

# കണ്ണൂർ സർവ്വകലാശാല (അക്കാദമിക് വിഭാഗം)

നം.അക്കാദ്. എഫ്.1/8648/2021

തീയ്യതി: 19.11.2021

#### വിജ്ഞാപനം

ഓഫ് സ്കൂൾ പെഡഗോഗിക്കൽ സയൻസസ്, ധർമ്മശാല കാമ്പസിലേക്ക് അസോസിയേറ്റ് അസിസ്റ്റൻറ് പ്രൊഫസർ, പ്രൊഫസർ, പ്രൊഫസർ എന്നിവരുടെ ഒഴിവുകളിലേക്ക് tenure ബേസിൽ (2 വർഷത്തേക്ക്) നിയമിക്കുന്നതിനുള്ള പാനൽ തയാറാക്കാനായി 24.11.2021 വരെ അപേക്ഷ ക്ഷണിക്കുന്നു.

Sl.	Post (Designation)	Current	Remarks	Reservation
No.		Vacancy		
1.	Professor in Education	2		Open $-1$ ,
				E/B/T-1
2.	Associate Professor in Education	1		E/B/T-1 .
3.	Assistant Professor in Education	3	1. Language	OC.EWS-1
			Education	E/B/T-1
·			(English,	Muslim-1
			Malayalam)	
			2. Mathematics	
1 - 1			Education	

തുടർന്നുവരുന്ന ഒഴിവുകളിൽ സർവകലാശാല തയ്യാറാക്കുന്ന പാനലിൽ നിന്ന് സംവരണക്രമം പാലിച്ചുകൊണ്ട് നിയമനം നടത്തുന്നതാണ്. വിദ്യാഭ്യാസ യോഗൃതകളും അപേക്ഷ ഫോറവും സർവകലാശാലാ വെബസൈറ്റിൽ (www.kannuruniversity.ac.in) അർഹതയുള്ളവർ ലഭ്യമാണ്. സംവരണത്തിന് നോൺ ക്രിമിലെയർ സർട്ടിഫിക്കറ്റ് ഹാജരാക്കേണ്ടതാണ്. അപേക്ഷകർ പൂരിപ്പിച്ച അപേക്ഷാ ഫോറത്തിനൊപ്പം വിദ്യാഭ്യാസ ജോലി പരിചയം, പബ്ലിക്കേഷൻസ് യോഗ്യത, വയസ്റ്റ്, എന്നിവ സർട്ടിഫിക്കറ്റുകളുടെ തെളിയിക്കുന്നതിനാവശ്യമായ സ്വയം സാക്ഷ്യപ്പെടുത്തിയ പകർപ്പുകൾ സഹിതം രജിസ്ട്രാർ, കണ്ണൂർ യൂണിവേഴ്സിറ്റി, താവക്കര, സിവിൽ സ്റ്റേഷൻ എന്ന വിലാസത്തിൽ - 670 002 24.11.2021 പി.ഒ., കണ്ണൂർ വെകുന്നേരം 5 കേരളത്തിന് പുറത്തു നിന്നും നിർദ്ദിഷ്ട യോഗ്യത മണിക്കുള്ളിൽ സമർപ്പിക്കേണ്ടതാണ്. നേടിയ ഉദ്യോഗാർത്ഥികൾ തുല്യത/അംഗീകാര സർട്ടിഫിക്കറ്റ് ഹാജരാക്കേണ്ടതാണ്. കൂടാതെ അപേക്ഷ ഫീസിനത്തിൽ 220/– രൂപ സർവകലാശാല (SBI Collect) ചലാൻ രസീതിൻെറ ഫണ്ടിൽ ഒടുക്കി അസ്റ്റൽ തസ്ലികകളിൽ ഹാജരാക്കേണ്ടതാണ്. ഒന്നിൽ കൂടുതൽ അപേക്ഷിക്കുന്നവർ ഓരോ വെവ്വേറെ ഫീസ് അടക്കേണ്ടതാണ്. തസ്തികകളിലേക്കും സംവരണ വിഭാഗത്തിൽ യോഗ്യരായ ഉദ്യോഗാർത്ഥികളുടെ അഭാവത്തിൽ ഇതര വിഭാഗത്തിൽ നിന്നും പ്രസ്തുത ഒഴിവുകൾ നികത്തുന്നതാണ്.

> <sub>ഒപ്പ്/-</sub> രജിസ്ട്രാർ(i/c)

То

- 1. Web Manager
- 2. Information Desk

# **KANNURYNIVERSITY** SCHOOL OF PEDAGOGICAL SCIENCES DHARMASALA CAMPUS ,KANNUR -670567

## **APPOINTMENT NOTIFICATION**

## Ref. No. ACAD F1/8648/2021/dtd19/11/2021

Reference to the above, applications are invited from eligible candidates for the following teaching posts on tenure basis at the School of Pedagogical Sciences, Kannur University

Sl No	Post (Designation)	Number of Posts	Remarks	Nature of
				Appointment
1.	Professor in Education	2	-	Contract on tenure
				for two years
2.	Associate Professor in	1		Contract on tenure
	Education			for two years
3.	Assistant Professor in	3	1.Language	Contract on tenure
	Education		Education(English	for two years
			,Malayalam)	
			2.Mathematics	
			Education	

Details of eligibility and instructions for applications can be downloaded from the university website <u>www.kannuruniversity.ac.in</u>

Filled in applications with copies of eligibility documents to reach the Registrar, Kannur University, Thavakkara Civil Station P O Kannur – 670 002 by post by 24/11/2021.



# SCHOOL OF PEDAGOGICAL SCIENCES DHARMASALA CAMPUS, KANNUR -670567

# <u>ELIGIBILITY FOR THE POSTS OF</u> <u>PROFESSOR, ASSOCIATE PROFESSOR IN EDUCATION, ASSISTANT PROFESSOR</u> <u>IN EDUCATION</u>

## Eligibility and Qualifications: As per UGC /NCTE norms.

## Sl. No. 1 - Professor in Education

Eligibility (A or B) : A. i) An eminent scholar having a Ph.D. degree 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 research publications in the peer-reviewed or UGC-listed journals and a total research score of 120 as per the criteria given in Appendix II, Table 2.

ii) A minimum of ten years of teaching experience in university/college as Assistant Professor/Associate Professor/Professor, and / or research experience at equivalent level at the University/National Level Institutions with evidence of having successfully guided doctoral candidate. OR

B. An outstanding professional, having a Ph.D. degree in the relevant/allied/applied disciplines, from any academic institutions (not included in A above) / industry, who has made significant contribution to the knowledge in the concerned/allied/relevant discipline, supported by documentary evidence provided he/she has ten years' experience.

Note: Retired teachers are also eligible provided they fulfill the above qualifications

## Sl. No. 2 - Associate Professor in Education

Eligibility: i) A good academic record, with a Ph.D. Degree in the concerned/allied/relevant disciplines.

ii) A Master's Degree with at least 55% marks (or an equivalent grade in a point-scale, wherever the grading system is followed).

iii) A minimum of eight 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 with a minimum of seven publications in the peer-reviewed or UGC-listed journals and a total research score of Seventy five (75) as per the criteria given in Appendix II, Table 2.

Note: Retired teachers are also eligible provided they fulfill the above qualifications

## Sl. No. 3 - Assistant Professor in Education

(A or B) : A. i) A Master's degree with 55% marks (or an equivalent grade in a point-scale wherever the grading system is followed) in a concerned/relevant/allied subject from an Indian University, or an equivalent degree from an accredited foreign university.

ii) Besides fulfilling the above qualifications, the candidate must have cleared the National Eligibility Test (NET) conducted by the UGC or the CSIR, or a similar test accredited by the UGC, like SLET/SET or who are or have been awarded a Ph. D. Degree in accordance with the University Grants Commission (Minimum Standards and Procedure for Award of M.Phil./Ph.D. Degree) Regulations, 2009 or 2016 and their amendments from time to time as the case may be exempted from NET/SLET/SET : Provided, the candidates registered for the Ph.D. programme prior to July 11, 2009, shall be governed by the provisions of the then existing Ordinances/Bye-laws/Regulations of the Institution awarding the degree and such Ph.D. candidates shall be exempted from the requirement of NET/SLET/SET for recruitment and appointment of Assistant Professor or equivalent positions in Universities/Colleges/Institutions subject to the fulfillment of the following conditions :-

a) The Ph.D. degree of the candidate has been awarded in a regular mode;

b) The Ph.D. thesis has been evaluated by at least two external examiners;

c) An open Ph.D. viva voce of the candidate has been conducted;

d) The Candidate has published two research papers from his/her Ph.D. work, out of which at least one is in a refereed journal;

e) The candidate has presented at least two papers based on his/her Ph.D work in conferences/seminars sponsored/funded/supported by the UGC / ICSSR/ CSIR or any similar agency.

(The fulfilment of these conditions is to be certified by the Registrar or the Dean (Academic Affairs) of the University concerned.)

Note: NET/SLET/SET shall also not be required for such Masters Programmes in disciplines for which NET/SLET/SET is not conducted by the UGC, CSIR or similar test accredited by the UGC, like SLET/SET

. OR

B. ThePh.D degree has been obtained from a foreign university/institution with a ranking among top 500 in the World University Ranking (at any time) by any one of the following: (i) Quacquarelli Symonds (QS) (ii) the Times Higher Education (THE) or (iii) the Academic Ranking of World Universities (ARWU) of the Shanghai Jiao Tong University (Shanghai)

. Note:The Academic score as specified in Appendix II (Table 3A) for Universities, and Appendix II (Table 3B) for Colleges, shall be considered for short-listing of the candidates for interview only, and the selections shall be based only on the performance in the interview.

## **Instructions for applying**

- (i) Fill in the application form with all details and duly signed by the candidate
- (ii) Self-attested copies of eligibility and desirable qualifications
- (iii) Copies of teaching or research experience as deemed necessary
- (iv) Copies of research publications
- (v) Brief CV or academic Biodata
- (vi) Separate applications should befilled for candidates applying for more than one post.

Filled in applications with copies of eligibility documents to reach by post to:

The Registrar, Kannur University, Thavakkara Civil Station P O Kannur – 670 002.

Last date of receipt of application : 24/11/2021

# **KANNUE NIVERSITY** SCHOOL OF PEDAGOGICAL SCIENCES DHARMASALA CAMPUS , KANNUR -670567

## APPLICATION FOR THE POST OF TEACHING FACULTY AT SCHOOL OF PEDAGOGICAL SCIENCES.

1.	Name of the Post (Tick)	:	Professor Associate Professor	
			Assistant Professor	
2.	Name of the Applicant (In Bl	ock letter	s) :	
				Affix passport size photo

:

3.	Age& date of Birth	:
4.	Gender (Male/Female/Transgender)	:
5.	Religion	:
6.	Caste	:
7.	Address for communication	:
8.	Fathers/Mother name	:
9.	E mail ID	:
10.	Mobile number	:

**11.** Academic Qualifications

Examination	Name of the	Subject/Specialization	Percentage	Year of passing
	Degree			& University

## (b) M Phil and PhD

Degree	Date of award	Thesis/Dissertation title	Percentage	University
M Phil				
PhD				

(c ) UGC/NET

NET	Subject	Year of passing	Certificate No.

12. Teaching & Research Experience

Name of the University/College/ Institute	Designation	Status Contract/Permanent	Pay/Scale/ Consolidated	Duration

### **13.** Research publications

Type of Journal UGC care listed/ Peer reviewed	Title of article	Journal Name	Year	Vol. No. & page	ISSN

#### 14. Other achievements and awards (List)

- (i)
- (ii)

I do hereby solemnly declare that certify that the information furnished, statements and documents attached are true to the best of my knowledge and belief. If any information given by me is found to be false and misleading, my candidate is liable to be cancelled and I may be subject to legal/disciplinary proceedings.

Signature of the candidate

Date

#### Appendix II

#### <u>Table 1</u>

#### Assessment Criteria and Methodology for University/College Teachers

S.No.	Activity	Grading Criteria
1.	Teaching: (Number of classes taught/total classes	80% & above - Good
	assigned)x100%	Below 80% but 70% & above-Satisfactory
	(Classes taught includes sessions on tutorials, lab and other teaching related activities)	Less than 70% - Not satisfactory
2.	Involvement in the University/College students related	Good - Involved in at least 3 activities
	activities/research activities:	Satisfactory - 1-2 activities
	(a) Administrative responsibilities such as Head, Chairperson/ Dean/ Director/ Co-ordinator, Warden etc.	Not-satisfactory - Not involved / undertaken any of the activities
	(b) Examination and evaluation duties assigned by	Note:
	the college / university or attending the examination paper evaluation.	Number of activities can be within or across the broad categories of activities
	<ul> <li>(c) Student related co-curricular, extension and field based activities such as student clubs, career counselling, study visits, student seminars and other events, cultural, sports, NCC, NSS and community services.</li> </ul>	
	( <i>d</i> ) Organising seminars/ conferences/ workshops, other college/university activities.	
	(e) Evidence of actively involved in guiding Ph.D students.	
	( <i>f</i> ) Conducting minor or major research project sponsored by national or international agencies.	
	(g) At least one single or joint publication in peer- reviewed or UGC list of Journals.	

**Overall Grading:** 

Good: Good in teaching and satisfactory or good in activity at Sl.No.2.

Or

Satisfactory: Satisfactory in teaching and good or satisfactory in activity at Sl.No.2.

Not Satisfactory: If neither good nor satisfactory in overall grading

**Note**: For the purpose of assessing the grading of Activity at Serial No. 1 and Serial No. 2, all such periods of duration which have been spent by the teacher on different kinds of paid leaves such as Maternity Leave, Child Care Leave, Study Leave, Medical Leave, Extraordinary Leave and Deputation shall be excluded from the grading assessment. The teacher shall be assessed for the remaining period of duration and the same shall be extrapolated for the entire period of assessment to arrive at the grading of the teacher. The teacher on such leaves or deputation as mentioned above shall not be put to any disadvantage for promotion under CAS due to his/her absence from his/her teaching responsibilities subject to the condition that such leave/deputation was undertaken with the prior approval of the competent authority following all procedures laid down in these regulations and as per the acts, statutes and ordinances of the parent institution.

#### Table 2

#### Methodology for University and College Teachers for calculating Academic/Research Score

(Assessment must be based on evidence produced by the teacher such as: copy of publications, project sanction letter, utilization and completion certificates issued by the University and acknowledgements for patent filing and approval letters, students' Ph.D. award letter, etc,.)

S.N.	Academic/Research Activity	Faculty of Sciences /Engineering / Agriculture / Medical /Veterinary Sciences	Faculty of Languages / Humanities / Arts / Social Sciences / Library /Education / Physical Education / Commerce / Management & other related disciplines
1.	Research Papers in Peer-Reviewed or UGC listed Journals	08 per paper	10 per paper
2.	Publications (other than Research papers)		
	(a) Books authored which are published by ;		
	International publishers	12	12
	National Publishers	10	10
	Chapter in Edited Book	05	05
	Editor of Book by International Publisher	10	10
	Editor of Book by National Publisher	08	08
	(b) Translation works in Indian and Foreign Languages by qualified faculties		
	Chapter or Research paper	03	03
	Book	08	08
3.	Creation of ICT mediated Teaching Learning pedagogy and content and development of new and innovative courses and curricula		
	(a) Development of Innovative pedagogy	05	05
	(b) Design of new curricula and courses	02 per curricula/course	02 per curricula/course
	(c) MOOCs		
	Development of complete MOOCs in 4 quadrants (4 credit course)(In case of MOOCs of lesser credits 05 marks/credit)		20
	MOOCs (developed in 4 quadrant) per module/lecture	05	05
	Content writer/subject matter expert for each module of MOOCs (at least one quadrant)	02	02
	Course Coordinator for MOOCs (4 credit course)(In case of MOOCs of lesser credits 02 marks/credit)	08	08
	(d) E-Content		
	Development of e-Content in 4 quadrants for a complete course/e-book	12	12
	e-Content (developed in 4 quadrants) per module	05	05
	Contribution to development of e-content module in complete course/paper/e-book (at least one quadrant)	02	02
	Editor of e-content for complete course/ paper /e-book	10	10
4	(a) Research guidance		

#### 106

#### THE GAZETTE OF INDIA: EXTRAORDINARY

[PART III—SEC. 4]

	Ph.D.	10 per degree awarded	10 per degree awarded
		05 per thesis submitted	05 per thesis submitted
	M.Phil./P.G dissertation	02 per degree awarded	02 per degree awarded
	(b) Research Projects Completed		
	More than 10 lakhs	10	10
	Less than 10 lakhs	05	05
	(c) Research Projects Ongoing :		
	More than 10 lakhs	05	05
	Less than 10 lakhs	02	02
	(d) Consultancy	03	03
5	(a) Patents		
	International	10	10
	National	07	07
	(b) *Policy Document (Submitted to an Interna UNO/UNESCO/World Bank/International Monet Government or State Government)		
	International	10	10
	National	07	07
	State	04	04
	(c) Awards/Fellowship		
	International	07	07
	National	05	05
•			
6.	*Invited lectures / Resource Person/ paper presentation in Seminars/ Conferences/full paper in Conference Proceedings (Paper presented in Seminars/Conferences and also published as full paper in Conference Proceedings will be counted only once)		
	International (Abroad)	07	07
	International (within country)	05	05
	National	03	03
	State/University	02	02

#### The Research score for research papers would be augmented as follows :

Peer-Reviewed or UGC-listed Journals (Impact factor to be determined as per Thomson Reuters list) :

i)	Paper in refereed journals without impact factor	-	5 Points
ii)	Paper with impact factor less than 1	-	10 Points
iii)	Paper with impact factor between 1 and 2	-	15 Points
iv)	Paper with impact factor between 2 and 5	-	20 Points
v)	Paper with impact factor between 5 and 10	-	25 Points
vi)	Paper with impact factor >10	-	30 Points

(a) Two authors: 70% of total value of publication for each author.

(b) More than two authors: 70% of total value of publication for the First/Principal/Corresponding author and 30% of total value of publication for each of the joint authors.

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

#### 107

#### Note:

- Paper presented if part of edited book or proceeding then it can be claimed only once.
- For joint supervision of research students, the formula shall be 70% of the total score for Supervisor and Co-supervisor. Supervisor and Co-supervisor, both shall get 7 marks each.
- \*For the purpose of calculating research score of the teacher, the combined research score from the categories of 5(b). Policy Document and 6. Invited lectures/Resource Person/Paper presentation shall have an upper capping of thirty percent of the total research score of the teacher concerned.
- The research score shall be from the minimum of three categories out of six categories.

#### Table: 3 A

#### Criteria for Short-listing of Candidates for Interview for the Post of Assistant Professors in Universities

S.N.	Academic Record		Score	
1.	Graduation	80% & Above = 15	60% to less than $80% = 13$	$\begin{array}{c} 55\% \text{ to less} \\ \text{than } 60\% = \\ 10 \\ \end{array} \begin{array}{c} 45\% \text{ to} \\ \text{less than} \\ 55\% = 05 \\ \end{array}$
2.	Post-Graduation	80% & Above = 25	$\begin{array}{l} 60\% \text{ to less than} \\ 80\% = 23 \end{array}$	55% (50% in case of SC/ST/OBC (non- creamy layer)/PWD) to less than $60\% = 20$
3.	M.Phil.	60% & above = 07	55% to less than 60%	b = 05
4.	Ph.D.	30		
5.	NET with JRF	07		
	NET	05		
	SLET/SET	03		
6.	Research Publications (2 marks for each research publications published in Peer-Reviewed or UGC-listed Journals)	10		
7.	Teaching / Post Doctoral Experience (2 marks for one year each)#	10		
8.	Awards			
	International / National Level (Awards given by International Organisations/ Government of India / Government of India recognised National Level Bodies)	03		
	State-Level (Awards given by State Government)	02		

#However, if the period of teaching/Post-doctoral experience is less than one year then the marks shall be reduced proportionately.

Note:

(A) (i) M.Phil + Ph.D Maximum - 30 Marks
 (ii) JRF/NET/SET Maximum - 07 Marks
 (iii) In awards category Maximum - 03 Marks

(B) Number of candidates to be called for interview shall be decided by the concerned universities.

(C)

Total	-	100	
Teaching Experience	-	10	
<b>Research Publications</b>	-	10	
Academic Score	-	80	
Academic Score	-	80	

(D) Score shall be valid for appointment in respective State SLET/SET Universities/ Colleges/ Institutions only

Table:	3	B	

## Criteria for Short-listing of candidates for Interview for the Post of Assistant Professors in Colleges

S.N.	Academic Record		Score	
1.	Graduation	80% & Above = 21	60% to less than $80% = 19$	$\begin{array}{c} 55\% \text{ to less} & 45\% \text{ to} \\ \text{than } 60\% = & \text{less than} \\ 16 & & 55\% = 10 \end{array}$
2.	Post-Graduation	80% & Above = 25	60% to less than $80% = 23$	55% (50% in case of SC/ST/OBC (non- creamy layer)/PWD) to less than 60% = 20
3.	M.Phil.	60% & above = 07	55% to less than 60%	b = 05
4.	Ph.D.	25		
5.	NET with JRF	10		
	NET	08		
	SLET/SET	05		
6.	Research Publications ( 2 marks for each research publications published in Peer-Reviewed or UGC-listed Journals)	06		
7.	Teaching / Post Doctoral Experience (2 marks for one year each)#	10		
8.	Awards			
	International / National Level (Awards given by International Organisations/ Government of India / Government of India recognised National Level Bodies)	03		
	State-Level (Awards given by State Government)	02		

# However, if the period of teaching/post-doctoral experience is less than one year then the marks shall be reduced proportionately.

Note :

(A)

(i)	M.Phil. + Ph.D.	Maximum	-	25 Marks
(ii)	JRF/NET/SET	Maximum	-	10 Marks
(iii)	In awards category	Maximum	-	03 Marks

#### [भाग III–खण्ड 4]

(B) Number of candidates to be called for interview shall be decided by the college.

(C)Academic Score-84Research Publications-06Teaching Experience-10TOTAL-100

(D) SLET/SET score shall be valid for appointment in respective State Universities/Colleges/institutions only.

### Table 4

#### Assessment Criteria and Methodology for Librarians

S.No.	Activity	Grading Criteria
2.	Regularity of attending library (calculated in terms of percentage of days attended to the total number of days he/she is expected to attend)         While attending in the library, the individual is expected to undertake, inter alia, following items of work: <ul> <li>Library Resource and Organization and maintenance of books, journals and reports.</li> <li>Provision of Library reader services such as literature retrieval services to researchers and analysis of report.</li> <li>Assistance towards updating institutional website</li> </ul>	90% and above - Good Below 90% but 80% and above - Satisfactory Less than 80% - Not satisfactory Good – 1 National level seminar/ workshop + 1 State/institution level workshop/Seminar
	of books.	Satisfactory - 1 National level seminar/ workshop or 1 state level seminar/ workshop + 1 institution level seminar/ workshop or 4 institution seminar / workshop Unsatisfactory – Not falling in above two categories
3.	If library has a computerized database then OR If library does not have a computerized database	Good – 100% of physical books and journals in computerized database. Satisfactory – At least 99% of physical books and journals in computerized database. Unsatisfactory – Not falling under good or satisfactory. OR Good – 100% Catalogue database made up to date Satisfactory- 90% catalogue database made up to date Unsatisfactory - Catalogue database not upto mark. (To be verified in random by the CAS Promotion Committee)

THE GAZETTE OF INDIA: EXTRAORDINARY

4.	Checking inventory and extent of missing	Good : Checked inventory and missing book less than 0.5%			
book	books	Satisfactory - Checked inventory and missing book less than $1\%$			
		Unsatisfactory - Did not check inventory			
		Or			
		Checked inventory and missing books 1% or more.			
5.	(i) Digitisation of books database in	Good : Involved in any two activities			
	institution having no computerized database.	Satisfactory : At least one activity			
	(ii) Promotion of library network.	Not Satisfactory : Not involved/ undertaken any of the			
	(iii)Systems in place for dissemination of information relating to books and other resources.	activities.			
	(iv)Assistance in college administration and governance related work including work done during admissions, examinations and extracurricular activities.				
	(v)Design and offer short-term courses for users.				
	(vi)Publications of at least one research paper in UGC approved journals.				
Overall	Good : Good in Item 1 and satisfactory/good in any two other items including Item 4.				
Grading	Satisfactory : Satisfactory in Item 1 and satisfactory /good in any other two items including Item 4.				
	Not satisfactory : If neither good nor satisfactory in overall grading.				
Note :	1				
	is recommended to use ICT technology to mor sessment.	nitor the attendance of library staff and compute the criteria of			

(2) The Librarian must submit evidence of published paper, participation certificate for refresher or methodology course, successful research guidance from Head of Department of the concerned department, project completion.

(3) The system of tracking user grievances and the extent of grievances redressal details may also be made available to the CAS promotion committee.

## Table 5

#### Assessment Criteria and Methodology for Directors of Physical Education and Sports

S. No.	Activity	Grading Criteria
1	Attendance calculated in terms of percentage of days attended to the total	90 and above - Good Above 80 but below 90- Satisfactory.
	number of days he is expected to attend.	Less than 80 - Not satisfactory.
2.	Organizing intra college competition	Good - Intra college competition in more than 5 disciplines.
		Satisfactory - Intra college competition in 3-5 disciplines.
		Unsatisfactory - Neither good nor satisfactory.

3.	Institution participating in external competitions	Good - National level competition in at least one discipline plus State/District level competition in at least 3 disciplines.		
		Satisfactory- State level competition in at least one discipline plus district level competition in at least 3 disciplines.		
		Or District level competition in at least 5 disciplines.		
		Unsatisfactory - Neither good nor satisfactory.		
4.	Up-gradation of sports and physical training infrastructure with scientific and technological inputs.	Good/Satisfactory/Not-Satisfactory to be assessed by the Promotion committee.		
	Development and maintenance of playfields and sports and physical Education facilities.			
5.	(i)At least one student of the institution participating in national/ state/ university (for college levels only) teams. Organizing state/national/inter university/inter college level competition.	Good: Involved in any two activities.		
		Satisfactory: 1 activity Not Satisfactory : Not involved/ undertaken any of the activities.		
	(ii)Being invited for coaching at state/national level.			
	(iii)Organizing at least three workshops in a year.			
	(iv)Publications of at least one research paper in UGC approved journal. Assistance in college administration and governance related work including work done during admissions, examinations and extracurricular college activities.			
Overall	Good: Good in Item 1 and satisfactory/good in any two other items.			
Grading	Satisfactory: Satisfactory in Item 1 and satisfactory/good in any other two items.			
	Not Satisfactory: If neither good nor satisfactory in overall grading.			
Note:	•			
	mmended to use ICT technology to monitor that the criteria of assessment.	e attendance of sports and physical education		
	itution must obtain student feedback. The fe f Physical and Education and Sports and also th	ed-backs must be shared with the concerned the CAS Promotion committee.		

111