

# UNIVERSITY OF KERALA

(Abstract)

UGC Regulations 2018 – Implementation- Norms and criteria for Direct Recruitment of Assistant Professors in University Teaching Departments and Aided Colleges - Modified -Orders issued.

## Academic F II Section

No.Ac.F II/General/UGC-R-2018/2019

Dated, Thiruvananthapuram, 09.09.2021

Read: 1. Notification of the University Grants Commission No.F.1/2017(EC/PS) dated 18.07.2018

2. U.O No.Ac.F II/General/UGC-R-2018/2019 Dated, 02.09.2019

3. UO No AC FII/General/UGC-R-2018/2019 dated 20.03.2020

4. University Circular No. AcF II/16432/2021/UOK dated 19.05.2021

5. UO No.Ad DII/General/UGC-R-2018/2021 dated 07.05.2021

6. Item No:32 of the minutes of the Meeting of the Special Syndicate held on 02.09.2021.

### ORDER

The UGC had promulgated the UGC Regulations 2018 which includes the regulations for the Direct Appointment and CAS promotion of Teaching staff of University Departments and Affiliated Colleges, on 18<sup>th</sup> July 2018. The said Regulations were placed before the Academic Council held on 13.03.2019 and was approved in toto with some modifications and additions.

With regard to the selection of Assistant Professors in University Teaching Departments and Affiliated Colleges, the Academic Council resolved that 'a maximum of 20 marks be allotted for interview in addition to the maximum of 100 marks allocated in the regulations for shortlisting of candidates.' Accordingly UO read as paper (2) was issued along with templates.

As per UGC Regulations 2018, for the purpose of selection of Assistant Professor, the score as prescribed in Appendix III, Table 3 A for Universities and 3 B for Colleges, shall be considered for short-listing of candidates for interview only and the selections shall be based only on performance in the interview. Vide paper read as (3) above University issued order implementing the UGC Regulations, 2018 as such w.e.f 18.07.2018

Since the University Orders read as paper (2) and (3) issued created ambiguity among the Educational Agencies of Affiliated Colleges regarding the criteria to be followed in the selection of Assistant Professors and also considering the fact that several complaints were received in the University in this regard, the Syndicate at its meeting held on 08.05.2021 resolved to issue a circular directing the Managements of Arts and Science Colleges affiliated to this University, to temporarily keep the selection process for the appointment of Assistant Professors in hold, until further orders are issued. As such a circular was issued vide paper read as (4) above.

The modified criteria for promotions under Career Advancement Scheme based on Performance Based Appraisal System (PBAS) for Teachers in the University Teaching Departments and Affiliated Colleges were issued vide paper read as (5) above.

In the above circumstances, in order to bring a clarity and uniformity in the selection process of Assistant Professors in the University Teaching Departments as well as in Affiliated Colleges within the ambit of the UGC Regulations 2018, the Syndicate at its meeting held on 02.09.2021, vide paper read as (6) above, considered the same, along with the report of the Sub Committee of the Syndicate and the Legal opinion obtained in this regard, and resolved to approve the report of Sub Committee with modifications.

Sanction has therefore been accorded by the Vice Chancellor to the following guidelines and criteria for the Selection of Assistant Professors in University Teaching Departments and Arts and Science Colleges affiliated to this University:

1. UGC Regulations, 2018, Section 4.1 specifies that the Academic Score as stated in Appendix II (Table 3A) for Universities, and Appendix II (Table 3B) for Colleges, shall be considered only for short-listing of the candidates for interview only, and that the selection shall be based only on the performance of the candidate in the interview. The score attained by the candidate in the interview alone shall be considered for selection. The constitution of the selection committee shall be in accordance with Section 5.1 of UGC Regulations 2018.
2. Applicants shall be shortlisted based on the Academic Score as specified in Appendix I for Universities, and Appendix II for Affiliated colleges.
3. In the case of University Teaching Departments, 10 candidates are to be shortlisted category wise (open or reserved) based on the academic performance for each vacant post. For every additional vacant post in the same category 5 more candidates per vacancy shall be added to the list. When 'Open' and 'Reserved' posts are notified simultaneously, the cut off score for open post and that for reserved post shall be fixed separately. If there are more candidates with the same Academic Score that fall within the minimum cut-off score, all such candidates shall also be called for interview. All applicants including those belonging to reserved communities should be considered against 'Open' vacancies if they satisfy the cut-off score fixed for the Open vacancies. If the total number of applicants are less than 10 for 'Open' or 'Reserved' posts, all the eligible candidates belonging to that category should be shortlisted for interview.
4. . In the case of Affiliated Colleges , the number of candidates to be shortlisted for interview shall be decided by the College concerned. However, it is suggested that the Colleges may adopt the procedure formulated for selection of Assistant Professors in para 3 above, to ensure credibility.
5. The eligible candidates short listed as per the criteria mentioned in para (3) and para (4) only shall be called for the interview. The maximum marks fixed for the interview shall be **50 (fifty)**.

The split-up of marks awarded in the interview shall be as follows:

a) Teaching aptitude	- 10 marks
b) Research aptitude	- 10 marks
c) Domain Knowledge	- 16 marks
d) Presentation/Discussion Skills	- 10 marks
e) Ability to use latest technology for teaching	- <u>04 marks</u>
<b>Total</b>	<b>- 50 marks</b>

6. Ranking/Selection shall be purely based on the marks obtained in the interview.
7. Awards obtained for best paper presentation in Seminar/Conferences, fellowships, etc. will not be considered.
8. Interview shall be conducted by a Selection Committee as prescribed in Clause 5.1(I) and clause 5.1.(V) in the UGC Regulations 2018, for appointments in University Teaching Departments and in Affiliated Colleges respectively.
9. The academic score sheet containing the scores obtained by all the applicants, before shortlisting for interview, and the interview score sheet of short listed candidates, duly signed by all the members of the Selection Committee present, shall be forwarded to the University along with the proposal for the approval of Initial Appointment of Assistant Professors.
10. The whole process of interview shall be recorded (Both audio and video) for future verification and scrutiny. A footage of recorded Audio and Video shall be submitted by the Educational Agency as and when required by the University or any other competent authorities.

11. The Rank list published and the subsequent appointments of Assistant Professors made by the Educational Agencies of Affiliated Colleges, based on the interview marks alone after shortlisting of applicants in accordance with the UGC Regulations 2018, prior to issue of this UO shall be considered for approval, if they are otherwise qualified for the same as per the norms of UGC/University/Government.

12. The Rank list published and subsequent appointments of Assistant Professors in Affiliated Colleges already made in accordance with the templates included in the UO No. Ac F II/General/ UGC-R- 2018/2019 dated 02.09.2019, prior to issue of this UO, shall be considered for approval, provided the candidates selected for appointment shall be otherwise qualified for the same as per the norms of UGC / University/Government.

13. The modified templates for the Direct Recruitment of Assistant Professors in University Teaching Departments (Appendix I ) and Affiliated Colleges (Appendix II) are appended .

14. The ban imposed for the conduct of Selection Committees for the appointment of Assistant Professors vide paper read as (4) above stands lifted from the date of issue of this order.

The University Order read as paper (2) above stands modified to the above extent.

Orders are issued accordingly.

**Sd/-**  
**Dr K S Anil Kumar**  
**Registrar**

To

1. The Principal Secretary, Higher Education Department (with C/L)
2. The Director of Collegiate Education, Thiruvananthapuram (with C/L)
3. The Deputy Director of Collegiate Education, Kollam
4. The Deputy Director of Collegiate Education, Kottayam
5. The Deputy Director of Collegiate Education, Ernakulam
6. The Government Auditor
7. PS to VC/PVC
8. PA to Registrar/F.O/DPD
9. The Managers/Principals of all Colleges
10. The Sections concerned (Ad.DII/Ad.H/Ac.D/Legal/Finance/AcL)
11. Stock file / File copy

**Forwarded/By Order**

  
**Section Officer**