

KLE UNIVERSITY

GUIDELINES FOR INTRODUCTION OF CAREER ADVANCEMENT SCHEME (CAS)

IN JNMC & KLE VK IDS

[I] Assistant Professor to Associate Professor in JNMC & Lecturer to Reader in KLE VK IDS

- (i) Minimum of 5 years of experience as Assistant Professor for JNMC.
Minimum of 4 years of experience as Lecturer for KLE VK IDS.
- (ii) Made some mark in the areas of scholarship and research as evidenced, e.g. by self-assessment, reports of referees, quality of publications & presentations in conferences/seminars/symposia, contributions to educational innovations, designing of new courses and extension activities.
- (iii) Attended atleast 3 programs of continuing education conducted by UDEHP or any other recognized institution/agency. Those who have done Fellowship from recognized institution or pre-Ph.D. are exempted from clause No. (iii)
- (iv) Received consistently good performance appraisal reports.
- (v) Should have secured minimum 55% marks at UG/PG examination.
- (vi) For clinical subjects, quality of patient care including ethical practice is an essential requirement.

[II] Associate Professor to Professor in JNMC

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Reader to Professor in KLE VK IDS

- (i) Minimum of 4 years experience as Associate Professor for JNMC and Minimum of 5 years experience for IDS.
- (ii) A self appraisal report for a period of last 3 years is to be submitted by the candidate.
- (iii) Minimum of 2 research publications in peer reviewed journals or 4 presentations at international /national/regional/state level conferences/workshop/seminars, etc. Assessment of the quality will be done by two external referees.
- (iv) Good record of teaching and extension activities including contributions to educational methodology and technology.
- (v) Should have secured minimum 55% marks at UG / PG examinations.
- (vi) For clinical subjects, quality of patient care including ethical practice is an essential requirement.

NOTE: Those teachers against whom disciplinary action has been taken for Their negligence in teaching and evaluation process as reported by the Competent Authority shall not be considered for CAS.

CAREER ADVANCEMENT SCHEME (CAS)

1. One third of the total sanctioned posts by BOM at any given time shall be available for CAS.

2. The existing vacancies shall be calculated on the basis of:
 - (i) Total approved strength in Pre and Para/Clinical categories. (JNMC)

or

 - (ii) Total approved strength in clinical subjects. (KLE VK IDS)

3. The applications from eligible teachers will be invited by the University through proper channel. The applications will be scrutinized by the Committee of Experts constituted by the Vice-Chancellor. The selection of the candidates will be based on the performance in interview, academic record, experience and other criteria laid down by the University.

4. The interviews will be conducted twice a year preferably, in August and February.

CAREER ADVANCEMENT SCHEME (CAS)

MARK-SHEET FOR INTERVIEW

	Criterion	Marks
1.	Qualification	5 *
2.	Teaching Experience	5 **
3.	Quality of Research Publications	10
4.	Quality of Presentation in Conferences/Symposia/Workshop, etc.	5
	International / National	5
	Regional / State	
5.	Record of Extension Activities/ Out Reach Programs/ Patient care	10
6.	Administrative Support to the College/University	5
7.	Continuing Education Programs attended	5
8.	Innovations in educational methodology	5
9.	Contribution to teaching as evident by regular involvement in teaching	10
10.	Attitude, Behavior & human Relations	5
10.	Performance in Interview	30
	TOTAL	100
	Minimum to Score	50 / 100

* For more than: 60% at UG – 1, PG – 1
Distinction at UG – 1, PG – 1
Gold Medal – 1

** Experience of 5-10 years – 3
More than 10 years - 5