಾರ್ಯರೂಪಕ್ಕೆ ತರಲು ಉದ್ದೇಶಿಸಿದೆ. ಕಾಲೇಜು ಶಿಕ್ಷಣ ಇಲಾಖೆ, ಕರ್ನಾಟಕ ಸರ್ಕಾರ, ಕೌನ್ಸಿಲಿಂಗ್ ಮೂಲಕ ಪದವಿ ತರಗತಿಗಳಿಗೆ ಕೇಂದ್ರೀಕೃತ ಪ್ರವೇಶಾತಿ ಪ್ರಕ್ರಿಯೆಯನ್ನು ಆರಂಭಿಸುವ ಉದ್ದೇಶ ಹೊಂದಿದೆ. ಸರ್ಕಾರದ ಪ್ರಧಾನ ಕಾರ್ಯದರ್ಶಿಗಳ ಪತ್ರ ಸಂಖ್ಯೆ ಇಡಿ/128/ಯುಆರ್‌ಸಿ/2008, ದಿನಾಂಕ 26-6-2009, ಆದೇಶದ ಅನ್ವಯ ಕೇಂದ್ರ ಪ್ರವೇಶ ಸಮಿತಿ ರಚನೆ ಮಾಡಿದ್ದು, ಈ ಸಮಿತಿಯು ಮಧ್ಯಂತರ ವರದಿಯನ್ನು ಸರ್ಕಾರಕ್ಕೆ ಸಲ್ಲಿಸಿದ್ದು, ಇದರ ಅನ್ವಯ ಪ್ರಾಂಶುಪಾಲರು ಮತ್ತು ಖಾಸಗಿ ಅನುದಾನಿತ/ಖಾಸಗಿ ಶಿಕ್ಷಣ ಸಂಸ್ಥೆಗಳ ಆಡಳಿತ ಮಂಡಳಿ ಸದಸ್ಯರೊಂದಿಗೆ ಮಾನ್ಯ ಉನ್ನತ ಶಿಕ್ಷಣ ಸಚಿವರ ನೇತೃತ್ವದಲ್ಲಿ ಎರಡು ಸಭೆಗಳನ್ನು ನಡೆಸಲಾಗಿದೆ. ಹಲವು ಇಲಾಖಾ ಸಭೆಗಳು ಮತ್ತು ಕಾಲೇಜು ಆಡಳಿತ ಮಂಡಳಿಗಳ ಸದಸ್ಯರೊಂದಿಗೆ ಚರ್ಚೆ ನಡೆಸಿದ್ದು, ಕೇಂದ್ರೀಕೃತ ಪ್ರವೇಶಾತಿ ಪ್ರಕ್ರಿಯೆಯನ್ನು ಪ್ರಾರಂಭಿಸಲು ಮತ್ತು ಎಲ್ಲ ಪಾಲುದಾರರಿಗೆ ಮುಕ್ತ ಚರ್ಚೆಗೆ ಅವಕಾಶ ನೀಡಿ, ಈ ಪ್ರಕ್ರಿಯೆಯ ಯಶಸ್ವಿ ಜಾರಿಗೆ ಅನುವುಮಾಡಲು ಅವರ ಅಭಿಪ್ರಾಯ ಪಡೆಯಲು ಈ ಕರಡು ಪ್ರಸ್ತಾವನೆಯನ್ನು ಸಿದ್ಧಪಡಿಸಲಾಗಿದೆ.

ವ್ಯಾಪ್ತಿ: ಈ ಪ್ರಕ್ರಿಯೆಯನ್ನು 2010-11 ನೇ ಶೈಕ್ಷಣಿಕ ವರ್ಷದಿಂದ ಪ್ರಾಯೋಗಿಕವಾಗಿ ಬೆಂಗಳೂರು ನಗರ ಮತ್ತು ಶಿವಮೊಗ್ಗ ನಗರ ವ್ಯಾಪ್ತಿಯಲ್ಲಿ ಬರುವ ಸರ್ಕಾರಿ, ಖಾಸಗಿ ಅನುದಾನಿತ (ಅನುದಾನ ಮತ್ತು ಅನುದಾನ ರಹಿತ ಕೋರ್ಸ್‌ಗಳು) ಮತ್ತು ಖಾಸಗಿ ಅನುದಾನ ರಹಿತ ಕಾಲೇಜುಗಳಲ್ಲಿ ಜಾರಿಗೆ ತರಲಾಗುವುದು.

೧. ಧೈಯೋದ್ದೇಶಗಳು:

- ಎಲ್ಲಾ ಅರ್ಹ ಮತ್ತು ಪ್ರತಿಭಾವಂತ ವಿದ್ಯಾರ್ಥಿಗಳಿಗೆ ಎಲ್ಲಾ ಕಾಲೇಜುಗಳಲ್ಲಿ ಮುಕ್ತ ಪ್ರವೇಶಾತಿ ಅವಕಾಶಗಳನ್ನು ಒದಗಿಸುವುದು
- ಪ್ರವೇಶ ನೀತಿಯಲ್ಲಿ ಸಾಮಾಜಿಕ ನ್ಯಾಯವನ್ನು ಒದಗಿಸುವುದು
- ವಿದ್ಯಾರ್ಥಿಗಳ ಆಯ್ಕೆಗನುಗುಣವಾಗಿ ಇಚ್ಛೆಪಟ್ಟ ವಿಷಯ ಹಾಗೂ ಇಚ್ಛೆಪಟ್ಟ ಕಾಲೇಜಿನಲ್ಲಿ ಮೆರಿಟ್ ಮತ್ತು ಮೀಸಲಾತಿ ಆಧಾರವಾಗಿ ಪ್ರವೇಶವನ್ನು ಕಲ್ಪಿಸಿಕೊಡುವುದು
- ವಿದ್ಯಾರ್ಥಿಗಳು ಬೇರೆ ಬೇರೆ ಕಾಲೇಜುಗಳಿಗೆ ಅರ್ಜಿ ಸಲ್ಲಿಸುವುದನ್ನು ನಿಲ್ಲಿಸಿ ಒಂದೇ ಅರ್ಜಿಯಲ್ಲಿ ಬೇರೆ ಬೇರೆ ಕಾಲೇಜುಗಳಿಗೆ ಆಯ್ಕೆ ಮಾಡಲು ಅವಕಾಶ ನೀಡುವುದು
- ಪ್ರವೇಶ ನೀತಿಯನ್ನು ಸರಳೀಕರಿಸಿ ವಿದ್ಯಾರ್ಥಿಯ ಆರ್ಥಿಕ ಹೊರೆಯನ್ನು ಇಳಿಸುವುದು
- ಅಂತರ್ಜಾಲದಿಂದ ಪ್ರವೇಶ ಅರ್ಜಿಗಳನ್ನು ಸಲ್ಲಿಸಲು ಅವಕಾಶ ನೀಡುವುದು
- ಪ್ರವೇಶ ನೀತಿಯಲ್ಲಿ ಪಾರದರ್ಶಕತೆಯನ್ನು ಸಾಧಿಸುವುದು
- ಶೈಕ್ಷಣಿಕ ಗುಣಮಟ್ಟ ಸಾಧಿಸುವುದು
- ಗ್ರಾಸ್ ಎನ್‌ರೋಲ್‌ಮೆಂಟ್ ಹೆಚ್ಚಿಸುವುದು
- ಉದಾರೀಕರಣ, ಖಾಸಗೀಕರಣ ಮತ್ತು ಜಾಗತೀಕರಣದ ಹಿನ್ನೆಲೆಯಲ್ಲಿ ವಿದ್ಯಾರ್ಥಿಯ ಅವಶ್ಯಕತೆಗನುಗುಣವಾಗಿ ಪ್ರವೇಶ ಕಲ್ಪಿಸುವುದು

೨. ಪ್ರಕ್ರಿಯೆಯ ವ್ಯಾಪ್ತಿ:

- ಎಲ್ಲಾ ಸರ್ಕಾರಿ ಕಾಲೇಜುಗಳು
- ಎಲ್ಲಾ ಖಾಸಗಿ ಅನುದಾನಿತ ಕಾಲೇಜುಗಳು
- ಎಲ್ಲಾ ಖಾಸಗಿ ಅನುದಾನ ರಹಿತ ಕಾಲೇಜುಗಳು

೩. ಪ್ರಕ್ರಿಯೆಯ ಅನುಷ್ಠಾನದಲ್ಲಿ ಸಹಭಾಗಿಗಳು:

- ಕಾಲೇಜು ಶಿಕ್ಷಣ ಇಲಾಖೆ
- ಖಾಸಗಿ ಅನುದಾನ ಮತ್ತು ಅನುದಾನ ರಹಿತ ಕಾಲೇಜು ಆಡಳಿತ ಮಂಡಳಿಗಳು
- ಕರ್ನಾಟಕ ಪರೀಕ್ಷಾ ಪ್ರಾಧಿಕಾರ (Karnataka Examination Authority)
- ನ್ಯಾಷನಲ್ ಇನ್‌ಫರ್ಮೇಷನ್ ಸೆಂಟರ್ (NIC)
- ಬೆಂಗಳೂರು ಮತ್ತು ಕುವೆಂಪು ವಿಶ್ವವಿದ್ಯಾನಿಲಯಗಳು
- ವಿದ್ಯಾರ್ಥಿಗಳು/ಪೋಷಕರು

೪. ಪ್ರವೇಶಾತಿ ಅರ್ಜಿ:

- ಸರಳ ಮತ್ತು ಸೀಟು ಹಂಚಿಕೆಗೆ ಅತ್ಯಾವಶ್ಯಕವಾದ ಮಾಹಿತಿಯನ್ನು ಮಾತ್ರ ಅರ್ಜಿಯ ಮೂಲಕ ಪಡೆಯುವುದು
- ಮಾದರಿ ಅರ್ಜಿಯನ್ನು ಈ ಪ್ರಸ್ತಾವನೆಯೊಂದಿಗೆ ಲಗತ್ತಿಸಲಾಗಿದೆ
- ಅರ್ಜಿಯಲ್ಲಿ ವಿದ್ಯಾರ್ಥಿಯ ಹೆಸರು, ಜನ್ಮ ದಿನಾಂಕ, ಅಂಗ, ತಂದೆ ಮತ್ತು ತಾಯಿಯ ಹೆಸರು, ವಿಕಾಸ, ರಾಷ್ಟ್ರೀಯತೆ, ಮೀಸಲಾತಿ ವಿವರಗಳು (ಪ್ರವರ್ಗವಾರು ಮೀಸಲಾತಿ, ಕ್ರೀಡೆ, ಎನ್.ಸಿ.ಸಿ ಇತ್ಯಾದಿ), ಅಯ್ಕೆಮಾಡಲಾಗಿರುವ ಕಾಲೇಜು/ಕೋರ್ಸ್/ಕಾಂಪನೀಷನ್/ಪಿ.ಯು.ಸಿ. ವ್ಯಾಸಂಗದ ವಿವರಗಳು, ಪೋಷಕರ ವಾರ್ಷಿಕ ಆದಾಯ ಇತ್ಯಾದಿ ವಿವರಗಳಿಗೆ ಅವಕಾಶ ಕಲ್ಪಿಸಲಾಗುವುದು
- ಪ್ರವೇಶಾತಿಯ ಸಮಯದಲ್ಲಿ ಕಾಲೇಜುಗಳು ವಿದ್ಯಾರ್ಥಿಗಳಿಂದ ಉಳಿದಂತೆ ವಿವರವಾದ ಇತರೆ ಮಾಹಿತಿಯನ್ನು ಪಡೆಯಬಹುದಾಗಿದೆ

೫. ಅನುಷ್ಠಾನದ ತಂತ್ರಗಳು:

- ಕಾಲೇಜು ಶಿಕ್ಷಣ ಇಲಾಖೆಯ ವೆಬ್‌ಸೈಟ್‌ನಲ್ಲಿ ಪ್ರವೇಶಾತಿ ಪ್ರಕ್ರಿಯೆಯ ಪೂರ್ಣ ಮಾಹಿತಿಯನ್ನು ಪ್ರಕಟಿಸಲಾಗುವುದು
- ಕರ್ನಾಟಕ ಪರೀಕ್ಷಾ ಪ್ರಾಧಿಕಾರದ ವೆಬ್‌ಸೈಟ್‌ನಲ್ಲಿ ಕಾಲೇಜು ಶಿಕ್ಷಣ ಇಲಾಖೆಯ ವೆಬ್‌ಸೈಟ್‌ಗೆ “ಅಂಕ್” ಣಡಲಾಗುವುದು
- ಸೀಟ್ ಮಾಲ್ಟ್ರಕ್ಸ್‌ನ್ನು ಎಸ್.ಸಿ/ಎಸ್.ಟಿ/ಒ.ಬಿ.ಸಿ ಮೀಸಲಾತಿ ಮತ್ತು ಇತರೆ ಮೀಸಲಾತಿ ವಿವರಗಳನ್ನೊಳಗೊಂಡು ನೀಡಲಾಗುವುದು
- ಕಾಲೇಜುಗಳ ಮಾಹಿತಿ ಮತ್ತು “ಪ್ರೋಸ್ಟೆಕ್ಟ್ಸ್” ಪಡೆಯಲು ಅನುವುಮಾಡುವಂತೆ ಈ ವೆಬ್ ಸೈಟ್‌ನಲ್ಲಿ ಕಾಲೇಜುಗಳ ವೆಬ್‌ಸೈಟ್‌ಗೆ “ಅಂಕ್” ಣಡಲಾಗುವುದು
- ಕಾಲೇಜುಗಳಲ್ಲಿ ಲಭ್ಯವಿರುವ ಕೋರ್ಸ್, ಕಾಂಪನೀಷನ್, ಶುಲ್ಕ ಇತ್ಯಾದಿ ವಿವರಗಳನ್ನು ಈ ವೆಬ್ “ಪ್ರೋಸ್ಟೆಕ್ಟ್ಸ್”ನಲ್ಲಿ ಒದಗಿಸಲಾಗುವುದು
- ವಿದ್ಯಾರ್ಥಿಗಳಿಗೆ ಸಹಾಯವಾಗುವಂತೆ ವಿವರವಾದ ವೇಳಾಪಟ್ಟಿಯನ್ನು, ಕೋರ್ಸ್, ಕಾಂಪನೀಷನ್ ಮತ್ತು ಸೀಟ್ ಮಾಲ್ಟ್ರಕ್ಸ್‌ನ್ನು ಪ್ರಕಟಿಸಲಾಗುವುದು
- ಮೆರಿಟ್ ಪಟ್ಟಿಯನ್ನು ಅಂಕಗಳು ಮತ್ತು ರೋಸ್ಟರ್ ಪದ್ಧತಿಯನ್ವಯ ರೂಪಿಸಲಾಗುವುದು
- ಮೆರಿಟ್ ಪಟ್ಟಿಯನ್ನು ಪ್ರಕಟಿಸಲು ದ್ವಿತೀಯ ಪಿ.ಯು.ಸಿ ಪರೀಕ್ಷೆಯಲ್ಲಿ ಗಳಿಸಿದ ಅಂಕಗಳನ್ನಾಧರಿಸಲಾಗುವುದು
- ಈ ಪ್ರವೇಶಾತಿಗಾಗಿ ಯಾವುದೇ ಪ್ರತ್ಯೇಕ ಪರೀಕ್ಷೆ ನಡೆಸಲಾಗುವುದಿಲ್ಲ
- ವಿದ್ಯಾರ್ಥಿಗಳ ಪಿ.ಯು.ಸಿ ಅಂಕಗಳನ್ನು ನೇರವಾಗಿ ಪಿ.ಯು.ಸಿ. ಮಂಡಳಿಯಿಂದ ಪಡೆಯಲಾಗುವುದು
- ಒಂದು ಕೋರ್ಸ್ ಅಥವಾ ಕಾಂಪನೀಷನ್‌ಗಾಗಿ ಪ್ರವೇಶಾತಿ ಪಡೆಯಲಾಗಿರುವ ವಿದ್ಯಾರ್ಥಿಗಳ ಶೇಕಡಾವಾರು ಅಂಕಗಳು ಒಂದೇ ಆಗಿದ್ದಲ್ಲಿ ಮೆರಿಟ್ ಪಟ್ಟಿಯನ್ನು ಪ್ರಕಟಿಸುವಾಗ ಕಾಂಪನೀಷನ್ ಶೇಕಡಾವಾರು ಅಂಕಗಳು, ಜನ್ಮದಿನಾಂಕ ಇತ್ಯಾದಿ ಮಾನದಂಡಗಳನ್ನು ಆಧರಿಸಲಾಗುವುದು
- ವಿದ್ಯಾರ್ಥಿಗಳು ಆನ್‌ಲೈನ್ ಮೂಲಕ ಅರ್ಜಿಯನ್ನು ಸಲ್ಲಿಸತಕ್ಕದ್ದು

- ಅರ್ಜಿಗಳು ಕನ್ನಡ ಮತ್ತು ಆಂಗ್ಲಭಾಷೆಗಳಲ್ಲಿ ಲಭ್ಯವಿರುತ್ತವೆ
- ಸಿ.ಇ.ಐ ಮಾದರಿಯಲ್ಲಿ ಕರ್ನಾಟಕ ಪರೀಕ್ಷಾ ಪ್ರಾಧಿಕಾರ ಹಾಗೂ NIC ಪ್ರವೇಶಾತಿಗಾಗಿ ಮೆರಿಟ್‌ಲಿಸ್ಟ್ ತಯಾರಿಸಿ ಪ್ರಕಟಿಸುವ ಹೊಣೆಗಾರಿಕೆ ಹೊಂದಿರುತ್ತವೆ
- ಕಾಲೇಜು ಶಿಕ್ಷಣ ಇಲಾಖೆಯಲ್ಲಿ ಈ ಪ್ರಕ್ರಿಯೆಯ ಯಶಸ್ವಿ ಜಾರಿಗಾಗಿ ಒಂದು ಘಟಕವನ್ನು ಸ್ಥಾಪಿಸಲಾಗುವುದು. ಈ ಘಟಕವು ಕರ್ನಾಟಕ ಪರೀಕ್ಷಾ ಪ್ರಾಧಿಕಾರ ಹಾಗೂ NIC ಯೊಂದಿಗೆ ಸಮನ್ವಯದೊಂದಿಗೆ ಕಾರ್ಯ ನಿರ್ವಹಿಸುವುದು
- ಪ್ರತಿ ವಿದ್ಯಾರ್ಥಿ ಇಚ್ಛೆಪಟ್ಟ ಗರಿಷ್ಠ 25 ಕಾಲೇಜು/ಕೋರ್ಸ್/ಕಾಂಚನೇಷನ್ನನ ಅಯ್ಕೆಯ ಇಚ್ಛೆಯನ್ನು ವ್ಯಕ್ತಪಡಿಸಲು ಅರ್ಜಿಯಲ್ಲಿ ಅವಕಾಶವಿರುತ್ತದೆ
- ಮೀಸಲಾತಿ ಪಡೆಯಲು ಅವಕಾಶವಿರುವ ವಿದ್ಯಾರ್ಥಿಗಳು ಮೀಸಲಾತಿ ಪ್ರಮಾಣ ಪತ್ರಗಳನ್ನು ಪರಿಶೀಲನೆಗಾಗಿ ಅಧಿಕಾರಿಗಳಿಗೆ ಸಲ್ಲಿಸ ಬೇಕಾಗುವುದು.
- ಬೆಂಗಳೂರು ನಗರ ಮತ್ತು ಶಿವಮೊಗ್ಗ ನಗರದಲ್ಲಿ ಕೆಲವು ಕಾಲೇಜುಗಳನ್ನು ಫೆಸಿಲಿಟೇಷನ್ ಕೇಂದ್ರಗಳಾಗಿ ಗುರುತಿಸಿ, ಈ ಕೇಂದ್ರಗಳಲ್ಲಿ ಮೀಸಲಾತಿ ಪಡೆಯಲಿಚ್ಛಿಸುವ ವಿದ್ಯಾರ್ಥಿಗಳು ತಮ್ಮ ಪ್ರಮಾಣ ಪತ್ರಗಳನ್ನು ಪರಿಶೀಲನೆಗೆ ತರಲು ಅವಕಾಶ ಕಲ್ಪಿಸಲಾಗುವುದು
- ಪ್ರವೇಶಾತಿಯನ್ನು ಪಡೆದ ನಂತರ ವಿದ್ಯಾರ್ಥಿಗಳು ನಿಗದಿತ ಶುಲ್ಕವನ್ನು ಕಾಲೇಜಿನಲ್ಲೇ ಪಾವತಿಸತಕ್ಕದ್ದು
- ಕಾಲೇಜುಗಳು ವಿಶ್ವವಿದ್ಯಾಲಯ ಮತ್ತು ಕಾಲೇಜು ಶಿಕ್ಷಣ ಇಲಾಖೆ, ಕರ್ನಾಟಕ ಸರ್ಕಾರ ನಿಗದಿ ಪಡಿಸಿದಂತೆ ಶುಲ್ಕ ಪಡೆಯತಕ್ಕದ್ದು
- ಕೌನ್ಸೆಲಿಂಗ್ ನಲ್ಲಿ ಒಂದೇ ಸುತ್ತಿನ ಮೂಲಕ ಪ್ರಕ್ರಿಯೆಯನ್ನು ಪೂರ್ಣಗೊಳಿಸಲಾಗುವುದು
- ಕ್ಯಾಶುವಲ್ ಸುತ್ತಿಗೆ ಅವಕಾಶವಿರುವುದಿಲ್ಲ
- ಸೀಟ್ ಹಂಚಿಕೆ ಸಮಯದಲ್ಲಿ ಯಾವ ಪ್ರಮಾಣ/ಅನುಪಾತದಲ್ಲಿ ಸೀಟು ಹಂಚಿಕೆ ಆಗಬೇಕೆಂಬುದರ ಬಗ್ಗೆ ಸಲಹೆಗಳನ್ನು ಸ್ವಾಗತಿಸಲಾಗಿದೆ. ಶೇಕಡ 60 ರಷ್ಟು CAP ಮೂಲಕ ಇಲಾಖೆಗೆ ಹಾಗೂ ಶೇಕಡ 40 ರಷ್ಟು ಆಡಳಿತ ಮಂಡಳಿಗಳ ಮೂಲಕ ಸೀಟು ಹಂಚಿಕೆ ಆಗಬೇಕೆಂದು ಇಲಾಖೆ ಸೂಚಿಸಿದೆ

೩. ಶುಲ್ಕ ವಿವರಗಳು:

- ಈ ಪ್ರಕ್ರಿಯೆ ಮೂಲಕ ಪ್ರವೇಶಾತಿ ಕಲ್ಪಿಸಲು ವಿದ್ಯಾರ್ಥಿಗಳಿಂದ ಕೇವಲ ರೂ. 100/-ಗಳನ್ನು ಶುಲ್ಕವಾಗಿ ಪಡೆಯಲಾಗುವುದು
- ಈ ಶುಲ್ಕವನ್ನು ಸ್ಟೇಟ್ ಬ್ಯಾಂಕ್ ಆಫ್ ಮೈಸೂರ್‌ನ ಯಾವುದೇ ಶಾಖೆಯಲ್ಲಿ ಪಾವತಿಸಿ, ಚೆಲನ್ ಸಂಖ್ಯೆಯನ್ನು ಅರ್ಜಿಯಲ್ಲಿ ನಮೋದಿಸಬೇಕು
- ನಿಗದಿತ ಶುಲ್ಕವನ್ನು ಪ್ರವೇಶಾತಿ ಪಡೆಯುವ ಸಮಯದಲ್ಲಿ ಕಾಲೇಜಿನಲ್ಲೇ ಪಾವತಿಸಬೇಕಾಗಿದೆ

೪. ಉದ್ದೇಶಿತ ವೇಳಾಪಟ್ಟಿ:

ದಿನಾಂಕ	ವಿವರಣೆ
ಏಪ್ರಿಲ್ 25	ಕಾಲೇಜುಗಳ ಸಂಪೂರ್ಣ ಮಾಹಿತಿ ಮತ್ತು ಸೀಟ್ ಮ್ಯಾಟ್ರಿಕ್ಸ್‌ನ್ನು ವೆಬ್‌ಸೈಟ್ ನಲ್ಲಿ ಪ್ರಕಟಿಸಲಾಗುವುದು
ಮೇ 5-15	ಪ್ರವೇಶಾತಿ ಅರ್ಜಿಗಳನ್ನು ವೆಬ್‌ಸೈಟ್‌ನಲ್ಲಿ ಲಭ್ಯಗೊಳಿಸಲಾಗುವುದು
ಮೇ 16-22	ಅರ್ಜಿಗಳ ಪರಿಶೀಲನೆ ಮತ್ತು ವೆಬ್‌ಸೈಟ್‌ನಲ್ಲಿ ಮೆರಿಟ್ ಲಿಸ್ಟ್ ಪ್ರಕಟಣೆ
ಮೇ 23-30	ಮೆರಿಟ್ ಲಿಸ್ಟ್ ಆಧಾರದ ಮೇಲೆ ಕಾಲೇಜುಗಳಲ್ಲಿ ವಿದ್ಯಾರ್ಥಿಗಳ ಪ್ರವೇಶಾತಿಗಾಗಿ ಕಾಲಾವಕಾಶ
ಜೂನ್ 5-20	ಮೆರಿಟ್ ಲಿಸ್ಟ್‌ನಲ್ಲಿ ಅವಕಾಶವಿಲ್ಲದ ಮತ್ತು ಮೆರಿಟ್ ಲಿಸ್ಟ್‌ನ ಅನ್ವಯ ಪ್ರವೇಶಾತಿ ಪಡೆಯದ ವಿದ್ಯಾರ್ಥಿಗಳಿಗೆ ಕೌನ್ಸೆಲಿಂಗ್
ಜೂನ್ 30	ಉಳಿಕೆಯಾದ ಸೀಟ್ ಗಳನ್ನು ಖಾಸಗಿ ಕಾಲೇಜುಗಳ ಆಡಳಿತ ಮಂಡಳಿಗಳಿಗೆ ವರ್ಗಾಯಿಸುವುದು
ಜುಲೈ 1-14	ಉಳಿಕೆ ಸೀಟುಗಳಿಗಾಗಿ ಕಾಲೇಜು ಆಡಳಿತ ಮಂಡಳಿಗಳ ಮೂಲಕ ಪ್ರವೇಶಾತಿ ಪ್ರಕ್ರಿಯೆ
ಜುಲೈ 15	ತರಗತಿಗಳು ಪ್ರಾರಂಭ

ವಿಶೇಷ ಸೂಚನೆ: ಈ ಪ್ರಸ್ತಾವನೆಯನ್ನು ಕಾಲೇಜುಗಳು ಮತ್ತು ಖಾಸಗಿ ಅನುದಾನಿತ/ಅನುದಾನ ರಹಿತ ಆಡಳಿತ ಮಂಡಳಿಗಳ ಅಭಿಪ್ರಾಯ, ಸಲಹೆ ಮತ್ತು ಸೂಚನೆಗಳಿಗಾಗಿ ಪ್ರಕಟಿಸಲಾಗಿದೆ.

ಆಯುಕ್ತರು
ಕಾಲೇಜು ಶಿಕ್ಷಣ ಇಲಾಖೆ

ಪುಕ್ತ ಸುತ್ತಮುತ್ತ.....



ರಾಜ್ಯ ಒಕ್ಕೂಟದ ಅಧ್ಯಕ್ಷ ನೆಲೆಯಲ್ಲಿ ಅಮುಕ್ತ ಮಿತ್ರರಿಗೆ ನಾನು ಬರೆಯುತ್ತಿರುವ ಕೊನೆಯ ಅನ್ನಿಸಿಕೆಗಳು.

ಏಪ್ರಿಲ್ 11 ರಂದು ಗುಲ್ಬರ್ಗಾದಲ್ಲಿ ನಡೆಯುವ ವಾರ್ಷಿಕ ಸಭೆಯಲ್ಲಿ ರಾಜ್ಯ ಒಕ್ಕೂಟಕ್ಕೆ ಹೊಸ ನಾಯಕತ್ವ ಬರಲಿದೆ. 7 ವರ್ಷ 3 ತಿಂಗಳುಗಳಷ್ಟು ಸುದೀರ್ಘ ಅವಧಿಗೆ ನನಗೆ ರಾಜ್ಯ ನಾಯಕತ್ವದ ಹೊಣೆ ಸಿಕ್ಕಿದ್ದು, ಅದನ್ನು ನಿಭಾಯಿಸಿದ ಅನುಭವಗಳಿಗೆ ಬರೆಯಬೇಕೆನ್ನಿಸುತ್ತದೆ. ಒಂದು ಲೇಖನದಲ್ಲಿ ಸಾಧ್ಯವಿಲ್ಲ. ಎಷ್ಟೋ ಘಟನೆಗಳನ್ನು, ವಿಷಯಗಳನ್ನು ದಾಖಲಿಸಬೇಕಾಗಿದೆ.

ಬಹುಷಃ ನನ್ನ ಅನುಭವಗಳ ಹಿನ್ನೆಲೆಯಲ್ಲಿ ಒಂದು ಪುಸ್ತಕವನ್ನೇ ಬರೆಯಬೇಕೆಂಬ ಹಂಬಲವಿದೆ. ರಾಜ್ಯ ನಾಯಕತ್ವ ಒಂದು ದೊಡ್ಡ ಸವಾಲಾಗಿತ್ತು. ಅಮುಕ್ತ ಸಂಘಟನೆ ನನ್ನನ್ನು ದೃಢವಾಗಿ ಬೆಂಬಲಿಸಿದ್ದರಿಂದ ಅನೇಕ ಸವಾಲುಗಳನ್ನು ಎದುರಿಸಲು ಸಾಧ್ಯವಾಯಿತು. ಅಮುಕ್ತ ಪದಾಧಿಕಾರಿಗಳಿಗೆ ಹಾಗೂ ಸದಸ್ಯ ಮಿತ್ರರಿಗೆ ನಾನು ಸದಾ ಚಿರಋಣಿ. ಅವಕಾಶಗಳನ್ನು ಸೃಷ್ಟಿಸಿಕೊಂಡಿದ್ದು, ಅದನ್ನು ಬಳಸಿಕೊಂಡಿರುವ ಬಗ್ಗೆ ನನಗೆ ಸಮಾಧಾನ ಇದೆ. ಉನ್ನತ ಶಿಕ್ಷಣದ ಅಧ್ಯಾಪನ ವೃತ್ತಿಗೆ ಗೌರವ ತರುವ ರೀತಿಯಲ್ಲಿ ನಡೆದುಕೊಂಡಿದ್ದೇನೆ ಎಂದು ನನ್ನ ಭಾವನೆ. ಅದರಲ್ಲೂ ಉನ್ನತ ಶಿಕ್ಷಣ ಸಚಿವ ಶ್ರೀ ಅರವಿಂದ ಲಿಂಬಾವಳಿಯವರು ನನ್ನ ಬಗ್ಗೆ ತೋರಿದ ಪ್ರೀತಿ, ವಿಶ್ವಾಸ, ಉನ್ನತ ಶಿಕ್ಷಣ ಇಲಾಖೆ ಪ್ರಧಾನ ಕಾರ್ಯದರ್ಶಿ ಶ್ರೀ ಶ್ರೀಕಾಂತ್, ಕಾಲೇಜು ಶಿಕ್ಷಣ ಇಲಾಖೆ ಆಯುಕ್ತರಾದ ಡಾ.ನಾಗಾಂಬಿಕಾದೇವಿ ಹಾಗೂ ಇತರ ಅಧಿಕಾರಿಗಳು ನೀಡಿದ ಗೌರವ ಮತ್ತು ಸಹಕಾರ, ಮುಖ್ಯವಾಗಿ ಕಾಲೇಜು ಶಿಕ್ಷಣ ಇಲಾಖೆಯಲ್ಲಿ ಹೆಚ್ಚುವರಿ ನಿರ್ದೇಶಕರಾದ ಡಾ.ಕಮಲಮ್ಮ ನವರು ಮಾಡಿರುವ ಸಹಾಯವನ್ನು ಸದಾ ಸ್ಮರಿಸುತ್ತೇನೆ. ಹಲವು ಮಿತ್ರರು ನೀವು ರಾಜ್ಯ ನಾಯಕತ್ವದಲ್ಲಿ ಮುಂದುವರೆಯಬೇಕು ಎಂದು ಆಗ್ರಹಿಸಿದ್ದಾರೆ. ನಾಯಕತ್ವ ಎಂದರೆ ಕೇವಲ ಪದಾಧಿಕಾರಿಯಾಗಿರಬೇಕು ಎಂದೇನಿಲ್ಲ. ಜನ ಹೋಗು ಎನ್ನುವವರೆಗೆ ಅಧಿಕಾರಕ್ಕೆ ಅಂಟಿಕೊಳ್ಳುವುದೂ ಸರಿಯಲ್ಲ. ಅಮುಕ್ತ ಹಾಗೂ ಪುಕ್ತ ನಲ್ಲಿ ಹೊಸ ನಾಯಕರಿಗೆ ಅವಕಾಶ ನೀಡುವ ಪರಂಪರೆ ಬೆಳೆದರೆ ಶಿಕ್ಷಕ ಆಂದೋಲನಕ್ಕೆ ಸಲ್ಲುವ ದೊಡ್ಡ ಗೌರವ ಎನ್ನುವುದು ನನ್ನ ನಂಬಿಕೆ. ಉನ್ನತ ಶಿಕ್ಷಣ, ವಿದ್ಯಾರ್ಥಿಗಳ ಹಾಗೂ ಶಿಕ್ಷಕರ ಹಿತ ದೃಷ್ಟಿಯಿಂದ ನನ್ನ ಪಾತ್ರ ಮುಂದುವರೆಯಲಿದೆ.

ಯುಜಿಸಿ ಪರಿಷ್ಕೃತ ವೇತನ ಜ್ಯಾರಿಯಾಗಿದೆ. ಬಹಳ ದಿವಸಗಳ ನಿರೀಕ್ಷೆ ನನಸಾಗಿದೆ. ಎಷ್ಟೋ ಉಪನ್ಯಾಸಕ ಮಿತ್ರರಿಗೆ ನಂಬಿಕೆನೇ ಇರಲಿಲ್ಲ. ಸರಕಾರ ಏನಾದ್ರೂ ಅಡ್ಡಿಮಾಡಬಹುದು ಎನ್ನುವ ಆತಂಕ ಇತ್ತು. ಒಕ್ಕೂಟದ ಪರವಾಗಿ ನಾನೆಷ್ಟು ಭರವಸೆ ನೀಡಿದರೂ ವಿಶ್ವಾಸ ಮೂಡಿಸುವುದು ಕಷ್ಟವಾಗಿತ್ತು. ದಿನ ಕಳೆದಂತೆ ಎಷ್ಟೋ ಮಿತ್ರರು ವ್ಯಂಗ್ಯವಾಗಿ ಪ್ರತಿಕ್ರಿಯಿಸಿದ್ದೂ ಇದೆ. ಆದರೆ ನನಗೆ ಅತೀವ ಆತ್ಮ ವಿಶ್ವಾಸ ಇತ್ತು. ಕಳೆದ 25 ವರ್ಷಗಳಲ್ಲಿ ಹಂತ ಹಂತವಾಗಿ ನಮ್ಮ ಸೇವಾ ಸೌಲಭ್ಯಗಳು ಸಾಕಷ್ಟು ಸುಧಾರಣೆ ಕಂಡಿವೆ. ಇವೆಲ್ಲಕ್ಕೂ ಸಾಕ್ಷಿಯಾಗಿ 1986, 1996 ಹಾಗೂ 2006 ಬೆಳವಣಿಗೆಗಳಿಗೆ ನಾನು ನಾಯಕತ್ವ ನೀಡಿದ್ದು ಕಾಕತಾಳೀಯವೋ ಅಥವಾ ನನಗೆ ಸಿಕ್ಕಿದ್ದ ಅವಕಾಶದ ಸಾಕ್ಷಾತ್ಕಾರವೋ ಗೊತ್ತಿಲ್ಲ. ಒಂದಂತೂ ನಿಜ. ನಮ್ಮ ಸಾಧನೆಗಳಿಗೆ ಶಿಕ್ಷಕ ಆಂದೋಲನವೇ ಕಾರಣ. ಈ ಆಂದೋಲನವನ್ನು ಜೀವಂತವಾಗಿಟ್ಟು ಸಹಕರಿಸಿದ ಎಲ್ಲಾ ಮಿತ್ರರಿಗೆ ಆ ಕೀರ್ತಿ ಸಲ್ಲಬೇಕು. ಐಫೆಕ್ಯೋ ಹಾಗೂ ಪುಕ್ತ ನಾಯಕತ್ವ, ಆ ಸಂಘಟನೆಗಳು ಹುಟ್ಟುಹಾಕಿರುವ ಪರಂಪರೆ, ಸಂಸ್ಕೃತಿ ಹಾಗೂ ವ್ಯವಸ್ಥೆಗಳನ್ನು ನಾವು ನೆನೆಪಿಸಿಕೊಳ್ಳಲೇಬೇಕು.

ಯುಜಿಸಿ ವೇತನ ಜ್ಯಾರಿಯಾಗುತ್ತಿದೆ ಎಂದರೆ ಏನೂ ಆತಂಕವಿಲ್ಲ ಎಂದಲ್ಲ. ಉನ್ನತ ಅಧಿಕಾರಿಗಳು ಸಹಕಾರ ನೀಡಿದರೂ ಕೆಳಮಟ್ಟದ ಅಧಿಕಾರಿಗಳು ಆದೇಶವನ್ನು ಹಲವು ರೀತಿಯಲ್ಲಿ ತಿರುಚುವ ಯತ್ನ ಮಾಡುತ್ತಾರೆ. ಇಂತಹ ಪ್ರಯತ್ನಗಳು ನಡೆಯುತ್ತಲೇ ಇವೆ. ಒಕ್ಕೂಟ ಈ ಬಗ್ಗೆ ಜಾಗರೂಕವಾಗಿದ್ದು ಕಾಲ ಕಾಲಕ್ಕೆ ಅಧಿಕಾರಿಗಳೊಡನೆ ಸಭೆ ನಡೆಸಿ ಹೆಚ್ಚಿನ ಗೊಂದಲಗಳಿಗೆ ಆಸ್ಪದವಿಲ್ಲದಂತೆ ಪರಿಷ್ಕೃತ ವೇತನ ಪಡೆಯುವ ಬಗ್ಗೆ ಒಕ್ಕೂಟದ ವತಿಯಿಂದ ಪ್ರಯತ್ನಗಳು ನಿರಂತರವಾಗಿ ನಡೆಯುತ್ತಿವೆ. ಒಂದೆರಡು ತಿಂಗಳುಗಳಲ್ಲಿ ವೇತನ ನಿಮ್ಮ ಕೈ ಸೇರುತ್ತದೆ. ಪೂರ್ವಭಾವಿಯಾಗಿ ಬಾಕಿ ಇದ್ದು

ಸ್ಥಾನೀಕರಣ ಪ್ರಸ್ತಾವಗಳನ್ನು ಅಂತಿಮಗೊಳಿಸಲಾಗಿದೆ. ಈ ಮಧ್ಯೆ ಶಿಕ್ಷಕರು ಆತಂಕದಿಂದ ಪೋನಾಯಿಸುತ್ತಲೇ ಇರುತ್ತಾರೆ. ಅವರ ಎಲ್ಲಾ ಪ್ರಶ್ನೆಗಳಿಗೆ ನನ್ನಲ್ಲಿ ಉತ್ತರವಿಲ್ಲ. ಈ ಬಾರಿ ನಮಗೆ ಸಿಕ್ಕಿರುವ ಪ್ಯಾಕೇಜ್ ಬೇರೆ ರಾಜ್ಯಗಳಿಗೆ ಹೋಲಿಸಿದರೆ ಸಾಕಷ್ಟು ಉತ್ತಮವಾಗಿದೆ. ವದಂತಿಗಳಿಗೆ ಉತ್ತರ ನೀಡುವ ಆಸಕ್ತಿ ನನ್ನಲ್ಲಿಲ್ಲ. ಬಾಕಿ ವೇತನದ ಬಗ್ಗೆ ಕೇಂದ್ರ ಸರಕಾರದಿಂದ ಮೊದಲ ಕಂತು ಇನ್ನೂ ಬಿಡುಗಡೆಯಾಗದಿರುವುದರಿಂದ ಸ್ವಲ್ಪ ಕಾಯಬೇಕಾಗಬಹುದು. ಈ ಬಗ್ಗೆ ಇಲಾಖೆ ಕೇಂದ್ರ ಸರಕಾರದ ಗಮನ ಸೆಳೆದಿದೆ. ಸೌಲಭ್ಯಗಳು ಹೆಚ್ಚಿದಂತೆಲ್ಲಾ ನಮ್ಮ ಜವಾಬ್ದಾರಿ ಜಾಸ್ತಿಯಾಗುತ್ತಿದೆ. ಸಮಾಜ ಹಾಗೂ ವಿದ್ಯಾರ್ಥಿಗಳ ಗೌರವ ಗಳಿಸಿಕೊಳ್ಳದಿದ್ದಲ್ಲಿ ಈಗ ಗಳಿಸಿರುವ ವೇತನ ಸೌಲಭ್ಯವನ್ನು ಉಳಿಸಿಕೊಳ್ಳುವುದು ಕಷ್ಟ. ಗುಣಮಟ್ಟದ ಬಗ್ಗೆ ಸಾಕಷ್ಟು ಪ್ರಶ್ನೆಗಳು ಎದ್ದಿವೆ. ಕಲಿಕಾ ವಿಧಾನದ ಬದಲಾವಣೆಗಳು, ಜ್ಞಾನವನ್ನು ವೃದ್ಧಿಸುವ ಮತ್ತು ವಿದ್ಯಾರ್ಥಿ ಕೇಂದ್ರೀಕೃತ ವ್ಯವಸ್ಥೆ ಬಗ್ಗೆ ನಮಗೆ ಸವಾಲುಗಳನ್ನು ಹಾಕಲಾಗುತ್ತಿದೆ. ಇದು ಬರೀ ಚರ್ಚೆಯ ವಿಷಯವಲ್ಲ. ಪರಸ್ಪರ ದೋಷಾರೋಪಣೆಯಿಂದ ಪರಿಹಾರ ಸಾಧ್ಯವಿಲ್ಲ. ನಮ್ಮಿಂದ ಏನು ಸಾಧ್ಯ ಎನ್ನುವುದರ ಬಗ್ಗೆ ಆಲೋಚನೆ ಮಾಡೋಣ.

ತಿಂಗಳ ವೇತನ ವಿಲೇವಾರಿಯಲ್ಲಿ ವಿಳಂಬವಾಗುತ್ತಿದೆ. ಇದೊಂದು ಮಧ್ಯಂತರ ಸಮಸ್ಯೆ. ಸಂಪೂರ್ಣವಾಗಿ ಹೆಚ್.ಆರ್.ಎಂ.ಎಸ್ ವ್ಯವಸ್ಥೆಗೆ ಪರಿವರ್ತನೆಯಾದನಂತರ ಸಮಸ್ಯೆಗಳಿಗೆ ಪರಿಹಾರ ಸಿಗುತ್ತದೆ. ಸೇವಾ ಪುಸ್ತಕ ಕೂಡಾ ಈ ವ್ಯವಸ್ಥೆಗೆ ಒಳಪಡುವುದರಿಂದ ಹಿಂದೆ ಅನುಭವಿಸುತ್ತಿದ್ದ ಅನೇಕ ಎಡರು ತೊಡರುಗಳಿಂದ ಮುಕ್ತಿ ಹೊಂದಬಹುದು.

ರಾಜ್ಯ ವಿಶ್ವವಿದ್ಯಾನಿಲಯ ಕಾಯಿದೆಯನ್ನು ಬದಲಾಯಿಸುವ ಮೊದಲ ಹಂತವಾಗಿ ಆ ಬಗ್ಗೆ ನೇಮಿಸಿದ್ದ ತಜ್ಞರ ಸಮಿತಿ ಸರಕಾರಕ್ಕೆ ತನ್ನ ವರದಿಯನ್ನು ಸಲ್ಲಿಸಿದೆ. ಈ ಸಮಿತಿಯಲ್ಲಿ ನನಗೂ ಅವಕಾಶ ಸಿಕ್ಕಿತ್ತು. 2000 ರ ಬದಲಾವಣೆಯಲ್ಲಿ ಕಾಲೇಜು ಶಿಕ್ಷಕರಿಗೆ ವಿವಿ ಅಂಗ ಸಂಸ್ಥೆಗಳಲ್ಲಿ ಯಾವುದೇ ಪ್ರಾತಿನಿಧ್ಯ ಇರಲಿಲ್ಲ. ವರದಿ ಜ್ಯಾರಿಗೆ ಬಂದಲ್ಲಿ ಮತ್ತೆ ಕಾಲೇಜು ಶಿಕ್ಷಕರು ಚುನಾವಣೆ ಮೂಲಕ ಅಂಗ ಸಂಸ್ಥೆಗಳಿಗೆ ಸದಸ್ಯರಾಗುವ ಅವಕಾಶ ಲಭಿಸಲಿದೆ. ಗ್ರಂಥಪಾಲಕರು ಹಾಗೂ ದೈಹಿಕ ಶಿಕ್ಷಣ ನಿರ್ದೇಶಕರನ್ನು 'ಶಿಕ್ಷಕರು' ಎಂದು ಪರಿಗಣಿಸಬೇಕೆಂದು ಶಿಫಾರಸು ಮಾಡಲಾಗಿದೆ. ಹಾಗೆಯೇ ಕಾಲೇಜು ಶಿಕ್ಷಕರಿಗೆ ಸಂಶೋಧನಾ ಮಾರ್ಗದರ್ಶನ ಅವಕಾಶ ನೀಡಬೇಕೆಂದು ಶಿಫಾರಸು ಮಾಡಲಾಗಿದೆ. ವಿವಿ ಕಾಯಿದೆಯನ್ನು ಸಮಗ್ರವಾಗಿ ಬದಲಿಸಿ ವಿವಿ ಸ್ವಾಯತ್ತತೆಯೂ ಸೇರಿದಂತೆ ಅನೇಕ ವ್ಯವಸ್ಥೆಗಳ ಬಗ್ಗೆ ವ್ಯಾಪಕ ಬದಲಾವಣೆಗೆ ಶಿಫಾರಸು ಮಾಡಲಾಗಿದೆ. ಸರಕಾರ ಮುಂದಿನ ಅಧಿವೇಶನದಲ್ಲಿ ತಿದ್ದುಪಡಿ ಮಸೂದೆಯನ್ನು ಮಂಡಿಸುವುದಾಗಿ ಭರವಸೆ ನೀಡಿದೆ.

ರಾಜ್ಯ ಸರಕಾರ ಹಲವು ಹೊಸ ವಿವಿಗಳನ್ನು ಸ್ಥಾಪಿಸುವ ನಿರ್ಧಾರ ಮಾಡಿದೆ. ಬೆಳಗಾವಿ ವಿವಿ ಬಗ್ಗೆ ಸದ್ಯದಲ್ಲೇ ಘೋಷಣೆ ಮಾಡಬಹುದು. ಖಾಸಗಿ ವಿವಿಗಳನ್ನು ಸ್ಥಾಪಿಸಲು ಮುಂದಾಗಿದ್ದು ಅಜೀಂ ಪ್ರೇಮ್‌ಜಿ ಮತ್ತು ಅಲ್ಟ್ರಿಯನ್ಸ್ ವಿವಿ ಬಗ್ಗೆ ಶಾಸನ ಸಭೆಗಳಲ್ಲಿ ಒಪ್ಪಿಗೆ ಪಡೆಯಲಾಗಿದೆ. ಇಂತಹ ವಿವಿಗಳಿಂದ ಯಾವ ರೀತಿಯ ಪರಿಣಾಮಗಳಾಗಬಹುದು ಎಂದು ಅಧ್ಯಯನ ಮಾಡಬೇಕು.

ಕೇಂದ್ರ ಸರಕಾರ ವಿದೇಶೀ ವಿವಿಗಳನ್ನು ಸ್ವಾಗತಿಸಲು ಮಸೂದೆಯೊಂದನ್ನು ಜ್ಯಾರಿಗೆ ತರಲು ಸಿದ್ಧತೆ ನಡೆಸಿದೆ. ಗಳಿಸುವ ಲಾಭವನ್ನು ಭಾರತದಲ್ಲಿಯೇ ವ್ಯಯಿಸಬೇಕು, ನಿಬಂಧನೆಗಳಿಗೆ ಒಳಪಟ್ಟಿರಬೇಕು, ಹೀಗೆ ಹಲವು ಷರತ್ತುಗಳ ಬಗ್ಗೆ ಸುದ್ದಿ ಇದ್ದರೂ ನಾವು ಎಚ್ಚರಿಕೆಯಿಂದ ಪರಿಶೀಲಿಸಬೇಕು. ಈ ಬಗ್ಗೆ ಐಫೆಕ್ಟೋ ತೆಗೆದುಕೊಳ್ಳುವ ನಿಲುವನ್ನು ನಾವು ಬೆಂಬಲಿಸಲೇ ಬೇಕಾಗುತ್ತದೆ.

ಒಂದೆಡೆ ನಾವು ಯುಜಿಸಿ ವೇತನದ ಬಗ್ಗೆ ಸಂಭ್ರಮದಲ್ಲಿದ್ದರೆ, ಇನ್ನೊಂದೆಡೆ ದೊಡ್ಡ ಸಂಖ್ಯೆಯ ಶಿಕ್ಷಕರು ಖಾಸಗಿ ವ್ಯವಸ್ಥೆಯಲ್ಲಿ ಶೋಷಣೆಗೊಳಗಾಗುತ್ತಿದ್ದಾರೆ. ಅನೇಕ ಅರ್ಹ ಕಾಲೇಜುಗಳನ್ನು ಅನುದಾನ ವ್ಯವಸ್ಥೆಗೆ ತರುವುದರ ಬಗ್ಗೆ ಸರಕಾರವನ್ನು ಒತ್ತಾಯಿಸಬೇಕು. ಅಲ್ಲದೇ ಖಾಸಗಿ ವ್ಯವಸ್ಥೆಯಲ್ಲಿ ಕೆಲಸ ಮಾಡುತ್ತಿರುವ ಶಿಕ್ಷಕರಿಗೆ ಉತ್ತಮ ಸೇವಾ ಸೌಲಭ್ಯಗಳು ದೊರಕುವುದರ ಬಗ್ಗೆ ದನಿ ಎತ್ತಬೇಕು. ಆಗ ಮಾತ್ರ ನಮ್ಮ ಆಂದೋಲನಕ್ಕೆ ಗೌರವ ಬರುತ್ತದೆ.

ಫುಕ್ತಕ್ ನ ನೂತನ ಪದಾಧಿಕಾರಿಗಳಿಗೆ ಸಾಕಷ್ಟು ಸವಾಲುಗಳಿವೆ. ವ್ಯವಸ್ಥೆ ಎಷ್ಟೇ ಸುಧಾರಿಸಿದ ಹಾಗೆ ತೋರಿದರೂ ಅಧಿಕಾರಿಗಳು ಬದಲಾವಣೆಯಾದಾಗ ಮತ್ತೆ ಸಮಸ್ಯೆಗಳು ತಲೆದೋರಬಹುದು. ಯುಜಿಸಿ ವೇತನ ಜ್ಯಾರಿಯಲ್ಲಿ ಅನೇಕ ತೊಡಕುಗಳು ಉಂಟಾಗಬಹುದು. ರಾಜ್ಯದ ರಾಜಧಾನಿಯಲ್ಲಿ ಕಾಲೇಜು ಶಿಕ್ಷಕ ಭವನ ನಿರ್ಮಿಸಬೇಕು ಎನ್ನುವ ನಮ್ಮ

ಕನಸು ಹಾಗೇ ಉಳಿದಿದೆ. ಗುಲ್ಬರ್ಗಾ ವಿವಿ ಖಾಸಗಿ ಕಾಲೇಜು ಅಧ್ಯಾಪಕರ ಸಂಘ ಗುಲ್ಬರ್ಗಾದಲ್ಲಿ 'ಶಿಕ್ಷಕಭವನ' ವೊಂದನ್ನು ನಿರ್ಮಿಸಿದೆ. 40 ಲಕ್ಷ ರೂಪಾಯಿಗಳಿಗೂ ಹೆಚ್ಚಿನ ಈ ಯೋಜನೆ ಸಾರ್ವಜನಿಕರಿಗೆ ಉಪಯೋಗವು ಗ್ರಂಥಾಲಯ ಇನ್ನಿತರ ಸೌಲಭ್ಯಗಳನ್ನು ಹೊಂದಿದೆ. ಸಣ್ಣ ವಿಶ್ವವಿದ್ಯಾನಿಲಯ ವ್ಯಾಪ್ತಿಯೊಂದರಲ್ಲಿ ಇಂತಹ ಸಾಧನೆ ಮಾಡಿರುವ ಜಿಯುಪಿಸಿಟಿವ ಸಂಘಟನೆಗೆ, ಡಾ.ಬಿ.ಎಸ್. ಮಾಕಲ್ ರವರ ನೇತೃತ್ವದ ಪದಾಧಿಕಾರಿಗಳಿಗೆ ನನ್ನ ಹೃತ್ಪೂರ್ವಕ ಅಭಿನಂದನೆ. ಈ ಸಾಧನೆ ಇತರರಿಗೆ ಮಾದರಿಯಾಗಬೇಕು.

ಒಕ್ಕೂಟದ ವಾರ್ತಾ ಪತ್ರವೊಂದನ್ನು ಹೊರತರಬೇಕು. ವಾರ್ತಾ ಸಂಚಿಕೆ ಮೂಲಕ ಮಾತ್ರ ಇಡೀ ರಾಜ್ಯವನ್ನು, ಶಿಕ್ಷಕರನ್ನು ತಲುಪಲು ಸಾಧ್ಯ. ನಮ್ಮ ರಾಷ್ಟ್ರೀಯ ಸಂಘಟನೆ ಐಫೆಕ್ಸೋ ಪ್ರಕಟಿಸುತ್ತಿರುವ ವಾರ್ತಾ ಪತ್ರ ಸಂಘಟನೆ ದೊಡ್ಡ ಶಕ್ತಿ ನೀಡಿದೆ. ಅದೇ ರೀತಿ ಅಮುಕ್ತ ಸಂಘಟನೆಗೆ 'ಅಮುಕ್ತ ಬುಲೆಟಿನ್' ಗೌರವ ನೀಡಿದೆ. ಕಳೆದ 20 ಕ್ಕೂ ಹೆಚ್ಚಿನ ವರ್ಷಗಳಿಂದ ಕಾಲ ಕಾಲಕ್ಕೆ ವಾರ್ತಾ ಸಂಚಿಕೆ ಹೊರ ತಂದಿರುವುದು ಅಭಿನಂದನೀಯ.

ರಾಜ್ಯ ಒಕ್ಕೂಟ ತನ್ನದೇ ಆದ ವೆಬ್ ಸೈಟ್ ಪ್ರಾರಂಭಿಸಬೇಕು. ಪರಸ್ಪರ ಸ್ಪಂದನ ಸಾಧ್ಯವಿರುವ ವೆಬ್ ಸೈಟ್ ಪ್ರಾರಂಭಿಸಿದರೆ, ತಂತ್ರ ಜ್ಞಾನವನ್ನು ಬಳಸಿಕೊಂಡು ಸಾಕಷ್ಟು ಉತ್ತಮ ಕೆಲಸ ಮಾಡಲು ಸಾಧ್ಯವಿದೆ.

ಮತ್ತೊಮ್ಮೆ ಈ ಸಂಚಿಕೆ ಮೂಲಕ ಉನ್ನತ ಶಿಕ್ಷಣ ಸಚಿವ ಶ್ರೀ ಅರವಿಂದ ಲಿಂಬಾವಳಿಯವರಿಗೆ, ಸದ್ಯದಲ್ಲೇ ನಿವೃತ್ತರಾಗುತ್ತಿರುವ ಶ್ರೀ ಎ.ಎಸ್.ಶ್ರೀಕಾಂತ್ ರವರಿಗೆ, ಆಯುಕ್ತರಾಗಿರುವ ಡಾ.ನಾಗಾಂಬಿಕಾದೇವಿಯವರಿಗೆ, ವಿವಿ ಕುಲಪತಿಗಳಿಗೆ, ಅಧಿಕಾರಿಗಳಿಗೆ, ನನ್ನ ಜೊತೆ ಕೆಲಸ ಮಾಡಿದ ಪದಾಧಿಕಾರಿಗಳಿಗೆ, ಅಮುಕ್ತ ಸಂಘಟನೆಗೆ, ಐಫೆಕ್ಸೋ ಸಂಘಟನೆಗೆ, ಎಲ್ಲಾ ಅಭಿಮಾನಿ ಮಿತ್ರರಿಗೆ ನನ್ನ ಕೃತಜ್ಞತೆಗಳು. ನಾನು ಇನ್ನೂ ಹೆಚ್ಚಿನ ಕ್ರಿಯಾಶೀಲತೆಯಿಂದ ಕೆಲಸ ಮಾಡಲು ತಮ್ಮ ಪ್ರೀತಿಯ ಸಹಕಾರ ಬೇಕು.

ಸಾಕಷ್ಟು ಅಧ್ಯಾಪಕರಿಗೆ ಸಹಾಯ ಮಾಡಲು ಪ್ರಯತ್ನಿಸಿದ್ದೇನೆ. ರಾಜ್ಯ ಒಕ್ಕೂಟ ಹಾಗೂ ಅಮುಕ್ತ ಸಂಘಟನೆಗಳು ಬಯಸಿದಷ್ಟು ನನ್ನ ಸಹಕಾರ ಮುಂದುವರೆಯುತ್ತದೆ. ಆಗಿರುವ ಸಾಧನೆಗಳಿಗೆ ನಾನೇ ಕಾರಣ ಎಂದು ಹೇಳಿಕೊಳ್ಳುವ ಅಹಂಕಾರ ನನ್ನಲ್ಲಿಲ್ಲ. ಆ ಕೀರ್ತಿ ನನ್ನೊಡನೆ ಕೆಲಸ ಮಾಡಿದ ಎಲ್ಲರಿಗೆ ಸಲ್ಲುತ್ತದೆ. ರಾಜ್ಯ ಉನ್ನತ ಶಿಕ್ಷಣ ಪರಿಷತ್ತಿನ ಸದಸ್ಯನಾಗಿರುವುದರಿಂದ ಶಿಕ್ಷಣ ಕ್ಷೇತ್ರದಲ್ಲಿ ನನ್ನ ತೊಡಗಿಸಿಕೊಳ್ಳುವಿಕೆ ಮುಂದುವರೆಯುತ್ತದೆ.

ವಿಶ್ವಾಸಗಳೊಡನೆ

ಡಾ. ಎ. ಎಂ. ನರಹರಿ

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Congratulations to Prof. B. S. Makal, Gulbarga for being the ZONAL SECRETARY of Zone-7 South 1 and Prof. R. Halesh, Bangalore for his reappointment as Vice President of AIFUCTO for the year 2009-2011



Prof. B. S. Makal
Gulbarga

Prof. R. Halesh
Bangalore



ಶೃದ್ಧಾಂಜಲಿ

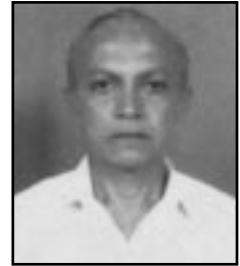


ಪ್ರೊ. ಗೋಪಾಲ್ ರಾವ್

జనన: 12-07-1948

ವಿಧಾನ: 30-07-2009

ಸಂತ ಆಲೋಶಿಯಸ್ ಕಾಲೇಜಿನಲ್ಲಿ ಸಸ್ಯಶಾಸ್ತ್ರ ವಿಭಾಗದ ಮುಖ್ಯಸ್ಥರಾಗಿ ಸೇವಾ ನಿವೃತ್ತಿಹೊಂದಿದ ಇವರು ಆಸೌಖ್ಯದಿಂದ ನಿಧನರಾಗಿರುತ್ತಾರೆ. ಸೌಮ್ಯ ಸ್ವಭಾವ ಮತ್ತು ತಮ್ಮ ಸರಳ ನಡೆ ನುಡಿಯಿಂದ ಎಲ್ಲರಿಗೂ ಅತ್ಮೀಯರಾದ ಇವರು ಅಮುಕ್ತ ಸಂಘಟನೆಯ ಸಕ್ರಿಯ ಸದಸ್ಯರಾಗಿದ್ದರು.



ಪ್ರೊ. ಕೆ. ಬಿ. ಜನಾರ್ದನ

జనన: 17-08-1949

ವಿಧಾನ: 06-08-2009



ಪ್ರೊ. ಕೆ. ಎಸ್. ಕೆದ್ದಾಯ

జనన: 12-07-1948

ವಿಧಾನ: 28-08-2009

ಪ್ರೊ. ಶೇಕರ್ ಇಡ್ಯಾ

ವಿಧಾನ: 27-07-2009

ಕಲ್ಯಾಣಪುರ ಮಿಲಗ್ರಿಸ್ ಕಾಲೇಜು, ಮತ್ತು ಐಕಳದ ಪಾಂಪ್ಪೆ ಕಾಲೇಜಿನ ಕನ್ನಡ ವಿಭಾಗದ ಪ್ರಾಧ್ಯಾಪಕರಾಗಿ ಸೇವೆ ಸಲ್ಲಿಸಿ ನಿವೃತ್ತರಾದ ಕೆಡ್ಲಾಯರು ಉಡುಪಿಯ 'ರಥಬೀಡು ಗೆಲೆಯರು' ಸಾಂಸ್ಕೃತಿಕ ಸಂಘಟನೆಯ ಸ್ಥಾಪಕ ಕಾರ್ಯದರ್ಶಿ, ಅಧ್ಯಕ್ಷರಾಗಿ ಸೇವೆ ಸಲ್ಲಿಸಿ 30 ವರ್ಷಗಳಿಂದ ಸಂಸ್ಥೆಯ ಬೆಳವಣಿಗೆಗೆ ನೆರವಾಗಿದ್ದರು. ಅಮುಕ್ತನ ಅಜೀವ ಸದಸ್ಯರಾಗಿದ್ದ ಅವರು ಉಡುಪಿ ವಲಯದಲ್ಲಿ ಸಂಘಟನೆಯ ಬೆಳವಣಿಗೆಗೆ ತಮ್ಮ ಅಮೂಲ್ಯ ಕೊಡುಗೆಯನ್ನು ನೀಡಿದ್ದಾರೆ.

ಸುರತ್ಕಲ್ ಗೋವಿಂದದಾಸ ಕಾಲೇಜಿನಲ್ಲಿ ಇಂಗ್ಲಿಷ್ ವಿಭಾಗದ ಮುಖ್ಯಸ್ಥರಾಗಿ ಸೇವಾ ನಿವೃತ್ತಿಹೊಂದಿದ ಇವರು ನಿಧನರಾಗಿರುತ್ತಾರೆ. ವಿದ್ಯಾರ್ಥಿಗಳ ಪ್ರೀತಿಯ ಶಿಕ್ಷಕರಾಗಿ, ಕರಾವಳಿಯ ಪುಸ್ತಕ ವಾಚನಾಭಿರುಚಿಯ ಪ್ರಸಾರಕರಾಗಿ, ಸದಭಿರುಚಿಯ ಚಿಂತಕರಾಗಿ, ಶಿಕ್ಷಣ ತಜ್ಞರಾಗಿ ಸ್ಮರಣೀಯರಾದ ಇವರು ಅಮುಕ್ತ ಸಂಘಟನೆಯ ಸಕ್ರಿಯ ಸದಸ್ಯರಾಗಿದ್ದರು.

PROCEEDINGS OF THE GOVERNMENT OF KARNATAKA

Sub: Revision of UGC pay scales in respect of Teachers, Librarians and Physical Education Personnel of Universities, Government and Aided Colleges under the control of the Department of Higher Education and Government and aided Law Colleges in the State.

Read: 1.G.O.No. ED 99 UNE 99, dated: 15-11-1999.2.G.O.No. ED 100 UNE 99, dated: 15-11-1999.3. G.O.No. ED 188 DCE 99, dated 15-11-1999. Letter No. No.1-32/2006-U.II/U.I(i) dated:31-12-2008 of the Government of India, Ministry of Human Resource Development, Department of Higher Education, New Delhi.5.Notification No.F.3-1/2009(PS) dated:23-09-2009 of the University Grants Commission, New Delhi.

PREAMBLE:

- 1) In Government Orders dated:15-11-1999 read at (1), (2) & (3) above, Government had extended the 1996 UGC Pay scales to the Teachers, Librarians and Physical Education Directors of Universities, Government and Aided Colleges with effect from 01-01-1996 in consultation with the Government of India, Ministry of Human Resource Development, Department of Higher Education, New Delhi.
- 2) Based on the recommendation made by the University Grants Commission, the Government of India, Ministry of Human Resource Development, Department of Higher Education in its letter dated: 31-12-2008 read at (4) above has communicated to the State Governments a new scheme stipulating revised pay structure, service conditions and educational qualifications in respect of Teachers, Librarians and Physical Education Directors of Universities, Government and Aided Colleges working in the Universities, Government and aided colleges and Government and aided Law Colleges for adoption in the States.
- 3) The UGC in its Notification No.F.1-1/2002(PS) Exmp, dated: 12-06-2009, has issued guidelines regarding the minimum qualification required for the appointment of teachers and other academic staff in Universities and Government and aided colleges and for their career advancement and the Measures for the maintenance of the standards in Higher Education 2009 in its letter dated:23-09-2009 read at (5) above.
- 4) The revision of the UGC pay scales in respect of the Teachers, Librarians and Physical Education Personnel of Universities, Government and Aided Colleges under the control of the Department of Higher Education and Government and aided Law Colleges has been examined by the Government and the following orders are issued.

GOVERNMENT ORDER NO. ED 37 UNE 2009, BANGALORE, DATED: 24-12-2009

5. Government are pleased to revise the UGC pay scales of the Teachers, Librarians and Physical Education Personnel of Universities, Government and Aided Degree Colleges and Government and aided Law Colleges in the State under the control of the Department of Higher Education as detailed below.

	Existing		Revised		Academic Grade Pay Rs.
	Category	Pay Scale Rs	Category	New Pay Band Rs.	
1	Lecturer	8000-13500	Assistant Professor	15600-39100	6000
2	Lecturer (Senior scale)	10000-15200	Assistant Professor	15600-39100	7000
3	Lecturer (Selection Grade)/ Reader (with less than 3 years of service)	12000-18300	Assistant Professor	15600-39100	8000
4	Lecturer (Selection Grade)/ Reader (with 3 years of service)	12000-18300	Associate Professor	37400-67000	9000
5	Professor	16400-22400	Professor	37400-67000	10000
6	Asst. Librarian / College Librarian/ Asst. Director PE	8000-13500	Asst. Librarian /Asst. Director PE/College Librarian	15600-39100	6000
7	Asst. Librarian (Sr. Scale) / College Librarian (Sr.Scale)/Asst. Director of PE (Sr. Scale)	10000-15200	Asst. Librarian (Sr. Scale)/ College Librarian (Sr.scale)/ Asst. Director of PE (Sr. Scale)	15600-39100	7000
8	Deputy Librarian/Asst. Librarian (Selection Grade)/ Deputy Director of PE	12000-18300	Deputy Librarian / Asst. Librarian (Selection Grade)/ Deputy Director of PE/Asst. DPE (with less than 3 years of service)	15600-39100	8000
9	Deputy Librarian/ College Librarian (Selection Grade)/ Asst. Librarian (Selection Grade) / Asst. Director of PE (Selection Grade)	12000-18300	Deputy Librarian/ College Librarian/ Librarian (Selection Grade)/ Deputy Director of PE (with 3 years of service)	37400-67000	9000
10	Librarian/Director of Physical Education	16400-22400	Librarian/Director of PE	37400-67000	10000

B. COLLEGES					
Sl.No	Existing		Revised		Academic
		Pay Scale Rs.	Category	New Pay Band Rs.	Grade Pay Rs.
1	Lecturer	8000-13500	Assistant Professor	15600-39100	6000
2	Lecturer (Senior scale)	10000-15200	Assistant Professor	15600-39100	7000
3	Lecturer (Selection Grade)/ Reader(with less than 3 years)	12000-18300	Assistant Professor	15600-39100	8000
4	Lecturer (Selection Grade)/ Reader(with 3 years of service)	12000-18300	Associate Professor	37400-67000	9000
5	Professor	--	Professor	37400-67000	9000
6	Principal Grade-I	12000-18300	a. Principal of UG College	37400-67000	10000
7	Principal Grade-II	16400-22400	b. Principal of PG College	37400-67000	10000
8	Librarian/ Director of PE	8000-13500	Assistant College Librarian / Assistant Director of PE/College DPE	15600-39100	6000
9	Librarian (Senior Scale)/ Director of PE (Senior Scale)	10000-15200	Asst. Librarian (Senior Scale/ College Librarian (Sr. Scale)/ Asst. Director of PE (Sr.Scale)/College DPE (Sr. Scale)	15600-39100	7000
10	Librarian (Selection Grade)/ Director of PE (Selection Grade)	12000-18300	Librarian (Selection Grade)/ Deputy Director of Physical Education (Selection Grade) (with less than 3 years of service)	15600-39100	8000
11			Librarian (Selection Grade)/ Deputy Director of Physical Education (Selection Grade) (with 3 years of service)	37400-67000	9000

6. Coverage:

This scheme applies to Teachers, Librarians and Physical Education Personnel of Universities, Government and aided colleges and Government and aided Law Colleges in the State under the Department of Higher Education.

7. General:

- (i) There shall be only three designations in respect of Teachers in Universities and Colleges, viz., Assistant Professors, Associate Professors and Professors. However, there shall be no change in the present designation in respect of Librarians and Physical Education Personnel at various levels.
- (ii) No one shall be eligible to be appointed, promoted or designated as Professor, unless he or she possesses a Ph.D. and satisfies other academic conditions, as laid down by the University Grants Commission (UGC) from time to time. This shall, however, not affect those who are already designated as 'Professor', subject to clause (viii) below.
- (iii) The pay of Teachers and equivalent positions in Universities and Colleges shall be fixed according to their designations in two pay bands of Rs.15600-39100 and Rs.37400-67000 with appropriate "Academic Grade Pay" (AGP in short). Each Pay Band shall have different stages of Academic Grade Pay, which shall ensure that teachers and other equivalent cadres covered under this Scheme, subject to other conditions of eligibility being satisfied; have multiple opportunities for upward movement during their career.
- (iv) Posts of Professors shall be created in under-graduate (UG) colleges as well as in post-graduate (PG) colleges. The number of posts of Professors in a UG College shall be equivalent to 10 percent of the number of posts of Associate Professors in that College. There shall be as many posts of Professors in each PG College as the number of Departments in that College. No new Departments shall be created in UG or PG Colleges without prior approval of the Government/UGC.
- (v) Upto 10% of the posts of Professors in Universities shall be in the higher Academic Grade Pay of Rs.12000 with eligibility conditions to be prescribed by the UGC.
- (vi) National Eligibility Test (NET) shall be compulsory for appointment at the entry level of Assistant Professor, subject to the exemptions to the degree of Ph.D. in respect of those persons obtaining the award through a process of registration, course work and external evaluation, as have been/or may be laid down by the UGC through its regulations, and so adopted by the University. NET shall not be required for such Masters programmes in disciplines for which there is no NET.
- (vii) No new posts shall be created in the Universities/Colleges.
- (viii) As from 11-07-2009 the teaching staffs who have not acquired the qualification prescribed by the UGC are not entitled for availing the benefit of UGC revised scheme unless they acquire NET/SLET/Ph.D. through course work and that no M.Phil shall be recognized thereafter until then they shall continue to be in the pre-revised UGC scale or in the State pay scale, as the case may be.
- (ix) In respect of fresh recruitment made after 11-07-2009 through Public Service Commission validly constituted Selection Committees, Boards of Appointment for Universities, teachers who do not possess NET/SLET/Ph.D through course work, shall be on probation for a period of two years and shall acquire NET/SLET/Ph.D through course work for declaration of the period of probation and that they will continue to draw salary in the existing scale of pay only, viz. Rs.8,000-13,500. Failure to acquire NET/SLET/Ph.D through course work will debar them from continuing in the service after the period of probation.
- (x) As from 11.07.2009 the qualifications of NET/SLET is compulsory in addition to the Departmental Examinations General Law Part-I and Part-II besides Accounts Higher and Orientation Course being conducted by the Department of Higher Education.

8. The revised pay structure and fixation formula is as indicated in *Appendix - I*.

9. The fitment table for fixation of pay is appended as *Appendix - II*.

10. Date of effect:

The revised UGC pay scales shall be effective from 01-01-2006 and all other allowances/benefits prospectively from the date of issue of this order.

11. (a) DEARNESS ALLOWANCE:

The Dearness Allowance in the revised scale with effect from 01-01-2006 shall be regulated as follows:-

01-01-2006 – no Dearness Allowance

01-07-2006 – 02% of basic pay

01-01-2007 – 06% of basic pay

01-07-2007 – 09% of basic pay

01-01-2008 – 12% of basic pay

01-07-2008 – 16% of basic pay

01-01-2009 – 22% of basic pay

01-07-2009 - 27% of basic pay

(b) ALLOWANCES:

The HRA, CCA & all other allowances and incentives/benefits such as leave/study leave, leave travel facilities, Medical reimbursement and pensionary benefits shall continue to be applicable as admissible to State Government employees.

12. Revised pay scales, service conditions and CAS for teaching and equivalent positions in the Universities and Colleges shall be as indicated in **Appendix-III**.

13. Incentives for Ph.D/M.Phil and other qualifications shall be as indicated in **Appendix-IV**.

14. Recruitment and qualifications:

14.01 The direct recruitment to the post of Assistant Professors, Associate Professors and Professors in the Universities and Colleges shall be on the basis of merit through all India advertisement and selections by the duly constituted Selection Committees as per the guidelines issued by the UGC to be incorporated under the Statutes/ Ordinances of the concerned University. The composition of such committees should be as prescribed by the UGC in its regulation.

14.02 The minimum qualifications required for the post of Assistant Professors, Associate Professors, Professors, Principals, Assistant Directors of Physical Education, Deputy Directors of Physical Education, Directors of Physical Education, Assistant Librarians, Deputy Librarians, Librarians will be those as prescribed by the Universities Grants Commission in its regulation.

14.03 The minimum requirements of a good academic record, 55% of the marks at the master's level and qualifying in the National Eligibility Test (NET), or an accredited test (State Level Eligibility Test-SLET/SET), shall remain for the appointment of Assistant Professors.

14.04 NET/SLET/SET shall remain the minimum eligibility condition for recruitment and appointment of Assistant Professors in Universities/Colleges/ Institutions. Provided, however, that candidates, who are or have been awarded Ph.D. degree in compliance of the "University Grants Commission (minimum standards and procedure for award of Ph.D. Degree), Regulations 2009, shall be exempted from the requirement of the minimum eligibility condition of NET/SLET/SET for recruitment and appointment of Assistant Professor or equivalent positions in Universities/Colleges/ institutions"

14.05 Reference to Ph.D.s in the UGC Regulations shall be taken as a doctoral degree from a University following the above UGC Regulations of 2009 regarding registration process, course work and evaluation process with effect from the date of issue of such guidelines by UGC. The exemption from NET/SLET/SET will not be applicable to Ph.D degrees awarded by the universities who have not adopted and followed the above UGC Regulations of 2009, provided the Universities have adopted the guidelines issued by UGC from time to time to accord exemption of the Ph.D degree holders from acquiring a pass in NET/SLET/SET.

14.06 NET/SLET/SET shall not be required for such Master's Degree Programmes in disciplines for which NET/SLET/SET accredited test is not conducted. Any relaxation in the prescribed qualification, including the NET exemption, can be made only by the University Grants Commission in a particular subject in which NET/SLET/SET is not conducted. Such relaxation would be based on the application made by only the affected universities for the specified subject(s) and for a specified period based on sound justification.

Provided in case of State Universities, where NET/SET/SLET qualified candidates are not available, the concerned Universities may grant exemption only with the concurrence of the State Government.

Provided further that exemption so granted as stated above, shall be subject to the condition that the candidates shall acquire their NET/SET/SLET qualification, preferably within a period of 2 years, failing which they shall not be eligible for any increments in their pay scales and for seniority for the years of service rendered by them without such qualifications. The eligibility for increments and service seniority shall become operational from the date of qualifying for NET/SET/SLET or acquiring Ph.D. degree as per the UGC Regulations, 2009.

- 14.07** The 55% marks in Master's level should be insisted upon for those entering the system from outside and at the entry point of Assistant Professors, Assistant Librarians, Assistant Directors of Physical Education.
- 14.08** A relaxation of 5% may be provided at the graduate and master's level for the SC/ST/Differently-abled (Physically and visually handicapped) categories for the purpose of eligibility and for assessing good academic record during direct recruitment to teaching positions. Rounding off of marks to make it to 55% or 50% as the case may be through grace mark procedure etc., by Universities is not permissible for claiming relaxation.
- 14.09** A relaxation of 5% may be provided, from 55% to 50% of the marks to the Ph.D degree holders, who have passed their Master's degree prior to 19th September, 1991.
- 14.10** Relevant grade which is regarded as equivalent of 55% wherever the grading system is followed by a recognized university shall also be considered eligible.
- 14.11** The Ph.D through course work should be a compulsory requirement for the designation of Professors, Librarians and Physical Education Directors.
- 14.12** Ph.D through course work shall be a compulsory requirement for all candidates applying for direct recruitment as Associate Professor/Deputy Librarian/ Deputy Directors of Physical Education.
- 14.13** The period of time taken by candidates to acquire M.Phil and/or Ph.D shall not be considered as research experience to be claimed for appointment to the teaching positions.

15. Direct Recruitment:

a. Professor:

- An eminent scholar with Ph.D (through course work) qualification in the concerned/allied/relevant discipline and published work of high quality, actively engaged in research with evidence of published work with a minimum of 10 publications as books and/or research/policy papers in indexed/ISBN/ISSN numbered journals and/or ISBN/ISSN numbered books and the University developed ISBN/ISSN numbered list of journals/books hosted in the website of the concerned University.
- A minimum of 10 years of teaching experience in University/College, and/or experience in research at the University/National Level Institutions/Industries, including experience of guiding candidates for research at doctoral level;
- Contribution to educational innovation, design of new curricula and courses, and technology-mediated teaching learning process.
- A minimum score as stipulated in the Academic Performance Indicator (API) based on Performance Based Appraisal System (PBAS) developed by UGC in its Regulations.

OR

An outstanding professional with established reputation in the relevant field who has made significant contribution to knowledge.

b. Principal:

- A Master's Degree with at least 55% of the marks or a relevant grade regarded as equivalent to 55% wherever grading system is followed by a recognized University.
- Ph.D. qualification in concerned/allied/relevant discipline with evidence of published work and research guidance.
- Associate Professor/Professor with a total experience of 15 years of teaching/research/administration in Universities/ Colleges and other institutions of higher education.
- A minimum score as stipulated in the Academic Performance Indicator (API) based on Performance Based Appraisal System (PBAS) for Professors as developed by UGC in its Regulations.

c. Associate Professor:

- (i) Good academic record with a Ph.D degree through course work in the concerned/allied/ relevant disciplines.
- (ii) 55% of the marks, or equivalent grade wherever grading system is followed at the Master's degree level.
- (iii) A minimum of five years of experience of teaching and/or research in an academic/research position equivalent to that of Assistant Professor in a University/College or Accredited Research Institution/ industry excluding the period of Ph.D research with evidence of published work and a minimum of 5 publications as books and/or research/policy papers in indexed/ISBN/ISSN numbered books/ journals and University developed-ISBN/ISSN list of journals hosted in the website of the concerned University.
- (iv) Contribution to educational innovation, design of new curricula and courses, and technology – mediated teaching learning process with evidence of having guided doctoral candidates and research students.
- (v) A minimum score as stipulated in the Academic Performance Indicator (API) based Performance Based Appraisal System (PBAS) developed by UGC in its Regulations.

d. Assistant Professor:

- (i) Good academic record as defined by the concerned University with at least 55% of the marks or equivalent grade where grading system is practiced at the Master's degree level in a relevant subject from an Indian University, or an equivalent degree from an accredited foreign University.
- (ii) Besides fulfilling the above qualifications, the candidate should have cleared the National Eligibility Test (NET) conducted by the UGC, CSIR or similar test accredited by the UGC like SLET/SET.
- (iii) Holders of Ph.D. degree as on the date of Notification of UGC Regulations, along with those candidates who are awarded a Ph.D. degree through a process of admission, registration, course work and external evaluation as laid down in the UGC (Minimum Standards and procedures for award of M.Phil/Ph.D., Regulations, 2009 and so adopted by the university, shall be exempted from NET/SLET/SET.
- (iv) NET/SLET/SET shall also not be required for such Masters Programmes in disciplines for which NET/SLET/SET is not conducted subject to the conditions stipulated above.

16. For direct recruitment of other teaching and academic staff such as Librarians and Physical Education Personnel, UGC regulations on minimum qualifications for appointment of Teachers and other academic staff in Universities and Colleges and measures for the maintenance of standards in Higher Education 2009 should be strictly followed.

17. Minimum qualifications for direct recruitment to the posts of Librarian, Deputy Librarian and University Assistant Librarian/College Librarian:

17.1 University Librarian:

- i. Master's degree in Library Science /Information Science with at least 55% of the marks or its equivalent grade for 55% where grading system is practiced.
- ii. A Ph.D. degree in the above discipline and / or allied discipline with a consistently good academic record;
- iii. A minimum of 15 years of teaching/librarian experience of which at least 5 years experience as a Deputy Librarian in a University Library or 10 years experience as Assistant Librarian in the University or as College Librarian.
- iv. Evidence of innovative library service and organization of published work and ICT modernization of library. Evidence of published work with a minimum of 10 books and / or publications in indexed/ ISBN/ISSN numbered journals/books and university developed ISBN / ISSN numbered list of journals posted on the website of the concerned university.
- vi. A minimum score as stipulated in the Academic Performance Indicator (API) based Performance Based Appraisal System (PBAS) developed by UGC shall be a mandatory requirement.

17.2 University Deputy Librarian:

- i. Master's degree in Library Science/Information Science / Documentation Science with at least 55% of the marks or its equivalent grade for 55%, where grading system is practiced.
- ii. A Ph.D. degree in the above discipline or allied discipline with a consistently good academic record.
- iii. A minimum of 10 years of teaching/ Library experience with at least 5 years as an Assistant University Librarian / College Librarian.

- iv. Evidence of innovative library services, organization and computerization of library.
- v. Evidence of published work with a minimum of 10 publications in indexed/ISBN journals and / or ISBN numbered books and university developed ISBN /ISSN numbered list of journals posted on the website of the concerned university.
- vi. A minimum score as stipulated in the Academic Performance Indicator (API) based Performance Based Appraisal System (PBAS) developed by UGC shall be a mandatory requirement.

17.3 University Assistant Librarian / College Librarian

- i. Master's degree in Library Science / Information Science / Documentation Science or an equivalent professional degree with at least 55% of the marks or its equivalent grade of 55% marks where grading system is practiced and a consistently good academic record with knowledge on computerization of library.
- ii. Qualifying in the National Eligibility Test (NET) or other accredited test like SLET/SET in Library Science conducted for the purpose by the UGC or any other agency approved by the UGC.
- iii. Holders of Ph.D. degree as on the date of notification of the UGC Regulation, along with those candidates who are awarded a Ph.D. degree through a process of admission, registration, course work and external evaluation as laid down in the UGC (Minimum standards and procedure for award of M.Phil/Ph.D Degree) Regulations, 2009 and so adopted by the university shall be exempted from NET/SLET/SET.

17.4 Minimum Qualifications for the posts of Director of Physical Education, Deputy Director of Physical Education and Assistant Director of Physical Education/College Director of Physical Education:

17.4.1 University Assistant Director of Physical Education.

- (i) Master's degree in Physical Education (two years course) or Master's degree in Sports Science with at least 55% of the marks or its equivalence in a grade point scale with a consistently good academic record.
- (ii) Record of having represented the university / college at the inter-university /inter-collegiate competitions or the State and/or national championships.
- (iii) Passed the physical fitness test.
- (iv) Qualifying in the National Eligibility Test (NET) or other accredited test like SLET/SET in Physical Education conducted for the purpose by the UGC or any other agency approved by the UGC.
- (v) Holders of Ph.D. degrees as on the date of notification of the UGC Regulation along with those candidates who are awarded a Ph.D. degree through a process of admission, registration, course work and external evaluation as laid down in the UGC (Minimum Standards and Procedures for award of M.Phil/Ph.D Degree) Regulations 2009 so adopted by the university shall be exempted from NET/ SLET/SET.

17.4.2 University Deputy Director of Physical Education / College Director of Physical Education

- (i) Ph.D. in Physical Education/Sports science. In addition, shall also possess at least 55% of the marks or an equivalent grade at the Master's Degree level wherever grading system is followed.
- (ii) A minimum of 10 years of teaching/Physical Education/sports experience of which atleast 5 years as University Assistant DPE/College DPE.
- (iii) Evidence of having organized competitions and conducted a minimum of five coaching camps of at least two weeks duration.
- (iv) Evidence of having produced good performance teams/athletes for competitions like State / National / Inter-University / Combined University, etc.
- (v) Passed the physical fitness test.
- (vi) Evidence of published work with a minimum of 5 books and publications in indexed / ISBN/ISSN numbered journals and/or ISBN/ISSN numbered books and university developed ISBN /ISSN numbered list of journals posted on the website of the concerned university.
- (vii) A minimum score as stipulated in the Academic Performance Indicator (API) based Performance Based Appraisal System (PBAS) developed by UGC shall be a mandatory requirement.

17.4.3. University Director of Physical Education/College Director of Physical Education

- Ph.D in Physical Education or allied discipline.
- A minimum of 15 years of Physical education/ Sports experience of which at least 5 years as University Deputy Director of Physical Education or ten years as University Assistant DPE/ College DPE.
- Evidence of organizing competitions and conducting a minimum of ten coaching camps.
- Evidence of having produced good performance teams/athletes at inter university/combined university and at higher level etc and of having guided Ph.D./M.Phil. Candidates for research.
- Evidence of Published work with a minimum of 10 books and / or publications in indexed / ISBN/ISSN numbered journals and / or ISBN/ISSN numbered books and university developed ISBN /ISSN numbered list of journals posted on the website of the concerned university.
- A minimum score in the Academic Performance Indicator (API) based Performance Based Appraisal System (PBAS) developed by UGC shall be a mandatory requirement.

17.4.4 Physical Fitness Test Norms:

NORMS FOR MEN

12 MINUTES RUN/WALK TEST

Up to 30 years	Up to 40 years	Up to 45 years	Up to 50 years
1800 mtrs.	1500 mtrs.	1200 mtrs.	800 mtrs

NORMS FOR WOMEN

8 MINUTES RUN/WALK TEST

Up to 30 years	Up to 40 years	Up to 45 years	Up to 50 years
1000 mtrs.	800 mtrs.	600 mtrs.	400 mtrs

18. SELECTION COMMITTEES AND GUIDELINES ON SELECTION

PROCEDURE:

The University Grants Commission has evolved the following guidelines on (a) Constitution of Selection Committees for selection of Assistant Professor, Associate Professor, Professor, Assistant Librarian, Deputy Librarian, Librarian, Assistant Director of Physical Education, Deputy Director of Physical Education and Director of Physical Education and (b) specified selection procedures for direct recruitment and Career Advancement Schemes Regulations for teachers in universities and colleges.

19. Selection Committee Specifications:

19.1 Assistant Professor in the University:

At the University level, all selections must be done with the Vice Chancellor or Acting Vice Chancellor as the Chairperson of the Selection Committee.

- The Vice Chancellor to be the Chairperson of the Selection Committee.
- Three experts in the concerned subject out of the panel of names recommended by the Vice Chancellor and approved by the relevant statutory body of the university concerned, at least one of whom to be drawn from the panel of subject experts developed by UGC and hosted in its web site.
- Dean of the concerned Faculty, wherever applicable.
- Head/Chairperson of the Department/School.
- An academician nominated by the Visitor/Chancellor, wherever applicable.
- An academician representing SC / ST / OBC / Minority / Women/ Differently-abled categories to be nominated by the Vice Chancellor, if any of the candidates representing these categories is the applicant and if any of the above members of the selection committee do not belong to that category.

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

19.2 Associate Professor in the University:

The Selection Committee should have the following composition:

- (1) Vice Chancellor to be the Chairperson of the Selection Committee.
- (2) An academician who is the nominee of the Visitor/Chancellor, wherever applicable.
- (3) Three experts in the concerned subject/field out of the panel of names recommended by the Vice Chancellor and approved by the relevant statutory body of the university concerned, at least one of whom to be drawn from the panel of subject experts developed by UGC and hosted in its web site.
- (4) Dean of the faculty, wherever applicable.
- (5) Head/Chairperson of the Department/School.
- (6) An academician representing SC/ST/OBC/ Minority/ Women/ Differently-abled categories, if any of the candidates representing these categories is the applicant, to be nominated by the VC, if any of the above members of the selection committee do not belong to that category.

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

19.3 Professor in the University:

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

19.4 Assistant Professor in Colleges including Private Colleges:

- (1) Chairperson of the Governing Body of the college or his/her nominee from among the members of the Governing body to be the Chairperson of the Selection Committee.
- (2) The Principal of the College.
- (3) Head of the Department of the concerned subject.
- (4) Two nominees of the Vice Chancellor of the affiliating university of whom one should be a subject expert.
- (5) Two subject-experts not connected with the college to be nominated by the Chairperson of the governing body of the college out of a panel of five names approved by the relevant statutory body of the university concerned.
- (6) An academician representing SC/ ST / OBC / Minority / Women/ Differently-abled categories, if any of candidates representing these categories is the applicant, to be nominated by the VC, if any of the above members of the selection committee do not belong to that category.

The quorum for the meeting should be five of which at least two must be from out of the three subject-experts.

For Government colleges, the State Public Services Commissions / Teacher Recruitment Boards must invite three subject experts for which involving the concerned University, be involved in the selection process by the State PSC.

19.5 In the case of posts of Associate Professor and Professors in Colleges:

The Committee shall consist of

- (1) The Chairperson of the Governing Body or his or her nominee, from among the members of the Governing body to be the Chairperson of the Selection Committee;
- (2) The Principal of the College,
- (3) The Head of the Department of the concerned subject from the college.
- (4) Two University representatives nominated by the vice chancellor, one of whom will be the Dean of College Development Council or equivalent position in the University and the other must be expert in the concerned subject;
- (5) Two subject-experts not connected with the college to be nominated by the Chairperson of the governing body of the college out of a panel of five names approved by the relevant statutory body of the university concerned.
- (6) An academician representing SC/ST/OBC/Minority/Women/ Differently-abled categories, if any of the candidates representing these categories is the applicant, to be nominated by the VC, if any of the above members of the selection committee do not belong to that category.

The quorum for the meeting should be five of which at least two must be from out of the three subject-experts

19.6 College Principal:

- (1) Chairperson of the Governing Body of the College as Chairperson.
- (2) Two members of the Governing Body of the college to be nominated by the Chairperson of whom one shall be an expert in academic administration.
- (3) One nominee of the Vice Chancellor who shall be a Higher Education expert.
- (4) Three experts consisting of the Principal of a college, a Professor and an accomplished educationist not below the rank of a Professor (to be nominated by the Governing Body of the college) out of a panel of six experts approved by the relevant statutory body of the university concerned.
- (5) An academician representing SC/ST/OBC/ Minority/Women/ Differently-abled categories, if any of candidates representing these categories is the applicant, to be nominated by the VC, if any of the above members of the selection committee do not belong to that category.

At least five members, including two experts, should constitute the quorum.

All the selection procedures of the selection committee shall be completed on the day of the selection committee meeting itself, wherein minutes are recorded along with scoring proforma and recommendation made on the basis of merit with the list of selected & waitlisted candidates/ Panel of names in order of merit, duly signed by all members of the selection committee.

The term of appointment of the College Principal shall be FIVE years with eligibility for reappointment for one more term only after a similar Selection Committee process.

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

20. SELECTION PROCEDURES:

- 20.1.1** The overall selection procedure shall incorporate transparent, objective and credible methodology of analysis of the merits and credentials of the applicants based on weightages given to the performance of the candidate in different relevant dimensions and his/her performance on a scoring system proforma, based on the Academic Performance Indicators (API) as provided in the UGC Regulations.

In order to make the system more credible, Universities 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 latest technology in teaching and research at the interview stage. These procedures can be followed for both direct recruitment and CAS promotions wherever Selection Committees are prescribed in these orders.

- 20.1.2** The Universities shall adopt these orders for selection committees and selection procedures through their respective statutory bodies and develop a 'Performance Based Appraisal System (PBAS)' at the institutional level for University Departments and their constituent colleges / affiliated Colleges (Government / Government-aided / Autonomous/Private Colleges) to be followed transparently in all the selection processes. A model PBAS scoring proforma for direct recruitment and for Career Advancement Schemes Regulations (CAS) based on API scoring system developed in the UGC Regulations to facilitate comparable quality methodology across the Universities in the country and to facilitate overall improvement in teacher quality in higher education institutions of the country.

- 20.1.3 UGC observer in the selection committee for the post of Associate Professor/Professor under CAS:**

The University should write for nomination of an observer to the Secretary, University Grants Commission, Bahadur Shah Zafar Marg, New Delhi-110 002, at least 21 days prior to the date of the meeting of the selection committee and UGC shall nominate one observer within 10 days of the receipt of the request from the University. The UGC observer shall submit his/her written report to the Vice-Chancellor of the University concerned in the proforma prescribed by the UGC immediately after the

selection committee meetings are over. The University shall place the report of the observer along with the proceedings of the selection committee before the Syndicate/ Executive Council/Board of Management. If there is difference of opinion between the comments of the UGC observer and the decision of the Executive Council/Board of Management/Syndicate, the same shall be reported by the University to the UGC with justification. In such cases the promotions/ appointments shall be given effect to by the University only after the approval of the UGC is obtained. The UGC observer shall not be part of selection process; however, he/she will sit along with the members of the selection committee to ensure that the prescribed procedures as per the UGC Regulations have been followed. The concerned University shall pay TA/DA and honorarium to the UGC observer as per the UGC norms.

20.1.4 In all the Selection Committees of direct recruitment of teachers and other academic staff in universities and colleges, an academician representing SC / ST / OBC / Minority / Women / Differently-abled categories, if any of candidates representing these categories is the applicant and if any of the members of the selection committee do not belong to that category, has to be nominated by the Vice Chancellor. The academician so nominated for this purpose shall be one level above the cadre level of the applicant who shall ensure that the norms of Government of India/concerned the State Government is strictly followed in the selection process.

20.1.5 Besides the indexed publications documented by various discipline-specific databases, the University concerned shall draw through committee(s) of subject experts and ISBN/ISSN experts (a) a comprehensive list of National/ Regional level journals of quality in the concerned subject(s) and (b) a comprehensive list of vernacular language journals/periodicals/official publication volumes of language bodies and upload them up on the University website which are to be updated periodically. At the time of assessing the quality of publications of the candidates during their appointments/ promotions, the selection committees shall have to be provided with the above two lists which could be considered by the selection committees along with the other discipline-specific databases.

20.1.6 The process of selection of Associate Professor should involve inviting the bio-data with the Performance Appraisal System format developed by the respective universities based on the guidelines developed in the UGC Regulations and reprints of three major publications of the candidates. They need to be provided to the subject experts for assessment before the interview. The evaluation score of the publications provided by the experts shall be collated with the API scores while finalizing the outcome of selection.

20.1.7 The process of selection of Professor should involve inviting the bio-data with the Performance Appraisal System format developed by the respective universities based on the guidelines developed in the UGC Regulations and reprints of five major publications of the candidates. They need to be provided to the subject experts for assessment before the interview. The evaluation score of the publications provided by the experts shall be collated with the API scores while finalizing the outcome of selection.

In the case of selection of Professors who are from outside the academic stream, the universities must lay down clear and transparent procedures so that only outstanding professionals who can contribute substantially to the university knowledge system are selected in any discipline as per requirement.

20.1.8 The Academic Performance Indicator (API) scoring system in the process of selection of Principal should involve the following:

- (a) Assessment of aptitude for teaching, research and administration.
- (b) Ability to communicate clearly and effectively.
- (c) Ability to plan, analyse and discuss curriculum development, research problems and college development/ administration.
- (d) Ability to deliver lecture programmes to be assessed by requiring the candidate to participate in a group discussion or exposure to a classroom situation by a lecture.
- (e) Analysis of the merits and credentials of the candidates on the basis of the Performance Based Appraisal System (PBAS) guidelines developed by the affiliating University based on the UGC Regulations.

- 20.1.9** In the selection process for posts involving different nature of responsibilities in certain disciplines/ areas, such as Physical Education and Library, greater emphasis may be laid on the nature of deliverables indicated against each of the posts in the UGC Regulations which need to be taken up by the concerned institution while developing API based PBAS methodology for both direct recruitment and CAS promotions.
- 20.2.1** The Internal Quality Assurance Cell (IQAC) established/to be established in all Universities/Colleges as per UGC/ National Assessment Accreditation Council (NAAC) guidelines with the Vice Chancellor as Chairperson in the case of universities and Principal as Chairperson in case of colleges, shall act as the documentation and record-keeping Cell for the institution including assistance in the development of the API based PBAS methodology outlined in the UGC Regulations. It may also introduce, wherever feasible, the student feedback system as per the NAAC guidelines on institutional parameters without incorporating the component of Students' assessment of individual teachers, since the API system will satisfy that requirement.
- 20.2.2** A Teacher who wishes to be considered for promotion under CAS may submit in writing to the University/College, three months in advance of the due date, that he/she fulfils all qualifications under CAS and submit to the university/college the Performance Based Appraisal System proforma as evolved by the concerned university duly supported by all credentials as per the API guidelines developed in the UGC Regulations. In order to avoid delays in holding Selection Committees in various positions under CAS, the University/College should immediately initiate the process of screening/ selection and complete the process within 6 months from the date of application.
- 20.2.3** Candidates who do not fulfill the minimum score requirement under the API Scoring System proposed in the UGC Regulations or those who obtain less than 50% in the expert assessment of the selection process will have to be re-assessed only after a minimum period of one year. The date of promotion shall be the date on which he/she has successfully got re-assessed.
- 20.2.4** The minimum norms of Selection Committees and Selection procedures as well as API scores requirements for the above cadres either through direct recruitment or through Career Advancement Schemes Regulations should be basically similar. However, since teachers recruited directly can be from different backgrounds and institutions, Table 2(c) of the UGC guidelines provides norms for direct recruitment of teachers to different cadres, while Tables II (a) and Table II(b) of UGC Regulations provide for CAS promotions of teachers in universities and colleges respectively, which accommodate these differences.
- 20.2.5** While the API Tables I and III of UGC regulations shall also be applicable to the selection of Professors/ Associate Professors /Assistant Professors; Directors/ Deputy Directors/ Assistant Directors of Physical Education; Librarians/ Deputy Librarians and Assistant Librarians for both direct recruitment as well as Career Advancement Promotions, the ratio / percentage of minimum requirement of category-wise API Score to each of the cadres shall vary from those for university teachers and for UG/PG College Teachers as given in Table II (a and b) of Appendix III of the UGC Regulations.
- 20.2.6** The API based system through the PBAS proforma for CAS promotions is to be implemented only in a prospective manner from the academic year 2009-10 initially based on the annualized API scores earned by the teachers as depicted in Table II (a) and Table II(b) of the UGC Regulations. This annual API scores can be compounded prospectively as and when the teachers become eligible for CAS promotion to the next cadre with the multiplication factor of years of service required to apply for CAS promotion. (e.g. If a teacher is eligible for CAS promotion in 2009, one year API score of 2008-09 only is required; If a teacher is eligible for CAS promotion in 2010, then 2 years API scores of 2008-09 and 2009-10 cumulatively would be required and so on).
- 20.2.7** The Selection Committee specifications as delineated in Sections 5.1.0 to 5.1.7 of the UGC Regulations are applicable to all direct recruitments of Faculty Positions and Career Advancement promotions of Assistant Professor with AGP of Rs 8000 to Associate Professor and to that of Associate Professor to Professor.

20.2.8 CAS promotions of Assistant Professors from one AGP to the higher AGP shall be conducted by a “Screening cum Evaluation Committee” adhering to the norms laid out as API and PBAS in Table I to III of Appendix-III of the UGC Regulations.

20.2.9 The “Screening cum Evaluation Committee” for CAS promotion of Assistant Professors/equivalent cadres in Librarians/Physical Education from one AGP to the other higher AGP shall consist of -

20.3.1 For University teachers:

- The Vice Chancellor as the Chairperson of the Selection Committee.
- The Dean of the concerned Faculty.
- The Head of the Department /Chairperson of the School.
- One subject expert in the concerned subject nominated by the Vice Chancellor from the University panel of experts.

20.3.2 For College teachers:

- The Chairman of the Governing body of the College or the Director of Higher education / Collegiate Education at the State level (in the case of Govt. colleges) or his nominee not below the rank of principal as the chairperson of the selection committee.
- Principal of the college.
- Head of the concerned department from the college.
- One subject expert in the concerned subject nominated by the Vice Chancellor from the university panel of experts.
- The quorum for these committees in both categories shall be three including the one subject expert/university nominee need to be present.

20.3.3 The Screening cum Evaluation Committee on verification/ evaluation of API score secured by the candidate through the ‘PBAS’ methodology designed by the respective university based on the UGC Regulations and as per the minimum requirement specified in Tables II & III thereof for each of the cadre of Assistant Professor, shall recommend to the Syndicate/ Executive Council /Board of Management of the University about the suitability of the promotion of the candidate(s) under CAS for implementation.

20.3.4 All the selection procedures outlined above shall be completed on the day of the selection committee meeting, wherein the minutes are recorded along with scoring proforma and recommendation made on the basis of merit and duly signed by all members of the selection committee.

20.3.5 CAS promotions being personal promotion to the incumbent teacher holding a substantive sanctioned post, on superannuation of the individual incumbent, the said post shall revert back to its original cadre.

20.3.6 The incumbent teacher must be on the role and active service of the Universities/Colleges on the date of consideration by the Selection Committee for Selection/CAS Promotion.

21. SELECTION COMMITTEES AND GUIDELINES ON SELECTION PROCEDURES:

21.1 The Academic Performance Indicator (API) systems in the process of selection should involve the following:

- Assessment of aptitude for teaching, research and administration
- Ability to communicate clearly and effectively.
- Ability to plan, analyse and discuss curriculum development, research problems and college development/ administration.
- Ability to deliver lecture programmes to be assessed by requiring the candidate to participate in a group discussion or exposure to a classroom situation by a lecture.
- Analysis of the merits and credentials of the candidates on the basis of the Performance Appraisal Scoring System guidelines developed by the affiliating University based on this notification.

21.2 Selection Procedures:

- 21.3** The University Grants Commission shall draw up, in consultation with renowned subject experts, exhaustive list of experts in each subject and put them up on its website which may be updated periodically. It should be incumbent on the Universities/Colleges to include at least one of the subject experts on the selection committees for both direct recruitment and Career Advancement Scheme. The expert from the UGC website in the CAS promotion committees shall act both as a subject expert as well as UGC nominee/observer of the CAS promotion process. He/She shall submit his/her report to UGC with a copy handed over to the chairperson of the selection committee, which also be placed before the executive council/Syndicate along with the recommendations of the selection committee. The UGC shall monitor adherence through compliance reports from universities on yearly basis.
- 21.4** In order to avoid delays in holding Selection committees in various positions under CAS, the University/College should start the process at least three months before a teacher becomes eligible for promotion under CAS. The concerned faculty may also initiate the process by submitting the Performance Appraisal form duly supported by all credentials as per the API and WP guidelines developed in the UGC Notification.
- 21.5** As from 11.07.2009 the teaching staff who have not acquired the revised UGC prescribed qualifications are not entitled for availing the benefit of revised scheme unless they acquire the said qualifications and till then they shall continue to be in the pre-revised UGC scales or the State scale as the case may be.
- 21.6** The fresh recruits after 11.07.2009 made through Public Service Commission, validly constituted Selection Committees, Boards of Appointment for Universities, Teachers who do not possess NET/SLET/Ph. D through course work, shall be on probation for a period of two years; their satisfactory declaration of the period of probation be made dependent on their acquiring these qualifications and they will draw salary in the existing scale of pay, viz., Rs.8000 – 13500 during the period of probation. Failure to acquire NET/SLET/Ph.D will debar them from continuing in the service after the period of probation.
- 21.7** To maintain Quality, relevance excellence and inclusiveness, Teachers going on deputation to other jobs except those related to education management and research cannot carry forward their UGC pay scales. However, they can do so by accepting the State pay scale.

22. Increments:

- 22.1** Each annual increment shall be equivalent to 3% of the sum total of pay in the relevant Pay Band and the AGP as applicable for the stage in the Pay Band.
- 22.2** Each advance increment shall also be at the rate of 3% of the sum total of pay in the relevant Pay Band and the AGP as applicable and shall be non compoundable.
- 22.3** The number of additional increment(s) on placement at each higher stage of AGP shall be as per the existing scheme of regulation of increment on promotion from lower Pay Scale to higher Pay Scale; however, in view of the considerable raise in effective pay between the two Pay Bands, there shall be no additional increment on movement from the Pay Band of Rs.15600-39100 to the Pay Band of Rs.37400- 67000.

23. Counting of Past Service:

Previous regular service, whether national or international, without any break as Asst. Professor, Associate Professor or Professor or equivalent in a University, College, National Laboratories or other scientific Organizations such as CSIR, ICAR, DRDO, UGC, ICSSR, ICHR, ICMR, DBT etc., should be counted for placement of a teacher as Assistant Professor, Associate Professor, Professor or any other nomenclature these posts are described as per Appendix – III Table No. II of UGC Regulations provided that:

- 23.1** The essential qualifications of the post held were not lower than the qualifications Prescribed by UGC for Asst. Professor, Associate Professor and Professor as the case may be.
- 23.2** The post is/was in an equivalent grade or the pre-revised scale of pay as the post of Asst. Professor, Associate Professor, Reader and Professor.
- 23.3** The candidate for direct recruitment has applied through proper channel only.
- 23.4** The concerned Assistant Professor, Associate Professor and Professor should possess the same minimum qualifications as prescribed by UGC for appointment to the post of Asst. Professor, Associate Professor and Professor, as the case may be.

The post was filled in accordance with the prescribed selection procedure as laid down in the regulations of University/State Government for such appointments.

The previous appointment was not an ad hoc or in a leave vacancy.

24. Period of probation and confirmation:

The minimum period of probation shall be two years in terms of rules/regulations governing the conditions of service, extendable by a maximum period of one more year in case of unsatisfactory performance.

25. Teaching Days:

The Universities/Colleges must adopt at least 180 working days, i.e., there should be a minimum of 30 weeks of actual teaching in a 6-days week. Of the remaining period, 12 weeks may be devoted to admission and examination activities, an non-instructional days (e.g. for sports, college day, 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 equivalent of 30 weeks with a 6 day week.

The above is summarized as follows:

21.2 Selection Procedures:

21.3 17.2University Deputy Librarian:

- i. Master's degree in Library Science/Information Science / Documentation Science with at least 55% of the marks or its equiv

Number of weeks

	University	College	University	College
Teaching/Learning process	30 weeks (180 days)	30 weeks (180 days)	36 weeks (180 days)	36 weeks (180 days)
Admissions/Examinations preparation for Examination	12	10	8	8
Vacation	8	10	6	6
Public Holidays (to increase & adjust teaching days accordingly)	2	2	2	2
TOTAL	52 weeks	52 weeks	52 weeks	52 weeks

26. Work load:

- 26.1** The workload of the Teachers in full employment should not be less than 40 hours a week for 30 working weeks (180 teaching days) in an academic year. It should be necessary for the teacher to be available for at least 5 hours daily in the University/College for which necessary space and infrastructure should be provided by the University/ College. Direct teaching hours should be as follows:

Assistant Professor 16 hours

Associate Professor & Professor 14 hours

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

27. Service Agreement:

- (a) At the time of recruitment in Universities, Government Colleges and aided Colleges, every Lecturer, Librarian, Director of Physical Education, shall execute a service agreement signed between themselves and the University/ Department of Higher Education. The self-appraisal of performance OR any other performance report shall form a part of the service agreement.

28. Code of Professional Ethics:

- The code of conduct of employees of aided educational Institutions presented vide GO No. ED 141 UPC 76, dated 6-10-1977 shall continue to apply. In respect of Government colleges the KCS (Conduct) Rules 1966, shall continue to apply.
- Each University should evolve its own professional ethics after full discussion in the academic bodies and associations and incorporate the same in its Acts, Ordinances and/or Statute, as the case may be, for strict observance by the academic faculty.

29. Accountability:

- The self-appraisal of performance should be adopted as a mandatory part of the Career Advancement Scheme and should be implemented with the revised pay scales within the time frame of one year, if not already implemented. The Academic Performance Indicator (API) and Weightage Points shall be taken into account and shall incorporate transparent and credible methodology of analysis of the merits and credentials of the teachers,
- It would be optional for the colleges to consider introduction of student evaluation as a method of assessment of the teachers.

30. Anomalies:

Anomalies and disparities, if any, in the implementation of the revised UGC pay scales should be brought to the notice of the state Government which will consider them in consultation with the UGC.

31. Non-Application of UGC Pay Scales:

The Government shall not extend the revised UGC pay scales to any of the employees, except those having coverage under this order and who possess the requisite qualification and the revised pay scale shall be extended only after due verification of the required qualification by the Department. Further revision is applicable to the qualified teaching staff presently drawing UGC pay scales subject to the conditions stipulated in this order.

32. Payment of arrears of pay revision:

Payment of arrears upto 40% of the total arrears shall be made immediately after receiving Government of India's share from the UGC and orders in this behalf will be issued separately by the Government.

- This order issues with the concurrence of the Finance Department vide its Notes No. FD 6 SRP 2009, dated: 30-07-2009, 19-12-2009 and 21-12-2009.

By order and in the Name of the Governor of Karnataka,

-sd-

(U.B. ULAVI)

Under Secretary to Government, Education Department (Universities).

To:

The Compiler, Karnataka Gazette, for publication in the gazette dated: and to supply 5000 copies.

Copy to:

- The Secretary to Government of India, MHRD, Department of Education, New Delhi -110 001.
- The Chairman/Secretary, University Grants Commission, New Delhi-110002.
- All Vice-Chancellors/Special Officers/Registrars/Finance Officers/ Government Auditors of all the Universities.
- The Accountant General, Karnataka, Bangalore (Audit)/(A&E)/(Accounts).
- The Principal Secretary to Government Finance/Planning Department.
- The Principal Secretary to Chief Minister.
- The Controller of State Accounts Department, Cauvery Bhavan, Bangalore-560 009.
- The PS to Minister for Higher Education.
- The IFA/Under Secretary (Planning), Education Department.
- The Commissioner for Collegiate Education.
- The Director of Collegiate Education.
- The Deputy Secretary to Government, Finance Department (Services-II).
- The Under Secretary to Government, Finance Department (Exp-8).

APPENDIX-I

1. Drawal of pay in the revised pay structure:

- A Teacher/Librarian/Physical Education Personnel in College/ University shall draw pay in the revised pay structure applicable to the post to which he is appointed:

Provided that he may elect to continue to draw pay in the existing scale until the date on which he earns his next or any subsequent increment in the existing scale or until he vacates his post or ceases to draw pay in that scale.

Provided further that in case where he has been placed in a higher pay scale between 1.1.2006 and the date of issue of this order on account of promotion, upgradation of pay scale etc, he shall have option to elect to switch over to the revised pay structure from the date of such promotion, upgradation, etc.

Explanation 1 – The option to retain the existing scale shall be admissible only in respect of one existing scale.

Explanation 2 – The aforesaid option shall not be admissible to any person appointed to a post on or after 1st day of January 2006, whether for the first time in service or by transfer from another post and he shall be allowed pay only in the revised pay structure.

Explanation 3– Where a person exercises such option to retain the existing scale in respect of the post held by him in an officiating capacity on a regular basis for the purpose of regulation of pay in that scale under any rule or order applicable to that post, his substantive pay shall be substantive pay which he would have drawn had he retained the existing scale in respect of the permanent post on which he holds a lien or would have held a lien had his lien not been suspended or the pay of the officiating post which has acquired the character of substantive pay in accordance with any order for the time being in force, whichever is higher.

2. Exercise of Option –

- (1) The option to the Revised Pay scales shall be exercised in writing in the form appended as **Appendix-V** so as to reach the authority mentioned below within three months from the date of issue of these orders or where an existing scale has been revised by any order made subsequent to that date, within three months from the date of such order.

Provided that –

- in the case of an employee who is, on the date of issue of this order, out of India on leave or deputation or foreign service or active service, the said option shall be exercised in writing so as to reach the said authority within three months of the date of his taking charge of his post in India; and
 - In the case of an employee who is under suspension on the 1st day of January 2006, the option may be exercised within three months of the date of his return to his duty if that date is later than the date prescribed in this order.
- (2) The option shall be intimated by the employee to the Head of his Office.
- (3) If the intimation regarding option is not received within the time limit, the employee shall be deemed to have elected to be governed by the revised pay structure with effect from the 1st day of January 2006.
- (4) The option once exercised shall be final.

Note-1- Persons whose services were terminated on or after the 1st January, 2006 and who could not exercise the option within the prescribed time limit, on account of discharge on the expiry of the sanctioned posts, resignation, dismissal or discharge or disciplinary grounds, are entitled to the benefits of this order.

Note-2 Persons who have died on or after the 1st day of January, 2006 and could not exercise the option within the prescribed time limit are deemed to have opted for the revised pay structure on and from the 1st day of January, 2006 or such later date as is most beneficial to their dependents, if the revised pay structure is more favourable and in such cases, necessary action for payment of arrears should be taken by the Head of Office.

Note-3 Persons who were on earned leave or any other leave on 1.1.2006 which entitled them to leave salary will be allowed the benefits of this rule.

Option for the revised scales of pay:-

- The Teachers opting for the new pay scales will have to enter into an agreement with the University/College managements about their acceptance of terms and conditions mentioned in the Government Order. The option once exercised shall be final. Those who do not exercise the option within a period of three months from the date of issue of this Government Order shall be deemed to have opted for revised pay scales.

- ii. The Teachers/Librarians/Directors of Physical Education/other personnel who were in service on 1-1-2006 and those who were not in service after 1-1-2006 on account of termination, death, discharge on the expiry of the sanctioned posts, resignation, dismissal or discharge on disciplinary ground and could not exercise the option within the time limit will be deemed to have opted for revised scale of pay with effect from 1-1-2006 and should be held entitled to the benefit of these orders.
- iii. An undertaking shall be taken from every beneficiary under this scheme to the effect that any excess payment made on account of incorrect fixation of pay in the revised pay bands or grant of inappropriate pay band/ academic grade pay or any other excess payment made shall be adjusted against the future payments due or otherwise to the beneficiary in the same manner as provided in HRD Ministry's OM No. F.23-7/2008-IFD dated 23-10-2008, read with Ministry of Finance (Department of Expenditure) OM No.F.1-1/2008-IC, dated 30-08-2008.

3. Fixation of pay in the revised Pay structure:-

The initial pay of the Teacher/Librarian/Physical Education Personnel of University or College who elect, or is deemed to have elected the revised pay structure on and from the 1st day of January 2006 shall be fixed separately in the following manner, viz.,:-

In case of all Teachers and equivalent positions -

- (i) The pay in the pay band/pay scale will be determined by multiplying the existing basic pay as on 1-1-2006 by a factor of 1.86 and rounding off the resultant figure to the next multiple of 10.
- (ii) If the minimum of the revised pay band/pay scale is more than the amount arrived at as per (i) above, the pay shall be fixed at the minimum of the revised pay band/pay scale.
- (iii) In addition to the pay in the pay band, corresponding Academic Grade Pay (AGP) will be applicable.
- (iv) If amount arrived at as per (i) above, is more than the maximum of the revised Pay Band, pay shall be fixed at the maximum of the pay band.

Note 1 - A Teacher who is on leave on the 1st day of January, 2006 and is entitled to leave salary shall be entitled to pay in the revised pay structure from 01.01.2006 or from the date of option for the revised pay structure. This is also applicable to the Teacher who is on study leave on the 1st day of January 2006.

Note 2 - A Teacher under suspension shall continue to draw subsistence allowance based on existing scale of pay and his pay in the revised pay structure will be subject to the final order of the pending disciplinary proceedings.

Note 3 - Where the existing emoluments exceeds the revised emoluments, in the case of any teacher, the difference shall be allowed as 'personal pay' to be absorbed in future increase in pay.

Note 4 - Where in the fixation of pay under the revised pay structure the pay of a Teacher/Librarian/Physical Education Personnel in College/ University, who, in the existing scale was drawing immediately before the 1st January, 2006 more pay than the other Teacher/Librarian/Physical Education Personnel in College/University junior to him in the same cadre, gets fixed in the revised pay band at a stage lower than that of such junior, his pay shall be stepped up to the same stage in the revised pay band as that of the junior.

Note 5 - In case where a senior teacher promoted to a higher post before the 1st day of January, 2006 draws less pay in the revised pay structure than his junior who is promoted to the higher post on or after the 1st day of January, 2006, the pay in the pay band of such senior teacher should be stepped up to an amount equal to the pay in the pay band as fixed for his junior in that higher post. The stepping up should be done with effect from the date of promotion of the junior teacher subject to the fulfilment of the following conditions:-

- (i) both the junior and the senior teacher should belong to the same cadre and the posts in which they have been promoted should be to the same cadre.
- (ii) the pre-revised scale of pay and the revised Pay Band and Academic Grade Pay of the lower and higher posts in which they are entitled to draw pay should be identical.
- (iii) the senior teacher at the time of promotion should have been drawing equal or more pay than the junior excluding the benefit of pay fixation on promotion.
- (iv) the anomaly should be directly as a result of the application of the provisions of these orders or order regulating pay fixation on such promotion in the revised pay structure.

- (v) In cases where the junior was drawing more pay than his senior in the pre-revised pay scale, this provision cannot be invoked to step up the pay of the senior.

4. Fixation of pay of the employees opted to the revised pay structure subsequent to the 1st day of January 2006:

Where the teacher continues to draw his pay in the existing scale and is brought over to the revised pay structure from a date later than the 1st day of January 2006, his pay from the later date in the revised pay structure shall be fixed in the following manner:-

- i) Pay in the pay band will be fixed by adding the basic pay applicable on the later date, and the dearness allowance applicable as on 1.1.2006. This figure will be rounded off to the next multiple of 10 which will become pay in the applicable pay band. If the minimum of the revised pay band is more than the amount arrived at as per above, the pay shall be fixed at the minimum of the revised pay band. In addition to this pay in pay band, corresponding Academic Grade Pay (AGP) will be applicable.

5. Date of Next increment in the revised pay structure:

After the initial pay of the employees is fixed in the revised UGC pay structure, the next annual increment will accrue on the normal date on which it is due.

APPENDIX-II

Annexure to Letter No. F-3-1/2009-U.I dated 4-6-2009 of the G.O.I., MHRD

FITMENT TABLE – 1

- (i) Incumbent Assistant Professor
(ii) Incumbent Assistant Librarian / College Librarian
(iii) Incumbent Assistant DPE /College DPE.

Sl. No.	Pre-revised	Revised Pay		
	Basic Pay Rs.	Pay in Pay Band Rs.	AGP Rs.	Revised Basic Pay Rs.
1	8000	15600	6000	21600
2	8275	15600	6000	21600
3	8550	15910	6000	21910
4	8825	16420	6000	22420
5	9100	16930	6000	22930
6	9375	17440	6000	23440
7	9650	17950	6000	23950
8	9925	18470	6000	24470
9	10200	18980	6000	24980
10	10475	19490	6000	25490
11	10750	20000	6000	26000
12	11025	20510	6000	26510
13	11300	21020	6000	27020
14	11575	21530	6000	27530
15	11850	22050	6000	28050
16	12125	22560	6000	28560
17	12400	23070	6000	29070
18	12675	23580	6000	29580
19	12950	24090	6000	30090
20	13225	24600	6000	30600
21	13500	25110	6000	31110
22	13775	25630	6000	31630
23	14050	26140	6000	32140
24	14325	26650	6000	32650

FITMENT TABLE – 2

- (i) Incumbent Assistant Professor [Formerly Lecturer (Sr. Scale)]
- (ii) Incumbent Assistant Librarian (Sr. Scale) / College Librarian (Sr. Scale)
- (iii) Incumbent Assistant DPE (Sr. Scale) / College DPE (Sr. Scale).

Pre-Revised Scale: Rs. 10000-325-15200				
Revised Pay Band: Rs. 15600 - 39100 + AGP 7000				
Sl. No.	Pre-revised Basic Pay Rs.	Revised Pay		
		Pay in Pay Band Rs.	AGP Rs.	Revised Basic Pay Rs.
1	10000	18600	7000	25600
2	10325	19210	7000	26210
3	10650	19810	7000	26810
4	10975	20420	7000	27420
5	11300	21020	7000	28020
6	11625	21630	7000	28630
7	11950	22230	7000	29230
8	12275	22840	7000	29840
9	12600	23440	7000	30440
10	12925	24050	7000	31050
11	13250	24650	7000	31650
12	13575	25250	7000	32250
13	13900	25860	7000	32860
14	14225	26460	7000	33460
15	14550	27070	7000	34070
16	14875	27670	7000	34670
17	15200	28280	7000	35280
18	15525	28880	7000	35880
19	15850	29490	7000	36490
20	16175	30090	7000	37090

FITMENT TABLE – 3

- (i) Incumbent Readers and Lecturers (SG) with less than 3 years of Service
- (ii) Incumbent Dy. Librarian / Asst. Librarian (SG) / College Librarian (SG) with less than 3 years of Service
- (iii) Incumbent Dy. DPE / Asst. DPE (SG) / College DPE (SG) with less than 3 years of service.

Pre-Revised Scale : Rs. 12000-420-18300				
Revised Pay Band : Rs. 15600 - 39100 + AGP 8000				
Sl. No.	Pre-revised Basic Pay Rs.	Revised Pay		
		Pay in Pay Band Rs.	AGP Rs.	Revised Basic Pay Rs.
1	12000	22320	8000	30320
2	12420	23110	8000	31110
3	12840	23890	8000	31890
4	13260	24670	8000	32670
5	13680	25450	8000	33450
6	14100	26230	8000	34230
7	14520	27010	8000	35010
8	14940	27790	8000	35790
9	15360	28570	8000	36570
10	15780	29360	8000	37360
11	16200	30140	8000	38140
12	16620	30920	8000	38920
13	17040	31700	8000	39700
14	17460	32480	8000	40480
15	17880	33260	8000	41260
16	18300	34040	8000	42040
17	18720	34820	8000	42820
18	19140	35610	8000	43610
19	19560	36390	8000	44390

FITMENT TABLE – 4

- (i) Incumbent Readers and Lecturers (SG) with 3 years of Service
- (ii) Incumbent Dy. Librarian / Asst. Librarian (SG) / College Librarian (SG) with 3 years of Service
- (iii) Incumbent Dy. DPE/ Asst. DPE (SG)/ College DPE (SG) with 3 years of Service.

Pre-Revised Scale : Rs. 12000-420-18300				
Revised Pay Band : Rs. 37400 - 67000 + AGP 9000				
Sl. No.	Pre-revised	Revised Pay		
	Basic Pay Rs.	Pay in Pay Band Rs.	AGP Rs.	Revised Basic Pay Rs.
1	13260	37400	9000	46400
2	13680	37400	9000	46400
3	14100	37400	9000	46400
4	14520	37400	9000	46400
5	14940	38530	9000	47530
6	15360	38530	9000	47530
7	15780	39690	9000	48690
8	16200	39690	9000	48690
9	16620	40890	9000	49890
10	17040	40890	9000	49890
11	17460	42120	9000	51120
12	17880	42120	9000	51120
13	18300	43390	9000	52390
14	18720	43390	9000	52390
15	19140	44700	9000	53700
16	19560	44700	9000	53700

FITMENT TABLE – 5

- (i) Incumbent Professor in Colleges and Universities
- (ii) Incumbent Principals of PG Colleges
- (iii) Incumbent Librarian (University)
- (iv) Incumbent Director of Physical Education (University)

Pre-Revised Scale : Rs. 16400-450- 20900 - 500 - 22400				
Revised Pay Band : Rs. 37400 - 67000 + AGP 10000				
Sl. No.	Pre-revised	Revised Pay		
	Basic Pay Rs.	Pay in Pay Band Rs.	AGP Rs.	Revised Basic Pay Rs.
1	16400	40890	10000	50890
2	16850	40890	10000	50890
3	17300	42120	10000	52120
4	17750	42120	10000	52120
5	18200	43390	10000	53390
6	18650	43390	10000	53390
7	19100	44700	10000	54700
8	19550	44700	10000	54700
9	20000	46050	10000	56050
10	20450	46050	10000	56050
11	20900	47440	10000	57440
12	21400	47440	10000	57440
13	21900	48870	10000	58870
14	22400	48870	10000	58870
15	22900	50340	10000	60340
16	23400	50340	10000	60340
17	23900	51860	10000	61860

FITMENT TABLE – 6

Incumbent Principals of UG Colleges.

Pre-Revised Scale : Rs. 12000-420-18300 Minimum at 12840/-				
Revised Pay Band : Rs. 37400-67000 + AGP 10000				
Sl. No.	Pre-revised Basic Pay Rs.	Revised Pay		
		Pay in Pay Band Rs.	AGP Rs.	Revised Basic Pay Rs.
1	12840	37400	10000	47400
2	13260	37400	10000	47400
3	13680	37400	10000	47400
4	14100	37400	10000	47400
5	14520	37400	10000	47400
6	14940	38530	10000	48530
7	15360	38530	10000	48530
8	15780	39690	10000	49690
9	16200	39690	10000	49690
10	16620	40890	10000	50890
11	17040	40890	10000	50890
12	17460	42120	10000	52120
13	17880	42120	10000	52120
14	18300	43390	10000	53390
15	18720	43390	10000	53390
16	19140	44700	10000	54700
17	19560	44700	10000	54700

*****APPENDIX-III

1. REVISED PAY SCALES, DESIGNATIONS, SERVICE CONDITIONS AND CAS FOR TEACHERS AND EQUIVALENT POSITIONS.

The pay structure for different categories of Teachers and equivalent positions shall be as indicated below:

(A) Assit. Professor/Associate Professor/ Professors in Colleges and Universities.

- 1.1** Persons entering the teaching profession in universities and colleges shall be designated as Assistant Professors and shall be placed in the Pay Band of Rs.15600–39100 with AGP of Rs.6000. Lecturers already in service in the pre-revised scale of Rs.8000-13500, shall be re-designated as Assistant Professors with the said AGP of Rs.6000.
- 1.2** An Assistant Professor with completed service of four years, possessing Ph.D. degree in the relevant discipline shall be eligible, for moving up to AGP of Rs.7000.
- 1.3** Assistant Professors possessing M.Phil degree/LLM shall be eligible for the AGP of Rs.7000 after completion of 5 years service as Assistant Professor.
- 1.4** Assistant Professors who do not have Ph.D. or M.Phil in the relevant Professional course shall be eligible for the AGP of Rs.7000 only after completion of 6 years' service as Assistant Professor.
- 1.5** The upward movement from AGP of Rs.6000 to AGP of Rs.7000 for all Assistant Professors shall be subject to their satisfying other conditions as laid down by the UGC in its Regulations.

- 1.6 The incumbents to the posts of Lecturer (senior scale) (i.e. the pre revised scale of Rs.10000-15200) shall be re-designated as Assistant Professor, and their pay shall be fixed at the appropriate stage in Pay Band of Rs.15600-39100 based on their present pay, with AGP of Rs.7000.
- 1.7 Assistant Professors with completed service of 5 years at the AGP of Rs.7000 shall be eligible, subject to other requirements laid down by the UGC in its Regulations, to move up to the AGP of Rs.8000.
- 1.8 Posts of Associate Professor shall be in the Pay Band of Rs.37400-67000 with AGP of Rs.9000. Directly recruited Associate Professors under these orders shall be placed in the Pay Band of Rs.37400-67000 with an AGP of Rs.9000, at the appropriate stage in the Pay Band in terms of the conditions of appointment.
- 1.9 Incumbent Readers and Lecturers (Selection Grade) who have completed 3 years in the current pay scale of Rs.12000-18300 on 1.1.2006 shall be placed in Pay Band of Rs.37400-67000 with AGP of Rs.9000 and shall be re-designated as Associate Professor.
- 1.10 Incumbent Readers and Lecturers (Selection Grade) who had not completed three years in the pay scale of Rs.12000-18300 as on 1.1.2006 shall be placed at the appropriate stage in the Pay Band of Rs.15600-39100 with AGP of Rs.8000 till they complete 3 years of service in the grade of Lecturer (Selection Grade) / Reader, and thereafter shall be placed in the higher Pay Band of Rs.37400-67000 and accordingly re-designated as Associate Professor.
- 1.11 Readers/Lecturers (Selection Grade) in service at present shall continue to be designated as Lecturer (Selection Grade) or Readers, as the case may be, until they are placed in the Pay Band of Rs.37400-67000 and re-designated as Associate Professor in the manner described above.
- 1.12 Assistant Professors completing 3 years of teaching in the AGP of Rs.8000 shall be eligible, subject to other API conditions prescribed by the UGC and Universities to move to the Pay Band of Rs.37400-67000 with AGP of Rs.9000 and to be designated as Associate Professor.
- 1.13 Associate Professor completing 3 years of teaching in the AGP of Rs.9000 and possessing a Ph.D. degree in the relevant discipline shall be eligible to be appointed and designated as Professor, subject to other conditions of academic performance as laid down by the UGC and if any by the Universities No teacher other than those with a Ph.D. shall be promoted, appointed, or designated as Professor. The Pay Band for the post of Professors shall be Rs.37400-67000 with AGP of 10000.
- 1.14 The pay of a directly recruited Professor shall be fixed in the Pay Band of Rs.37400-67000, with the applicable AGP of Rs.10000.
- 1.15 Ten percent of the posts of Professors in a University shall be in the higher AGP of Rs.12000, however, teachers appointed to the posts shall continue to be designated as Professor. Eligibility for appointment as a Professor in the higher Academic Grade Pay shall be as may be laid down by the UGC and such eligibility conditions shall, interalia, include publications in peer reviewed/referred Research Journals and the requirement of at least 10 years of teaching as Professor and post-doctoral work of a high standard.

(B) Professor in Under Graduate and Post Graduates Colleges.

- 6.5.0. Ten percent of the number of the posts of Associate Professor in an Under Graduate College shall be that of Professors and shall be subject to the same criterion for selection / appointment as that of Professors in Universities provided that there shall not be more than one post of Professor in each Department; and provided further that One-fourth (25%) of the posts of Professor in UG Colleges shall be directly recruited or filled on deputation by eligible teachers and the remaining three-fourths (75%) of posts of Professors shall be filled by CAS promotion from among eligible Associate Professors of the relevant department of the Under Graduate College. Sanctioned posts include the posts approved under both direct recruitment and CAS promotion.

Identification of posts of Professor in an Under Graduate College for being filled through direct recruitment / deputation shall be carried out by the affiliating/concerned University acting in consultation with the College. Where the number of posts of Professor worked out as a percentage of the number of posts of Associate Professor for CAS promotion or direct recruitment / deputation is not an integer, the same shall be rounded off to the next higher integer.

The selection process is to be conducted by the university by receiving PBAS proformas from eligible Associate Professors based on seniority and three times in number of the available vacancies. In case the number of candidates available is less than three times the number of vacancies, the zone of consideration will be limited to the actual number of candidates available. The selection shall be conducted through the API scoring system with PBAS methodology and selection committee process stipulated in these Regulations for appointment of Professors; In the direct recruitment of the 25% of the posts, 'Rota-Quota system shall be followed starting with promotions. The direct recruitment quota shall be rotated in an alphabetical order.

- 6.5.2.** There shall be one post of Professor in each Department of a Post-Graduate College which shall be subject to the same criterion for selection / appointment as that of Professors in Universities, provided that one-fourth (25%) of the posts of Professor shall be filled on deputation/direct recruitment from among eligible teachers and the remaining three-fourths (75%) of posts shall be filled through merit promotion from among the eligible Associate Professors in the relevant department of the Post-Graduate college. Identification of posts of Professor in a Post-Graduate College for being filled through direct recruitment/deputation shall be carried out by the affiliating/ concerned University acting in consultation with the College. The decision regarding whether the posts of professor will be for CAS promotion or direct recruitment/deputation shall be within the competence of the University acting in consultation with the College. Where the number of posts of professor for CAS promotion or direct recruitment / deputation worked out as a percentage of the total number of posts in a Post Graduate College is not an integer, the same shall be rounded off to the next higher integer.

The selection process is to be conducted by the university by receiving PBAS proformas from eligible Associate Professors based on seniority and three times in number of the available vacancies. In case the number of candidates available is less than three times the number of vacancies, the zone of consideration will be limited to the actual number of candidates available. The selection shall be conducted through the API scoring system with PBAS methodology, selection committee process stipulated in these Regulations for appointment of Professors; In the direct recruitment of the 25% of the posts, 'Rota-Quota System' shall be followed starting with promotion. The direct recruitment quota shall be rotated in an alphabetical order.

2. PAY SCALES OF PRINCIPALS IN COLLEGES:

2.1 PRINCIPAL OF UNDER GRADUATE COLLEGES:

Appointments to the posts of Principal in Under Graduate Colleges shall be based on the conditions of eligibility in respect of educational qualifications and teaching / research experience laid down by the University Grants Commission in its Regulations and if any by the University from time to time using the API scoring system and PBAS methodology developed. The posts of Principal in Under Graduate Colleges shall be in the Pay Band of Rs.37400-67000 with AGP of Rs.10000, plus a Special Allowance of Rs.2000 per month. All Principals in service shall be appropriately fixed in the Pay Band with the AGP of Rs.10000.

2.2 PRINCIPAL OF POST GRADUATE COLLEGES:

Appointments to the posts of Principal in Post Graduate Colleges shall be based on the conditions of eligibility in respect of educational qualifications and teaching/research experience laid down by the University Grants Commission in its Regulations and if any by the University from time to time using the API scoring system and PBAS methodology developed. Posts of Principal in Post Graduate Colleges shall also be in the Pay Band of

Rs.37400-67000 with AGP of Rs.10000, plus a Special Allowance of Rs.3000 per month. All Principals in service shall be appropriately fixed in the Pay Band with the AGP of Rs.10000.

3. PAY SCALES AND CAREER ADVANCEMENT SCHEMES FOR LIBRARIANS ETC.

(a) ASSISTANT UNIVERSITY LIBRARIAN / COLLEGE LIBRARIAN:

- (i) Assistant Librarian / College Librarian in the pre-revised scale of pay of Rs.8000- 13500 shall be placed in the Pay Band of Rs.15600-39100 with AGP of Rs.6000.
- (ii) All conditions of eligibility and academic qualifications laid down by the UGC in its Regulations, shall be applicable for direct recruitment of Assistant University Librarian / College Librarian.

(b) ASSISTANT UNIVERSITY LIBRARIAN (SR. SCALE) / COLLEGE LIBRARIAN (SR. SCALE):

- (i) Assistant University Librarian (Sr. Scale)/ College Librarian (Sr. Scale) in the pre-revised scale of pay of Rs.10000-15200 shall be placed in the Pay Band of Rs.15600-39100 with AGP of Rs.7000.
- (ii) Assistant University Librarian / College Librarian possessing Ph.D. in Library Science, after completing service of 4 years in the AGP of Rs.6000, and if otherwise eligible as per API scoring system, and PBAS methodology laid down by the UGC in its Regulations, shall be eligible for the higher AGP of Rs.7000 within the Pay Band of Rs.15600-39100.
- (iii) Assistant Librarian / College Librarian not possessing Ph.D. but only M.Phil. in Library Science at the entry level after completing service of 5 years in the AGP of Rs.6000, if otherwise eligible as per API scoring system and PBAS methodology laid down by the UGC in its Regulations, shall become eligible for the higher AGP of Rs.7000.
- (iv) After completing service of 6 years in the AGP of Rs.6000 Assistant Librarian / College Librarian without the relevant Ph.D. and M.Phil. shall, if otherwise eligible as per API scoring system and PBAS methodology laid down by the UGC in its Regulations, if any by the University, move to the higher AGP of Rs.7000.
- (v) The pay of the existing Assistant Librarian (Sr. Scale) / College Librarian (Sr. Scale) in the pre-revised scale of pay of Rs.10000-15200 shall be fixed in the Pay Band of Rs.15600-39100 with AGP of Rs.7000 at an appropriate stage based on their present pay.

(c) DEPUTY LIBRARIAN / ASSISTANT LIBRARIAN (SELECTION GRADE)/ COLLEGE LIBRARIAN (SELECTION GRADE):

- (i) Deputy Librarians who are directly recruited shall be placed in the Pay Band of Rs.15600-39100 with AGP of Rs.8000 initially at the time of recruitment.
- (ii) On completion of service of 5 years, Assistant Librarian (Sr. Scale)/ College Librarian (Sr. Scale) shall be eligible for the post of Deputy Librarian/ equivalent posts in Pay Band of Rs.15600–39100, with Academic Grade Pay of Rs.8,000, subject to their fulfilling other conditions of eligibility (such as Ph.D. degree etc. for Deputy Librarian) as per API scoring system based PBAS methodology laid down by the UGC for CAS promotion in its Regulations. They shall be designated as Deputy Librarian / Assistant Librarian (Selection Grade) / College Librarian (Selection Grade), as the case may be.
- (iii) After completing 3 years in the Pay Band of Rs.15600-39100 with an AGP of Rs.8000, Deputy Librarians / equivalent positions shall move to the Pay Band of Rs.37400-67000 and AGP of Rs.9000, subject to fulfilling other conditions of eligibility as per API scoring system and PBAS methodology laid down by the UGC and if any by the University for CAS promotion.
- (iv) Assistant Librarians (Sr. Scale) in universities/ College Librarians (Sr. Scale) in the AGP of Rs.7000 not possessing

Ph.D. in Library Science or equivalent published work but who fulfill other criteria prescribed by the UGC/ University for CAS promotion are also eligible for being placed in the AGP of Rs.8000.

- (v) Incumbents to the posts of Deputy Librarian / Assistant Librarian (Selection Grade)/College Librarian (Selection Grade) who have completed three years in the pre-revised pay scale of Rs.12000-18300 on 01.01.2006 shall be fixed at an appropriate stage in the Pay Band of Rs.37400-67000 with an AGP of Rs.9000. They shall continue to be designated as Deputy Librarian/Assistant Librarian (Selection Grade)/ College Librarian (Selection Grade).
- (vi) Incumbents to the posts of Deputy Librarian / Assistant Librarian (Selection Grade) /College Librarian (Selection Grade) who have not completed the requirement of three years in the pre-revised pay scale of Rs.12000-18300, for being eligible to be placed in the higher Pay Band of Rs.37400-67000, shall be placed at an appropriate stage with Academic Grade Pay of Rs.8000 till they complete three years of service as Deputy Librarian / Assistant Librarian (Selection Grade)/College Librarian (Selection Grade).
- (vii) Pay in regard to the directly recruited Deputy Librarians shall be initially fixed in Pay Band Rs.15600-39100 with AGP of Rs.8000. They shall move to the Pay Band of Rs.37400-67000 with AGP of Rs.9000 after completing three years of service in the AGP of Rs.8000.
- (viii) The conditions of eligibility and academic qualifications prescribed by the UGC in its Regulations shall be adopted for direct recruitment to the post of Deputy Librarian.

(d) LIBRARIAN (UNIVERSITY):

- (i) The post of Librarian shall be in the Pay Band of Rs.37400-67000 with the Academic Grade Pay of Rs.10000.
- (ii) The conditions of eligibility and academic qualifications prescribed by the UGC in its Regulations, shall be adopted for appointment to the post of Librarian (University)
- (iii) Deputy Librarian completing service of three years in the AGP of Rs.9000 and otherwise eligible as per the API scoring system and PBAS methodology developed by the UGC in its Regulations, with a PhD qualification shall also be eligible to be considered for appointment to the post of Librarian through open recruitment.
- (iv) Incumbent Librarian (University) shall be placed at the appropriate stage as per the 'fixation formula' in the Pay Band of Rs.37400-67000 with AGP of Rs.10000

4. PAY SCALES AND CAREER ADVANCEMENT SCHEMES FOR PHYSICAL EDUCATION PERSONNEL

(a) ASSISTANT DIRECTOR OF PHYSICAL EDUCATION (ASSISTANT DPE)/ COLLEGE DIRECTOR OF PHYSICAL EDUCATION (COLLEGE DPE):

- (i) The Assistant Director of Physical Education / College DPE in the pre-revised pay scale of Rs.8000-13500 shall be placed in the Pay Band of Rs.15600-39100 with AGP of Rs.6000.
- (ii) Pay of Incumbent Assistant Directors of Physical Education / College DPE shall be fixed at an appropriate stage in the Pay Band of Rs.15600-39100 with an AGP of Rs.6000, in accordance with the 'fixation formula'.
- (iii) All conditions of eligibility and academic qualifications laid down by the UGC, shall be applicable for direct recruitment of Assistant Director of Physical Education / College DPE.

(b) ASSISTANT DIRECTOR OF PHYSICAL EDUCATION (SENIOR SCALE) / COLLEGE DPE (SENIOR SCALE):

- (i) Assistant Directors of Physical Education (Senior Scale) / College DPE (Senior Scale) in the pre-revised pay scale of Rs.10000 – 15200 shall be placed in the Pay Band of Rs.15600-39100 with AGP of Rs.7000.
- (ii) Assistant Directors of Physical Education (Senior Scale) / College DPE (Senior Scale) possessing Ph.D. in

Physical Education at the entry level of Assistant DPE / College DPE in the AGP of Rs.6000 shall, after completing service of four years in the AGP of Rs.6000, and if otherwise eligible as per API scoring system and PBAS methodology prescribed by the UGC for CAS promotion in its Regulations and if any by the University shall move to higher AGP of Rs.7000 in the Pay Band of Rs.15600-39100.

- (iii) Assistant Directors of Physical Education (Senior Scale) / College DPE (Senior Scale) possessing M.Phil. in Physical Education at the entry level of Assistant DPE / College DPE in the AGP of Rs.6000 shall, after completing service of the five years in the AGP of Rs.6000, be eligible for the higher AGP of Rs.7000 on satisfying the API scoring system and PBAS methodology prescribed by the UGC for CAS promotion in its Regulations.
- (iv) Assistant Directors of Physical Education / College DPEs without the relevant Ph.D. and M.Phil shall, after completing service of six years as Assistant Director of Physical Education / College DPE in the AGP of Rs.6000, and if otherwise eligible as per API scoring system and PBAS methodology prescribed by the UGC for CAS promotion in its Regulations and if any by the University shall be placed in the AGP of Rs.7000.
- (v) Pay of incumbent Assistant Directors of Physical Education (Senior Scale) / College DPE (Senior Scale) shall be fixed in Pay Band of Rs.15600-39100 at an appropriate stage in the AGP of Rs.7000, as per the 'fixation formula'.

(c) DEPUTY DIRECTOR OF PHYSICAL EDUCATION / ASSISTANT DIRECTOR OF PHYSICAL EDUCATION (SELECTION GRADE) / COLLEGE DIRECTOR OF PHYSICAL EDUCATION (SELECTION GRADE)

- (i) After completing service of five years in the Pay Band of Rs.15600-39100 with the AGP of Rs.7000 and subject to satisfying API scoring system and PBAS methodology prescribed by the UGC in its Regulations if any by the University, Assistant Director of Physical Education (Senior Scale) / College DPE (Senior scale) shall move to AGP of Rs.8000 in the Pay band of Rs.15600-39100. They shall be designated as Deputy Director of Physical Education / Assistant DPE (Selection Grade) / College DPE (Selection Grade), as the case may be.
- (ii) After completing service of three years in the Pay Band of Rs.15600-39100 and the AGP of Rs.8000 and subject to satisfying API/ scoring system and PBAS methodology prescribed by the UGC in its Regulations, if any by the University, Deputy DPE/Assistant DPE (Selection Grade) College DPE (Selection Grade) shall move to the Pay Band of Rs.37400-67000 with the AGP of Rs.9000. They shall continue to be designated as Deputy DPE/ Assistant DPE (Selection Grade) / College DPE (Selection Grade).
- (iii) All incumbents to the post of Deputy DPE/Assistant DPE (Selection Grade)/ College DPE (Selection Grade) who have completed service of at least 3 years in the pre-revised pay scale of Rs.12000-18300 as on 01-01-2006 shall be eligible to be fixed in the Pay Band of Rs.37400-67000 with AGP of Rs.9000.
- (iv) All incumbents to the post of Deputy DPE /Assistant DPE (Selection Grade/ College DPE (Selection Grade) whose services in the pre-revised pay scale of Rs.12000-18300 fall short of three years which would have made them eligible to move to the higher pay band, shall be placed at an appropriate stage at the AGP of Rs.8000 in the pay band of Rs.15600-39000 till they complete the required service of 3 years as Deputy DPE / ADPE (Selection Grade) / College DPE (Selection Grade) in the pre-revised pay scale.
- (v) Pay of the directly recruited Deputy DPE shall be initially fixed with the AGP of Rs.8000 in the Pay Band of Rs. 15600-39100, and after completing three years of service directly recruited Deputy DPE and equivalent shall move to Pay Band Rs.37400-67000 with AGP of Rs.9000.

(d) DIRECTOR OF PHYSICAL EDUCATION (UNIVERSITY):

- (i) Post of Director, Physical Education in Universities shall be in the Pay Band of Rs.37400-67000 with AGP of

Rs.10000.

- (ii) Post of Director of Physical Education (University) shall continue to be filled through direct recruitment and the existing conditions of eligibility, i.e., the minimum qualification, number of years of relevant experience and other conditions prescribed by the UGC in its Regulations, shall be the eligibility for recruitment.
- (iii) Pay of the incumbent shall be fixed at the appropriate stage in the Pay Band of Rs.37400-67000 as per 'fixation formula'.

*****APPENDIX - IV

1. Incentives for Ph.D./M.Phil and other higher qualification:

- (i) **Five non-compounded advance increments** shall be admissible at the entry level of recruitment as Assistant Professor to persons possessing the degree of Ph.D. awarded in the relevant discipline by a university following the process of registration, course-work and external evaluation as prescribed by the UGC.
- (ii) M.Phil degree holders at the time of recruitment to the post of Assistant Professor shall be entitled to **two non-compounded advance increments**.
- (iii) Those possessing Post Graduate degree in a professional course recognised by the relevant Statutory Body/ Council, shall also be entitled to **two non-compounded advance increments** at the entry level.
- (iv) Teachers who complete their Ph.D. degree while in service shall be entitled to **three non-compounded increments** if such Ph.D. is in the relevant discipline and has been awarded by a university complying with the process prescribed by the UGC for enrolment, course-work and evaluation etc.
- (v) However, teachers in service who have been awarded Ph.D. at the time of coming into force of this Scheme or having been enrolled for Ph.D. have already undergone course-work, if any, as well as evaluation, and only notification in regard to the award of Ph.D. is awaited, shall also be entitled to the award of **three non-compounded increments** even if the university awarding such Ph.D. has not yet been notified by the UGC as having complied with the process prescribed by the Commission.
- (vi) In respect of every other case, a teacher who is already enrolled for Ph.D. shall avail the benefit of **three non-compounded increments** only if the university awarding the Ph.D. has been notified by the UGC to have complied with the process prescribed by the Commission for the award of Ph.D., in respect of either course-work or evaluation or both, as the case may be.
- (vii) Teachers in service who have not yet enrolled for Ph.D. shall therefore derive the benefit of three non-compounded increments on award of Ph.D., while in service only if such enrolment is with a university which complies with the entire process, including that of enrolment as prescribed by the UGC.
- (viii) Teachers who acquire M.Phil Degree or a post-graduate degree in a professional course recognized by the relevant statutory body/council, while in service, shall be entitled to **one advance increment**.
- (ix) **Five non-compounded advance increments** shall be admissible to Assistant Librarian/College Librarian who are recruited at entry level with Ph.D. degree in the discipline of library science from a university complying with the process prescribed by the UGC in respect of enrolment, course-work and evaluation process for the award of Ph.D. in library science.
- (x) Assistant Librarian/ College Librarian and other Library personnel acquiring the degree of Ph.D., at any time while in service, in the discipline of library science from a university complying with the process prescribed by the UGC in respect of enrolment, course-work and evaluation shall be entitled to **three non-compounded**

advance increments.

- (xi) However, persons in posts of Assistant Librarian/College Librarian or higher positions who have been awarded Ph.D. in library science at the time of coming into force of this Scheme or having been enrolled for Ph.D. in library science have already undergone course-work, if any, as well as evaluation, and only notification in regard to the award of Ph.D. is awaited, shall also be entitled to the award of **three non-compounded increments** even if the university awarding such Ph.D. has not yet been notified by the UGC as having complied with the process prescribed by the Commission.
- (xii) In respect of every other case of persons in the posts of Assistant Librarian/ College Librarian or higher positions who are already enrolled for Ph.D. shall avail the benefit of **three non-compounded increments** only if the university awarding the Ph.D. has been notified by the UGC to have complied with the process prescribed by the Commission for the award of Ph.D. in respect of either course-work or evaluation or both, as the case may be.
- (xiii) Assistant Librarian/ College Librarian and others in higher Library positions in service who have not yet enrolled for Ph.D. shall therefore derive the benefit of **three non-compounded increments** on award of Ph.D. while in service only if such enrolment is with a university which complies with the entire process, including that of enrolment as prescribed by the UGC.
- (xiv) **Two non-compounded advance increments** shall be admissible for Assistant Librarian/ College Librarian with M.Phil degree in Library Science at the entry level. Assistant Librarian/ College Librarian and those in higher positions acquiring M.Phil degree in Library Science at any time during the course of their service shall be entitled to one advance increment.
- (xv) **Five non-compounded advance increments** shall be admissible to Assistant Director of Physical Education/ College Director of Physical Education who are recruited at entry level with Ph.D. degree in the discipline of Physical Education from a university complying with the process prescribed by the UGC in respect of enrolment, course-work and evaluation process for the award of Ph.D. in Physical Education.
- (xvi) Persons in posts of Assistant Director of Physical Education/ College DPE or higher positions acquiring the degree of Ph.D in the discipline of Physical Education, at any time while in service from a university complying with the process prescribed by the UGC in respect of enrolment, course-work and evaluation shall be entitled to **three non-compounded advance increments**.
- (xvii) However, persons in posts of Assistant Director of Physical Education/ College DPE or higher positions who have been awarded Ph.D. in Physical Education at the time of coming into force of this Scheme or having been enrolled for Ph.D. in Physical Education have already undergone course-work, if any, as well as evaluation, and only notification in regard to the award of Ph.D. is awaited, shall also be entitled to the award of **three non-compounded increments** even if the university awarding such Ph.D. has not yet been notified by the UGC as having complied with the process prescribed by the Commission.
- (xviii) In respect of every other case of persons in the posts of Assistant Director of Physical Education/ College DPE or higher positions who are already enrolled for Ph.D. in Physical Education shall avail the benefit of **three non-compounded increments** only if the university awarding the Ph.D. has been notified by the UGC to have complied with the process prescribed by the Commission for the award of Ph.D. in respect of either course-work or evaluation or both, as the case may be.
- (xix) Assistant Director of Physical Education/ College DPE and others in higher Physical Education positions in service who have not yet enrolled for Ph.D. shall therefore derive the benefit of **three non-compounded increments** on award of Ph.D. while in service only if such enrolment is with a university which complies with the entire process, including that of enrolment as prescribed by the UGC.

- (xx) **Two non-compounded advance increments** shall be admissible for Assistant Director of Physical Education/ College DPE with M.Phil degree in Physical Education at the entry level. Assistant Director of Physical Education/ College DPE and those in higher positions acquiring M.Phil degree in Physical Education at any time during the course of their service, shall be entitled to one advance increment.
- (xxi) Notwithstanding anything in the foregoing clauses, those who have already availed the benefits of advance increments for possessing Ph.D./ M.Phil. at the entry level under the earlier scheme shall not be entitled to the benefit of advance increments under this Scheme.
- (xxii) For posts at the entry level where no such advance increments were admissible for possessing Ph.D/ M.Phil. under the earlier scheme, the benefit of **five advance increments** for possessing Ph.D./ M.Phil. shall be available to only those appointments which have been made on or after the coming into force of this Scheme.
- (xxiii) Teachers, Library and Physical Education cadres who have already availed the benefits of increments as per existing policy for acquiring Ph.D./M.Phil while in service, would not be entitled to benefits under this Scheme.
- (xxiv) Teachers, Librarian. Physical education cadres who have acquired Ph.D./M. Phil through distance education mode are not eligible for these incentives
- (xxv) The advance increments shall not be admissible to teachers, who were recruited / promoted to a post for which Ph.D. was an essential qualification.
- (xxvi) Teachers, Librarian, Physical Education Personnel who have already availed benefits of advance increments under CAS as per existing scheme for acquiring Ph.D./M.Phil would not be entitled for benefits under this scheme.

*****APPENDIX – V

Form of Option

- (i) I, _____
hereby elect the revised scale of the post with effect from 1st January, 2006.
- (ii) I, _____
hereby elect to continue on the existing scale of pay of my substantive / officiating post mentioned below until:
the date of my next increment
· the date of my subsequent increment raising my pay to Rs. _____
· I vacate or cease to draw pay in the existing scale.
· The date of my promotion to _____
Existing scale_____

Date :

Place :

Signature :

Name :

Designation:

Office in which employed_____

**APPENDIX – VI
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 _____
College/Institution. _____

*******APPENDIX – VII**

PROFORMA FOR FIXATION OF PAY

[For Assistant Professors / Equivalent Posts & Readers / Lecturer (SG) / equivalent posts not completed 3/ 5 years as on 01.01.2006]

Name of the College / Institution :

Name of the Teacher : Shri / Smt.

Sl.No Description Relevant

Information

- 1 Designation of the post in which pay is to be fixed as on 1.01.2006 or on _____ (later date)
- 2 Status (Substantive / Officiating)
- 3 Pre-revised Designation and Pay Scale
- 4 Existing emoluments as on 01.01.2006
 - a) Basic Pay
 - b) Dearness Allowance
 - c) Total [(a) and (b)]
- 5 Revised Pay Band & AGP/GP corresponding to the pre-revised scale at Sr. No. 4 above 15600-39100
AGP -
- 6 Pay in the revised Pay Band with reference to the pre-revised basic shown at Sl.No. 4(a)
- 7 Academic Grade Pay (AGP) applicable
- 8 Stepped up pay with reference to the revised pay of junior, if applicable (Name & pay of the junior also to be indicated distinctly)
- 9 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.
- 10 Personal pay, if any
- 11 Revised emoluments after fixation of pay
 - a) Pay in the revised Pay Band (as per Sl.No.7 or 9 or 10 above whichever is applicable)
 - b) Academic Grade Pay (Sr.No.8)
 - c) Special Pay, if admissible
 - d) Personal Pay, if admissible
- 12 Date of next increment and pay after increment.

Sl. No.	Date of increment	Pay after increment	Pay in Pay	AGP / GP	Basic Pay
			Band		
1	1 st July 200_				
2	1 st July 200_				
3	1 st July 200_				
4	1 st July 200_				

13. Any other relevant information :

Date : Signature & seal of Principal / Director

Place :

Attached herewith: 1. Form of option 2. Service Agreement 3. Undertaking

APPENDIX – VIII PROFORMA FOR FIXATION OF PAY

[For Associate Professors and Equivalent Posts & Incumbent Readers / Lecturer (SG) and equivalent posts either completed 3& 5 years as case may be as on 01.01.2006 or thereafter]

Name of the College / Institution :

Name of the Teacher : Shri / Smt.

- | Sr.No. | Description | Relevant Information |
|--------|--|----------------------|
| 1 | Designation of the post in which pay is to be fixed as on 1.01.2006 or on _____(later date) | |
| 2 | Status (Substantive / Officiating) | |
| 3 | a) Pre-revised Designation and Pay Scale 12000 – 420 - 18300 | |
| | b) Date of placement in the Pre-revised Scale (should be either or before 01.01.2006) | |
| | c) Date on which completed 3 /5* years in the Pre-revised Scale | |
| 4 | Existing emoluments as on 01.01.2006 or on _____ (as per pre-revised scale) | |
| | a) Basic Pay | |
| | b) Dearness Allowance | |
| | c) Total [(a) and (b)] | |
| 5 | Revised Pay Band & AGP/GP corresponding to the pre-revised scale at Sl. No. 4 above | 37400 - 67000 |
| | AGP - | |
| 6 | Pay in the revised Pay Band with reference to the pre-revised basic pay shown at Sl. No. 4(a) | |
| 7 | Academic Grade Pay (AGP) applicable | |
| 8 | Stepped up pay with reference to the revised pay of junior, if applicable (Name & pay of the junior also to be indicated distinctly) | |
| 9 | 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. | |
| 10 | Personal pay, if any | |
| 11 | Revised emoluments after fixation of pay | |
| | a) Pay in the revised Pay Band (as per Sr.No.7 or 9 or 10 above whichever is applicable) | |
| | b) Academic Grade Pay (Sr.No.8) | |
| | c) Special Pay, if admissible | |
| | d) Personal Pay, if admissible | |

12 Date of next increment and pay after increment.

Sr.	Date of increment	Pay in Pay Band	Pay after increment	AGP / GP	Basic Pay
No.	1	1 st July 200_			
	2	1 st July 200_			
	3	1 st July 200_			
	4	1 st July 200_			

13. Any other relevant information :

Date : Signature & seal of Principal / Director

Place :

Attached herewith: 1. Form of option 2. Service Agreement 3. Undertaking

*To be scored out, if not applicable

*****APPENDIX – IX

PROFORMA FOR FIXATION OF PAY

[For Professors / Principals (PG College) and Equivalent Posts]

Name of the College / Institution :

Name of the Teacher : Shri / Smt.

Sl.No.	Description	Relevant Information
1	Designation of the post in which pay is to be fixed as on 1.01.2006 or on _____ (later date)	
2	Status (Substantive / Officiating)	
3	Pre-revised Designation and Pay Scale	
4	Existing emoluments as on 01.01.2006	
	a) Basic Pay	
	b) Dearness Allowance	
	c) Total [(a) and (b)]	
5	Revised Pay Band & AGP/GP corresponding to the pre-revised scale at Sl. No. 4 above	37400 - 67000
	AGP -	
6	Pay in the revised Pay Band with reference to the pre-revised basic shown at Sl. No. 4(a)	
7	Academic Grade Pay (AGP) applicable	
8	Stepped up pay with reference to the revised pay of junior, if applicable (Name & pay of the junior also to be indicated distinctly)	
9	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.	
10	Personal pay, if any	
11	Revised emoluments after fixation of pay	
	a) Pay in the revised Pay Band (as per Sl.No.7 or 9 or 10 above whichever is applicable)	

b) Academic Grade Pay (Sr.No.8)

c) Special Pay, if admissible

d) Personal Pay, if admissible

12 Date of next increment and pay after increment.

Sr. No.	Date of increment	Pay after increment	Pay in Pay	AGP / GP	Basic Pay
		Band			
1	1 st July 200_				
2	1 st July 200_				
3	1 st July 200_				
4	1 st July 200_				

13. Any other relevant information :

Date :Signature & seal of Principal / Director

Place :

Attached herewith: 1. Form of option 2. Service Agreement 3. Undertaking

APPENDIX – X

AGREEMENT

THIS AGREEMENT made this _____ day of _____ two thousand nine between Shri/Smt/Kum _____ Reader/Lecturer/Professor of _____ Principal _____ of _____ College/University. Established by _____ hereinafter referred to as “the Employee” (which expression shall unless the context does not so admit include his/her heirs, executors and administrators of the One Part and _____ College/University hereinafter referred to as “the said College/University” of the other part.

WHEREAS the Employee has been working as a Reader/ Lecturer/Professor of _____ /Principal of the said college/University from the _____ day of _____ 199.

AND WHEREAS the Government of Karnataka has by Government Order No. _____ sanctioned a scheme for revision of the pay-scales of the University and College teachers and other measures for improving standards in Higher Education.

AND WHEREAS accordingly the said College/University has agreed to revised the pay scale of the Employee on the Employee agreeing to accept and duly comply with the terms and conditions laid down by the Government of Karnataka by the said Government Order which the Employee has agree to do.

Now this Agreement witness and it is hereby agreed and decided by and between Parties hereto as follows:-

1. Agree, accept and duly comply with the terms and conditions specified in the said Government Order
2. Agree to have these conditions, inserted in the contract of his appointment which he has already executed or which he may have to execute hereafter;
3. Agree that in the event of his failure to abide by these conditions he shall cease to derive benefits of revised pay scales.

In witness whereof Shri/Smt/Kum_____ the employee above named has

hereto set his/her hand and seal of University has been unto affixed.

Members of the Managing Committee/Governing Body of have set their respective hands the day and year first hereinabove written.

Signed and Delivered by

Shri/Smt/Kum_____

the Employee above named in the presence of

1. _____

2. _____

OR

Signed and delivered by

1. _____

2. _____

5. Etc. the present Members_____ of the Managing Committee/Governing body of _____

In the presence of _____

1. _____

2. _____

APPENDIX – III TABLE – I

ACADEMIC PERFORMANCE INDICATORS (APIs) AND PROPOSED SCORES DEVELOPED BY UGC FOR ADOPTION OF PERFORMANCE BASED APPRAISAL SYSTEM (PBAS) FOR CAREER ADVANCEMENT SCHEME (CAS) PROMOTIONS OF UNIVERSITY / COLLEGE TEACHERS.

CATEGORY I: TEACHING, LEARNING AND EVALUATION RELATED ACTIVITIES

S. No.	Nature of Activity	Maximum Score
CATEGORY -I(A) ESSENTIAL		
1	Lectures taken as percentage of lectures allocated	20
2	Seminars, tutorials, practicals, contact hours undertaken as percentage of those actual allocated	20
3	Lectures or other teaching duties in excess of UGC norms	10
4	Imparting of knowledge / instruction <i>vis a vis</i> with the prescribed material and methodology of the curriculum	20
5	College/University examination duties (Question paper setting and evaluation of answer scripts) as per duties allotted.	10
6	College/University examination/Evaluation duties for internal/continuous assessment work as allotted	10
7	Additional examination work such as coordination, invigilation, flying squad duties etc. (maximum of 5 or 10 depending upon intensity of duty)	10
CATEGORY –I (B) DESIRABLE		
1.	Use of Innovative teaching-learning methodologies; use of ICT; Updated subject content and course improvement.	10
2.	Developing and imparting Remedial/Bridge Courses and Counseling modules	10
3.	Developing and imparting soft skills/communication skills/ personality development courses/modules	10
4.	Developing and imparting specialized teaching-learning programmes in physical education, library ; innovative compositions and creations in music, performing and visual arts and other traditional areas	10
5	Organizing and conduction of popularization programmes/training courses in computer assisted teaching/web-based learning and other participatory learning skills to students	10

CATEGORY II: CO-CURRICULAR, EXTENSION AND PROFESSION RELATED ACTIVITIES.

S. No.	Nature of Activity	Maximum Score
CATEGORY-II(A) CO-CURRICULAR AND EXTENSION ACTIVITIES		
1	Contribution to Corporate life in Universities/colleges through meetings, popular lectures, subject related events, articles in college magazine and University volumes.	10
2	Institutional Co-curricular activities for students such as field studies/educational tours, industry-implant training and placement activity.	10
3	Community Service, Social Orientation and other Student Mentoring Activities through NSS/NCC/NSO/other Governmental and non-Governmental channels	10
4	Students and Staff Related Socio Cultural and Sports Programmes (intra/interdepartmental and intercollegiate)	05
5	Professional Ethics and Campus Development Activities like Institutional infrastructure projects, Co-curricular student educational programme like Environmental Education etc and value based programmes, and Programmes in the TV/Radio Channels.	05

CATEGORY – II(B) PROFESSION -RELATED CONTRIBUTION

1	Institutional Governance responsibilities like, Vice Principal, Dean, Director, Warden, Bursar, School Chairperson, IQAC Co-ordinator and any other membership of institutional committees	10
2	Membership in profession related committees at state and national level	10
3	Participation in subject associations, conferences, seminars without paper presentation	05
4	Participation in short term training courses less than one week duration in educational technology, curriculum development, professional development, Examination reforms, Institutional governance	05
5	Membership of professional associations committees, Boards of Studies, editorial committees of journals/institutional publications.	05

CATEGORY-III: RESEARCH AND ACADEMIC CONTRIBUTIONS

S.No.	APIs	Engineering/Agriculture/ Veterinary Science/Sciences/Medical Sciences	Faculties of Languages Arts/Humanities/Social Sciences/Library/ Physical education/Management	Max. points for University and college teacher position
III(a)	Research Publication (Journals)	Refereed Journals with impact factor 1.0 and below 2.0	Refereed Journals which are indexed publications with Impact factor less than one	20 / publication
		Refereed Journals with impact factor 2.1 and below 5.0	Refereed Journals with impact factor 1.0 and below 2.0	30 / publication

S.No.	APIs	Engineering/Agriculture/ Veterinary Science/Sciences/Medical Sciences	Faculties of Languages Arts/Humanities/Social Sciences/Library/ Physical education/Management	Max. points for University and college teacher position
		Refereed Journals with impact factor 5.1 and below 10.0	Refereed Journals with impact factor 2.0 and below 5.0	40 / publication
		Refereed Journals with impact factor less than one indexed	Refereed Journals which are not indexed without any impact factor	15 / publication
		Vernacular & Indian language journals in all disciplines without any impact factors included in the list of journals prepared by UGC and hosted in its website	Vernacular & Indian language journals in all disciplines without any impact factors included in the list of journals prepared by UGC and hosted in its website	10/Publication
		Non impact factor National level research papers in non-refereed/ journals but having ISBN/ISSN numbers and the list of journals prepared by UGC and hosted in its website.	National level research papers in non-refereed/non Journals but having ISBN / ISSN numbers and the list of journals prepared by UGC and hosted in its website.	10 / publication
		Full papers in conference proceedings, etc. (Abstracts not to be included)	Full papers in Conference proceedings, etc. (Abstracts not to be included)	10 / publication
III(b)	Research Publications (books, chapters in books, other than refereed journal articles)	Text or Reference Books Published by International Publishers with an established peer review system	Text or Reference Books Published by International Publishers	50 /sole author; 10 / chapter in an edited book
		Subjects Books by National level publishers/State and Central Govt. Publications with ISBN/ISSN numbers and the UGC prepared list hosted in its website.	Subject Books by / national level publishers/State and Central Govt. Publications with ISBN/ISSN numbers and the UGC prepared list hosted in its website.	25 /sole author, and 5/ chapter in edited books
		Subject Books by Other local publishers with ISBN/ ISSN numbers and the UGC prepared list hosted in its website.	Subject Books by Other local publishers with ISBN/ISSN numbers and the UGC prepared list hosted in its website.	15 / sole author, and 3 / chapter in edited books

S.No.	APIs	Engineering/Agriculture/ Veterinary Science/Sciences/Medical Sciences	Faculties of Languages Arts/Humanities/Social Sciences/Library/ Physical education/Management	Max. points for University and college teacher position
		Chapters contributed to edited knowledge based volumes published by International Publishers	Chapters contributed to edited knowledge based volumes published by International Publishers	10 /Chapter
		Chapters in knowledge based volumes by Indian/ National level publishers with ISBN/ISSN numbers & with numbers of national & international directories	Chapters in knowledge based volumes in Indian/ National level publishers with ISBN /ISSN numbers & with numbers of national & international directories	5 / Chapter

III (C) RESEARCH PROJECTS

III (C) (i)	Sponsored Projects carried out/ ongoing	(a)Major Projects amount mobilized with grants above 30.0 lakhs	Major Projects amount mobilized with grants above 5.0 lakhs	20 /each Project
		(b)Major Projects amount mobilized with grants above 5.0 lakhs up to 30.00 lakhs	Major Projects Amount mobilized with minimum of Rs. 4.00 lac up to Rs. 5.00 lacs	15 /each major project
III (C) (ii)	Consultancy Projects carried out / ongoing	Amount mobilized with minimum of Rs.5.00 lac	Amount mobilized with minimum of Rs.1.lac	10 per every Rs.5.0 lac and Rs.1.0 lac, respectively
III (C) (iii)	Completed projects : Quality Evaluation	Completed project Report (Acceptance from funding agency)	Completed project report (Accepted by funding agency)	20 /each major project and 10 / each minor project
III (C) (iv)	Projects Outcome / Outputs	Patent/Technology transfer/ Product/Process	Policy document of Govt. Bodies at Central and State level	30 / each output or outcome for National patents etc/50 /each for International patents etc.,

III (D) RESEARCH GUIDANCE

III (D)(i)	M.Phil.	Degree awarded only	Degree awarded only	3 /each candidate
III (D) (ii)	Ph.D	Degree awarded Thesis submitted	Degree awarded Thesis submitted	10 /each candidate 7 /each candidate

III(E) TRAINING COURSES AND CONFERENCE /SEMINAR/WORKSHOP PAPERS

III(E)(i)	Research Methodology/ Workshops	Research Methodology course (not less than three weeks)/Workshops of not less than one week duration.	Research methodology course (not less than three weeks)/workshops of not less than one week.	20
III(E)(ii)	Papers in Conferences/ Seminars/ workshops etc.*	Participation and Presentation of research papers (oral/ poster) in	Participation and Presentation of research papers (oral/poster) in	10 /each candidate 7 /each candidate
		a)International conference b)National c)Regional/State level d) Local - University / College level	a)International conference b)National 10Regional/State level 5 Local - University / College level	10 / each 7.5 / each 5 /each 5 /each
III(E)(iv)	Invitations for conferences/ seminars/ workshops/ symposia to deliver lectures/and/or chair sessions	(a)International	(a)International	10 /each
		(b)National (c)State level/Regional (d)University/College level Endowment lectures	(b)National (c)State level/Regional (d)University/College level Endowment lectures	7.5 /each 5 /each 5 /each

III(F) Awards / Honours / Recognitions / Fellowship titles / Post-doctoral Research degrees like D.Sc., D.Litt., LLB etc.,

III(F)(i)	Discipline specific Awards	a) Awards by Accredited International Bodies; National bodies like by UGC, CSIR, DST, DBT, ICAR & other Government bodies and Professional Academies like Bhatnagar Award etc.	a) Awards by Accredited International Bodies; National bodies like by UGC, ICSSR, ICCR, Sahitya Academy and Professional Academies like Gnana-peet award etc.	50 /each
		b) State/university level c) Regional / local	b) State/university level c) Regional / local	20 /each 10 /each

III F (ii)	Honours / Recognitions	a)Governments & International bodies like UNESCO etc.; National like Padma Sri etc.,	a)Foreign countries Governments & International bodies like UNESCO etc.; National like Padma Sri etc.	50 /each
		b)State level/university level	b)State level/university level	20 /each
		c)Regional / local by GO/ NGOs/Rotary/ Lions etc.,	c)Regional / local by GO/ NGOs/Rotary/ Lions etc.,	5 /each
		d)Professional Subject Based associations	d)Professional Subject Based associations	5 /each
III F(iii)	Fellowship Titles	a) By universities/bodies like FRCP, FRCS etc.; Indian Science & other Academies like Fellow of Indian National Science Academy FNA, FNASC, FAMS etc.,	a) Foreign universities/bodies like Trinity title etc.; Indian Academies of Languages, Arts etc.,	50 /each
		b) Discipline specific National level Associations	b) Discipline specific National level Associations	10 /each
III F(iv)	Post-doctoral degrees a) D. Sc from an university based on post-doctoral thesis	(a)D.Litt from an university based on post –doctoral thesis		50 /each
		b) Honorary doctorate conferred by UGC - recognized universities in sciences, engineering, medicine etc.,	(b)Honorary doctorate conferred by UGC - recognized universities in Language, Arts, Humanities etc.,	30/each

* If a paper presented in Conference/Seminar is published in the form of Proceedings, the points would accrue for the publication (III(a)) and not under presentation (III(e)(ii)).

N.B. The API for joint research publications/joint book/chapter publications will have to be calculated in the following manner: Of the total accrued score for all categories of publications by the concerned teacher, the first/Principal author and the corresponding author/supervisor/mentor of the teacher would share equally 60% of the total points and the remaining 40% would be shared equally by all other authors.

APPENDIX – III TABLE – II (A)

Minimum Point norms of the APIs as provided in Appendix – III Table I to be applied for the Promotion of teachers in university departments, and Weightages for Expert Assessment UNDER CAREER ADVANCEMENT SCHEME (CAS)

S. No.	Assessment Category / System	Minimum Average Yearly or Cumulative API score required during the assessment period of each level as evaluated under the Performance Based Appraisal System (PBAS) and Weightages for Expert Assessment				
		TEACHERS IN UNIVERSITY DEPARTMENTS / EQUIVALENT CADRES IN UNIVERSITIES				
		Assistant Professor/ equivalent cadres: AGP increase from Rs.6000 to 7000	Assistant Professor/ equivalent cadres: AGP increase from Rs.7000 to 8000	Associate Professor/ equivalent cadres Promotion with AGP of Rs.9000	Professor/ equivalent cadres Promotion with AGP of Rs.10,000	Professor with AGP increase from Rs.10,000 to Rs. 12,000
I	Teaching-learning, Evaluation Related Activities (category I)	60/Year	60/Year	60/Year	60/Year	60/Year
II	Co-curricular, Extension, & Profession related activities (Category II)	20/Year	20/Year	20/Year	20/Year	20/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) – Minimum Annual Score Required – to be assessed cumulatively	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	Screening Committee	Selection Committee	Selection Committee	Peer Evaluation
V	Percentage Distribution of Weightage Points in the Expert Assessment (Total weightage = 100)	No separate points. Screening committee to verify API scores	No separate points. Screening committee to verify API scores	30% - Research evaluation.50%- Assessment of domain knowledge and teaching practices.20% - Interview performance	50% - Research evaluation.30% - Assessment of domain knowledge and teaching practices.20% - Interview performance	50% -Peer evaluation of research.50% - Performance evaluation and other credential by referral procedure

APPENDIX – III TABLE – II (B)

Minimum Point norms of the APIs as provided in Table I and Weightages for Expert Assessment to be applied for the Promotion of Teachers, in Colleges (UG and PG) UNDER CAREER ADVANCEMENT SCHEME (CAS)

S. No.	Assessment Category	Minimum Average Yearly or Cumulative API score required during the assessment period of each level as evaluated under the Performance Based Appraisal System (PBAS) and Weightages for Expert Assessment			
		Colleges (UG/PG) Teachers/College Library/Physical Education Cadres			
		Assistant Professor/ equivalent cadres: AGP increase from Rs.6000 to 7000	Assistant Professor/ equivalent cadres: AGP increase from Rs.7000 to 8000	Associate Professor/ equivalent cadre Promotion with AGP of Rs. 9000	10% of the Posts of Professor Promotion in Colleges with AGP of Rs.10,000
I	Teaching-learning, Evaluation Related Activities (Category – I)	60/Year	60/Year	60/Year	60/Year
II	Co-curricular, Extension, & Profession related activities (Category – II)	20/Year	20/Year	20/Year	20/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) – Minimum Annual Score Required- to assessed cumulatively Expert Assessment System	5/Year(20/ assessment period) Screening Committee	10/Year(50/ assessment period) Screening Committee	15/Year(45/ assessment period) Selection Committee	20/Year(60/ assessment period) Selection Committee
V	Percentage Distribution of Weightage Points in the Expert Assessment (Total weightage = 100)	No separate points. Screening committee to verify API scores	No separate points. Screening committee to verify API scores	20% - Research evaluation60% - Assessment of domain knowledge and teaching practices.20 % - Interview performance	30% - Research evaluation.50% - Assessment of domain knowledge and teaching practices.20 % - Interview performance

Explanatory note for Tables II (a) and II (b)

1. All universities / colleges will set up verifiable systems for the API related information required in these tables within THREE months of notification of these regulations. They will have to be documented and collated annually by the Internal Quality Assessment cells (IQACs) of the universities / colleges for follow up by the universities / college authorities. In order to facilitate this process, all teachers shall submit the duly filled-in Performance Based Appraisal System (PBAS) proforma to the IQAC annually.
2. However, in order to remedy the difficulties of collecting retrospective informations and to facilitate the implementation of these regulations from 2009-10, the API based PBAS will be progressively and prospectively rolled out.
3. Accordingly, the PBAS based on the API scores of categories I and II as mentioned in these tables is to be implemented from the year 2009-10, initially based on the existing systems in universities / colleges for one year only with the minimum average scores as depicted in Table II (a) and II (b) in rows I to III. This annualized API scores can then be compounded progressively as and when the teacher becomes eligible for CAS promotion to the next cadre with the multiplication factor of remaining years of service required to apply for CAS promotion from 2009-10. Thus, if a teacher is eligible for CAS promotion in 2009, one year API scores for 2008-09 alone will be required for assessment. In case of a teacher becoming for CAS promotion in 2010, two years average of API scores for 2008-09 and 2009-10 will be required for assessment and so on leading progressively for the complete assessment period.
4. As shown in Table 3, the aggregate minimum API score required (given in row III) can be earned from any of the two board categories, subject to the minimum prescribed in each category. This will provide for due weightage to teachers who contribute additionally through any of the components given in Categories 1 and 2 also for the differing nature of contributions possible in different institutional settings
5. For Category 3 (research and academic contributions), maintenance of past record is done on a normal basis by teachers and hence no difficulty is envisaged in applying the API scores for this category for the entire assessment period. In this category, a aggregate minimum score is required for promotion over each stage. Alternatively, a teacher should acquire the required minimum aggregate score over two previous stages, taken together
6. Candidates should offer themselves for assessment for promotion, if they fulfill the minimum API scores indicated in the table, by submitting an application and the required proforma. They can do so three months before the due date if they consider themselves eligible. Candidates who do not consider themselves eligible, can also apply at a later date.
7. If however, on final assessment, candidates do not either fulfill the minimum criteria under Rows III and IV or obtain less than 50% in the expert assessment, they will be reassessed only after a minimum period of one year.
8. (a) If a candidate applies for promotion on completion of the minimum eligibility period and is successful, the date of promotion will be deemed to be the minimum period of eligibility.
 (b) If however, the candidate finds that she / he fulfills the eligibility conditions at a late date and applies on that date and is successful, her / his promotion will be deemed to be from that date of application
 (c) If the candidate does not succeed in the first assessment, but succeeds in an eventual assessment, her / his promotion will be deemed to be from the later date.

APPENDIX – III TABLE – II(c)

Minimum Weightage Points (WP) norms of the APIs as provided in Table-I (B) for the direct recruitment of teachers in university departments/Colleges, Librarian/Physical Education cadres in Universities/Colleges to be considered along with other specified eligibility qualifications stipulated in the UGC Notification.

S. No. of category	Titles of the categories of APIs (with maximum accruable API points) and Selection Committee criteria.	Minimum cumulative WP of the API score required for considering candidates for selection to each cadre based on the PBAS proforma to be submitted by the applicants along with the stipulated application of the University/College concerned		
		TEACHERS IN UNIVERSITY DEPARTMENTS/EQUIVALENT CADRES/COLLEGES		
		Assistant Professor/ equivalent cadres with AGP Rs.6000	Associate Professor/ equivalent cadres with AGP Rs.9000	Professor/equivalent cadres with AGP Rs.10000
I	Expertise in Teachings/Research/ Industry & Entrepreneurship skills and contribution to corporate life & Profession related activities (200 points)	Consolidated API score requirement of 100 from all the three categories of APIs or Pass in NET/ accredited Eligibility test approved by UGC	Consolidated API score requirement of 300 points from all the three categories of APIs	Consolidated API score requirement of 400 points from all the three categories of APIs
II	Research, Development and other related activities (200 points)			
III	Extension, co-curricular Extra-curricular & student mentoring activities (100 points)			
IV	Selection Committee criteria: (Minimum Point Requirement for consideration for selection: at least 50% of the points prescribed)	Highest of the 30 merit points undera) Teaching skills by a Lecture (10 points)b) Research skills by a concept/ Proposal presentation (5 points)c) Interview performance (15 points)	Highest of the 50 merit points undera) Research papers (3 nos) evaluation: 25 pointsb) Organizational Plans: 10 pointsc) Interview performance: 15 points	Highest of the 75 merit points under:a) Research papers (5 nos) evaluation: 40 pointsb) Vision for the department/ Institution: 15 pointsc) Interview performance: 20 points



*AMUCT met Education Minister
Shri Aravinda Limbavali at Bajpe
Airport on 25-12-2009*



*Dr A. M. Narahari President
FUCTAK at Education Ministers
Office along with Office Bearers of
Constituent Associations.*



*Dr A. M. Narahari was falcitated by
MUCTA, at SDM BBM College,
Mangalore.*



CONVENTION ON HIGHER EDUCATION ON 12-07-2009

