



SRI VENKATESWARA VETERINARY UNIVERSITY

Admn.Office: Dr.Y.S.R.Bhavan: TIRUPATI -2

Proc.No. 16378/Services.I/2010

Dated:29.05.2012

Sub: Sri Venkateswara Veterinary University- Regulations – Teachers and other academic staff – Prescription of qualifications – Orders – Issued.

In exercise of the powers conferred by sub-section (1) of Section 43 of the Sri Venkateswara Veterinary University Act, 2005 (Andhra Pradesh Act 18 of 2005) read with clause (2) of Statute 19 of the First Statutes made by the Government of Andhra Pradesh and issued in G.O.Ms.No.25, AH, DD & F (AH.II) Dept., dated.31.03.2006, the Academic Council of the Sri Venkateswara Veterinary University hereby makes the following regulations.

1. Short title and commencement
 - a. These regulations shall be called the Sri Venkateswara Veterinary University Regulations, 2011 on minimum qualifications for appointment of Teachers and other academic staff.
 - b. They shall come into force with immediate effect.
2. Applicability. These regulations shall apply to the following categories of teachers in Sri Venkateswara Veterinary University, namely;
 - a. Professors and their equivalent posts in teaching, research and extension wings of the three faculties viz., Veterinary Science, Dairy Science and Fishery Science including Library Science and Physical education.
 - b. Associate Professors and their equivalent posts in teaching, research and extension wings of the three faculties including Library Science and Physical Education, Agril.Sciences and Home Science.
 - c. Assistant Professors and their equivalent posts in teaching, research and extension wings of the three faculties including Library Science, Physical Education, Agril. Sciences and Home Science
3. Definition: In these regulations, the expression “teacher” shall have the same meaning as defined in section 2(n) of the Sri Venkateswara Veterinary University Act, 2005 (A.P. Act 18 of 2005) and Clause (1) of Statute 32 of the First Statutes.
4. Qualifications: The qualifications in respect of various categories of teachers in all Departments of the three faculties shall be as specified hereunder.

ASSISTANT PROFESSOR /EQUIVALENT CADRES IN THE FACULTIES OF VETERINARY/DAIRY/FISHERY SCIENCE:

1. A Bachelor's degree in Veterinary Science/Dairy Technology/Fishery Science/Agriculture/Home Science respectively.
2. Good academic record with at least 70% marks or an equivalent grade in a ten point scale, wherever grading system is followed, at the Master's Degree level in the concerned subject from an Indian University or an equivalent degree from an accredited foreign university. In case of Dairy Engineering 55% shall be minimum. However, for certain departments the specialization at Master's Level shall be as specified in tables (I), (II) &(III) below.
3. Minimum marks required in PG degree would be 65% or equivalent grade for SC/ST/Differently-abled (Physically and visually differently-abled) candidates. In case of Dairy Engineering 50% shall be the minimum for SC/ST/Physically and visually differently-abled candidates.
4. A pass in the National Eligibility Test (NET) conducted by the ICAR/UGC/ CSIR or similar test accredited by the UGC like SLET/SET. However, Net qualification is relaxable for all the categories of Assistant Professors with the condition that candidates should qualify for the National Eligibility Test within 2 years from the date of joining the post, failing which further increments shall be stopped and such candidates will not be considered for promotion under Career Advancement Scheme.
5. NET is not required in case of the candidates possessing Ph.D that is acquired both by course work and research.
6. NET/SLET/SET is not required for such disciplines for which NET/SLET/SET is not conducted.
7. Should have passed SSC Exam or any other equivalent Exam with Telugu as one of the subjects or should have studied SSC through medium of Telugu or should have working knowledge of Telugu

Table:I

ASSISTANT PROFESSOR IN FACULTY OF VETERINARY SCIENCE:

Department	Qualifications
Assistant Professor in Livestock Production Management	M.V.Sc in LPM (Animal) or any other equivalent degree in the subject concerned.
Assistant Professor in Poultry Science	M.V.Sc. or any other equivalent degree in the subject concerned /Livestock Production and Management with specialization in Avian Production
Assistant Professor in Vety.Public Health	M.V.Sc in VPH or M.V.Sc., in VEPM with specialization in Epidemiology
Assistant Professor in Vety Medicine	M.V.Sc in Vety.Cli.Medicine or M.V.Sc., in VEPM with specialization in Preventive Medicine

Table:II
ASSISTANT PROFESSOR IN FACULTY OF DAIRY SCIENCE :

Department	Qualifications
Assistant Professor in Dairy Engineering	<ol style="list-style-type: none"> 1. A Bachelor's degree in B.Tech (Dairy Technology) or equivalent degree or B. Tech (Mechanical / Chemical Engineering). 2. Post-Graduate degree in Dairy Engineering / Mechanical / Chemical Engineering/food engineering with at least 55% marks. 3. Preference will be given to B.Tech(Dairy Technology)/ M.Tech(Dairy Engineering)
Assistant Professor in Dairy Business Management	<ol style="list-style-type: none"> 1) A Bachelor's degree in B.Tech (Dairy Technology) or equivalent degree / B.Tech(Food Technology) 2) Post-graduate degree in Business Management. 3) Preference will be given to B.Tech (Dairy Technology) graduates.
Assistant Professor in Dairy Microbiology	<ol style="list-style-type: none"> 1) Bachelor's degree in B.Tech (Dairy Technology) or equivalent degree. 2) Post-graduate degree in Dairy Microbiology / Food Microbiology. 3) Preference will be given to M.Tech/ M.Sc (Dairy Microbiology)
Assistant Professor in Dairy Technology	<ol style="list-style-type: none"> 1) Bachelor's degree in B.Tech (Dairy Technology) or equivalent degree. 2) Post-Graduate degree in the concerned subject(discipline)
Assistant Professor in Dairy Chemistry	<ol style="list-style-type: none"> 1) Bachelor's degree in B.Tech (Dairy Technology) or equivalent degree. 2) Post-graduate degree in the concerned subject (discipline).

Table:III
ASSISTANT PROFESSOR IN FACULTY OF FISHERY SCIENCE:

Department	Qualifications
Aquaculture	MFSc in Aquaculture/Inland Aquaculture/ Coastal Aquaculture/Mari culture /Genetics & Biotechnology /Fish Genetics & Breeding/ Fish Nutrition/ Fish Nutrition & Feed Technology / Biotechnology with specialization in Aquaculture
Aquatic Animal Health Management	MFSc in Aquatic Animal Health / Microbiology & Pathology / Aquatic Microbiology & Pathology / Fisheries Biotechnology / Biotechnology with specialization in Aquatic Animal Health Management
Fisheries Resource Management	MFSc in Fishery Biology / Capture Fisheries / Fisheries Resource Management / Fish Physiology / Fish Physiology & Biochemistry / Biotechnology with specialization in Fisheries Resource Management.
Aquatic Environment	MFSc in Fishery Oceanography & Limnology / Limnology & Oceanography / Marine Biology / Marine Biology & Oceanography / Hydrography / Fishery Environment / Fishery Environment & Ecology / Aquatic Environment Management / Biotechnology with specialization in Aquatic Environment.
Fish Processing Technology	MFSc in Industrial Fishery Technology / Industrial Fish Processing Technology / Fish Processing Technology / Post Harvest Technology / Fishery Microbiology / Biotechnology with specialization in Fish Processing Technology.
Fisheries Engineering	MFSc in Fishery Technology & Fishery Engineering / Fisheries Engineering & Technology / Fishing Technology / Industrial Fishery Technology M.Tech in Aquaculture Engineering (IIT, Kharagpur) (after BFSc)
Fisheries Economics & Statistics	MFSc in Fishery Economics & Statistics / Fisheries Economics / Fisheries Business Management / MSc in Agricultural Economics / Agribusiness Management (after BFSc)
Fisheries Extension	MFSc in Extension / Fisheries Extension /MSc in Agricultural Extension (after BFSc)

ASSISTANT PROFESSOR IN VETERINARY BIOTECHNOLOGY

1. A Bachelor's degree in Veterinary Science/Animal Sciences/Life Science including fisheries from a recognized University. Preference will be given to graduates in Veterinary Science
2. Master's Degree in Veterinary Science/ Life Sciences with specialization in Biotechnology/Biochemistry/Molecularbiology/Microbiology/Virology/Immunology/Molecular Genetics/Embryo Transfer Technology/Genetic Engineering with 55% marks or an equivalent grade in a ten point scale wherever grading system is followed (50% in case SC/ST & Physically and visually differently-abled persons) in case of pure Science candidates, 70% in case of Veterinary & Fishery Science candidates (65% in case of SC/ST/ Physically and visually differently-abled candidates).
3. Besides fulfilling the above qualifications, the candidate must have cleared the National Eligibility Test (NET) conducted by the ICAR,UGC, CSIR or similar test accredited by the UGC like SLET/SET
4. The NET qualification is compulsory. However, Net qualification is relaxable for all the categories of Assistant Professors with the condition that candidates should qualify for the National Eligibility Test within 2 years from the date of joining the post, failing which further increments shall be stopped and such candidates will not be considered for promotion under Career Advancement Scheme.
5. NET is relaxable in case of the candidates possessing Ph.D that is acquired both by course work and research.
6. Experience in Biotechnology is desirable.
7. Should have passed SSC Exam or any other equivalent Exam with Telugu as one of the subjects or should have studied SSC through medium of Telugu or should have working knowledge of Telugu.

ASSOCIATE PROFESSOR/EQUIVALENT CADRES IN THE FACULTIES OF VETERINARY/DAIRY/FISHERY SCIENCE:

1. A Bachelor's degree in Veterinary Science/Dairy Technology/Fishery Science (Relaxable in case of inservice candidates of SVVU only)
2. Good academic record with a Master's Degree with at least 70% marks or an equivalent grade in a ten point scale wherever grading system is followed (65% in case of SC/ST/ Physically and visually differently-abled candidates).In case of Dairy Engineering 55% shall be minimum(50% in case of SC/ST/ Physically and visually differently-abled candidates).
3. A Ph.D. Degree in the concerned discipline.
4. For certain departments Specialization at Doctorate level shall be as specified below in tables **(IV) (V) & (VI)**.
5. A minimum of eight years of experience 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 leave taken (including deputation period) for Ph.D. study with evidence of published work and a minimum of 5(five) publications as books and/or research/policy papers.

6. Contribution to educational innovation, design of new curricula and courses and technology – mediated teaching learning process .
7. A minimum score as stipulated in the Academic Performance Indicator (API) based Performance Based Appraisal System (PBAS), set out in the Regulations.
8. Should have unblemished record of service.

Table:IV

ASSOCIATE PROFESSOR IN FACULTY OF VETERINARY SCIENCE

Department	Qualifications
Associate Professor in Livestock Products Technology	Ph.D. degree or any other equivalent doctorate degree in the subject concerned (Relaxable in case of in-service teachers of LPT department of SVVU)
Associate Professor in Livestock Production Management	Ph.D in LPM (Animal) or any other equivalent doctorate degree in the subject concerned (Relaxable in case of in-service teachers of LPM department of SVVU).
Associate Professor in Veterinary Biochemistry	Ph.D. Degree or any other equivalent doctorate degree in the subject concerned . . (Relaxable in case of in-service teachers of Veterinary Biochemistry department of SVVU).
Associate Professor in Veterinary Public Health	Ph.D. degree or any other equivalent doctorate degree in the subject concerned(Relaxable in case of in-service teachers of Veterinary Public Health department of SVVU).
Associate Professor in Veterinary Epidemiology & Preventive Medicine	Ph.D. degree or any other equivalent doctorate degree in the subject concerned. Relaxable in case of in-service teachers of Veterinary Epidemiology and Preventive Medicine department of SVVU).
Associate Professor in Poultry Science	Ph.D. or any other equivalent doctorate degree in the subject concerned / Livestock Production and Management with specialization in Avian production.
Senior Scientist, Dairy Experiment Station/LES/Rajendranagar; LRS, Garividi and BRS Venkataramanagudem	A Ph.D. degree or any other equivalent doctorate degree in Livestock Production Management / Animal Nutrition / Animal Genetics & Breeding /Animal Reproduction, Gynaecology and Obstetrics
Senior Scientist (Sheep / Piggery/ Buffalo) Breeding Projects	Ph.D. Degree or any other equivalent doctorate degree in the discipline of Animal Genetics and Breeding or any other equivalent degree in LPM with specialization in Animal Genetics & Breeding in any of the Livestock species.
Programme Coordinator, KVK	Doctorate degree in Animal Science/Fishery Science. Specialization in Extension is desirable.

Table:V
ASSOCIATE PROFESSOR IN FACULTY OF DAIRY SCIENCE

Department	Qualifications
Associate professor in Dairy Business Management	1) A Bachelor's degree in B. Tech (Dairy Technology) or equivalent./ B. Tech (Food Technology) 2) Ph.D., degree in the concerned subject/Business Management or any other equivalent doctorate degree in the subject (discipline) concerned.
Associate Professor in Dairy Engineering	1) A Bachelor's degree in Engineering. (Mechanical / Chemical) or Dairying / Dairy Technology. 2) Ph.D., Degree in Dairy Engineering / Mechanical / Chemical Engineering
Associate Professor in Dairy Chemistry.	1) A Bachelor's degree in B.Tech (Dairy Technology) or equivalent 2) Ph.D., degree or any other equivalent doctorate degree in the subject (discipline) concerned.
Associate Professor in Dairy Technology	1) A Bachelor's degree in B.Tech (Dairy Technology) or equivalent 2) Ph.D., degree or any other equivalent doctorate degree in the subject (discipline) concerned.
Associate Professor in Dairy Microbiology	1) A Bachelor's degree in B. Tech (Dairy Technology) or equivalent 2) Ph.D., degree or any other equivalent doctorate degree in Dairy Microbiology/ Food Microbiology

Table:VI
ASSOCIATE PROFESSOR IN FACULTY OF FISHERY SCIENCE:

Department	Qualifications
Associate Professor in Fishery Science	1) A Bachelor's degree in Fishery Science / Zoology (In the case of inservice candidates of SVVU only) 2) Ph.D., degree or any other equivalent degree in the subject (discipline) concerned.

ASSOCIATE PROFESSOR IN VETERINARY BIOTECHNOLOGY

1. Good academic record with Master's Degree in Veterinary Science / in Life Sciences with specialization in Bio-technology /Biochemistry/ Molecularbiology/Microbiology/Virology/Immunology/Molecular Genetics/ Embryo Transfer Technology/Genetic Engineering with 55% marks or an equivalent grade in a ten point scale wherever grading system is followed(50% in case SC/ST & Physically and visually differently-abled candidates) in case of pure Science candidates, 70% in case of Veterinary & Fishery Science candidates (65% in case of SC/ST/ Physically and visually differently-abled candidates).
2. A Ph.D. Degree in any area related to Veterinary Biotechnology Biochemistry/Molecular Biology / Microbiology/ Virology/ Immunology/Molecular Genetics/Embryo Transfer Technology/ Genetic Engineering from a recognized University.
3. 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 excluding the period of leave taken (including deputation period) for Ph.D. study with evidence of published work and a minimum of 5 publications as books and/or research/policy papers.
4. Contribution to educational innovation, design of new curricula and courses, and technology – mediated teaching learning process.
5. A minimum score as stipulated in the Academic Performance Indicator (API) based Performance Based Appraisal System (PBAS).
6. Should have unblemished record of service.

PROFESSOR/EQUIVALENT CADRES IN THE FACULTIES OF VETERINARY /DAIRY/FISHERY SCIENCE:

1. A Bachelor's degree in Veterinary Science/Dairy Technology/Fishery Science (Relaxable in case of in service candidates of SVVU only).
2. Good academic record with a Master's Degree with at least 70% marks or an equivalent grade in a ten point scale wherever grading system is followed (65% in case of SC/ST/ Physically and visually differently-abled candidates).In case of Dairy Engineering 55% shall be minimum(50% in case of SC/ST/ Physically and visually differently-abled candidates).
3. Ph.D., degree or any other equivalent degree in the subject (discipline) concerned, with evidence of high quality published work with a minimum of 10 publications as books and/or research / policy papers.
4. A minimum of 10 years of teaching experience out of which 02 years should be in the cadre of Associate Professor excluding the period of leave taken for (including deputation period) of Ph.D study in university/college, and/or experience in research at the University/National Level institutions/industries. Experience of guiding candidates for research at doctoral level is preferable.
5. Contribution to educational innovation, design of new curricula and courses, and technology – mediated teaching learning process.
6. A minimum score as stipulated in the Academic Performance Indicator (API) based on Performance Based Appraisal System (PBAS).
7. For certain departments Specialization at Doctorate level shall be as specified below in tables (VII) (VIII) & (XI).
8. Should have unblemished record of service.

Table: VII**PROFESSOR IN FACULTY OF VETERINARY SCIENCE:**

Department	Qualifications
Professor in Livestock Products Technology	Ph.D. degree or any other equivalent doctorate degree in the subject concerned (Relaxable in case of in-service teachers of LPT department of SVVU)
Professor in Livestock Production Management	Ph.D in LPM (Animal) or any other equivalent doctorate degree in the subject concerned (Relaxable in case of in-service teachers of LPM department of SVVU).
Professor in Veterinary Biochemistry	Ph.D. Degree or any other equivalent doctorate degree in the subject concerned . . (Relaxable in case of in-service teachers of Veterinary Biochemistry department of SVVU).
Professor in Veterinary Public Health	Ph.D. degree or any other equivalent doctorate degree in the subject concerned(Relaxable in case of in-service teachers of Veterinary Public Health department of SVVU).
Professor in Veterinary Epidemiology & Preventive Medicine	Ph.D. degree or any other equivalent doctorate degree in the subject concerned. Relaxable in case of in-service teachers of Veterinary Epidemiology and Preventive Medicine department of SVVU).
Professor in Poultry Science	Ph.D. or any other equivalent doctorate degree in the subject concerned / Livestock Production and Management with specialization in Avian.
Principal Scientist (Poultry Breeding Project)	A Ph.D. degree or any other equivalent Doctorate degree in the discipline of Animal Genetics & Breeding or any other equivalent Doctorate Degree in Poultry Science with specialization in Poultry Genetics & Breeding or as prescribed by ICAR.
Principal Scientist (Cattle Breeding Project)	A Ph.D. degree or any other equivalent Doctorate degree in the discipline of Animal Genetics & Breeding or any other equivalent doctorate degree in LPM with specialization in Animal Genetics & Breeding in any of the Livestock species or as prescribed by ICAR.
Principal Scientist(AG&B) (Sheep Breeding), LRS, Palamaner	A Ph.D. degree or any other equivalent Doctorate degree in the discipline of Animal Genetics & Breeding or any other equivalent doctorate degree in LPM with specialization in Animal Genetics & Breeding in any of the Livestock species or as prescribed by ICAR.

Table: VII**PROFESSOR IN FACULTY OF DAIRY SCIENCE**

Departments	Qualifications
Professor in Dairy Business Management	1. A Bachelor's degree in B. Tech (Dairy Technology) or equivalent/ B. Tech (Food Technology) 2. Ph.D., degree or any other equivalent doctorate degree in the subject (discipline) concerned.
Professor in Dairy Chemistry.	1. A Bachelor's degree in B.Tech (Dairy Technology) or equivalent 2. Ph.D., degree or any other equivalent doctorate degree in the subject (discipline) concerned.
Professor in Dairy Engineering	1) A Bachelor's degree in Engineering. (Mechanical / Chemical) or Dairying / Dairy Technology. 2) M.Tech Engineering with at least 55% marks 3) Ph.D., Degree in Dairy Engineering / Mechanical / Chemical Engineering
Professor in Dairy Microbiology	1. A Bachelor's degree in B. Tech (Dairy Technology) or equivalent. 2.Ph.D., degree or any other equivalent doctorate degree in Dairy Microbiology/ Food microbiology
Professor in Dairy Technology	1. A Bachelor's degree in B.Tech (Dairy Technology) or equivalent 2. Ph.D., degree or any other equivalent doctorate degree in the subject (discipline) concerned.

Table: IX**PROFESSOR IN FACULTY OF FISHERY SCIENCE:**

Department	Qualifications
Professor in Fishery Science	1. A Bachelor's degree in Fishery Science/ Zoology (In the case of inservice candidates of SVVU only) 2. Ph.D., degree in Fishery Science.

Principal Scientist (Aquaculture) FRS, Kakinada	<p>1. A Bachelor's degree in Fishery Science/ Zoology (In the case of inservice candidates of SVVU only)</p> <p>2. Ph.D., degree in Aquaculture or any other equivalent degree in the disciplines of Coastal Aquaculture / Mariculture / Genetics & Biotechnology / Microbiology & Pathology / Fish Nutrition</p>
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PROFESSOR IN VETERINARY BIOTECHNOLOGY

1. Good academic record with a Ph.D. Degree in any area related to Veterinary Biotechnology/Biochemistry/Molecular Biology/Microbiology/ Virology/Immunology/Molecular Genetics/Embryo Transfer Technology/ Genetic Engineering from a recognized University.
2. Master's Degree in Veterinary Science /in Life Sciences with specialization in Bio-technology/Biochemistry/Molecular Biology/Microbiology/Virology/ Immunology/Molecular Genetics/Embryo Transfer Technology/Genetic Engineering with 55% marks or an equivalent grade in a ten point scale wherever grading system is followed(50% in case SC/ST & Physically and Visually differently abled candidates) in case of pure Science candidates, 70% in case of Veterinary & Fishery Science candidates(65% in case of SC/ST/Physically and Visually Differently abled candidates).
3. Evidence of high quality published work with a minimum of 10 publications as books and/or research / policy papers.
4. A minimum of 10 years of teaching experience out of which 02 years should be in the cadre of Associate Professor excluding the period of leave taken (including deputation period) for Ph.D. study at the University/National Level institutions/industries. Experience of guiding candidates for research at doctoral level is preferable.
5. Contribution to educational innovation, design of new curricula and courses, and technology – mediated teaching learning process
6. A minimum score as stipulated in the Academic Performance Indicator (API) based on Performance Based Appraisal System (PBAS) developed by UGC in these Regulations.
7. Should have unblemished record of the service.

Director of Physical Education:

1. A Ph.D. in Physical Education.
2. Experience of at least ten years as University Deputy or fifteen years as University Assistant DPEs/College (selection grade).
3. Participation in at least two national/international seminars/conferences.
4. Consistently good appraisal reports.
5. Evidence of organizing competitions and conducting coaching camps of at least two weeks duration.
6. Evidence of having produced good performance teams/athletes for competitions like state/national/inter-university/combined university, etc.
7. Should have unblemished record of the service.

Deputy Director of Physical Education:

1. A Ph.D. in Physical Education. Candidates from outside the university system, in addition, shall also possess at least 55% marks or an equivalent grade in a point scale wherever grading system is followed (50% in case SC/ST & Physically and Visually differently abled candidates) at the Master's Degree level by the university concerned.
2. Eight years experience as University Assistant DPES/College DPES, with a benefit of two years and one year for Ph.D. and M.Phil. Degree holders.
3. Evidence of organizing competitions and conducting coaching camps of at least two weeks duration.
4. Evidence of having produced good performance teams/athletes for competitions like state / national / inter-university / combined university, etc.
5. Passed the physical fitness test in accordance with the Regulations.
6. Consistently good appraisal reports.
7. Should have unblemished record of the service.

Asst. Director of Physical Education:

1. A Master's Degree in Physical Education / Sports Science with at least 55% marks or an equivalent grade in a ten point scale wherever Grading system is followed (50% in case SC/ST & Physically and Visually differently abled candidates) with a consistently good academic record.
2. Record of having represented the university / college at the inter-university /intercollegiate competitions or the State and/ or national championships.
3. Qualifying in the national level test conducted for the purpose by the UGC or any other agency approved by the UGC.
4. Passed the physical fitness test conducted in accordance with these Regulations.

- Should have passed SSC Exam or any other equivalent Exam with Telugu as one of the subjects or should have studied SSC through medium of Telugu or should have working knowledge of Telugu.

The Professor, Associate Professor, Asst.Professor in Physical Education shall be re-designated as Director of Phy. Education, Dy. Director of Phy. Education, Asst.Director of Phy. Education.

PHYSICAL FITNESS TEST NORMS

(a) All candidates who are required to undertake the physical fitness test shall be required to produce a medical certificate certifying that he/she is medically fit before undertaking such tests.

(b) On production of such certificate mentioned in sub-clause (a) above, the candidate would be required to undertake the physical fitness test in accordance with the following norms:

Norms for Men

12 Minutes Run/Walk

Up to 30 years	Up to 40 years	Up to 45 years	Up to 50 years
1800 metres	1500 metres	1200 metres	800 metres

Norms for Women:

08 Minutes Run/Walk

Up to 30 years	Up to 40 years	Up to 45 years	Up to 50 years
1000 metres	800 metres	600 metres	400 metres

Librarian:

- A Master's Degree in Library Science /Information Science/documentation with at least 55% marks or its equivalent grade of B in the UGC seven points scale(50% in case SC/ST & Physically and Visually differently abled candidates) and consistently good academic record .
- At least thirteen years as a Deputy Librarian in a university library or eighteen years' experience as a College Librarian.
- Evidence of innovative library service and organization of published work.
- Desirable: A M.Phil./Ph.D. Degree in library science/information science / documentation/archives and manuscript-keeping.
- Should have unblemished record of the service.

Deputy Librarian:

- A Master's Degree in library science/information science/documentation with at least 55% of the marks or its equivalent grade of B in the UGC seven point scale(50% in case SC/ST & Physically and Visually differently abled candidates) and a consistently good academic record.
- Five years experience as an Assistant University Librarian/College Librarian.

3. Evidence of innovative library service and organization of published work and professional commitment, computerization of library.
4. Desirable: A M.Phil./Ph.D. Degree in library science/Information science / Documentation/Archives and manuscript-keeping/computerization of library.
5. Should have unblemished record of the service.

Assistant Librarian:

1. A Master's Degree in Library Science / Information Science / Documentation Science or an equivalent professional degree with at least 55% marks or an equivalent grade in a point scale wherever grading system is followed(50% in case SC/ST & Physically and Visually differently abled candidates) and a consistently good academic record with knowledge of computerization of library.
2. Qualifying in the national level test conducted for the purpose by the UGC or any other agency approved by the UGC.
3. Should have passed SSC Exam or any other equivalent Exam with Telugu as one of the subjects or should have studied SSC through medium of Telugu or should have working knowledge of Telugu.

The Professor, Associate Professor, Asst. Professor in Library Science shall be re-designated as Librarian, Deputy Librarian and Asst. Librarian.

Selection Committees for Professor /Associate Professor /Assistant Professor

- (i) The Vice-Chancellor shall be ex-officio Chairman of the Committee
- (ii) The Dean of Faculty concerned
- (iii) Three experts in the concerned subject nominated by the Vice-chancellor, the experts being from outside the University out of the panel of names approved by the board of management.
- (iv) 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 Vice Chancellor, if any of the above members of the selection committee do not belong to that category as far as possible.
- (v) Quorum will be four members out of which two members must be outside experts.

Selection Committees for the posts of Directors, Deputy Directors, Assistant Directors of Physical Education and Sports, Librarians, Deputy Librarians and Assistant Librarians shall be the same as that of Professor, Associate Professor and Assistant Professor respectively.

SELECTION PROCEDURE:

The overall selection procedure shall be 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 Regulations.

In order to make the system more credible, university may assess the ability for teaching and/or research aptitude through a seminar or lecture in a class room situation or discussion on the capacity to use latest technology in teaching and research at the interview stage. These procedures may be followed for both direct recruitment and CAS promotions wherever selection committees are prescribed in these Regulations.

The minimum norms of Selection Committees and Selection Procedures for various cadres as well as API score requirements for the Associate Professor & Professor cadres either through direct recruitment or through Career Advancement Schemes Regulations, shall be similar. The API criteria based PBAS proforma for direct recruitment and CAS are appended.

Minimum Scores for APIs for direct recruitment of Assistant Professor/Associate Professor/Professor in university and weightages in Selection Committees to be considered along with other specified eligibility qualifications stipulated in the Regulations are furnished hereunder.

	Assistant Professor/ equivalent cadres (Stage 1)	Associate Professor/ equivalent cadres (Stage 4)	Professor/equivalent cadres (Stage 5)
Minimum API Scores	Minimum Qualification as stipulated in these regulations	Consolidated API score requirement of 300 points from category III of APIs	Consolidated API score requirement of 400 points from category III of APIs
Selection Committee criteria / weightages (Total Weightages = 100)	a) Academic Record and Research Performance (50%) b) Assessment of Domain Knowledge and Teaching Skills (30%) c) Interview performance (20%)	a) Academic Background (20%) b) Research performance based on API score and quality of publications (40%). c) Assessment of Domain Knowledge and Teaching Skills (20%) d) Interview performance: (20%)	a) Academic Background (20%) b) Research performance based on API score and quality of publications (40%). c) Assessment of Domain Knowledge and Teaching Skills (20%) d) Interview performance: (20%)

INCENTIVES FOR Ph.D. / M.Phil. AND OTHER HIGHER QUALIFICATIONS

1. 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 a relevant discipline by the University following the process of admission, registration, course work and external evaluation as prescribed by the UGC.
2. M.Phil. Degree holders at the time of recruitment to the post of Assistant Professor shall be entitled to 2 non-compounded advance increments.
3. Those possessing Post-graduate degree in the professional course such as M.Tech./M.E./M.V.Sc./M.D etc. recognized by the relevant statutory body / council, shall also be entitled to 2 non-compounded advance increments at the entry level.
4. Teachers who complete their Ph.D. Degree while in service shall be entitled to 3 non-compounded increments if such Ph.D. is in a relevant discipline of the discipline of employment and has been awarded by a University complying with the process prescribed by the UGC for enrolment, course work, evaluation, etc.
5. However, teachers in service who have already been awarded Ph.D. by the time of coming into force of these Regulations or having been enrolled for Ph.D. have already undergone course-work as well as evaluation, if any, and only Notification in regard to the award of Ph.D. is awaited, shall also be entitled to the award of 3 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.
6. In respect of every other case, a teacher who is already enrolled for Ph.D. shall avail the benefit of 3 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 coursework or evaluation or both, as the case may be.
7. Teachers in service who have not yet enrolled for Ph.D. shall therefore derive the benefit of 3 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.
8. 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.
9. 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.
10. (i) Assistant Librarian / College Librarian 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 3 non-compounded advance increments.
(ii) However, persons in posts of Assistant Librarian / College Librarian or higher positions who have already been awarded Ph.D. in library science at the time of coming into force of these Regulations or having already undergone course-work as well as evaluation, if any, and only Notification in regard to the award of Ph.D. is awaited, shall also be entitled to the award of 3 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.

11. 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 3 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 coursework or evaluation or both, as the case may be.
12. 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 3 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.
13. 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.
14. Five non-compounded advance increments shall be admissible to Assistant Director of Physical Education and Sports / College Director of Physical Education and Sports 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.
15. 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 Schemes / Regulations shall not be entitled to the benefit of advance increments under these Regulations.
16. Teachers, Library and Physical Education cadres who have already availed the benefits of increments as per the then existing policy for acquiring Ph.D. / M. Phil while in service, shall not be entitled to advance increments under these Regulations.
17. For posts at the entry level where no such advance increments were admissible for possessing Ph.D./M. Phil under the earlier Schemes / Regulations, the benefit of 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 these Regulations.

DISCRETIONARY AWARD OF ADVANCE INCREMENTS

Discretionary award of advance increments for those who enter the profession as Associate Professors or Professors with higher merit, high number of research publications and experience at the appropriate level, shall be within the competence of the Board of Management of the University based on the recommendations of selection committee(s). Discretionary award of advance increments is not applicable to those entering the profession as Assistant Professor/Assistant Librarian/Assistant Director of Physical Education and Sports and to those who are entitled for grant of advance increments for having acquired Ph. D., M. Phil., M.Tech., etc. However, those entering service as Assistant Professor/Assistant Librarian/Assistant Director of Physical Education and Sports with post-doctoral teaching/research experience after Ph.D. and proven credentials may be eligible for discretionary award of advanced

increments to be decided and recorded by the selection committee in its minutes.

General Instructions:

- The period of time taken by candidates to acquire Ph.D degree shall not be considered as teaching/research experience to be claimed for appointment to the teaching positions.
- All the selection procedures shall be completed on the day of the selection committee meeting, wherein the minutes are recorded along with PBAS scoring proforma and recommendation made on the basis of merit and duly signed by all members of the selection committee in the minutes.

**P.SUDHAKARA REDDY
REGISTRAR**

To

All Heads of Institutions in the University

Copy to P.S. to Vice-Chancellor

Copy to P.As to all the University Officers in the Admn.Office

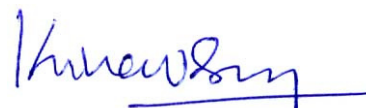
Cc to Deputy Registrar(Ser)/Deputy Registrar(Sanctions)/Deputy
Comptroller

Cc to All Asst.Registrars/Asst.Comptrollers in Admn.Office

Cc to Special Cell/Ser.IV Sections

Cc to SF/Sc

//t.c.b.o//



SUPERINTENDENT



SRI VENKATESWARA VETERINARY UNIVERSITY, TIRUPATI

SCORES FOR ACADEMIC PERFORMANCE INDICATORS (APIs) FOR DIRECT RECRUITMENT OF UNIVERSITY TEACHERS (PROFESSORS AND ASSOCIATE PROFESSORS)

TEACHING, RESEARCH, EXTENSION AND RELATED ACTIVITIES

Brief Explanation: Based on the teacher's self-assessment, API scores are proposed. The self-assessment score should be based on objectively verifiable criteria and will be finalized by the screening/ selection committee.

For all the activities specified below the applicants should enclose verifiable attested documents in sequential order.

S.No.	Nature of Activity	Number	Self assessment Score	Score Allotted by screening committee
1.	Use of participatory and innovative teaching-learning methodologies i.e e- courses – 20 each			
2.	Involvement in UG /Polytechnic teaching as course in-charge: 4 per course per semester.			
3.	Involvement in PG teaching as course in-charge: 2 per course per semester.			
4.	Preparation of Laboratory manuals approved by University:5 each			
5.	In charge Internship programme / Fishery work experience/ Inplant training/Experiential learning/Tracking Programmes, Study circles etc 5 per semester			
6.	Organization of Seminars / Symposia / Conferences / Winter / Summer Schools / Training Programmes of 2 weeks duration.: 20 Each			
7.	Establishment of new Departments in Colleges/ Specialized Labs/farms : 20 each			
8.	Fellows of Academic / Professional Organizations : 5 each			
9.	Life member of Academic / Professional organization : 2 each			
10.	Meritorious Teacher/Research/Extension/other professional Awards			
	a)University Level : 5 each			
	b)State Level : 10 each			
	c)National Level : 15 each			

11.	Member, Editorial board of Journals .National: 5 each, International:10 each			
12.	Referee for Journal . National: 2 per each journal, International ;4 per each journal			
13.	President / Secretary of Professional bodies - 5 each			
14.	Executive member of Professional bodies : 3each			
15.	Officer-in-charge Income generation activities/ EWYL Project Revolving fund			
	< Rs. 1.00 lakh :5			
	Rs. 1.0 lakh – 5.0 lakhs : 10			
	>Rs. 5.00 lakhs : 15			
16.	Research Papers published : Maximum score: 150 Note: The API for joint publications will be calculated in the following manner: Of the total score for the relevant category of publication by the concerned teacher, the first/Principal author would share 60% of the points allocated for particular category of paper and the remaining 40% would be shared equally by all other authors.			
	a) Refereed Journals : 15 / publication			
	b) Non-refereed but recognized and reputed journals and periodicals having ISBN / ISSN numbers: 10 / publication			
	c) Conference/workshop/seminar proceedings as full papers, etc. (Abstracts not to be included) :5 / publication			
17.	Gold Medals/Awards for best research paper published/ presented at conferences etc. - 5 each			
18.	Research Publications (books, chapters in books, other than refereed journal articles)			
	a) Text or Reference Books Published by International Publishers with an established peer review system: 30 / sole author; :5 / chapter in an edited book			
	b) Subject Books by National level publishers/State and Central Govt. Publications with ISBN/ISSN			

	numbers:15 / sole author : 3 / chapter in edited books			
	c) Subject Books by Other local publishers with ISBN/ISSN numbers: 10 / sole author: 2 / chapter in edited books			
	d) Chapters contributed to edited knowledge based volumes published by International Publishers:10/Chapter			
	e) Chapters in knowledge based volumes by Indian/National level publishers with ISBN/ISSN numbers and with numbers of national and international directories / Monograph:5 / Chapter/Monograph			
19.	Research Projects			
	(a) Sponsored Project carried out / ongoing			
	i) Major Projects with grants above 30.0 lakhs: 20 for PI, 10 for Co PI for each Project			
	ii) Major Projects with grants above 5.0 lakhs and up to 30.00 lakhs: 10 per PI and 3 for Co PI per each Project			
	iii) Minor Projects with grants up to Rs. 5 lakh: 5 for PI and 3 for Co-PI for each project			
	(b) Consultancy Projects Carried out / ongoing			
	1 per each one lakh of Rupees mobilized.			
	(c) Projects Outcome / Outputs			
	Patent:30 / national patent: 50 / for International patent			
20.	Innovative technology developed/variety/product//vaccine developed -30			
21.	Research Guidance			
	(a) MVSc / MFSc / M.Tech equivalent Degree (Awarded only) : 5 / each candidate as Major guide:2 / each candidate as minor guide			
	(b) Ph.D Degree awarded:10 / each candidate as Major guide:5 / each candidate as minor guide			
	(c) MVSc / MFSc / M.Tech equivalent Degree (Thesis Submitted) : 2 / each candidate as Major guide only			

	(d) Ph.D Degree (Thesis submitted) :05 / each candidate as Major guide only			
22.	Training / Refresher Courses / Workshops etc. attended			
	(a) Refresher courses, workshops, Training, Teaching – Learning – Evaluation Technology Programmes, Soft Skills development Programmes, Faculty Development Programmes attended			
	(i) Not less than two weeks duration:10 each			
	(ii) one week / less than one week duration:5 each			
	(b) overseas Training undergone			
	I. Not less than 2 weeks duration:20 / each			
	II. one week / less than one week duration:10 / each			
23.	(a) Papers (oral/poster) presented in Conferences / Seminars / Workshops etc. Note: If a paper presented in a Conference / Seminar is published in the form of Proceedings, the points would accrue only for the publication and not for presentation.			
	(i) International conference:15 each for oral presentation and 10 each for poster presentation.			
	(ii) National: 10 each for oral presentation and 5 each for poster presentation.			
	(iii) Regional/State level: 5 each for oral presentation and 3 each for poster presentation.			
	(b) Invited lectures or Lead papers in conferences / symposia / workshops or training programmes / winter schools / summer schools			
	(i) International:15 each			
	(ii) National level: 10 each			
	(iii) State/University level : 5 each			
24.	Overseas fellowship secured while in service: 20 each for 3 months and above and 15 each for less than 3 months.			

25.	Assets created > 25 lakhs : 10.0 < 25 : 5.0			
26.	Post doctoral research:20 /year on prorata basis			
27.	Additional responsibilities held Warden (50)/Additional Warden (20)/officer in charge academic matters(50) /Placement cell(20)/Transport (10) /NSS,NCC,OSA (20) Technical officer to University officers (60)/Tour in charge (50) , Internship/FIWEP/ELP (20)—per year			
28.	Service in remote areas: 5 per year (Maximum score : 50)			
29.	Head of the Institution/research station / Polytechnic / Veterinary Hospital / KVK :10 per each year Farm Manager:5/year			
30.	Head of the department: 3 per each year			
31.	Experience in colleges excluding TVCC and ILFC:2.0 per year			
32.	Experience in Polytechnics:5.0 per year			
33.	Experience in Research stations:5.0 per year			
34.	Experience in KVK:5.0 per year			
35.	Experience in Veterinary Hospital/TVCC/ILFC:5.0 per year			
36.	Participation in Radio/TV programmes:2.0 each			
37.	Participation in Radio/TV (Phone in) programmes 5.0 each			
38.	Conduction of Kisan Melas /Livestock Fair/ Rythu Sadassus/Farmers training Programmes etc as coordinator / organizer:15 each			
39.	Participation in Kisan Melas /Livestock Fair/ Rythu Sadassus/Rythu Chaitanya Yatras/Farmers training Programmes etc :5 each			

40.	Surveys conducted :5 each			
41.	Diagnostic /clinical / farm visits:5 each			
42.	Participation in farmers interactions:2 each			
43.	Popular articles / Pamphlets (English / Vernacular) :2.0each			
44.	Booklets in vernacular language:3 each			
45.	Chairman of National Level committee :10 each			
46.	Member of National Level committee :5each			
47.	Chairman of University/State Level committee:5 each			
48.	Chairman of Institute Level committee:3 each			
49.	Member of Institute/University Level committee:2 each			
50.	Member of Academic bodies of other universities-10 each			
51.	Examiner to other universities UG:3,PG:5, Ph.D., - 10			
52.	Examination duties including moderation of paper setting :05			
53.	Cases treated in Veterinary Hospitals per year Up to250 cases - 20; 251-500 cases - 30; 501 - 1000 cases - 40; > 1000 - 50			
54.	Samples examined in specialized laboratory per year less than 100-10;101 to 200- 20; 201 to 300 - 30; > 300 - 50			
55.	Analysis of Clinical samples for expert diagnosis per year : <200-5, 201-500-10, 501 - 1000-15; >1000-20			
56.	Any other significant contribution other than those mentioned above: 5 (to be substantiated)			
Total Score				

Signature of the candidate

Note: The minimum consolidated API Score requirements for Associate Professor and Professor cadres are 300 and 400 points respectively.

APPENDIX — III TABLE —11(b)

Minimum Scores for APIs for direct recruitment of teachers in university departments / Colleges, Librarian / Physical Education cadres in Universities / Colleges and weightages in Selection Committees to be considered along with other specified eligibility qualifications stipulated in the Regulation.

	Assistant Professor / equivalent cadres (Stage 1)	Associate Professor / equivalent cadres (Stage 4)	Professor/equivalent cadres (Stage 5)
Minimum API Scores	Minimum Qualifications as stipulated in these regulations	Consolidated API score requirement of 300 points	Consolidated API score requirement of 400 points
Selection Committee criteria / weightage (Total Weightage = 100)	a) Academic Record and Research Performance (50%) b) Assessment of Domain Knowledge and Teaching Skills (30%) c) Interview performance (20%)	a) Academic Background (20%) b) Teaching / Research / Extension performance based on API score (40%) c) Assessment of Domain Knowledge and Teaching Skills (20%) d) Interview performance: (20%)	a) Academic Background (20%) b) Teaching / Research / Extension performance based on API score (40%). c) Assessment of Domain Knowledge and Teaching Skills (20%) d) Interview performance: (20%)

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

APPENDIX — III TABLE —11(b)

Minimum Scores for APIs for direct recruitment of teachers in university departments / Colleges, Librarian / Physical Education cadres in Universities / Colleges and weightages in Selection Committees to be considered along with other specified eligibility qualifications stipulated in the Regulation.

	Assistant Professor / equivalent cadres (Stage 1)	Associate Professor / equivalent cadres (Stage 4)	Professor/equivalent cadres (Stage 5)
Minimum API Scores	Minimum Qualifications as stipulated in these regulations	Consolidated API score requirement of 300 points	Consolidated API score requirement of 400 points
Selection Committee criteria / weightage (Total Weightage = 100)	a) Academic Record and Research Performance (50%) b) Assessment of Domain Knowledge and Teaching Skills (30%) c) Interview performance (20%)	a) Academic Background (20%) b) Teaching / Research / Extension performance based on API score (40%) c) Assessment of Domain Knowledge and Teaching Skills (20%) d) Interview performance: (20%)	a) Academic Background (20%) b) Teaching / Research / Extension performance based on API score (40%). c) Assessment of Domain Knowledge and Teaching Skills (20%) d) Interview performance: (20%)

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