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കേരള സർക്കാർ
GOVERNMENT OF KERALA

കേരള ഗസറ്റ് KERALA GAZETTE

ആധികാരികമായി പ്രസിദ്ധപ്പെടുത്തുന്നത്
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GOVERNMENT OF KERALA
2025



NOTIFICATION

No. KAUGA/431/2023-GA-E3

Dated:10-04-2025.

The following Statutes of the Kerala Agricultural University, prescribing the procedure for appointment and qualifications to the posts of Assistant Professor, Associate Professor and Professor in the Kerala Agricultural University to align it with the UGC Regulations, 2010, is hereby published for general information.

The Statute was approved by the General Council of the Kerala Agricultural University on 20-06-2015 and received the assent of the Chancellor on 15-11-2024 as per 49(5) of Kerala Agricultural University Act, 1971 in the lines suggested by the Government. This Statute shall come into force from 30-06-2010.

STATUTE**D)Qualification****Professor*****Essential***

(a) Bachelor's degree from the concerned Faculty recognised by the Kerala Agricultural University.

Provided that,

(1) This shall not be insisted in the case of teachers having the required period of experience in the discipline of the faculties of Kerala Agricultural University concerned;

(2) This shall not be insisted for teaching posts in Agricultural Statistics, Statistics, Bio-Chemistry, Mathematics, subjects in Cooperation and Banking, Bio-Technology, Computer Science, Soil Physics & Home Science;

(3) This shall not be insisted in the case of those teachers in Forestry who have M.Sc. in Basic Science plus Diploma in Forestry from State Forest Service College as on 22/09/1993.

(b) Master's Degree in the relevant subject recognised by the Kerala Agricultural University with a minimum of 55% marks in the traditional system or its equivalent.

A relaxation of 5% shall be allowed at the master's level for the Scheduled Cast/ Scheduled Tribe/Differently-abled (Physically and visually differently-abled) categories for the purpose of eligibility and for assessing good academic record during direct recruitment to teaching positions. The eligibility marks of 55% marks (or an equivalent grade in a point scale wherever grading system is followed) and the relaxation of 5% to the categories mentioned above are permissible, based on only the qualifying marks without including any grace mark procedures.

(c) Ph.D. in the relevant subject recognised by Kerala Agricultural University.

(d) A minimum of ten years' experience of teaching and/or research/ University level extension position in a University/College/Accredited Research Institutes excluding the period of Ph.D. research out of which 3 years shall be as Associate Professor, or its equivalent with evidence of published works and a minimum of 10 publications as research/policy papers in refereed journals.

(e) Contribution to educational innovation, design of new curricula and technology mediated teaching/learning process.

(f) A minimum score as stipulated in the Academic Performance Indicator (API) based Performance Based Appraisal System (PBAS) notified by UGC/ICAR only.

Desirable

(1) Knowledge in Malayalam language to read and write.

(2) Ability to plan, organise and guide advanced research as evidenced by relevant documents.

Associate Professor***Essential***

(a) Bachelor's degree from the concerned Faculty recognised by the Kerala Agricultural University.

Provided that-

This shall not be insisted in the case of teachers having the required period of experience in teaching/research/extension in the concerned discipline of the faculties of Kerala Agricultural University;

This shall not be insisted for teaching posts in Statistics, Bio-Chemistry, Soil Physics, Mathematics, subjects in Cooperation and Banking, Bio-Technology, Computer Science & Home Science.

(b) Master's Degree in the relevant subject recognised by the Kerala Agricultural University with a minimum of 55% marks in the traditional system or its equivalent.

A relaxation of 5% shall be allowed at the master's level for the Scheduled Cast/ Scheduled Tribe/Differently-abled (Physically and visually differently-abled) categories for the purpose of eligibility and for assessing good academic record during direct recruitment to teaching positions. The eligibility marks of 55% marks (or an equivalent grade in a point scale wherever grading system is followed) and the relaxation of 5% to the categories mentioned above are permissible, based on only the qualifying marks without including any grace mark procedures.

(c) Ph.D. in the relevant subject recognised by Kerala Agricultural University.

(d) A minimum of eight years' of experience of teaching and/or research/University level extension education position equivalent to that of Assistant Professor in a University, College/Accredited Research Institutes excluding the period of Ph.D. research with evidence of published work and minimum of five publications as research/policy papers in refereed journals.

(e) A minimum score as stipulated in the Academic Performance Indicator (API) based Performance Based Appraisal System (PBAS) notified by UGC/ICAR only.

Desirable

(1) Knowledge in Malayalam language to read and write.

(2) Ability to plan, organise and guide advanced research as evidenced by relevant documents.

Assistant Professor

Essential

(a) Bachelor's degree from the concerned Faculty recognised by Kerala Agricultural University.

Provided that this shall not be insisted for teaching posts in Agricultural Statistics, Statistics, Mathematics, Computer Science & Home Science;

(b) Master's Degree in the relevant subject recognised by the Kerala Agricultural University with a minimum of 55% marks in the traditional system or its equivalent.

A relaxation of 5% shall be allowed at the master's level for the Scheduled Cast/ Scheduled Tribe/Differently-abled (Physically and visually differently-abled) categories for the purpose of eligibility and for assessing good academic record during direct recruitment to teaching positions. The eligibility marks of 55% marks (or an equivalent grade in a point scale wherever grading system is followed) and the relaxation of 5% to the categories mentioned above are permissible, based on only the qualifying marks without including any grace mark procedures.

(c) Qualifying in the National Eligibility Test conducted by the Indian Council of Agricultural Research (ICAR)/UGC/Council of Scientific and Industrial Research (CSIR)/All India Council for Technical Education (AICTE) or similar test accredited by the UGC.

Desirable

(1) Knowledge in Malayalam language to read and write.

(2) Ph.D. in the relevant subject recognised by Kerala Agricultural University.

II) Procedure for Appointment - The following procedure shall be adopted for appointment of Professors, Associate Professors and Assistant Professors.



(a) The direct recruitment to these posts shall be on the basis of merit through all India advertisement and selections by the duly constituted selection Committees.

(b) The selection committee shall have following composition.

(1) The Vice-Chancellor shall be the Chairperson of the Selection Committee;

(2) Three subject experts in the concerned subject nominated by the Vice-Chancellor out of the panel of names approved by the Executive Committee;

(3) Dean of Faculty concerned;

(4) Director of Research/Director of Extension as nominated by the Vice-Chancellor;

(5) An academician nominated by the Chancellor, not below the rank of a professor or equivalent;

(6) An academician representing Scheduled Cast/ Scheduled Tribe/Other Backward Class/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.

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

(d) The University shall scrutinize all the applications received as per the notification and prepare a list of eligible candidates who shall be called for interview. After interviewing the candidates, the Selection Committee shall prepare a list of persons in the order of merit to be considered for appointment. The preparation of the select list shall be as per the guidelines issued by the Kerala Public Service Commission. The validity of the list will be two years from the date of publication of the list. The Vice-Chancellor shall submit the recommendations of the Selection Committee to the Executive Committee for approval and appointment.

III) Salary and Allowances - The scale of pay and allowances for Professor, Associate Professor and Assistant Professor will be as per Government orders issued in line with U.G.C. norms.

IV) Period of Appointment - The appointment to the post of Professors, Associate Professors and Assistant Professors shall be for a period till the incumbents attain superannuation as per the prevailing Government orders.

V) Age limit for Assistant Professor - The candidates for the post of Assistant Professor shall not be over 40 years as on the 1st day of January of the year in which applications are invited. The age limit is relaxable in the case of Scheduled Castes, Scheduled Tribes and Other Backward Communities as prescribed in the Kerala State and Subordinate Services Rule 1958 as amended from time to time.

VI) Career Advancement

(1) Entry-level Assistant Professors (Stage 1- Academic Grade Pay (AGP) 6000) would be eligible for promotion under the Career Advancement Scheme (CAS) through two successive stages (Stage 2- Academic Grade Pay 7000 and Stage 3- Academic Grade Pay 8000), provided they are assessed to fulfil the eligibility and performance criteria as notified by UGC/ICAR only.

(2) An entry-level Assistant Professor possessing a Ph.D. Degree in the relevant discipline shall be eligible, for moving to the next higher grade (Stage 2) after completion of four years' service as Assistant Professor.

(3) An entry-level Assistant Professor possessing M.Phil. Degree approved by the relevant statutory body shall be eligible for next higher grade (Stage2) after completion of five years' service as assistant professor.

(4) An entry level Assistant Professor who does not have Ph.D. or M.Phil. in the relevant professional course, shall be eligible for the next higher grade (Stage2) only after completion of six years' service as Assistant Professor.

(5) The upward movement from the entry-level grade (Stage 1) to the next higher grade (Stage 2) for all Assistant Professors shall be subject to their satisfying the aggregate Academic Performance Indicator (API) based Performance Based Appraisal System (PBAS) conditions notified by UGC/ICAR only.

(6) Assistant Professors who have completed five years of service in the second grade (Stage 2) shall be eligible, subject to meeting the Academic Performance Indicator (API) based Performance Based Appraisal



System (PBAS) requirements as notified by UGC/ICAR only to move up to next higher grade (Stage 3) and as per the modifications approved by relevant statutory bodies of Kerala Agricultural University.

(7) Assistant Professors completing three years in third grade (Stage 3) shall be eligible, subject to qualifying the conditions and the Academic Performance Indicator (API) based Performance Based Appraisal System (PBAS) requirements prescribed by regulations notified by UGC/ICAR only to move to the next higher grade (Stage 4- Academic Grade Pay (AGP) 9000) and to be designated as Associate Professor.

(8) Associate Professor completing three years of service in Stage 4 and possessing a Ph.D. Degree in the relevant discipline shall be eligible to be appointed and designated as Professor and be placed in the next higher grade (Stage 5- Academic Grade Pay (AGP) 10000), subject to satisfying the conditions and the required credit score as per Academic Performance Indicator (API) based Performance Based Appraisal System (PBAS) methodology notified by UGC/ICAR only. No teacher, other than those with a Ph. D., shall be promoted or appointed as Professor.

(9) Ten percent of the positions of Professors in the University, with a minimum of ten years of teaching and research experience as Professor either in the pre-revised scale of Professor's pay or the revised scale pay will be eligible for promotion to the higher grade of Professorship (stage 6), on satisfying the required API score as per Tables I and II of UGC Regulations, 2010 through the PBAS methodology stipulated in these Regulations through a duly constituted Expert committee, and such teachers promoted to the higher grade shall continue to be designated as 'Professor'. As this AGP elevation for Professor is applicable to only university departments, additional credentials are to be evidenced by:

- (a) Post-doctoral research outputs of high standard;
- (b) Awards/honours/and recognitions;
- (c) Additional research degrees like D.Sc., D.Litt., LID, etc.; patents and IPR on products and processes developed / technology transfer achieved in the case of teachers in science and technology.

The selection will be conducted by the university by receiving duly filled PBAS proformas from eligible professors based on seniority, three times in number of the available vacancies in each faculty. 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 assessment process shall be through an Expert-Committee evaluation of all credentials submitted as stipulated in Table-II(A) of Appendix-III of UGC Regulations, 2010 for teachers in University departments. No separate interview will be conducted for this category.

VII) Selection Committee -The composition of the Selection Committee for career advancement in the University shall be similar in composition as that for direct recruitment as in Clause II (b) above.

VIII) Counting of past services for Direct Recruitment and promotion under Career Advancement Scheme (CAS) - Previous regular service, whether national or international, as Assistant Professor, Associate Professor or Professor or equivalent in a University, College, National Laboratories or other scientific/professional Organizations such as the Council of Scientific and Industrial Research (CSIR), Indian Council of Agricultural Research (ICAR), Defence Research and Development Organisation (DRDO), UGC, Indian Council of Social Science Research (ICSSR), Indian Council of Historical Research (ICHR), Indian Council of Medical Research (ICMR), Department of Biotechnology (DBT) should be counted for Direct Recruitment and promotion under Career Advancement Scheme of a teacher as Assistant Professor, Associate Professor, Professor or any other equivalent nomenclature:

The experience in the above institutions in teaching/research/extension activities only will be considered for previous experience and any other service will not be considered.

(a) The essential qualifications of the post held were not lower than the qualifications prescribed by the UGC for Assistant Professor, Associate Professor and Professor as the case may be.

(b) The post is/was in an equivalent grade or of the pre-revised scale of pay as the post of Assistant Professor (Lecturer), Associate Professor (Reader) and Professor.

(c) The candidate for direct recruitment has applied through proper channel only.

(d) The Assistant Professor, Associate Professor and Professor concerned should possess the same minimum qualifications as prescribed by the UGC for appointment to the post of Assistant Professor, Associate Professor and Professor, as the case may be.



(e) The post was filled in accordance with the prescribed selection procedure as laid down in the Regulations of University/State Government/Central Government/Concerned Institutions, for such appointments.

(f) The previous appointment was not as Guest Lecturer for any duration, or an ad hoc or in a leave vacancy of less than one-year duration. Ad hoc or temporary service of more than one-year duration can be counted provided that:

(i) The period of service was of more than one year duration;

(ii) The incumbent was appointment on the recommendation of duly constituted Selection Committee; and

(iii) The incumbent was selected to the permanent post in continuation to the ad hoc temporary service, without any break.

IX) Selection Procedures - The overall selection procedure will be based on 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) and Domain Knowledge Assessment as notified by UGC/ICAR only.

Sd/-

A Sakeer Husain
REGISTRAR

Explanatory Note

(This does not form part of the notification but is intended to indicate its general purport.)

Section 49 of Kerala Agricultural University Act, 1971(Act 33 of 1971) provides that the Statutes of the University shall be made by the General Council. The provisions of UGC 2010 regulations have not been incorporated into the University statute so far. It is considered necessary to make statutes prescribing the procedure for appointment, qualification, etc. to the post of Assistant Professor, Associate Professor, and Professor as per UGC regulations 2010. This notification is intended to achieve the above object.

