



**Karnatak University's,  
KARNATAK SCIENCE COLLEGE, DHARWAD**  
*NAAC Accredited*



Phone No: 0836-2215410 & 2215400 Fax: 0836-2744334  
Email: [principal.kscd@gmail.com](mailto:principal.kscd@gmail.com) Web: [www.kscd.ac.in](http://www.kscd.ac.in)

## **6.3 - Faculty Empowerment Strategies**

### **6.3.1 The Institution has Performance Appraisal System, effective welfare measures for teaching and non-teaching staff and avenues for career development progression**

The Performance Appraisal System has significantly helped in evaluating the performance of employees, motivating them, analyzing their strengths and weaknesses, and ensuring better performance.

- The institution has adopted an effective performance management system, which plays an important role in managing the organization efficiently. In view of this, the Institute is following two types of appraisal schemes suggested by UGC, namely:
- Karnatak University Dharwad strictly adheres to the UGC Regulations. The performance of each employee is assessed annually after completing one year of service.

The salient features of the performance appraisal system for teaching staff are as follows:

- PBAS and “Self Appraisal Report”: All teaching faculty members fill the prescribed format of PBAS for self-appraisal. The appraisal report is based on the annual performance of the employees, focusing on their academic, research, and other extracurricular activities. The format contains two main parts:
  - Part-A concerns general instruction, teaching activities, research activities, contribution to books, laboratory manuals, etc.
  - Part-B consists of student feedback, assessment by the Head of the Institution, and remarks by the Vice Chancellor of KUD.

Non-Teaching Staff:

- All non-teaching staff members are also assessed through annual confidential reports and annual performance appraisals.
- The overall assessment is based on the cumulative grade by the Reporting Officer/HoD, which is then forwarded to the higher authorities. On satisfactory performance, all employees are granted promotions with financial upgrading.

Effective Welfare measures for teaching and non-teaching staff: The institution effectively implements welfare schemes for the teaching and non-teaching staff. The college makes arrangements for availing all government schemes. In addition to these, the following benefits are also provided:

## **Financial Support**

- To attend workshops and conferences at the national level.
- The temporary teaching and non-teaching staff of the institution also receive Provident Fund and leave facilities.
- Group Insurance schemes for staff members.
- Free healthcare services are available in the pharmacy for staff and their families.
- Reimbursement of medical expenditure.
- Cooperative Society is present with provisions of loans to employees and teachers at subsidized rates.

## **Material Benefits**

- Faculty members are provided with individual cabins and systems to facilitate a good ambiance with Wi-Fi facilities.
- Quarter facilities for both teaching and non-teaching staff members close to the college premise and University campus.
- Nominal prices for teachers and research scholars to avail research data from USIC (University Scientific Instrumentation Centre).
- Well-equipped Research laboratories.

## **Cater to Emotional Needs**

- Indoor games, Gym facility, and Staff Club organize tours and sports activities to relax and refresh physically and mentally.
- Awards of excellence for teaching, research, and extension are given to deserving members of staff every year.
- The spouse or family member (Non-Teaching Staff) is given a job on compassionate grounds.

## **Avenues for Career Development and Progression**

- Promotions under the Career Advancement Scheme for teaching staff and promotion for non-teaching staff take place at the right time.
- Initiation and training programs for newly recruited staff.
- Seed Money provided for faculties to encourage them to undertake research projects.

The Performance Appraisal System has significantly aided in evaluating employees' performance, motivating them, analyzing their strengths and weaknesses, and ensuring better performance. A "good performance" management system strives to enhance the overall organizational performance of teams and individuals, ensuring the fulfillment of the overall organizational mission and vision.

The institution has adopted an effective performance management system, which plays a crucial role in efficiently managing the organization. In view of this, the Institute is following two types of appraisal schemes suggested by UGC: Performance Based Appraisal System (PBAS) and "Self Appraisal Report". PBAS provides feedback for faculty members, aiding them in understanding the changing needs of students. All teaching faculty members fill the prescribed PBAS format for self-appraisal, encouraging effective performance in teaching and learning.

PBAS is utilized for assessing teaching staff, with the appraisal report based on employees' annual performance in academic, research, and other extracurricular activities. This PBAS format is completed by the employee in a prescribed pro-forma, containing two main parts. Part-A focuses on General instruction, Teaching activities, Research Activities, Contribution to Books, Laboratory manuals, etc., Work done for the University other than teaching and research, and Extension/or Consultancy work. Part-B includes Students feedback, Assessment by the Head of the Institution, and remarks by the Vice Chancellor of Karnatak University, Dharwad.

**KARNATAK UNIVERSITY DHARWAD**

***PART 'A'***

**SELF ASSESSMENT REPORT**

(Please provide the information for the year under review only)

(From ---to - and ----- )

1. Name :
2. Designation :
3. Department :
4. Qualification :

(Indicate additional qualifications acquired during the year under review)

5. Teaching activities:

(a) Teaching load per week:

Class	Lectures	Lab. work	Seminars	Tutorials	Total
B.A/B.Sc. / PUC					
Interdisciplinary Courses					
Others					

(b) Courses taught in the last 2 semesters:

S.No.	Title of the paper	Units allotted	No. of classes to be conducted as per syllabus	Actual classes held	Remarks
1	Semester-I / II Physical Geology Mineralogy				
2	Semester-III / IV Petrology Paleontology				
3	Semester - V / VI Hydrogeology Structural Geology				

(c) Special classes engaged, if any in lieu of classes lost

No. of Classes	Remarks

(d) Students guided successfully in projects / research

i) Number of Students for B.A. / B.Sc. Projects-

ii) Number of M.Phil / Ph.D Students

Course	At the beginning of the year	Registered during the year	Completed during the year
M.Phil			
Ph.D			

(e) Innovation introduced in Teaching if any:

**6. Research Activities:**

(a) Research Projects/ Schemes in hand:

Sl. No	Title	Name of the Sponsoring Agency	Duration	Co-investigator(s)	Remarks

In the absence of research schemes in hand, please provide information on the last research scheme completed and fresh research scheme proposed for funding.

(b) Research Papers Published:

(i) In International Journals :

(ii) In National Journals :

(iii) Other PEER reviewed Journals :

(Please attach separate sheet giving title of paper and name, volume and pages of Journal in which paper is published, along with impact factor of the journal).

(iv) Reasons for not publishing any paper during the year.-

Symposia, Seminars, Conferences etc. attended:

Name of the Seminar/Conference/Symposia, Workshop etc	Name of the Sponsoring Agency	Place and Date

(c) Plenary talks / key note addresses delivered if any.

- (d) Refereeing work done for journals, if any.
- (e) Awards / Recognitions received (please mention only State level / National level / International level)
- (f) Visits abroad (please mention the details about sponsors / academic Institutions visited / Title of the presentations etc.

7. Contribution to Books, Laboratory manuals, etc.  
(Give details about publishers, ISBN number etc)

8. Work done for the University other than teaching and research. -
9. Extension/Consultancy work carried out under the sponsorship of different funding agencies and funds sanctioned, if any.

10. Total number of days availed for the following purposes in the Calendar year.

1. Casual Leave	...
2. Duty leave	...
3. Special Casual leave	...
4. Sabbatical Leave	...
5. LIC work	...
6. Other (conference/symposium etc)	...

11. Outline activities for the next year (teaching, research, extension etc)

12. Any other information not covered above that is relevant for assessment of your activities.

Place:  
Date:

Signature

*PART 'B'*  
(To be filled by Chairman of Department)

(Adverse remarks as well as remarks of appreciation of any outstanding work shall be brought to the notice of the person concerned by the Head of the University Department or the Vice-Chancellor with a view for making improvement in the work by the person concerned. The Head of the Department/the Vice-chancellor may avail the advice of a specific committee of the experts, if considered necessary).

1. Details about the students feed back.
  
2. Accuracy of the report.
  
3. (a) Assessment by the Head of the Institution of the work done under each head of activity:

	Outstanding	Very good	Good	Fair	Poor
i) Teaching					
ii) Research					
iii) Extension					
iv) Administration					

- (b) If judged as outstanding/poor, provide justification.

Signature

(Head of the Institution)

Remarks of the Vice-Chancellor

Vice-Chancellor

## Karnatak University

Annual Self-Assessment for the Performance Based Appraisal System (PBAS)  
Year 2021

### PART A: GENERAL INFORMATION

1. Name (In Block Letters): Dr. RAJAPPA S.K.
2. Father's Name/Mother's Name: KAMPALAPPA
3. Department : CHEMISTRY
4. Current Designation & Grade Pay: 79800-211500+ AGP (8000)
5. Date of Last Promotion: 4<sup>th</sup> March-2021
6. Address for Correspondence (with Pin code): Assistant Professor  
Karnatak Science College  
Dharwad -580001
7. Permanent Address (with Pin code): Ganjigate, Muthugadur (Post)  
Holakere (T), CHETRDURGA (Dist)
8. Whether acquired any degree or fresh academic qualifications during the year: Nil
9. Academic Staff College Orientation/Refresher Course attended during the Year:

Name of the Course	Place	Duration	Sponsoring Agency
1] FDP on "Strengthening Academic and Research Pursuit in the 21 <sup>st</sup> Century"	Online Mode	28-06-2021 to 04-07-2021	Guru Angad Dev Teaching Learning Centre, SGTB Khalsa College, University of Delhi
2] FDP on "Assessment and Evaluation in Higher Education"	Online Mode	14-07-2021 to 20-07-2021	Guru Angad Dev Teaching Learning Centre, SGTB Khalsa College, University of Delhi

I certify that the information provided is correct as per records available with the University and /or document enclosed along with the duly filled PBAS proforma.

  
DR. RAJAPPA S.K.  
Signature of the Faculty with  
Designation, Place & Date  
Assistant Professor  
Department of Chemistry,  
Karnatak Science College,  
DHARWAD-580001  
  
Signature of the School Person/  
P.N. SHETTY  
HOD/Principal  
Karnatak Science College  
Dharwad



## **Effective welfare measures for teaching and non- teaching staff**

The Institution has effectively implements different welfare schemes for its teaching and Non-teaching staffs. College makes arrangements for the staff members to avail the various Government financial schemes such as Gratuity, Pension, Commutation, EL encashment, Maternity & Paternity Leave, Medical Facility, Sabbatical Leave, On Duty Leave with Financial Assistance to attend Conferences, faculty development programmes (FDPs), Orientation, Refresher & short term courses, Summer Schools. Interest free festival advance for celebration of festivals. There is a provision for Government Provident Fund for all the staff. Death-Cum-Retirement Gratuity (DCRG), commutation of pension, and Earned Leave encashment facility. Group Insurance schemes for staff members, Advance increments after earning Ph. D. Degree. Reimbursement of medical expenditure, Cooperative Society is present with provision of loans to employees and teachers at subsidized rate. Regular Career Advancement Scheme facility is made available to the eligible staff members, Compensatory job facility to the spouse of the employee in the event of demise of a staff member. Other benefits are- Wi-Fi facility for both teaching and non teaching staffs. Free health care services is available in the pharmacy for staff, Staff quarters facility available for teaching and non-teaching staff of the college within the campus, banking facility, Gym facility is made available for teaching and non teaching staff.

## **Financial Support**

Karnatak University Dharwad providing financial support for

- Attending conferences / workshops,
- On Duty Leave
- Death-cum-Retirement Gratuity:
- Commutation of pension, and Earned Leave encashment facility
- Group Insurance scheme for staff members :
- Reimbursement of Medical expenditure:
- Compensatory job facility to the spouse of the employee in the event of demise of a staff member

## **➤ Short Loans and Long Loan provisions**

Karnatak University Employee's Co-operative Credit Society Limited providing financial support to the teaching & Non teaching staff. Short term loan of Rs. 1,00,000/- (Rupees one lakh) and long term loan of Rs. 8,00,000/- (Rupees eight lakh) at the rate of Rs. 7.5 % interest.




➤ **Reimbursement of Medical expenditure:**

Late Girish Mujumdar, (non-teaching staff) received **Rs. 1,69,146/- as medical reimbursement** from KUD. (Sl No. -02 : amount credit to his wife Deepa G Mujumdar)

KARNATAKA UNIVERSITY, DHARWAD FINANCE (CASH) DEPARTMENT					
Sl No.	Name	Name Of The Bank/Branch	IFSC CODE NO	Acc NO	11/01/2022 Amount
1	A K MALLIGWAD	Canara Bank	CNRB0011206	12062200023280	31120.00
2	Deepa G Mujumdar	Canara KUC	CNRB0011242	12422610006830	169146.00
3	Nikhil Corporation Dharwad	SBI MARKET AREA	SBIN0021450	39675150201	15005.00
4	Nikhil Corporation Dharwad	SBI MARKET AREA	SBIN0021450	39675150201	6208.00
5	M/s. Pruthvi Infrastructures, Dharwad	Canara Bank	CNRB0001514	1514201007110	6534.00
6	C G Narakkanavar	Canara Bank	CNRB0011206	12062200037035	19197.00
7	Sysops Technologies, Haveri	Canara Bank	CNRB0011271	12713070003139	350.00
8	Dr.Swamy's Lab Pvt. Ltd. Dharwad	IDBI Bank, Dwd	IBKL0000716	0716102000004244	63664.00
					<b>311224.00</b>

371430  
11/1/2022  
FINANCE OFFICER  
KARNATAKA UNIVERSITY  
DHARWAD  
11/1



- Regular Carrier Advancement Scheme facility is made available to the eligible staff members. **-KUD Notification**

Karnatak University, Dharwad notify the promotion under Regular Carrier Advancement Scheme during Dec.-2020. Teachers are promoted upto the academic year 2021 to 22 from their date of eligibility.

KARNATAK UNIVERSITY, DHARWAD.

No. KU/BOA/CAS/2020-21/ 3786

Date: - 7 DEC 2020

CIRCULAR

**Sub:** Inviting applications for promotion of Assistant Professors, Associate Professors, Professor (Stage-5), Assistant Director of Physical Education and Assistant Librarians under UGC CAS.

Applications are invited from the eligible Assistant Professors, Associate Professors, Professors (Stage-5), Assistant Librarians and Assistant Director of Physical Education of P.G. Departments and Constituent Colleges of Karnatak University for promotion in the next grade under UGC Career Advancement Scheme as per the UGC Regulations 2010 and consequent statute.

Further, as per UGC Regulations 2018 as notified by the UGC vide Regulation No 6.3, the criteria for promotions under Career Advancement Scheme laid down under these Regulations shall be effective from the date of notification of these Regulations. However, to avoid hardship to those faculty members who have already qualified or are likely to qualify shortly under the existing regulations, a choice may be given to them, for being considered for promotions under the existing Regulations. This option can be exercised only within three years from the date of notification of these Regulations.

Submission of Application:

The Candidates shall offer themselves for assessment for promotion, provided if they fulfill the minimum API scores indicated in the appropriate API system tables by submitting an application and the required PBAS proforma. They can apply for promotion three months before the due date if they consider themselves eligible. Candidates who do not consider themselves eligible can apply as and when they become eligible.

In the final assessment, if the Candidates do not either fulfill the minimum API scores in the criteria as per PBAS proforma or obtain less than 50% in expert assessment, wherever applicable, such candidates will be reassessed only after a minimum period of one year after seeking a fresh application in this regard.

Date of Eligibility:

If a Candidate applies for promotion on completion of the minimum eligibility period and is successful, the date of promotion will be from that of minimum period of eligibility.

If, however, the candidate finds that he/she fulfills the eligibility conditions at a later date and applies on that date and is successful, his/her promotion will be effected from the date of fulfilling the eligibility criteria.

If the candidate does not succeed in the first assessment, but succeeds in the eventual assessment, his/her promotion will be deemed to be from the later date of successful assessment.

The incumbent fulfilling the eligibility criteria of UGC CAS shall submit his/her application along with Service Certificate and other documents in TEN sets in the prescribed application to the University through proper channel i.e, through the Chairpersons of P.G. Department, Principals of Constituent Colleges within 15 days from the date of this Circular.

P.T.O.

The application form can also be downloaded from the University website [www.kud.ac.in](http://www.kud.ac.in). A crossed DD of Rs.2000/- drawn in favour of Finance Officer Karnataka University Dharwad, towards downloading charges may be sent along with the duly filled in application form. The related Statue consequent to UGC Regulations 2010 is uploaded in the Karnatak University website for information.

**Note:** The applicants are informed to ensure that all the prescribed conditions are fulfilled before they submit their applications. Incomplete applications, in any respect, will not be processed. Documents relevant to the promotion period only should be attached to avoid unnecessary confusion.

The Chairpersons of the P.G. departments / the Principals of Constituent Colleges are requested to circulate this circular among the concerned and forward their applications to the undersigned.

*[Handwritten Signature]*  
05/12/2020  
REGISTRAR

To,

1. The Chairpersons of the P. G. Departments, K.U. Dharwad.
2. The Principals of Constituent Colleges, K.U. Dharwad.
3. The Administrator / Co-ordinator, P. G. Centers, Karwar/Haveri/Gadag

**Copy for information to :**

1. The Finance Officer, K. U. Dharwad.
2. P. S. to Vice-Chancellor, K. U. Dharwad.
3. P. A. to Registrar, K. U. Dharwad.



ಕರ್ನಾಟಕ ವಿಶ್ವವಿದ್ಯಾಲಯ, ಧಾರವಾಡ  
KARNATAK UNIVERSITY, DHARWAD  
ಸಿಬ್ಬಂದಿ ಹಾಗೂ ಆಡಳಿತ ಸುಧಾರಣಾ ವಿಭಾಗ  
NAAC Accredited 2014; 'A'  
D.P.A.R

Pavate Nagar, Dharwad-580 003  
Karnatak-India

Website: www.kud.ac.in.

ಪಾವಟೆನಗರ, ಧಾರವಾಡ -58000  
ಕರ್ನಾಟಕ-ಭಾರತ

No.KUD/DPAR/T-06/2021/ 309

Date: 28 MAY 2021

**OFFICE ORDER**

**SUB:** Promotion of Dr.S.K.Rajappa under U.G.C. Career Advancement Scheme.

- REF:** 1. Statute 2010 Dated:25.05.2012  
2. CAS application Dated: 19.12.2020.  
3. G.O No. ED 483 UNE 2017 Dated: 16.03.2019.  
4. This Office Order No.KU/DPAR/T-06/2019/513 & 1193,  
Dated:04.05.2019/28.05.2019.  
5. Recommendations of BOA Dated: 08.03.2021.  
6. BOA U.O.Note No.KU/BOA/2021/167, Dated:25.05.2021.  
7. Hon`ble Vice-Chancellor's orders Dated:25.05.2021.

\*\*\*\*\*@\*\*\*\*\*

On the recommendations cited at reference - 5 of the Board of Appointment which has been constituted under Section 53(2)(a) of the KSU Act, 2000 and by the direction of the Hon`ble Vice-Chancellor, **Dr.S.K.Rajappa**, Assistant Professor, Department of Chemistry, Karnatak Science College, Dharwad is promoted from **Assistant Professor Stage-II (Academic Level-11)** to **Assistant Professor Stage- III (Academic Level-12) w.e.f. 05.03.2021** under the provisions of the statute 2010 cited at reference - 1. Further, his pay is fixed at **Rs.84,700/- w.e.f. 05.03.2021** (i.e. from the date of eligibility) in the **Pay Scale of Rs.79,800 – 2,11,500/-**.

His date of next increment falls on 01.01.2022 and he may be paid accordingly. The payment of revised pay is subject to updation of pay scale in HRMS and of arrears, if any, is subject to receipt of grants from the Government of Karnataka in this regard.

*This order is issued subject to correction/Audit objection and approval of the BOA proceedings from the Syndicate.*

*(Dr.Hanumanthappa .K.T.)*  
**REGISTRAR**

To,  
✓ Dr.S.K.Rajappa,  
Assistant Professor,  
Department of Chemistry,  
Karnatak Science College, Dharwad.

**Copy for information to:**

1. The Finance Officer, K.U.Dharwad.
2. The Principal, Karnatak Science College, Dharwad.
3. Exam/BOA/Syndicate/Planning & Development/Academic, K.U. Dharwad.

## CAS Notification for promotion from Karnatak University, Dharwad.

KARNATAK UNIVERSITY, DHARWAD.

No. KU/BOA/CAS/2023/ 2499

Date: - 7 JAN 2023

### CIRCULAR

**Sub:** Inviting applications for promotion of Assistant Professors, Associate Professors, Professor, Assistant Director/Deputy Director of Physical Education and Assistant/Deputy Librarians under UGC CAS.

Applications from eligible Assistant Professors, Associate Professors, Professor, Assistant Director/Deputy Director of Physical Education and Assistant/Deputy Librarians under UGC CAS are invited for placement in the next grade under **UGC Career Advancement Scheme as per the UGC Regulations 2018 and consequent statute.**

The details of stages of promotion and other terms and conditions may be obtained from the UGC website [www.ugc.ac.in](http://www.ugc.ac.in) or use the Quick Links in the University website [kud.ac.in](http://kud.ac.in).

#### Submission of Application and Date of Eligibility:

The Candidate shall offer himself/herself for assessment for promotion, if he/she fulfills the minimum grading specified in the relevant Assessment Criteria and Methodology Tables, by submitting an application and the required assessment criteria and methodology proforma.

- i. If a candidate applies for promotion on completion of the minimum eligibility period and is successful, the date of promotion shall be from that of minimum period of eligibility.
- ii. If however, the candidate finds that he/she would fulfill the CAS promotion criteria, as defined in Tables-1,2,4 & 5 of Appendix-II (UGC Regulations-2018) at a later date and applies on that date and is successful, his/her promotion shall be effected from that date of the candidate fulfilling the eligibility criteria.
- iii. The candidate who does not succeed in the first assessment, he/she shall have to be reassessed only after one year. When such a candidate succeeds in the eventual assessment, his/her promotion shall be deemed to be one year from the date of rejection.

The incumbent fulfilling the eligibility criteria of UGC CAS shall submit his/her application along with Service Certificate and other documents in TEN sets in the prescribed form to the University through the Chairperson of P.G. departments, Principals of Constituent Colleges within 21 days from the date of this Circular. **The applications are to be submitted in the binded form with index and page numbers. The soft copy of the application in PDF also be sent to the BOA Section email id: [boa@kud.ac.in](mailto:boa@kud.ac.in)**

The application form can be downloaded from the University website [www.kud.ac.in](http://www.kud.ac.in). A crossed DD of Rs.2200/- drawn in favour of Finance Officer Karnatak University Dharwad, towards processing charges may be sent along with the duly filled in application form.

Note: 1. The applicants are informed to ensure that all the prescribed conditions are fulfilled before they submit their applications. Incomplete applications, in any respect, will not be processed and such applications will not be considered for promotion and no correspondence will be entertained in this regard. Documents relevant to the promotion period only should be attached to avoid unnecessary confusion.

2. The candidates who have already applied for promotion under CAS as per UGC Regulations -2010 and who have not been accorded promotion till date are required to submit fresh application for promotion.

The Chairpersons of the P.G. departments / the Principals of Constituent Colleges are requested to circulate this circular among the concerned and forward their applications to the undersigned.

  
REGISTRAR

To,

1. The Chairpersons of the P. G. Departments, K.U. Dharwad.
2. The Principals of Constituent Colleges, K.U. Dharwad.
3. The Administrator / Co-ordinator, P. G. Centers, Karwar/Haveri/Gadag
4. The President, K. U. P. G. Teachers, Association, K.U. Dharwad.
5. The President, K. U. SC/ST P. G. Teachers Association, K. U. Dharwad.
6. The President, Karnataka Arts & Science College Teachers Association, Dharwad.

Copy for information to :

1. The Finance Officer, K. U. Dharwad.
2. The Govt, Auditor, K. U. Dharwad.
3. P. S. to Vice-Chancellor, K. U. Dharwad.
4. P. A. to Registrar, K. U. Dharwad.



**Dr. J. T. Gudagur Promoted from Associate Professor to Professor under CAS.**

ದೂರವಾರ್ಡ್ : 0836-2215349

Phone : 0836-2215349

ಕರ್ನಾಟಕ ವಿಶ್ವವಿದ್ಯಾಲಯ, ಧಾರವಾಡ  
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ಜಿಲ್ಲಾ ಹಾಗೂ ಆಡಳಿತ ಸುಧಾರಣಾ ವಿಭಾಗ  
NAAC Accredited 2014; 'A'  
D.P.A.R  
Website:www.kud.ac.in

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Azadi Ka  
Amrit Mahotsav  
ಶಾಸನೇಶ್ವರಿ, ಧಾರವಾಡ -580003  
ಕರ್ನಾಟಕ-ಭಾರತ

Pavate Nagar, Dharawad-580 003  
Karnatak-India

No.KUD/DPAR/T-06/2023/ 3553

Date 23 MAR 2023

**OFFICE ORDER**

**SUB:** Promotion of Dr. J.T. Gudagur under U.G.C Career Advancement Scheme.

**REF:** 1. UGC Regulations 2018 and Statute Notification No.2347, Dated:14.12.2022.  
2. CAS application Dated: 26.01.2023.  
3. G.O No. ED 483 UNE 2017 Dated: 16.03.2019.  
4. This Office Order No. KU/DPAR/T-06/2019/531, Dated:04.05.2019.  
5. Recommendations of BOA Dated: 11.03.2023.  
6. Syndicate Res. No.09, Dated: 20.03.2023.  
7. BOA U.O.Note No.KU/BOA/23/279, Dated: 20.03.2023.  
8. Hon'ble Vice-Chancellor's Approval Dated:20.03.2023.

\*\*\*\*\*@\*\*\*\*\*

On the recommendations cited at reference - 5 of the Board of Appointment which has been constituted under Section 53(2)(a) of the KSU Act, 2000 and in pursuance of the Syndicate Resolution No.09, Dated:20.03.2023 cited at reference-6, **Dr.J.T.Gudagur**, Associate Professor, Department of Geology, Karnatak Science College, Dharwad is promoted from **Associate Professor (Academic Level-13A) to Professor (Academic Level-14) w.e.f. 18.07.2018** under the provisions of regulations and the statute 2022 cited at reference -1. Further, his pay is fixed at **Rs.1,62,300/- w.e.f. 18.07.2018 (Notionally)** (i.e. from the date of eligibility) in the **Pay Scale of Rs.1,44,200 – 2,18,200/-**.

Further, on earning annual increment, his pay is fixed as under;

Rs.1,67,200/- w.e.f. 01.01.2019 (Notionally) instead of 01.03.2019 as per Govt. Order No: 422 1 ಸೇನಾ ಸೇವೆ 2019 ಬೆಂಗಳೂರು ದಿನಾಂಕ: 11.01.2019 & Official Memorandum No:FD1 SRS 2019 dt. 04.05.2019

Rs.1,67,200/- w.e.f. 16.03.2019 (Monetary i.e. from the date of Govt. order)

Rs.1,72,200/- w.e.f. 01.01.2020

Rs.1,77,400/- w.e.f. 01.01.2021

Rs.1,82,700/- w.e.f. 01.01.2022

Rs. 1,88,200/- w.e.f. 01.01.2023

His date of next increment falls on 01.01.2024 and he may be paid accordingly. The payment of revised pay is subject to updation of pay scale in HRMS and of arrears, if any, is subject to receipt of grants from the Government of Karnataka in this regard.

**This order is issued subject to rulings of various Courts of Law in present and similar subject matter, correction/Audit objection.**

**REGISTRAR**

To,  
**Dr.J.T.Gudagur**  
Associate Professor,  
Department of Geology,  
Karnatak Science College,  
Dharwad.

**Copy for information to:**  
1. The Finance Officer, K.U.Dharwad.  
2. The Principal, Karnatak Science College, Dharwad.  
3. Exam/BOA/Syndicate/Planning & Development/Academic, K.U. Dharwad.

**Dr. L. T. Nayak Promoted from Associated Professor to Professor under CAS**

Order No: 1816-221344  
KARNATAK UNIVERSITY, DHARWAD  
KARNATAKA  
NAAC Accredited 2014 - A  
D.P.A.R.  
Website: www.ku.ac.in

Phone: 0816-221344  
Fax: 0816-221344  
E-mail: registrar@ku.ac.in

Order No: 1816-221344  
Date: 23 MAR 2023

**OFFICE ORDER**

**SUB:** Promotion of Dr. L. T. Nayak under U.G.C. Career Advancement Scheme  
**REF:** 1. U.G.C. Regulations 2018 and Section No. 2347, Dated: 14.12.2022  
2. CAS application Dated: 27.01.2023  
3. GO No. ED 481 UN: 2013 Dated: 06.01.2019  
4. This Office Order No. KU/DPAR/T-06/2019/26, Dated: 04.01.2019  
5. Recommendations of BOS Dated: 11.01.2023  
6. Syndicate Res. No. 98 Dated: 20.03.2023  
7. BOS U.G. Res. No. KU/BOA/23/279, Dated: 20.03.2023  
8. His Vice-Chancellor's Approval Dated: 23.03.2023

On the recommendations cited in reference - 5 of the Board of Appointment which has been constituted under Section 53(2)(a) of the KU Act, 2000 and in pursuance of the Syndicate Resolution No. 98, Dated: 20.03.2023 cited in reference - 6, **Dr. L. T. Nayak**, Associate Professor, Department of Geography, Karnatak Science College, Dharwad is promoted from **Associate Professor (Academic Level-11A) to Professor (Academic Level-14) w.e.f. 18.07.2018** under the provisions of regulations and the statute 2022 cited in reference - 1. Further, his pay is fixed at **Rs.1,62,300/- w.e.f. 18.07.2018 (Nationally)** (i.e. from the date of eligibility) in the Pay Scale of **Rs.1,44,200 - 2,38,200/-**.

Further, on earning annual increment, his pay is fixed as under:

Rs.1,67,200/- w.e.f. 01.01.2019 (Nationally) instead of 01.06.2019 as per Govt. Order No. ut-1 dated 20.06.2018, Dated: 11.01.2019 & Official Memorandum No. PD1 985/2019 dt. 04.05.2018.

Rs.1,67,200/- w.e.f. 16.03.2019 (Monthly)  
Rs.1,72,200/- w.e.f. 01.01.2020  
Rs.1,77,400/- w.e.f. 01.01.2021  
Rs.1,82,700/- w.e.f. 01.01.2022  
Rs.1,88,200/- w.e.f. 01.01.2023

His date of next increment falls on 01.01.2024 and his pay to be paid accordingly. The payment of revised pay is subject to updation of pay scale in FRMS and of arrears, if any, is subject to receipt of grants from the Government of Karnataka in this regard.

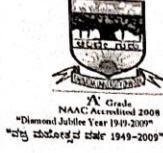
**This order is issued subject to rulings of various Courts of Law in present and similar subject matter, correction shall oblige.**

**REGISTRAR**

To,  
**Dr. L. T. Nayak**,  
Associate Professor,  
Department of Geography,  
Karnatak Science College,  
Dharwad.

**Copy for information to**  
1. The Finance Officer, K.U. Dharwad  
2. The Principal, Karnatak Science College, Dharwad  
3. Chairman/Syndicate/Planning & Development/Section-4, K.U. Dharwad.

**Dr. V. B. Savirmath, Promotion from Associate Professor to Professor**



ಕರ್ನಾಟಕ ವಿಶ್ವವಿದ್ಯಾಲಯ, ಧಾರವಾಡ  
**KARNATAK UNIVERSITY, DHARWAD**  
NAAC Accredited with "A" Grade 2014  
"UNIVERSITY WITH POTENTIAL FOR EXCELLENCE"  
ಸಿಬ್ಬಂದಿ ಪಾಸೂರಿ ಅಡಳಿತ ಸುಧಾರಣಾ ವಿಭಾಗ



Pavate Nagar, Dharwad.  
Tel Ph. No. 2215349  
Website : www.kud.ac.in

**D.P.A.R**

No: KU/DPAR/T-6/2023/ 3549

Date **23 MAR 2023**

**OFFICE ORDER**

**SUB:** Promotion of Dr. (Smt) V.B. Savirmath, under U.G.C. Career Advancement Scheme.

- REF:** 1. UGC Regulation 2018 and Statute Notification No 2347 Dated: 14.12.2022  
2. CAS application Dated: 24.01.2023.  
3. G.O No. ED 483 UNE 2017 Dated: 16.03.2019.  
4. This Office Order No.KU/DPAR/T-07/2019/525, Dated: 04.05.2019.  
5. Recommendations of BOA Dated: 11.03.2023.  
6. Syndicate Res.No.09, Dated: 20.03.2023.  
7. BOA U.O. Note No. KU/BOA/23/279, Dated: 20.03.2023.  
8. Hon'ble Vice-Chancellor's approval Dated: 20.03.2023.

\*\*\*\*\*@\*\*\*\*\*

On the recommendations cited at reference - 5 of the Board of Appointment which has been constituted under Section 53(2) (a) of the KSU Act, 2000 and in pursuance of the Syndicate Resolution No.9 dated 20.03.2023 cited at reference No.6 Dr. (Smt) V.B. Savirmath, Associate Professor, Department of Geography, Karnatak Science College, Dharwad is promoted from **Associate Professor (Academic Level-13 A) to Professor (Academic Level-14) w.e.f. 18.07.2018** under the provisions of regulations and the statute 2022 cited at reference - 1. Further, her pay is fixed at **Rs.1,48,500/- w.e.f. 18.07.2018 (Notionally)** (i.e. from the date of eligibility) in the Pay Scale of **Rs.1,44,200-2,18,200/-**.

Further, on earning annual increment, her pay is fixed as under;  
Rs.1,48,500/- w.e.f 16.03.2019 (Monetary i.e. from the date of Govt. order)  
Rs.1,53,000/- w.e.f. 01.07.2019 instead of 01.07.2019 as per Govt. Order No: ಅಜ 1

ಸೇನಿಸೇ 2019 ಬೆಂಗಳೂರು ದಿನಾಂಕ: 11.01.2019 & Official  
Memorandum No: FD1 SRS 2019 dt. 04.05.2019.

Rs.1,57,600/- w.e.f 01.07.2020  
Rs.1,62,300/- w.e.f 01.07.2021  
Rs.1,67,200/- w.e.f. 01.07.2022

Her date of next increment falls on 01.07.2023 and she may be paid accordingly. The payment of revised pay is subject to updation of pay scale in HRMS and of arrears, if any, is subject to receipt of grants from the Government of Karnataka in this regard.

*This order is issued subject to rulings of various courts of law in present and similar subject matter, correction/Audit objection.*

  
**REGISTRAR**

To,  
**Dr.(Smt) V.B. Savirmath,**  
Associate Professor,  
Dept. of Geography,  
Karnatak Science College, Dharwad.

**Copy for information to:**

1. The Finance Officer, K.U. Dharwad.
2. Principal, Karnatak Science College, Dharwad.
3. Exam/BOA/Syndicate/PMEB/Academic, K.U. Dharwad.

**Dr. S. S. Mangalawede Promoted from Assistant Professor Academic level 11 to 12**

ಕರ್ನಾಟಕ ವಿಶ್ವವಿದ್ಯಾನಿಲಯ  
KARNATAK UNIVERSITY, DHARWAD  
ನಾಗರ ಮಲ್ಲಾ ಮಠದ ಸಂಸ್ಥಾನ ಕಾಲೇಜು  
NAAC Accredited 2014; 'A'  
D.P.A.B

Phone : 0836-2213344  
AZADI Ka  
Amrit Mahotsav  
ಇನ್‌ಫೋ. ಪತ್ತಣಿ - 300001  
www.ku.ac.in

Private Nagar, Dharaad-580 001.  
Karnatak-India

No.KU/DHARWAD/06/2023 353/1  
Date: 23 MAR 2023

**OFFICE ORDER**

SUBJ: Promotion of Dr. S.S.Mangalawede under IJ:CLC Career Advancement Scheme.  
REF: 1. UOC Regulations 2013 and Statute Notification No.2347, Dated: 14.12.2022.  
2. CAS application Dated: 23.01.2023.  
3. C.O.No. TD 483 1/961 2017 Dated: 16.03.2019.  
4. This Office Order No.KU/DHARWAD/06/2019/544, Dated: 04.03.2019.  
5. Recommendations of BDA Dated: 10.03.2023.  
6. Syndicate Res. No.89, Dated: 20.01.2023.  
7. BDA U.O. Note No. KU/BDA/23/278, Dated: 20.03.2023.  
8. Hon'ble Vice-Chancellor's approval Dated: 20.03.2023.

\*\*\*\*\*

On the recommendations cited at reference - 5 of the Board of Appointment which has been considered under Section 53(2)(a) of the KSU Act, 2000 and in pursuance of the Syndicate Resolution No.89, Dated 20.03.2023 cited at reference-6, Dr. S.S. Mangalawede, Assistant Professor, Department of Zoology, Karnatak Science College, Dharaad is promoted from Assistant Professor (Academic Level-11) to Assistant Professor (Academic Level-12) w.e.f. 20.03.2023 under the provisions of regulations and the statute 2022 cited at reference -1. Further, his pay is fixed at Rs.84,700/- w.e.f. 20.03.2023 (i.e. from the date of eligibility) in the Pay Scale of Rs.70,800 - 2,11,500/-.

Further, as per Govt. Order No. 874 / 2019 dated 11.01.2019 & Official Memorandum No. HD/ SRS 2019 dt. 04.03.2019. The date of increment remains unchanged.

His date of next increment falls on 01.01.2026 and he may be paid accordingly. The payment of revised pay is subject to addition of pay scale in HRMS and of arrears, if any, is subject to receipt of grant from the Government of Karnataka in this regard.

This order is issued subject to rulings of various Courts of Law in present and similar subject matter, conventionally objectives.

To,  
Dr. S.S. Mangalawede,  
Assistant Professor,  
Department of Zoology,  
Karnatak Science College,  
Dharaad.

REGISTRAR

Copy for information to:  
1. The Finance Officer, K.U. Dharaad.  
2. The Principal, Karnatak Science College, Dharaad.  
3. Exco/HRD/Syndicate/Planning & Development/Academic, K.U. Dharaad.

- **Material Benefits:**

Faculty members are provided with Individual cabin and system to facilitate good ambience, with Wi-Fi facility:

Karnatak Science College, Dharwad providing individual cabin and Internet / Wi-Fi facilities to **all the permanent faculty members**.

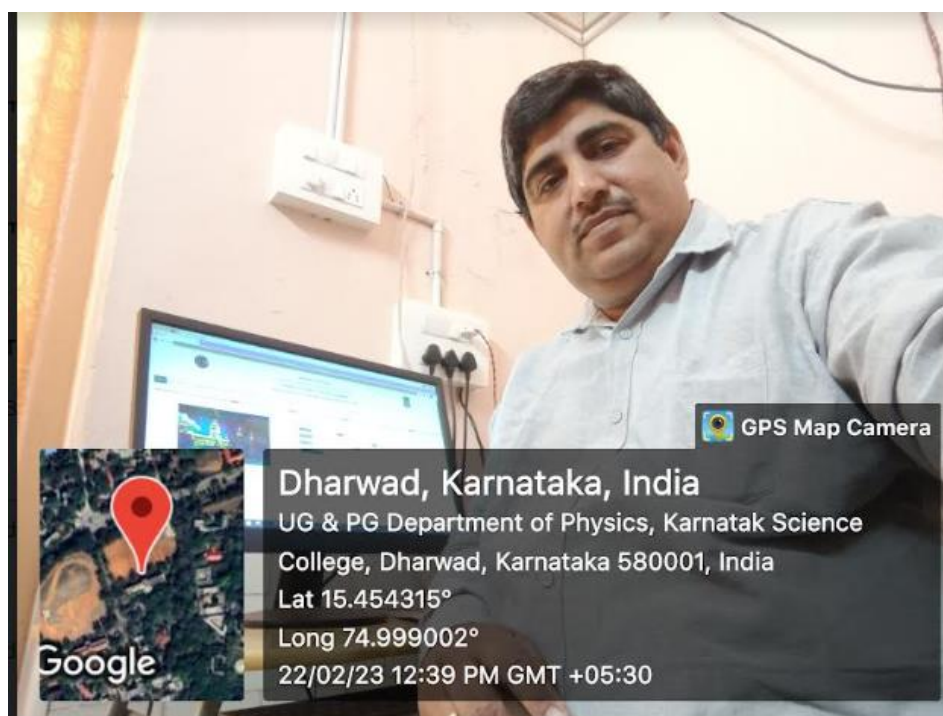
**Dr. S. D. Dummawad, Professor**



**Dr. K. S. Katagi, Associate Professor**



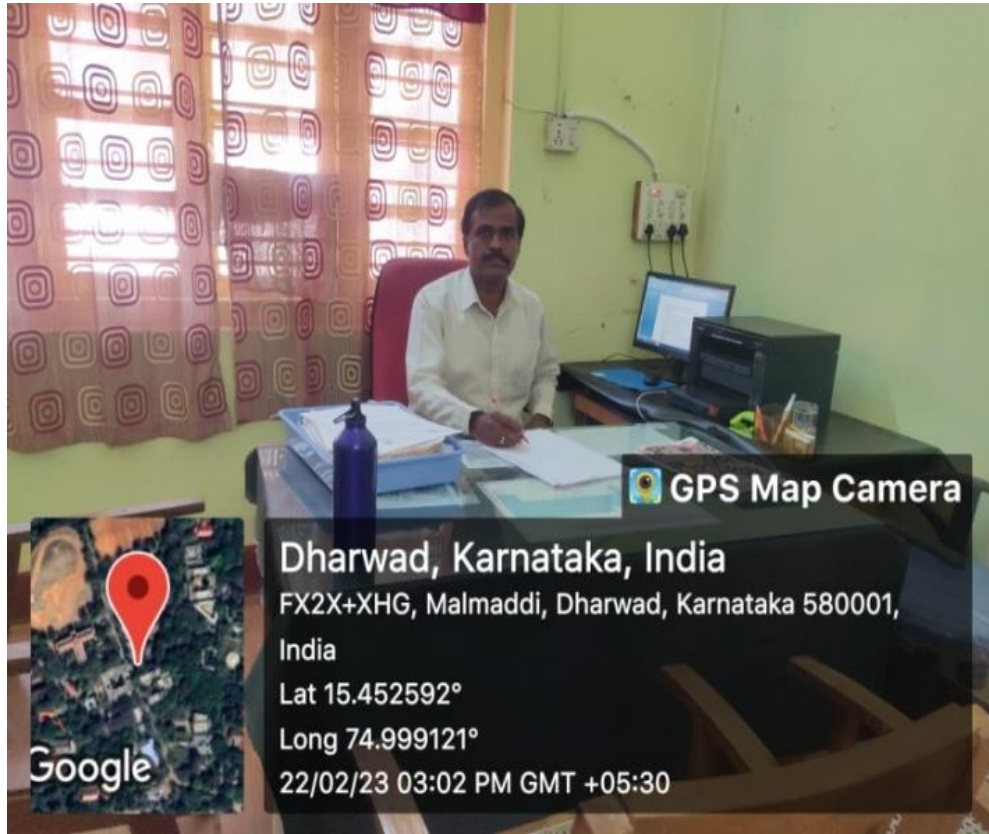
**Dr. B. Lobo, Associate Professor**



**Smt. Dr. Sarswathi P Masti, Associate Professor, accessing Wi-Fi facility**



**Dr. Rajappa S K. Assistant Professor, accessing Wi-Fi facility**



- **Health care Facility**

A good health centre is located within the college campus. A Resident Doctor with the staff is available in the centre during college hours on all days. Teaching & Non teaching Family members and students can get the free treatment and medicine facility from the centre. Specialized doctors are available in Karnatak University's Dispensary which can be utilized by our staff members.

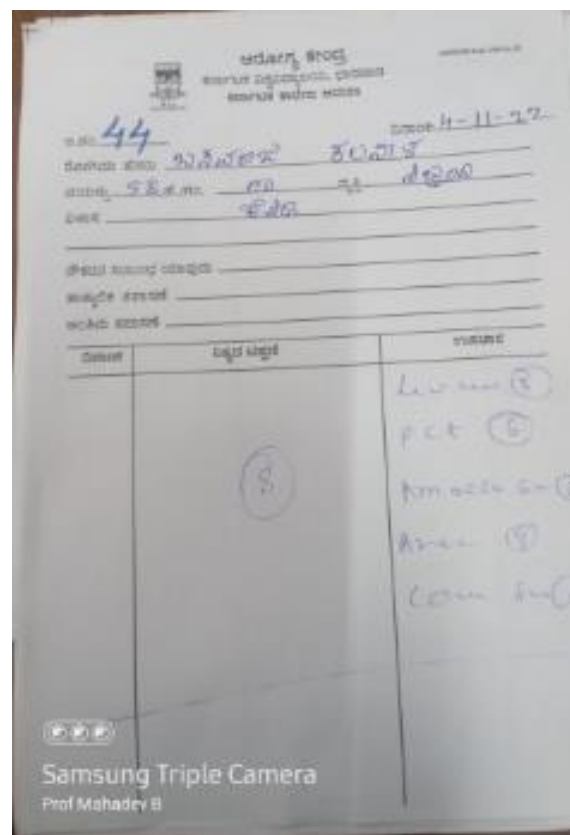
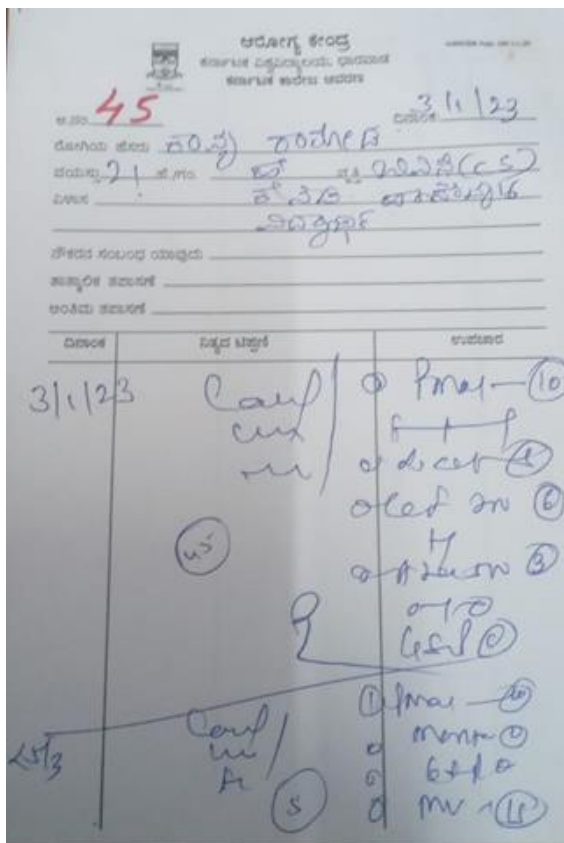






Dr. M. Desai, diagnose the patient at KUD health centre

Prescription sheets from Karnatak College health centre.



- Staff quarters available for teaching and non-teaching staff of the college within the campus:

Smt. Dr. Jayalakshmi K, Assistant Professor Residing in staff quarters at KUD campus from 2012 to till date

ಕರ್ನಾಟಕ ವಿಶ್ವವಿದ್ಯಾಲಯ, ಧಾರವಾಡ  
KARNATAK UNIVERSITY, DHARWAD

ಕಟ್ಟಡ ನಿರ್ಮಾಣ ವಿಭಾಗ  
BUILDING DEPARTMENT

ದೂರವಾಣಿ 2215211/211  
Phone: 2215211 / 211

ಜಮೀನ್ ಮಾರ್ಗ, ಧಾರವಾಡ - 580008  
ಶಿವನಗರ - ಧಾರವಾಡ  
PavateNagar, Dharwad-580008  
Karnataka-India

ನಂ. ಕವಿ: ಕಟ್ಟಡ/ಮನೆವಿತರಣೆ/ 2007-2008/ 1265 ದಿನಾಂಕ: 21 FEB 2012

**ಮನೆ ವಿತರಣೆ ಆದೇಶ**  
( ಹೊಸದಾಗಿ / ಬದಲಾವಣೆ ಮಾಡಿ )

ವಿಷಯ :- ಶ್ರೀ / ಶ್ರೀಮತಿ ಶ್ರೀಮತಿ ಕೆ. ರವೀಶ್ವರ ಪ್ರಸಾದ್, ರಾಜ್ಯಸಂಸ್ಥೆ, ವಿಭಾಗ /  
ಕಾರ್ಯಾಲಯ ಕರ್ನಾಟಕ ವಿಶ್ವವಿದ್ಯಾಲಯ ಧಾರವಾಡ /  
ಮಹಾವಿದ್ಯಾಲಯ ಧಾರವಾಡ /  
ಶಾಲೆ ಧಾರವಾಡ ಇವರಿಗೆ ಕ. ವಿ. ವಿ. / ಕೆ.ಸಿ.ಡಿ.  
ಆವರಣದ \_\_\_\_\_ ಮನೆಯಿಂದ ಕ. ವಿ. ವಿ. / ಕೆ.ಸಿ.ಡಿ. ಆವರಣದಲ್ಲಿಯೆ  
3-6 ಮನೆಯನ್ನು ಹಕ್ಕಾಪಹಣೆ ಮಾಡಿ / ಹೊಸದಾಗಿ ವಿತರಿಸುವ ಕುರಿತು.

ಉಲ್ಲೇಖ: ೧) ಮನೆ ವಿತರಣಾ ಸಮೀಕ್ಷೆ ಸಭೆ ದಿನಾಂಕ:  
೨) ಮಾನ್ಯ ಕುಲಪತಿಗಳ ಅನುಮೋದನೆ ದಿನಾಂಕ: 13-2-2012

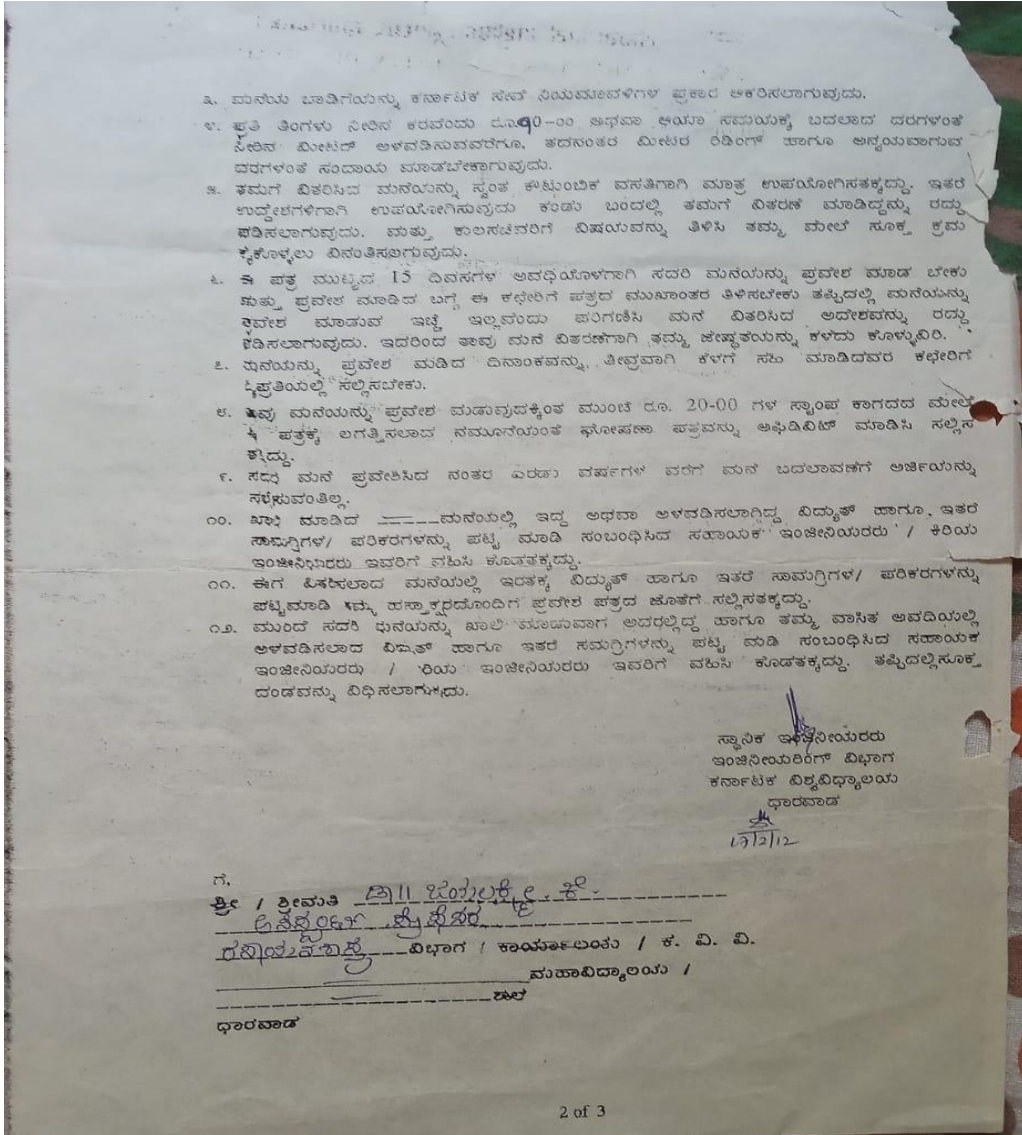
ಮೇಲ್ಕಂಡ ಉಲ್ಲೇಖ (೨) ರಲ್ಲಿ ಮಾನ್ಯ ಕುಲಪತಿಗಳು ಕರ್ನಾಟಕ ವಿಶ್ವವಿದ್ಯಾಲಯ ಧಾರವಾಡ ಇವರ ಅನುಮೋದನೆಗಾಗಿ ಶ್ರೀ/ಶ್ರೀಮತಿ ಕೆ. ರವೀಶ್ವರ ಪ್ರಸಾದ್, ರಾಜ್ಯಸಂಸ್ಥೆ, ವಿಭಾಗ, ಕಾರ್ಯಾಲಯ, ಕ. ವಿ. ವಿ. ಧಾರವಾಡ / ಮಹಾವಿದ್ಯಾಲಯ ಧಾರವಾಡ / ಶಾಲೆ ಧಾರವಾಡ ಇವರಿಗೆ ಕ. ವಿ. ವಿ. / ಕೆ.ಸಿ.ಡಿ. ಆವರಣದ \_\_\_\_\_ ಮನೆಯನ್ನು ಬದಲಾಣಿ ಮಾಡಿ / ಹೊಸದಾಗಿ ವಿತರಿಸಲಾಗಿದೆ. ಈ ವಿತರಣೆಯು ಕಳಕಂಡ ಷರತ್ತು ಹಾಗೂ ನಿಬಂಧನೆಗಳಿಗೊಳಪಟ್ಟಿರುತ್ತದೆ.

೦. ಸದರಿ ಮನೆ ವಿತರಣೆ ಆದೇಶಗಳಿಗೆ ಯಾರಿಂದಲಾದರೂ ತಕದಾರು ಬಂದಲ್ಲಿ ಹಾಗೂ ನಿಯಮಿತ ಪಾಲನೆಯಾಗದಿರುವುದು ಕಂಡು ಬಂದಲ್ಲಿ ಅಥವಾ ಅಡಳಿತಾತ್ಮಕ ಕಾರಣಗಳಿಂದ ತಪ್ಪು ವಿರದ್ಧ ಶಿಕ್ಷೆ ಕ್ರಮ ತೆಗೆದುಕೊಳ್ಳಬೇಕಾದ ಸಂದರ್ಭ ಬಂದಲ್ಲಿ ಈ ಆದೇಶವನ್ನು ರದ್ದು ಪಡಿಸಲಾಗುವುದು.

೧. ಅ) ಸದರಿ 3-6 ಮನೆಯು ಈಗ ಖಾಲಿ ಇರುತ್ತದೆ. ಕೂಡಲೆ ಪ್ರವೇಶ ಮಾಡಬಹುದಾಗಿದೆ. ಅಥವಾ

ಆ) \_\_\_\_\_ ಸದರಿ \_\_\_\_\_ ಮನೆಯು \_\_\_\_\_ ಶ್ರೀ / ಶ್ರೀಮತಿ \_\_\_\_\_ ವಿಭಾಗ / ಕಾರ್ಯಾಲಯ, \_\_\_\_\_ ಮಹಾವಿದ್ಯಾಲಯ ಧಾರವಾಡ / \_\_\_\_\_ ಶಾಲೆ ಧಾರವಾಡ ಇವರಿಂದ ತೆರವಾಗಬೇಕೆಂದು ಅವರು ತಂದ ಮಾಹಿತಿ ನಂತರ ತಾವು ಪ್ರವೇಶ ಮಾಡಬಹುದಾಗಿದೆ.

1 of 3



- **Canteen and small kiosks** are available in the campus to provide food and snacks at reasonable price to the staff:



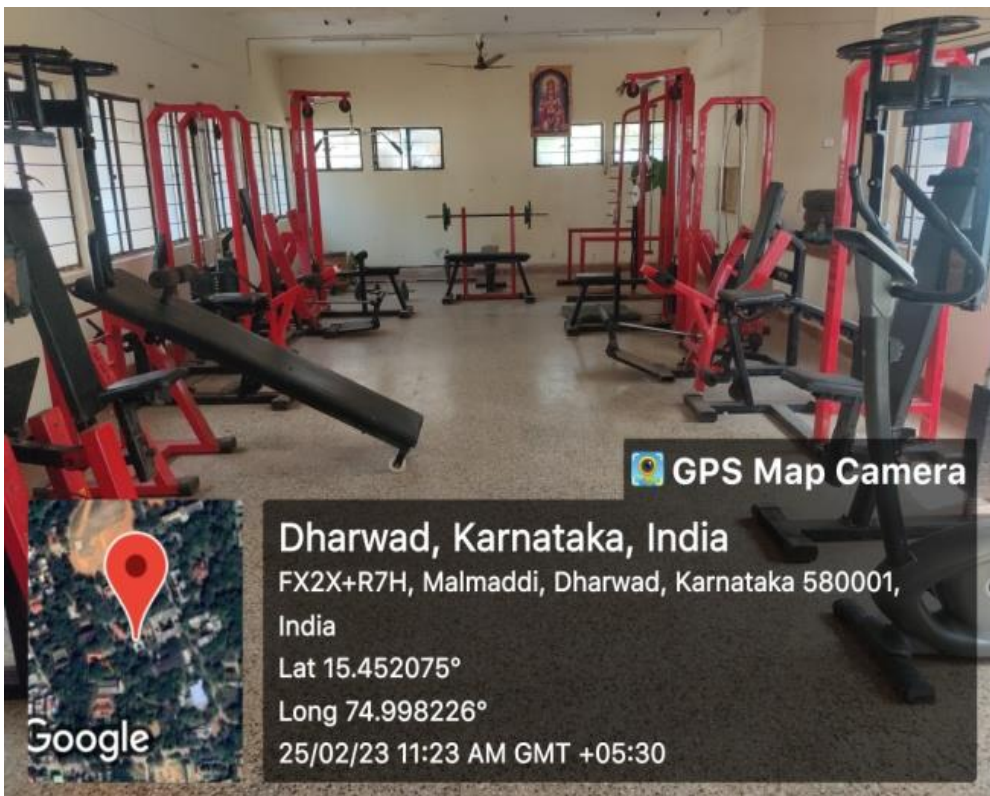
Menu Chart in KCD Canteen



- **Canara Bank** (one of the Nationalized Banks), Karnatak Arts & Science College Branch, Dharwad is located in the campus to cater to the banking needs of the staff:-



- **Gym facility is made available for teaching and non teaching staff:**  
Karnatak Science Dharwad providing GYM facility to the teaching & non teaching staff within the campus to maintain healthy and fitness of the body.



- **Staff club is functioning for recreation of teachers:**

Karnatak Science College, have staff club (Teachers room) facility for involving in recreational activities. News papers, Magazines, Chess board and carom board facilities are available.



- **Indoor games facility for the staff to relax and to refresh physically and mentally**

Karnatak Science Dharwad providing Indoor games facility to the teaching & non teaching staff within the campus to maintain physical & mental fitness.

