THE MINUTES OF IQAC MEETING AND THE ACTION TAKEN REPORT

- *Part A – Minutes of IQAC Meeting*
- *Part B – Action Taken Report*

University of Kashmir
Hazratbal, Srinagar

PART A
MINUTES OF IQAC MEETING

UNIVERSITY OF KASHMIR
Hazratbal, Srinagar-190006

ORDER

Subject: Constitution of NAAC Steering Committee.

The Steering committee comprising the following is constituted under the chairmanship of Hon'ble Vice Chancellor for preparation of self study report (SSR) and other allied documentation pertaining to ensuing NAAC visit:

- *Dean Academic Affairs;*
- *Dean College Development Council*
- *Dean Research;*
- *Registrar;*
- *Prof. Akbar Masood, Department of Biochemistry;*
- *Prof. Ghulam Mohi Ud Din Sangmi, Department Commerce;*
- *Prof. Azra Nahid Kamili, Department of Environmental Sciences;*
- *Prof. Shabir Ahmad Bhat, Department of Mgt. Studies;*
- *Prof. Prof. Asifa Jan, Department of Political Science Sciences;*
- *Prof. G M Bhat, Director IOT, Zakura;*
- *Prof. F A Masoodi, Department of Food Technology;*
- *Prof. Lily Want, Department of English;*
- *Prof. Mohammad Yousuf Ganai, Department of History;*
- *Prof. Irshad Ahmad Nawchoo, Director Admissions;*
- *Prof. M. S. Bhat, Department of Geography and Regional Development;*
- *Prof. Iqbal Ahmad Hakeem, Department of Mgt. Studies;*
- *Prof. Shakeel Ramshoo, Department of Earth Sciences;*
- *Dr. Mufti Mudasir, Department of English;*
- *Dr. Tariq Rasheed Jan, Department of statistics;*
- *Dr. Tariq Ahmad Banday, Department of Electronics;*
- *Dr. Manzoor Ahmad Shah, Chief Coordinator, IQAC;*
- *Mr. Showkat Shafi, Deputy Director, IQAC (Member Secretary).*

This is issued in supersession of this office order dated April 3, 2018.

By Order.

Deputy Registrar
General Administration

No.F(SC- NAAC-Team)GA/KU/18
Dated: April 5, 2018

Copy to the:

- *Dean Acad. Affairs/Dean Research/Dean, College Dev. Council/ Dean, Students Welfare;*
- *Deans of all Faculties;*
- *Heads of all Teaching Departments/Directors of various research Centres/ Institutes/Satellite Campuses/ Units/ DIQA*
- *Librarian, Allama Iqbal Library;*
- *Controller of Exams*
- *Provost/Chief Proctor;*
- *Program Coordinator, Geo-informatics;*
- *Officer In-Charge ULD;*
- *All Officers of Registry;*
- *PRO to Vice-Chancellor for kind information of Vice Chancellor;*
- *P.S. Registrar for information of the Registrar;*
- *Public Relations Officer;*
- *File.*

General Administration
UNIVERSITY OF KASHMIR, SRINAGAR
NAAC Accredited Grade-'A'
http:// www.kashmiruniversity.net

ORDER

The Advisory Committee for Directorate of Internal Quality Assurance (DIQA) has been constituted as under with Vice-Chancellor University of Kashmir as the Chairman:

1. Principal Secretary/Commissioner (Higher Education Govt. of J&K)	Member
2. Dean, Academic Affairs	Member
3. Dean, Research	Member
4. Dean, College Development Council	Member
5. Registrar (KU)	Member
6. Controller of Examinations (KU)	Member
7. Prof. Asifa Jan (Dean, School of Social Science)	Member
8. Prof. Mohd Sultan (Deptt. of Geography)	Member
9. Director, (HRDC-UGC)	Member
10. Prof. Yasmeen Ashai (Principal, Amar Singh College, Sgr.)	Member
11. Prof. C.L. Vishan (President B.Ed. College Association)	Member
12. Prof. Abdul Wahid Qureshi (Former Vice-Chancellor-KU)	Member
13. Justice (Rtd) B.A. Kirmani	Member
14. Mr. Khazir Mohammad Wani (Former Commissioner Secretary to Higher Education)	Member
15. Mr. Omar Tramboo (Director TCI/Max)	Member
16. Mr. Saleem Beigh (Director INTACH/Social Worker)	Member
17. Chief Co-Ordinator (DIQA)	Member
18. Dr. Mufti Mudasir (Coordinator-DIQA)	Member
19. Deputy Director, (DIQA)	Member Secretary

The life of the above Committee shall be two years.

Assistant Registrar
General Administration

No.F(AC-DIQA-Gen.Admn.)KU/18
Dated: July 31, 2018

Copy to the:

1. _____ for information;
2. File.

UNIVERSITY OF KASHMIR, SRINAGAR

NAAC Accredited Grade-'A'

http:// www.kashmiruniversity.net

ORDER

The Advisory Committee for Directorate of Internal Quality Assurance (DIQA) has been re-constituted with the Vice-Chancellor, University of Kashmir as the Chairman:

1.	Principal Secretary/Commissioner (Higher Education Govt. of J&K)	Member
2.	Dean, Academic Affairs	Member
3.	Dean, Research	Member
4.	Dean, College Development Council	Member
5.	Registrar (KU)	Member
6.	Controller of Examinations (KU)	Member
7.	Prof. Azra Nahid Kamili (Dean, Facutly of Biological Sciences)	Member
8.	Prof. Zaffar A. Reshi (Deptt. of Botany)	Member
9.	Prof. M. Sultan Bhat (Deptt. of Geography)	Member
10.	Prof. Mohammad Aslam Baba (Principal, Amar Singh College, Sgr.)	Member
11.	Prof. G.N. Sidiqui (Chairman, Rehmat-e-Alam B.Ed. College)	Member
12.	Prof. M.A.Qureshi (Former Director DIQA)	Member
13.	Chief Coordinator (DIQA)	Member
14.	Members of IQAC	
15.	Deputy Director (DIQA)	Member Secretary

The life of the above Committee shall be two years.

Assistant Registrar
General Administration

No.F(AC-DIQA-Gen.Admn.)KU/16
Dated: June 28, 2016

Copy to the:

1. Principal Secretary/Commissioner, Higher Education Govt. of J&K Civil Secretariat, Srinagar;
2. Dean, Academic Affairs;
3. Dean, Research;

Peer Team Report
on
Institutional Reaccreditation
of

University of Kashmir

Hazratbal, Srinagar
Kashmir, Jammu & Kashmir

July 18-21, 2011

NATIONAL ASSESSMENT AND ACCREDITATION COUNCIL
An Autonomous Institution of the University Grants Commission
P.O. Box No. 1075, Nagarbhavi, Bangalore - 560 072, INDIA

PEER TEAM REPORT ON Institutional Reaccreditation of **University of Kashmir, Hazratbal, Srinagar, Kashmir, Jammu & Kashmir**	
Section I: GENERAL INFORMATION	
1.1 Name & Address of the Institution:	University of Kashmir, Hazratbal, Srinagar, Kashmir, Jammu & Kashmir
1.2 Year of Establishment:	05/09/1969
1.3 Current Academic Activities at the Institution (Numbers):	
• Faculties/ Schools:	13
• Departments/ Centres:	38/15
• Programmes/ Courses offered:	166
• Permanent Faculty Members:	308 out of 499 sanctioned
• Permanent Support Staff:	1567
• Students:	*4402 in University Departments and 15,000 in Distance Education.*
1.4 Three major features in the institutional context (As perceived by the Peer Team):	• *Charming surroundings, ethnic diversity and serene atmosphere marks the University of Kashmir which was established in 1969 (after bifurcating the University of Jammu and Kashmir). The University spread over an area of 350 acres (in the main campus) has grown to appreciable dimensions with 118 affiliated colleges.* • *The University offers academic programmes in professional and non-professional disciplines. The University has also established the Department of Distance Education which offers 16 programmes.* • *The University has three campuses, main campus at Srinagar, two satellite campuses at Baramula and Anantnag and is planning to start three more campuses at Leh, Kargil and Kupwara, thus taking education to the doorstep of the community.*
1.5 Dates of visit of the Peer Team (A detailed visit schedule may be included as Annexure):	July 18-21, 2011
1.6 Composition of the Peer Team which undertook the on- site visit:	

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Chairperson	*Prof. S.P. Thyagarajan, Former Vice-Chancellor, University of Madras, Chennai,Tamil Nadu*
Member	*Prof. Asish Ray, Former Vice-Chancellor, Kalyani University, West Bengal*
Member	*Prof. V. Vijayakumar, Vice-Chancellor, The Tamil Nadu Dr. Ambedkar Law University Tamil Nadu*
Member	*Dr. (Mrs.) Pankaj Mittal, Vice-Chancellor Bhagat Phool Singh Mahila Vishwavidyalaya, Sonepat,Haryana*
Member	*Prof. A. Balasubramanian, (Former Pro- Vice-Chancellor, Pondicherry University) Director, EMRC, University of Mysore, Karnataka*
Member	*Prof. K. P. S. Unny, Former Registrar, Jawaharlal Nehru University, Delhi, 'Brindavan,West Yakkara Road, Palakkad, Kerala.*
Member	*Prof. S.P. Singh, Professor Emeritus, Kurukshetra University, Haryana*
Member	*Prof. T. N. Mathur, Dept. of Economic Administration and Financial Management, Jaipur,University of Rajasthan*
Member	*Prof. Javaid Akhter, Dean, F/O Management Studies and Research, Aligarh Muslim University,Aligarh, Uttar Pradesh*
Member	*Prof. Sudha Rai, Dean, Faculty of Arts, Jaipur,University of Rajasthan*
NAAC Coordinating Officer:	*Dr. M.S. Shyamasundar Deputy Adviser, NAAC,Bangalore*

Section II: CRITERION WISE ANALYSIS	*Observations*
2.1 Curricular Aspects:	
2.1.1 Curricular Design & Development:	• Design of curricula, research work and extension activities are in tune with institutional goals, vision and mission. • Syllabi designed in consultation with stakeholders keeping in view of the employability of graduates. • Curricula relevance to regional developmental needs is mostly seen at undergraduate level in affiliated colleges.
2.1.2 Academic Flexibility:	• Wide range of programme options available in curricula in the post graduate courses. • Value added short term courses like entrepreneurship development and personality development programmes are conducted by the Department of Students Welfare, DLL and the USIC. • Choice Based Credit System is yet to be introduced.
2.1.3 Feedback on Curriculum	• Feedback on curriculum obtained from students formally and used for upgradation of existing and introduction of new courses. • Online feedback system evolved. • Feedback from stakeholders like Alumni, parents, community and employers is only through informal interactions.
2.1.4 Curriculum Update	• Curricula revised/ updated regularly keeping in view the UGC/AICTE/BCI curricular modules, incorporating elements of emerging thrust areas. • Introduction of new job-oriented courses makes the UG programmes more socially relevant. • More initiative for introducing interdisciplinary courses required.
2.1.5 Best Practices in Curricular Aspects (If any):	• Strict adherence to curricula developed by Curriculum Development Committees of statutory bodies like UGC, AICTE, etc. • Obtaining students feedback online.

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2.2 Teaching-Learning & Evaluation:	
2.2.1 Admission Process and Student Profile	• Widely publicized and transparent admission policy followed though print media and website. • Admissions done based on pre-determined qualifying criterion based on entrance test and/or merit in qualifying examination. • Admissions cater to access and equity as per state government policies.
2.2.2 Catering to the Diverse Needs:	• Advanced learners are encouraged to take up projects, dissertation work, participate in seminars/workshops • No specific bridge/remedial programmes offered to students belonging to disadvantaged communities and slow learners. (5) • No student-mentoring/tutor-ward system present. (6)
2.2.3 Teaching-Learning Process:	• Special focus on interactive learning through promotion and use of ICT has been initiated • Participatory methods used include case studies, group discussions, industrial visits, project works, seminar presentations and field trips in some P.G.Programmes. • Only 55% of programmes focus on experiential learning. (7)
2.2.4 Teacher Quality:	• Internal quality assurance mechanism has started to assess quality of teachers in teaching, research, supervision of research scholars and projects. • Teachers are encouraged to participate in national and international conferences/seminars, publish books & research papers, and undertake research projects. • More than 75% of faculty have Ph.D and 3% have M.Phil. However, only about 25% of faculty have served as resource persons at conferences/ seminars. (8)
2.2.5 Evaluation Process and Reforms:	• Students' performance evaluated through continuous assessment schemes with. 20% weightage and central evaluation examinations. • Mechanism for grievance redressal regarding evaluation exists eventhough provision for (9)

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(79) Core-values of the institution.

	photocopies of answer scripts does not exist. • Ensuring security of evaluation system needs to be better addressed and result declaration needs to be expedited.
2.2.6 Best Practices in Teaching-Learning and Evaluation (If any):	• Organization of Lectures on Demand, educational TV programmes, on-line access to e-resources are practised. • Organization of extension lecture of reputed subject experts by the quality assurance units of departments.
2.3 Research, Consultancy & Extension:	
2.3.1 Promotion of Research:	• Research activities are promoted through various facilities, like a good library, laboratories with state-of-the-art equipment, provision for study/sabbatical leave, participation in conferences/seminars, research committees to monitor research etc. • Research projects from various national bodies like UGC/DST/DBT/CSIR/ICSSR obtained by senior faculty. However, a large number of young faculty are yet to receive research projects. • No provision for seed money for research.
2.3.2 Research and Publications Output:	• Research output include 963 research publications out of which 505 are in indexed journals with impact factor range of 0.023 – 3.9 with a mean of 0.89, and 145 books. • There are 7 SAP departments, 9 departments with FIST support from DST and 177 minor and major research projects from UGC and other national bodies. • 19 awards / honours and 3 patents were conferred on faculty. • Research output is not commensurate with the high percentage of faculty having Ph.D since the 'h' index of the University for 2002 – 2011 is only 15 with average citation index of 1.8.
2.3.3 Consultancy:	• Avenues for consultancy are limited due to geographical location characterized by less accessibility, industrial backwardness and uncertain political situation. • 16 Consultancy projects yielding a revenue of

	Rs. 127.7 lacs during the assessment period. • Real efforts are required to explore the areas of consultancy in the given constraints through university – industry interaction centre.
2.3.4 Extension Activities:	• Many centres focus on marginalized sections of society for their extension activities. • Extension activities contributed significantly towards social and economic transformation by providing basic literacy, training in marketable skills, entrepreneurship, women empowerment, etc. • Awards and recognitions in the field of extension activities are absent.
2.3.5 Collaborations:	• Many departments and research centres have about 110 national and 20 international informal collaborations. However, there are twenty formal MoUs. • Linkages helped in curriculum development, faculty exchanges, joint publications, summer/winter internship and placement for students.
2.3.6 Best Practices in Research, Consultancy & Extension (If any):	• Supporting programmes to extend benefits of research to the grass root community level. • Literacy and skill development courses for prison inmates of Srinagar Central Prison.
2.4 Infrastructure and Learning Resources:	
2.4.1 Physical Facilities:	• University has well furnished facilities like auditoria, conference/seminar rooms, classrooms, laboratories, sports, and computer education. • Infrastructure is augmented regularly and optimally used. • Need for further augmentation of equipment in some labs and creation of infrastructure is felt.
2.4.2 Maintenance of Infrastructure:	• Maintenance of infrastructure looked after by the Engineering / Estate Department. • Some of the equipments and machines like photocopying machines, computers, etc. are under AMC. • Budget for maintenance needs to be enhanced. However, the existing maintenance budget is optimally used.

2.4.3 Library as a learning resource	• Library is RFID equipped and has Online Public Access catalogue, internet connectivity, browsing centre with 100 independent nodes and is ICT enabled for efficient information management. The library has video conferencing facility and is connected through INFLIBNET and DELNET. • Library has a collection of over 6 lac books, 56000 hardbound journals. In addition e-resource centre can access about 4000 full text and databases with 9500 part text e-journals. The library has over 800 manuscripts. A net addition of 103,131 titles against a budget of Rs 116.76 lakhs was made to library during reassessment period. • Library has no book bank, and reading room facilities need to be improved.
2.4.4 ICT as Learning Resources:	• Use of ICT in curriculum includes production of educational TV programmes, educational multi- media, development of e-content through EMMRC. • All departments, research centres and hostels are being connected through optical fiber network. • Computer Science department with central computing facility available.
2.4.5 Other Facilities:	• University has five hostels accommodating about 27% of students only. • University has a two floor Health Centre with many facilities, medicines, Guest Houses, Coaching Centre, bank extension counters, post office, etc. • Sufficient sports infrastructure available with acquatic sports facility as a special feature.
2.4.6 Best Practices in development of Infrastructure and Learning Resources (If any):	• Establishment of a Directorate of Information Technology and Support Services (IT&SS). • Establishment of e-resource centre, browsing centre, 24x7 section in the library. • Video conference facility is in place.
2.5 Student Support and Progression:	
2.5.1 Student Progression:	• A significant number of students qualified NET/SET and administrative services exams. • 20-25% of students pursue higher studies; no information about progression to research and employment.

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	• Dropout rate at UG level is 5-10%, at PG level – 3-4%.
2.5.2 Student Support:	• University offers financial assistance to about 300 students. Monthly scholarship / fellowship awarded to 177 M.Phil ./ Ph.D. students during the last three years. • Women study centre offers counseling to female students. • A separate Department of Student Welfare has been established to take care of diverse needs of the students.
2.5.3 Student Activities:	• University has organized 150 events based on 19 different sports. • Participation of students in community development programmes is visible. • Girls' participation in sports limited to 15.2% (overall), 10.1% at the inter-university level, 1.1% at the inter-departmental level; only 6 social service activities out of 72 multi-component activities.
2.5.4 Best Practices in Student Support and Progression (If any):	• Representation of students & research scholars in Departmental Quality Assurance Units. • International Resource Cell with financial support from the British High Commission. • Many facilities for physically challenged students provided.
2.6 Governance and Leadership:	
2.6.1 Institutional Vision and Leadership:	• Mission statement reflects the participatory role of all stakeholders in realizing the institution's objectives. • Adequate representation of faculty exists in decision making bodies. • In the absence of computerized Management Information System, effective governance becomes difficult.
2.6.2 Organizational Arrangements:	• Some of the University bodies are democratic, paving the way for decentralized decision making. • University has a Grievance Cell and a Women's Empowerment and Grievance Committee which also takes care of sexual harassment cases. • Person holding charge of more than one department / office need to be minimized.

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2.6.3 Strategy Development and Deployment:	• University has a perspective plan for development. • The College Development Council prepares the perspective plan for development of affiliated colleges. • University provides online forum facility for redressing the grievance of affiliated colleges.
2.6.4 Human Resource Management:	• Academic Staff College conducts Orientation and Refresher courses for teachers; they are also encouraged to attend seminars/conferences. • Teachers from other states constitute only 6%; teaching – non-teaching staff ratio is very high at 1:3. • A well conceived human resource development and management programme in continuum from recruitment till superannuation needs to be put in place.
2.6.5 Financial Management and resource mobilization:	• University is able to attract research funding from various national bodies. • Budget is not adequate and the shortfall is compensated from internal resources through distance education and self financing courses. • University has not received any major donation. Potential to generate income from consultancy is not fully realized.
2.6.6 Best Practices in governance and leadership (If any):	• Use of IT in examinations to ensure transparency and accountability in the conduct of examinations. • Participatory decision making processes is in place.
2.7 Innovative Practices:	
2.7.1 Internal quality assurance system:	• The Directorate of Internal Quality Assurance (DIQA) needs to be further strengthened. • University adds value to students' quality enhancement through quality faculty and use of ICT in teaching – learning processes. • Students' participation in quality assurance is through the feedback mechanism and assessment of teachers etc.
2.7.2 Inclusive practices:	• University provides access to socially

	backward, economically weaker and differently abled students. 30% reservation for rural/tribal students provided. • Gender related sensitizing programmes initiated. • No regular mechanism exists for compiling the incremental academic growth of students from disadvantaged sections.
2.7.3 Stakeholder relationships:	• Multiple feedback system in prescribed formats is used for evaluation of the faculty by the students.. • More efforts required to involve parents, employers and other stake holders for institution building in a systematic manner.

SECTION III : OVERALL ANALYSIS 3.1. Institutional Strengths:	• The University has an environment friendly green campus for teaching, research and extension activities with good infrastructure. • Wide range of curriculum options that aim to meet the requirements of students from different background with high student demand ratio. • A committed leadership with fully supportive teaching and non-teaching staff and their associations. • An earnest approach to bring in ICT in governance and teaching – learning practices with an initial success in the library. • Good stake–holder relationship and inter – university collaboration within the Jammu and Kashmir State exists.
3.2. Institutional Weaknesses:	• Nearly 1/3 rd of the sanctioned teaching positions of the University are vacant. • Lack of choice – based credit system for University Departments with credit transfer facility and lack of semester system for colleges to provide horizontal mobility of students and vertical integration of knowledge. • Lack of interdisciplinary approach from among the University Departments in teaching and research leading to overlapping departments and P. G teaching programmes. ▪ No structured mechanism for addressing the teaching and learning needs of low and slow

	learners through bridge and remedial courses. • Lack of University supported Research Starter – grants for entry - level faculty, lower number of Ph. D Scholars and Ph. D fellowships and lack of faculty efforts to acquire large number of major research projects from funding agencies.
3.3. Institutional Challenges:	• To attract dedicated faculty members of national competence overcoming locational and socio – economic constraints. (31) • Evolving a robust and transparent Internal Quality assurance system to facilitate the holistic quality enhancement at the University. (32) • To attract more students from diverse backgrounds and other states and institute a mechanism to promote and measure incremental academic growth among the University students. (33) • To keep the academic calendar intact and to conduct the University examinations and announce the results of these examinations in time in the background of locational and climatic changes of the State and to take care of the career advancement of the unsuccessful students. (34) • To bring about formal collaboration and linkages through MoUs and agreements with national/ international Universities and Institutes to cope up with the advances due to internationalisation of higher education. (35)
3.4. Institutional Opportunities:	• Evolving the University as a residential campus for all needy teachers, researchers and students to maximise productivity of research and quality in teaching, learning and extension outputs. (36) • Inter – University and Inter – Institutional Collaborative Programmes / Projects in the region to promote developmental activities of the society by adopting villages and rural centres. (37) • Establishing a University level University – Industry Interaction Centre with defined powers and functions along with a Placement Centre, IPR Cell and dedicated, trained manpower to facilitate significant level of Consultancies, technology – transfer through patents etc and to enhance student placements. (38) • In view of the unique situation of the (38)

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	University, Centres of Excellence in Biodiversity, climate change and environmental conservation through national/ international support/ collaboration may be set up. • Setting up of "Centres of Religious and Communal Harmony", interdisciplinary and collaborative approaches bringing together Religious organisations and academics to nurture and manage peace and harmony.

Section IV: Recommendations for Quality Enhancement of the Institution

- Strengthening of the existing Internal Quality Assurance Cell by the name, "Directorate of Internal Quality Assurance Cell (DIQA)" as a statutory body of defined powers and functions with IT – Competent infrastructure and manpower to evolve as the Central documentation cell and to facilitate quality sustenance and quality enhancement.
- Re – introducing the "Faculty – Talent – Promotion Scheme" for all faculty members to provide exposure and expertise for upgrading knowledge, skill and attitude in teaching – learning, evaluation and research.
- Strengthening of campus wide networking and intranet connectivity to successfully implement e – governance as end to end solution for students, faculty and stakeholders.
- Multi – dimensional motivational efforts by the University to facilitate all the departments and faculty to apply and secure centres of excellence in research and major research projects under UGC / DST / DBT / CSIR etc through performance – linked incentive scheme and de – bureaucratisation of research projects administration.
- The University being located in difficult area, needs to have a strong linkages with society to ensure societal development. A Centre for University Society Interface could be established towards this goal.
- Attempts to institute autonomous college system in the University providing opportunities for affiliated colleges to become autonomous colleges and also to introduce semester system in the colleges and P. G courses for eligible colleges.
- Provision of additional hostels for students in the background of the over crowded present hostels, hygienic cafeteria at different locations of the University, modern shopping centre, ATM facility and transport facility to the University may be taken up on priority.

- Maximising the use of ICT in the regular activities of the departments as interactive teaching – learning methods and by providing virtual class room facilities and e – learning resources for all programmes of the Department of Open and Distance Learning.
- Introduction of school system among the departments of the University, Dean's concept for decentralisation of academic administration with implementation of choice – based credit system and credit transfer facility to enhance collaborative teaching and research among the University departments.
- Modernising the examination system to suit the locational and climatic challenges of the State keeping the academic calendar and time schedule of announcement of results intact and incorporating transparency by provision of Photostat copies of answer scripts to students who apply for.

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I agree with the Observations of the Peer Team as mentioned in this report.

Signature of the Head of the Institution 21/7/11

Vice Chancellor
University of Kashmir
Srinagar

Seal of the Institution

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Directorate of Internal Quality Assurance, University of Kashmir, Srinagar.

Minutes of the IQAC meeting

Following members of the DIQA met on 28-02-2015 to discuss the preparation of various reports like Annual Report, AQAR and Monthly reports for the year 2014.

Members present:

1. Prof. Fayaz Ahmad
   Director, DIQA

2. Mr. Showkat Shafi
   Deputy Director, DIQA

3. Ms. Shaheena
   Sr. P.A., DIQA

4. Mr. Wasim Hussain
   Computer Assistant ,DIQA

5. Mr. Asim Banday

The meeting resolved that the Annual Report 2014 is ready it may given to the concerned printer for publication.

1. Prof. Fayaz Ahmad
   Director , DIQA

2. Mr. Showkat Shafi
   Deputy Director, DIQA

3. Ms. Shaheena
   Sr. P.A.

4. Mr. Wasim Hussain
   Computer Assistant, DIQA

5. Mr. Asim Banday
   System Engineer (ITBSS)

Directorate of Internal Quality Assurance, University of Kashmir, Srinagar.

Minutes of the IQAC meeting

Following members of the DIQA met on 23-12-2016 to discuss the preparation of various reports like Annual Report, AQAR and Monthly reports for the year 2015.

Members present:

1. Dr. M.A. Shah
   Chief Coordinator, DIQA
2. Mr. Showkat Shafi
   Deputy Director, DIQA
3. Dr. Mufti Mudasir
   Coordinator, DIQA
4. Dr. Adil Bashir
   Coordinator, DIQA
5. Dr. Javeed Iqbal
   Coordinator, DIQA
6. Ms. Shaheena
   Sr. P.A. DIQA
7. Mr. Wasim Hussain
   Computer Assistant, DIQA
8. Mr. Gowher Ayoub
   Assistant Programmer, Statistical Unit
9. Er. Mujtaba Shafi
   Scientist –B,DIQA

The meeting resolved that the Annual Report 2015 is ready it may given to the concerned printer for publication.

1. Dr. M.A. Shah
   Chief Coordinator, DIQA
2. Mr. Showkat Shafi
   Deputy Director, DIQA
3. Dr. Mufti Mudasir
   Coordinator, DIQA
2. 4. Dr. Adil Bashir
   Coordinator, DIQA
5. Dr. Javeed Iqbal
   Coordinator, DIQA
6. Ms. Shaheena
   Sr. P.A. DIQA
7. Mr. Wasim Hussain
   Computer Assistant, DIQA
8. Mr. Gowher Ayoub
   Assistant Programmer, Statistical Unit
9. Er. Mujtaba Shafi
   Scientist –B,DIQA

Directorate of Internal Quality Assurance, University of Kashmir, Srinagar.

Minutes of the IQAC meeting

Following members of the DIQA met on 23-12-2017 to discuss the preparation of various reports like Annual Report, AQAR and Monthly reports for the year 2016.

Members present:

1. Dr. M.A. Shah
   Chief Coordinator, DIQA
2. Mr. Showkat Shafi
   Deputy Director, DIQA
3. Dr. Mufti Mudasir
   Coordinator, DIQA
4. Dr. Adil Bashir
   Coordinator, DIQA
5. Dr. Irfan Rashid
   Coordinator, DIQA
6. Dr. Fayaz Ahmad Lone
   Documentation Officer
7. Ms. Shaheena
   Sr. P.A. DIQA
8. Mr. Wasim Hussain
   Computer Assistant, DIQA
9. Mr. Gowher Ayoub
   Assistant Programmer, Statistical Unit
10. Er. Mujtaba Shafi
    Scientist –B,DIQA
11. Asim Banday

The meeting resolved that the Annual Report 2016 is ready it may given to the concerned printer for publication.

1. Dr. M.A. Shah, Chief Coordinator, DIQA
2. Mr. Showkat Shafi, Deputy Director, DIQA
3. Dr. Mufti Mudasir, Coordinator, DIQA
4. Dr. Adil Bashir, Coordinator, DIQA
5. Dr. Irfan Rashid, Coordinator, DIQA
6. Dr. Fayaz Ahmad Lone, Documentation officer
7. Ms. Shaheena, Sr. P.A. DIQA
8. Mr. Wasim Hussain, Computer Assistant, DIQA
9. Mr. Gowher Ayoub, Assistant Programmer, Statistical Unit
9. Er. Mujtaba Shafi, Scientist –B,DIQA

Directorate of Internal Quality Assurance, University of Kashmir, Srinagar.

Minutes of the IQAC meeting

Following members of the IQAC met on 15-06-2016 in the office chamber of the Chief Coordinator, DIQA to discuss and design the modalities as per the 4th Amendment to UGC regulations.

Members present:

1. Dr. M.A. Shah
   Chief Coordinator, DIQA
2. Mr. Showkat Shafi
   Deputy Director, DIQA
3. Dr. Mufti Mudasir
   Coordinator, DIQA
4. Dr. Adil Bashir
   Coordinator, DIQA
5. Dr. Irfan Rashid
   Coordinator, DIQA

After a thorough discussion on the 4th Amendment, it was resolved that team DIQA will evolve a mechanism of calculating score for different activities in categories I & II.

Meeting ended with a vote of thanks.

1. Dr. M.A. Shah
   Chief Coordinator, DIQA

2. Mr. Showkat Shafi
   Deputy Director, DIQA

3. Dr. Mufti Mudasir
   Coordinator, DIQA

4. Dr. Adil Bashir
   Coordinator, DIQA

5. Dr. Irfan Rashid
   Coordinator, DIQA

Directorate of Internal Quality Assurance, University of Kashmir, Srinagar.

Minutes of the IQAC meeting

Following members of the IQAC met on 22-06-2016 in the office chamber of the Chief Coordinator, DIQA to discuss and design the modalities as per the 4th Amendment to UGC regulations.

Members present:

1. Dr. M.A. Shah
   Chief Coordinator, DIQA

2. Mr. Showkat Shafi
   Deputy Director, DIQA

3. Dr. Mufti Mudasir
   Coordinator, DIQA

4. Dr. Adil Bashir
   Coordinator, DIQA

5. Dr. Irfan Rashid
   Coordinator, DIQA

The following matters were resolved:

1. Category-I (Teaching & Related Activities): Activities such as paper evaluation, question paper setting & invigilation duties be allocated fixed points as per number of credits and hours spent in such activities.
2. A similar procedure be adopted for allocating API score for designing, revising and floating of courses.

Meeting ended with a vote of thanks.

1. Dr. M.A. Shah
Chief Coordinator, DIQA

2. Mr. Showkat Shafi
Deputy Director, DIQA

3. Dr. Mufti Mudasir
Coordinator, DIQA

4. Dr. Adil Bashir
Coordinator, DIQA

5. Dr. Irfan Rashid
Coordinator, DIQA

Directorate of Internal Quality Assurance, University of Kashmir, Srinagar.

Minutes of the IQAC meeting

Following members of the IQAC met on 30-06-2016 in the office chamber of the Chief Coordinator, DIQA to discuss and design the modalities as per the 4th Amendment to UGC regulations.

Members present:

1. Dr. M.A. Shah
   Chief Coordinator, DIQA
2. Mr. Showkat Shafi
   Deputy Director, DIQA
3. Dr. Mufti Mudasir
   Coordinator, DIQA
4. Dr. Adil Bashir
   Coordinator, DIQA
5. Dr. Irfan Rashid
   Coordinator, DIQA

The following was resolved:

Identifying various types of activities under category-II and allocating points to such activities as per UGC guidelines.

Meeting ended with a vote of thanks.

1. Dr. M.A. Shah
   Chief Coordinator, DIQA

2. Mr. Showkat Shafi
   Deputy Director, DIQA

3. Dr. Mufti Mudasir
   Coordinator, DIQA

4. Dr. Adil Bashir
   Coordinator, DIQA

5. Dr. Irfan Rashid
   Coordinator, DIQA

Directorate of Internal Quality Assurance, University of Kashmir, Srinagar.

Minutes of the IQAC meeting

Following members of the IQAC met on 11-07-2016 in the office chamber of the Chief Coordinator, DIQA to discuss and design the modalities as per the 4th Amendment to UGC regulations.

Members present:

1. Dr. M.A. Shah
   Chief Coordinator, DIQA

2. Mr. Showkat Shafi
   Deputy Director, DIQA

3. Dr. Mufti Mudasir
   Coordinator, DIQA

4. Dr. Adil Bashir
   Coordinator, DIQA

5. Dr. Irfan Rashid
   Coordinator, DIQA

The following was resolved

1. Finalization of the mechanism evolved for calculating API in Category-I and placing it before the Dean's committee.
2. Finalization of the mechanism evolved for calculating API in category-II and placing it before the Dean's Committee.

Meeting ended with a vote of thanks.

1. Dr. M.A. Shah
Chief Coordinator, DIQA

2. Mr. Showkat Shafi
Deputy Director, DIQA

3. Dr. Mufti Mudasir
Coordinator, DIQA

4. Dr. Adil Bashir
Coordinator, DIQA

5. Dr. Irfan Rashid
Coordinator, DIQA

Directorate of Internal Quality Assurance, University of Kashmir, Srinagar.

Minutes of the IQAC meeting

Following members of the IQAC met on 27-07-2016 in the office chamber of the Chief Coordinator, DIQA to discuss and design the modalities as per the 4th Amendment to UGC regulations.

Members present:

1. Dr. M.A. Shah
   Chief Coordinator, DIQA

2. Mr. Showkat Shafi
   Deputy Director, DIQA

3. Dr. Mufti Mudasir
   Coordinator, DIQA

4. Dr. Adil Bashir
   Coordinator, DIQA

5. Dr. Irfan Rashid
   Coordinator, DIQA

The following was resolved:

The feedback given by Deans Committee regarding calculation of API was discussed and changes incorporated to make the process more rigorous and transparent.

Meeting ended with a vote of thanks.

1. Dr. M.A. Shah
   Chief Coordinator, DIQA

2. Mr. Showkat Shafi
   Deputy Director, DIQA

3. Dr. Mufti Mudasir
   Coordinator, DIQA

4. Dr. Adil Bashir
   Coordinator, DIQA

5. Dr. Irfan Rashid
   Coordinator, DIQA

Directorate of Internal Quality Assurance, University of Kashmir, Srinagar.

Minutes of the IQAC meeting

Following members of the IQAC met on 16-06-2016 in the office chamber of the Chief Coordinator, DIQA to discuss the modalities as per the 4th Amendment for Distance Education Faculty and Iqbal Library.

Members present:

1. Dr. M.A. Shah
   Chief Coordinator, DIQA

2. Mr. Showkat Shafi
   Deputy Director, DIQA

3. Dr. Mufti Mudasir
   Coordinator, DIQA

4. Dr. Adil Bashir
   Coordinator, DIQA

5. Dr. Irfan Rashid
   Coordinator, DIQA

The following was resolved:

Identifying the activities peculiar of Distance Education and allocating scores to them in the light of UGC guidelines.

Meeting ended with a vote of thanks.

1. Dr. M.A. Shah
Chief Coordinator, DIQA

2. Mr. Showkat Shafi
Deputy Director, DIQA

3. Dr. Mufti Mudasir
Coordinator, DIQA

4. Dr. Adil Bashir
Coordinator, DIQA

5. Dr. Irfan Rashid
Coordinator, DIQA

Directorate of Internal Quality Assurance, University of Kashmir, Srinagar.

Minutes of the IQAC meeting

Following members of the IQAC met on 23-06-2016 in the office chamber of the Chief Coordinator, DIQA to discuss the modalities as per the 4th Amendment for Distance Education Faculty and Iqbal Library.

Members present:

1. Dr. M.A. Shah
   Chief Coordinator, DIQA

2. Mr. Showkat Shafi
   Deputy Director, DIQA

3. Dr. Mufti Mudasir
   Coordinator, DIQA

4. Dr. Adil Bashir
   Coordinator, DIQA

5. Dr. Irfan Rashid
   Coordinator, DIQA

The following was resolved:

Identifying the activities peculiar of Distance Education and allocating scores to them in the light of UGC guidelines.

Meeting ended with a vote of thanks.

1. Dr. M.A. Shah
Chief Coordinator, DIQA

2. Mr. Showkat Shafi
Deputy Director, DIQA

3. Dr. Mufti Mudasir
Coordinator, DIQA

4. Dr. Adil Bashir
Coordinator, DIQA

5. Dr. Irfan Rashid
Coordinator, DIQA

Directorate of Internal Quality Assurance, University of Kashmir, Srinagar.

Minutes of the IQAC meeting

Following members of the IQAC met on 10-07-2016 in the office chamber of the Chief Coordinator, DIQA to discuss the modalities as per the 4th Amendment for Distance Education Faculty and Iqbal Library.

Members present:

1. Dr. M.A. Shah
   Chief Coordinator, DIQA

2. Mr. Showkat Shafi
   Deputy Director, DIQA

3. Dr. Mufti Mudasir
   Coordinator, DIQA

4. Dr. Adil Bashir
   Coordinator, DIQA

5. Dr. Irfan Rashid
   Coordinator, DIQA

The following was resolved:

The mechanism for allocating API score to different activities was finalized and it was resolved that the document be placed before the authorities for their approval.

Meeting ended with a vote of thanks.

1. Dr. M.A. Shah
Chief Coordinator, DIQA

2. Mr. Showkat Shafi
Deputy Director, DIQA

3. Dr. Mufti Mudasir
Coordinator, DIQA

4. Dr. Adil Bashir
Coordinator, DIQA

5. Dr. Irfan Rashid
Coordinator, DIQA

Directorate of Internal Quality Assurance, University of Kashmir, Srinagar.

Minutes of the IQAC meeting

Following members of the IQAC met on 10-06-2017 in the office chamber of the Chief Coordinator, DIQA to discuss the Student Feedback Mechanism.

Members present:

1. Dr. M.A. Shah
   Chief Coordinator, DIQA

2. Mr. Showkat Shafi
   Deputy Director, DIQA

3. Dr. Mufti Mudasir
   Coordinator, DIQA

4. Dr. Adil Bashir
   Coordinator, DIQA

5. Dr. Irfan Rashid
   Coordinator, DIQA

The following was resolved:

1. Various stakeholders be invited to give their feedback to make the student feedback mechanism more robust and efficient.
2. The existing system be critically revised in the light of already received feedback.

Meeting ended with a vote of thanks.

1. Dr. M.A. Shah
Chief Coordinator, DIQA

2. Mr. Showkat Shafi
Deputy Director, DIQA

3. Dr. Mufti Mudasir
Coordinator, DIQA

4. Dr. Adil Bashir
Coordinator, DIQA

5. Dr. Irfan Rashid
Coordinator, DIQA

Directorate of Internal Quality Assurance, University of Kashmir, Srinagar.

Minutes of the IQAC meeting

Following members of the IQAC met on 20-08-2017 in the office chamber of the Chief Coordinator, DIQA to discuss the Student Feedback Mechanism.

Members present:

1. Dr. M.A. Shah
   Chief Coordinator, DIQA

2. Mr. Showkat Shafi
   Deputy Director, DIQA

3. Dr. Mufti Mudasir
   Coordinator, DIQA

4. Dr. Adil Bashir
   Coordinator, DIQA

5. Dr. Irfan Rashid
   Coordinator, DIQA

The following was resolved:

1. Various stakeholders be invited to give their feedback to make the student feedback mechanism more robust and efficient.
2. The existing system be critically revised in the light of already received feedback.

Meeting ended with a vote of thanks.

1. Dr. M.A. Shah
   Chief Coordinator, DIQA

2. Mr. Showkat Shafi
   Deputy Director, DIQA

3. Dr. Mufti Mudasir
   Coordinator, DIQA

4. Dr. Adil Bashir
   Coordinator, DIQA

5. Dr. Irfan Rashid
   Coordinator, DIQA

Directorate of Internal Quality Assurance, University of Kashmir, Srinagar.

Minutes of the IQAC meeting

Following members of the IQAC met on 30-10-2017 in the office chamber of the Chief Coordinator, DIQA to discuss the Student Feedback Mechanism.

Members present:

1. Dr. M.A. Shah
   Chief Coordinator, DIQA

2. Mr. Showkat Shafi
   Deputy Director, DIQA

3. Dr. Mufti Mudasir
   Coordinator, DIQA

4. Dr. Adil Bashir
   Coordinator, DIQA

5. Dr. Irfan Rashid
   Coordinator, DIQA

Deans Committee meeting deliberations were discussed and it was resolved that the outcome of the Deans committee meeting be implemented in letter and spirit.

1. Dr. M.A. Shah
   Chief Coordinator, DIQA

2. Mr. Showkat Shafi
   Deputy Director, DIQA

3. Dr. Mufti Mudasir
   Coordinator, DIQA

4. Dr. Adil Bashir
   Coordinator, DIQA

5. Dr. Irfan Rashid
   Coordinator, DIQA

MINUTES

Minutes of the meeting of the Departmental Committee of DIQA held on 11-12-2017 in the office chamber of the Chief Coordinator, DIQA to discuss Career Advancement Scheme and some issues pertaining to Faculty of Institute of Music and Fine Arts.

Present:

1. Dr. Manzoor Ahmad Shah
Chief Coordinator, DIQA

2. Showkat Shafi
Deputy Director, DIQA

3. Dr. Mufti Mudasir
Coordinator , DIQA

4. Er. Mujtaba Shafi
Scientist-B,DIQA

The committee unanimously resolved that revised service recruitment rules 2017 issued by Jammu and Kashmir of Art Culture and Languages alongwith the recruitment policy for Institute of Music and Fine Arts adopted by Jammu University be studied by a committee comprising the following:

1. DIQA members
2. Deputy Registrar, Recruitment
3. Assistant Registrar, Recruitment
4. Two members of Institute of Music and Fine Arts, Kashmir University, to be nominated by its principal.

Signatures of the Members

1.Dr. Manzoor Ahmad Shah
Chief Coordinator, DIQA

2. Showkat Shafi
Deputy Director, DIQA

3. Dr. Mufti Mudasir,
Co-ordinator-DIQA

4.Er. Mujtaba Shafi
Scientist-B,DIQA

MINUTES

Minutes of the meeting of the Departmental Committee of DIQA held on 11-12-2017 in the office chamber of the Chief Coordinator, DIQA to discuss the inclusion of contractual lectures in the students feedback as in case of permanent teachers.

Present:

1. Dr. Manzoor Ahmad Shah
   Chief Coordinator, DIQA

2. Showkat Shafi
   Deputy Director, DIQA

3. Dr. Mufti Mudasir
   Coordinator , DIQA

4. Er. Mujtaba Shafi
   Scientist-B,DIQA

5. Mr. Wasim Hussain Bhat
   Computer Assistant, DIQA

6. Er. Aasim
   Department of IT & SS

The committee unanimously decided that a manual feedback be carried for such department as identified by Dean Students Welfare. Support of IT & SS be also sought in this regard.

Signatures of the Members

1.Dr. Manzoor Ahmad Shah
Chief Coordinator, DIQA

2. Showkat Shafi
Deputy Director, DIQA

3. Dr. Mufti Mudasir,
Co-ordinator-DIQA

4.Er. Mujtaba Shafi
Scientist-B,DIQA

5. Mr. Wasim Hussain Bhat
Computer Assistant,DIQA

6. Er. Aasim
Directorate of IT & SS

Directorate of Internal Quality Assurance, University of Kashmir, Srinagar.

Minutes of the IQAC meeting

Following members of the IQAC met on 14-03-2016 in the office chamber of the Chief Coordinator, DIQA to calculate API of faculty for the purpose of screening of applications.

Members present:

1. Dr. M.A. Shah
   Chief Coordinator, DIQA

2. Mr. Showkat Shafi
   Deputy Director, DIQA

3. Dr. Mufti Mudasir
   Coordinator, DIQA

4. Dr. Adil Bashir
   Coordinator, DIQA

5. Dr. Irfan Rashid
   Coordinator, DIQA

The following was resolved:

Six application forms of teachers from various departments were scrutinized and finalized to be placed before the screening committee.

Meeting ended with a vote of thanks.

1. Dr. M.A. Shah
Chief Coordinator, DIQA

2. Mr. Showkat Shafi
Deputy Director, DIQA

3. Dr. Mufti Mudasir
Coordinator, DIQA

4. Dr. Adil Bashir
Coordinator, DIQA

5. Dr. Irfan Rashid
Coordinator, DIQA

Directorate of Internal Quality Assurance, University of Kashmir, Srinagar.

Minutes of the IQAC meeting

Following members of the IQAC met on 12-10-2016 in the office chamber of the Chief Coordinator, DIQA to discuss the request of Central University, Kashmir for presenting the modalities of 4th Amendment to UGC Guidelines.

Members present:

1. Dr. M.A. Shah
   Chief Coordinator, DIQA

2. Mr. Showkat Shafi
   Deputy Director, DIQA

3. Dr. Mufti Mudasir
   Coordinator, DIQA

4. Dr. Adil Bashir
   Coordinator, DIQA

5. Dr. Irfan Rashid
   Coordinator, DIQA

It was resolved that Dr. M.A. Shah, Chief co-ordinator will give a presentation on the modalities framed by Kashmir University in the Central University Kashmir.

Meeting ended with a vote of thanks.

1. Dr. M.A. Shah
Chief Coordinator, DIQA

2. Mr. Showkat Shafi
Deputy Director, DIQA

3. Dr. Mufti Mudasir
Coordinator, DIQA

4. Dr. Adil Bashir
Coordinator, DIQA

5. Dr. Irfan Rashid
Coordinator, DIQA

Directorate of Internal Quality Assurance, University of Kashmir, Srinagar.

Minutes of the IQAC meeting

Following members of the IQAC met on 20-01-2017 in the office chamber of the Chief Coordinator, DIQA to discuss the request of University of Jammu for presenting the modalities of 4th Amendment to UGC Guidelines.

Members present:

1. Dr. M.A. Shah
   Chief Coordinator, DIQA

2. Mr. Showkat Shafi
   Deputy Director, DIQA

3. Dr. Mufti Mudasir
   Coordinator, DIQA

4. Dr. Adil Bashir
   Coordinator, DIQA

5. Dr. Irfan Rashid
   Coordinator, DIQA

It was resolved that Dr. Mufti Mudasir will accompany a team of KUTA executive members and present the modalities in Jammu University.

Meeting ended with a vote of thanks.

1. Dr. M.A. Shah
Chief Coordinator, DIQA

2. Mr. Showkat Shafi
Deputy Director, DIQA

3. Dr. Mufti Mudasir
Coordinator, DIQA

4. Dr. Adil Bashir
Coordinator, DIQA

5. Dr. Irfan Rashid
Coordinator, DIQA

Directorate of Internal Quality Assurance, University of Kashmir, Srinagar.

Minutes of the IQAC meeting

A meeting held with Recruitment & IT & SS on 10-10-2017 to discuss and finalize the preparation of on-line submission of application forms for faculty.

Members present:

1. Dr. M.A. Shah
   Chief Coordinator, DIQA
2. Mr. Showkat Shafi
   Deputy Director, DIQA
3. Dr. Mufti Mudasir
   Coordinator, DIQA
4. Dr. Adil Bashir
   Coordinator, DIQA
5. Dr. Irfan Rashid
   Coordinator, DIQA
6. Mr. Muzamil Mattoo
   Deputy Registrar, Recruitment
7. Mr. Muzain
8. Mr. Asim

The mechanism of inviting application forms on-line was thoroughly discussed with IT & SS officials and they were apprised of the requirements in 4th Amendment for calculation of API.

Meeting ended with a vote of thanks.

1. Dr. M.A. Shah
Chief Coordinator, DIQA

2. Mr. Showkat Shafi
Deputy Director, DIQA

3. Dr. Mufti Mudasir
Coordinator, DIQA

4.Dr. Adil Bashir
Coordinator, DIQA

5. Dr. Irfan Rashid
Coordinator, DIQA

6. Mr. Muzamil Mattoo
Deputy Registrar, Recruitment

7.Mr.Muzain

8. Mr. Asaim

Directorate of Internal Quality Assurance, University of Kashmir, Srinagar.

Minutes of the IQAC meeting

A meeting held with Recruitment & IT & SS on 20-10-2017 to discuss and finalize the preparation of on-line submission of application forms for faculty.

Members present:

1. Dr. M.A. Shah
   Chief Coordinator, DIQA

2. Mr. Showkat Shafi
   Deputy Director, DIQA

3. Dr. Mufti Mudasir
   Coordinator, DIQA

4. Dr. Adil Bashir
   Coordinator, DIQA

5. Dr. Irfan Rashid
   Coordinator, DIQA

6. Mr. Muzamil Mattoo
   Deputy Registrar, Recruitment

7. Mr. Muzain

8. Mr. Asim

The software developed by IT & SS was thoroughly discussed and deficiencies therein pointed out and rectified.

Meeting ended with a vote of thanks.

1. Dr. M.A. Shah
Chief Coordinator, DIQA

2. Mr. Showkat Shafi
Deputy Director, DIQA

3. Dr. Mufti Mudasir
Coordinator, DIQA

4.Dr. Adil Bashir
Coordinator, DIQA

5. Dr. Irfan Rashid
Coordinator, DIQA

6. Mr. Muzamil Mattoo
Deputy Registrar, Recruitment

7.Mr.Muzain

8. Mr. Asaim

Directorate of Internal Quality Assurance, University of Kashmir, Srinagar.

Minutes of the IQAC meeting

A meeting held with Recruitment & IT & SS on 10-11-2017 to discuss and finalize the preparation of on-line submission of application forms for faculty.

Members present:

1. Dr. M.A. Shah
   Chief Coordinator, DIQA
2. Mr. Showkat Shafi
   Deputy Director, DIQA
3. Dr. Mufti Mudasir
   Coordinator, DIQA
4. Dr. Adil Bashir
   Coordinator, DIQA
5. Dr. Irfan Rashid
   Coordinator, DIQA
6. Mr. Muzamil Mattoo
   Deputy Registrar, Recruitment
7. Mr. Muzain
8. Mr. Asim

The software developed by IT & SS was again thoroughly checked and finalized for approval.

Meeting ended with a vote of thanks.

1. Dr. M.A. Shah
   Chief Coordinator, DIQA

2. Mr. Showkat Shafi
   Deputy Director, DIQA

3. Dr. Mufti Mudasir
   Coordinator, DIQA

4. Dr. Adil Bashir
   Coordinator, DIQA

5. Dr. Irfan Rashid
   Coordinator, DIQA

6. Mr. Muzamil Mattoo
   Deputy Registrar, Recruitment

7. Mr. Muzain

8. Mr. Asim

Directorate of Internal Quality Assurance, University of Kashmir, Srinagar.

Minutes of the IQAC meeting

A meeting held with Recruitment on 11-09-2017 for devising parameters for exceptional candidates for the post of professor as stipulated by UGC.

Members present:

1. Dr. M.A. Shah
   Chief Coordinator, DIQA

2. Mr. Showkat Shafi
   Deputy Director, DIQA

3. Dr. Mufti Mudasir
   Coordinator, DIQA

4. Dr. Adil Bashir
   Coordinator, DIQA

5. Dr. Irfan Rashid
   Coordinator, DIQA

6. Mr. Muzamil Masood Mattoo
   Deputy Registrar, Recruitment

Various issues related to identifying parameters/achievements for exceptional candidates for the post of Professor were discussed. The attachment here reflects the activities resolved.

Meeting ended with a vote of thanks.

1. Dr. M.A. Shah
   Chief Coordinator, DIQA

2. Mr. Showkat Shafi
   Deputy Director, DIQA

3. Dr. Mufti Mudasir
   Coordinator, DIQA

4. Dr. Adil Bashir
   Coordinator, DIQA

5. Dr. Irfan Rashid
   Coordinator, DIQA

6. Mr. Muzamil Mattoo
   Deputy Registrar, Recruitment

Minutes of the Meeting held on 01-08-2017

A meeting was held under the chairmanship of chief coordinator, DIQA in order to discuss the issues pertaining to the implementation of the CBCS.

Following members were present:

1. Dr. M.A. Shah
   Chief Coordinator, DIQA

2. Mr. Showkat Shafi
   Deputy Director, DIQA

3. Dr. Mufti Mudasir
   Coordinator, DIQA

4. Dr. Adil Bashir
   Coordinator, DIQA

5. Dr. Irfan Rashid
   Coordinator, DIQA

1. The implementation and the issues pertaining to the CBCS were discussed.
2. On the basis of the feedback received from the students and other stakeholders about CBC, a one day workshop shall be conducted on the CBCS and all the stakeholders involved in the CBCS shall be invited in the workshop.
3. The recommendations of the workshop shall be submitted to the university administration.
4. DIQA team shall also hold a meeting with Coordinator CBCS and Hon'ble Vice-Chancellor

The meeting ends with a vote of thanks to the chair.

Signature of the Members:

1. Dr. M.A. Shah
   Chief Coordinator, DIQA

2. Mr. Showkat Shafi
   Deputy Director, DIQA

3. Dr. Mufti Mudasir
   Coordinator, DIQA

4. Dr. Adil Bashir
   Coordinator, DIQA

5. Dr. Irfan Rashid
   Coordinator,DIQA

University of Kashmir, Srinagar

Minutes

Minutes of the meeting held on 10th June 2014.

Agenda: To strengthening student feedback in light of NAAC recommendations.

The following members were present:

1. Prof. Fayaz Ahmad
   Director, DIQA
2. Mr. Showkat Shafi
   Deputy Director, DIQA
3. Mr. Maroof Qadri
4. Mr. Asim Banday

UGC has made Academic Performance Indicators (API) mandatory for Universities and Colleges to select and promote faculty members and give students the right to participate in the performance appraisal of their teachers. The participation of the students in the feedback exercise is mandatory.

At the outset of the meeting, the mater was discussed threadbare. It was resolved that Directorate of Internal Quality Assurance (DIQA) will seek online feedback from student community from 2015 onwards about the performance of teachers.

Besides, a new online format for student feedback was discussed and finally the committee came out with a feedback format consisting of 5 parameters. The new feedback format will be subsequently submitted to authorities for approval (copy enclosed).

The meeting terminated with a vote of thanks to the chair.

Signature of the Members:

1. Prof. Fayaz Ahmad
   Director, DIQA

2. Showkat Shafi
   Deputy Director, DIQA

3. Mr. Maroof Qadri

4. Mr. Asim Banday

Minutes

Minutes of the meeting held on 5th May 2015 under the chairmanship of Hon'ble Vice Chancellor.

Agenda of the Meeting: To establish a book bank within the University library.

Members present:

1. Prof. K. I Andrabi
   Hon'ble Vice-Chancellor

2. Dr. M.A. Shah
   Chief Coordinator. DIQA

3. Mr. Showkat Shafi
   Deputy Director. DIQA

4. Dr. A.M.Baba. Librarian

The meeting resolved that the book bank facility be created in the University especially for the benefit of underprivileged and poor students. The students will be given special access to the e-book repository of the Central Library throughout the academic session.

The meeting terminated with a vote of thanks to the chair.

Signature of the members:

1. Prof. K.I. Andrabi
   Hon'ble Vice-Chancellor

2. Dr. M.A. Shah
   Chief Co-ordinator. DIQA

3. Mr. Showkat Shafi
   Deputy Director. DIQA

4. Dr. A.M.Baba
   Librarian

University of Kashmir, Srinagar

Minutes

Minutes of the meeting held on 20th May 2015

Agenda: Introduction of Awards and recognitions in the field of extension activities.

The following members were present:

1. Prof. Neelofar Khan
   Dean Students Welfare
2. Prof. Fayaz Ahmad
   Director. DIQA
3. Mr. Showkat Shafi
   Deputy Director. DIQA
4. Dr. Ghulam Hassan Mir
   Director. DLL

At the outset of the meeting. the mater was discussed threadbare. Since the agenda point was reflected in the NAAC recommendations during the NAAC visit in 2011, the matter was discussed and following was resolved.

Directorate of Life Long Learning in collaboration with Dean Students Welfare and social Work be asked to come up with a proposal for constituting an award worth Rs.25,000/- in cash and a certificate to be given to an employee/student of the University for his/her outstanding contribution in the field of extension education.

The meeting terminated with a vote of thanks to the chair.

Signature of the Members:

1. Prof. Neelofar Khan
   Dean Students Welfare

2.Prof. Fayaz Ahmad
Director. DIQA

3. Mr. Showkat Shafi
   Deputy Director. DIQA

4. Dr. Ghulam Hassan Mir
Director. DLL

University of Kashmir, Srinagar

Minutes

Minutes of the meeting held on 13-01-2016 in the office chamber of Director to discuss the issues relating to uploading of data by the colleges on AISHE portal. Besides issues related necessary corrections/updation to be made to the Departmental page/respective individual pages on the Annual Report 2015 was also discussed.

Present:

1. Prof. Fayaz Ahmad
   Director. DIQA

2. Mr. Showkat Shafi (AISHE member)
   Deputy Director. DIQA

3. Sr. P.A./Section Head

4. Computer Assistant/Assistant Nodal Officer (AISHE)
   DIQA

The matter was discussed in detail and it was resolved that:-

1. To ensure timely completion of Annual Report 2015 a meeting of all Nodal Officers of DIQA will be convened on 21-01-2016 in the Committee Room of Administrative Block.
2. To ensure complete data upload. it has been desired to adopt a more pro-active and result oriented approach so that no institution defaults in uploading the data within the given time a workshop will be held at Directorate of IT & SS, University of Kashmir on 22nd of January. 2016 from 10:30 a.m onwards where the Principals / Nodal officers of all the institutions will have to participate. It was further resolved that

The meeting terminated with a vote of thanks to the chair.

Signature of the Members:

1. Prof. Fayaz Ahmad
   Director. DIQA

2. Mr. Showkat Shafi
   Deputy Director. DIQA

3. Sr. P.A. /Section Head
   DIQA

4. Computer Assistant (Assistat nodal officer)
   DIQA

University of Kashmir, Srinagar

Minutes

Minutes of the meeting held on 12-05-2016 in the office chamber of Chief Coordinator DIQA to discuss some vital issues pertaining to Internal Quality Assurance.

Present:

1. Dr. M.A. Shah
   Chief Coordinator. DIQA

2. Mr. Showkat Shafi
   Deputy Director.DIQA

3. Dr. Mufti Mudasir
   Corodinator.DIQA

4. Dr. Adil Bashir
   Coordinator. DIQA

After threadbare discussion it was resolved that a meeting of Nodal Officers of DIQAU shall be convened on 16-05-2016 in the Committee Room of Administrative Block to discuss the following:

1. The guidelines for the preparation of the Departmental profiles to be presented before the upcoming NAAC Team and other related matters.
2. Compilation of Annual Report 2015.
3. All Nodal Officers of DIQAU will be asked to attend a meeting on the said date.

The meeting terminated with vote of thanks to the chair.

Signature of the Members:

1. Dr. M.A. Shah
   Chief Coordinator. DIQA

2. Mr. Showkat Shafi
   Deputy Director. DIQA

3. Dr. Mufti Mudasir
   Corodinator. DIQA

4. Dr. Adil Bashir
   Coordinator. DIQA

University of Kashmir, Srinagar

Minutes

Minutes of the meeting held on 25th May 2016

Agenda: Follow-up action on Introduction of Awards and recognitions in the field of extension activities.

The following members were present:

1. Prof. Neelofar Khan
   Dean Students Welfare
2. Dr. Manzoor Ahmad Shah
   Chief Co-ordinator, DIQA
3. Mr. Showkat Shafi
   Deputy Director, DIQA
4. Dr. Ghulam Hassan Mir
   Director, DLL

At the outset of the meeting, the mater was discussed threadbare. The committee was informed by the Director DLL that the Directorate of Lifelong Learning has already constituted such awards in collaboration with Dean Students Welfare and Social Work Department. A certificate and cash prize of Rs. 25,000/- will be given to an employee/student of the University for his / her outstanding contribution in the field of extension education.

The meeting terminated with a vote of thanks to the chair.

1. Prof. Neelofar Khan
   Dean Students Welfare

2.Dr. Manzoor Ahmad Shah
Chief Coordinator, DIQA

3. Mr. Showkat Shafi
   Deputy Director, DIQA

4. Dr. Ghulam Hassan Mir
Director,DLL

Minutes

Minutes of the meeting held on 24th October 2016 under the chairmanship of Hon'ble Vice Chancellor.

Agenda of the Meeting:

To see the implementation of establishment of book bank at Central Library, University of Kashmir.

Members present:

1. Prof. K. I Andrabi
   Hon'ble Vice-Chancellor

2. Dr. M.A. Shah
   Chief Coordinator, DIQA

3. Mr. Showkat Shafi
   Deputy Director, DIQA

4. Dr. A.M.Baba, Librarian

Resolved: The members expressed satisfaction over the establishment of Book Bank at Central Library, University of Kashmir.

The meeting terminated with a vote of thanks to the chair.

Signature of the members:

1. Prof. K. I Andrabi
   Hon'ble Vice-Chancellor

2. Dr. M.A. Shah
   Chief Coordinator, DIQA

3. Mr. Showkat Shafi
   Deputy Director, DIQA

4. Dr. A.M.Baba,
   Librarian

University of Kashmir, Srinagar

Minutes

Minutes of the Meeting held on 30-12-2016

Agenda of the Meeting:

Evolving a robust and transparent Internal Quality Assurance System to facilitate the holistic quality mechanism at the University:

Members present:

1. Dr. M.A. Shah
   Chief Coordinator, DIQA

2. Mr. Showkat Shafi
   Deputy Director.DIQA

3. Dr. Mufti Mudasir
   Corodinator.DIQA

4. Dr. Adil Bashir
   Coordinator.DIQA

At the outset of the meeting, the mater was discussed threadbare and resolved:

Following the guidelines, post re-accreditation from NAAC, a robust and transparent internal quality mechanism has been evolved.

DIQA has started Performance Based Appraisal System (PBAS) as per UGC norms. With the PBAS, the institute evaluates faculty members on their teaching and research performance.

- The evaluation of student feedback helps the faculty member in improving upon the teaching pedagogy and also motivates them for better research work and publication.
- Beside this, student feedback on course content and subjects taught is taken by a course review committee headed by Dean of the faculty before conduct of exam.
    - Online feedback system by students operational
    - Online API system introduced
    - Promotions / Probation of the teachers linked with student feedback

Signature of the Members:

1. Dr. M.A. Shah
   Chief Coordinator, DIQA

2. Mr. Showkat Shafi
   Deputy Director.DIQA

3. Dr. Mufti Mudasir
   Corodinator.DIQA

4. Dr. Adil Bashir
   Corodinator.DIQA

University of Kashmir, Srinagar.

Minutes

Minutes of the meeting of the Departmental Committee of DIQA held on 16.03.2017 in the office chamber of the Chief Coordinator, DIQA to discuss the conduct of online student feedback for the year 2016-17: -

Present:

Dr. Manzoor Ahmad Shah
Chief Coordinator, DIQA

Showkat Shafi
Deputy Director, DIQA

Dr. Mufti Mudasir
Coordinator , DIQA

Dr. Adil Bashir,
Coordinator , DIQA

Dr. Irfan Rashid,
Coordinator , DIQA

Section officer/Sr. P.A

After threadbare discussion the Committee resolved as under:

The University Grants Commission has made Academic Performance Indicators (API) a mandatory requirement for universities and colleges to select and promote faculty members and give students the right to participate in the performance appraisal of their teachers. It was decided that DIQA shall conduct student feedback for the year 2016-17 for all faculties of the University main campus and satellite campuses however as decided by UGC at its meeting held in April 2016 students who have 75% or more attendance will be eligible to evaluate their teachers. Necessary approval from the authorities shall be sought accordingly by the office as soon as possible.

It was further resolved that Director IT&SS will be requested to provide Laboratory as well as technical staff facility so that the process is completed smoothly and successfully.

Meeting terminated with a vote of thanks to the chair.

1. Dr. M.A. Shah
   Chief Co-ordinator, DIQA
2. Mr. Showkat Shafi
   Deputy Director, DIQA
3. Dr. Mufti Mudasir
   Co-ordinator, DIQA
4. Dr. Adil Bashir
   Co-ordinator, DIQA
5. Dr. Irfan Rashid
   Co-ordinator, DIQA
6. Section officer/Sr. P.A

University of Kashmir, Srinagar

Minutes

Minutes of the meeting of the Departmental Committee of DIQA held on 18-03-2017 in the office chamber of the Chief Coordinator, DIQA to discuss the procedure of submission of online application by the teachers.

Present:

Dr. Manzoor Ahmad Shah
Chief Coordinator, DIQA

Director,
IT&SS

Showkat Shafi
Deputy Director, DIQA

Deputy Registrar,
Recruitment

Dr. Mufti Mudasir
Coordinator , DIQA

Dr. Adil Bashir,
Coordinator , DIQA

Dr. Irfan Rashid,
Coordinator , DIQA

At the outset of the meeting Chief Coordinator apprised members about the issue after threadbare discussion members were of the opinion that a format for online application and evaluation to Commensurate UGC 4th amendment will be developed and demonstrated before the University authorities for perusal and approval.

Meeting terminated with a vote of thanks to the chair.

1. Dr. Manzoor Ahmad Shah
   Chief Coordinator, DIQA

2. Director
   IT&SS

3. Showkat Shafi
   Deputy Director, DIQA

4. Deputy Registrar,
   Recruitment

5. Dr. Mufti Mudasir
   Coordinator , DIQA

6. Dr. Adil Bashir
   Coordinator , DIQA

7. Dr. Irfan Rashid,
   Coordinator , DIQA

University of Kashmir, Srinagar

Minutes

Minutes of the Departmental Committee meeting held on 07-04-2017 in the office chamber of the Chief Coordinator DIQA.

Present:

Dr. Manzoor Ahmad Shah
Chief Coordinator, DIQA

Showkat Shafi
Deputy Director, DIQA

Dr. Mufti Mudasir
Coordinator , DIQA

Dr. Adil Bashir,
Coordinator , DIQA

Dr. Irfan Rashid,
Coordinator , DIQA

Among other matters the issue related to the feedback format was discussed by the committee in detail and it was resolved that the feedback format currently in vogue for soliciting the feedback of students about teachers needs to be revisited through appropriate quarters like Deans Committee.

The meeting terminated with a vote of thanks to the chair.

1. Dr. Manzoor Ahmad Shah
   Chief Coordinator, DIQA

2. Showkat Shafi
   Deputy Director, DIQA

3 Dr. Mufti Mudasir
Coordinator , DIQA

4. Dr. Adil Bashir
Coordinator , DIQA

5. Dr. Irfan Rashid
   Coordinator , DIQA

University of Kashmir, Srinagar

Minutes

Minutes of the meeting of the Departmental Committee of DIQA held on 24-06-2017 in the office chamber of the Chief Coordinator, DIQA to discuss the preparation of Self Study Report in view of ensuing NAAC Peer Team Visit.

Present:

Dr. Manzoor Ahmad Shah
Chief Coordinator, DIQA

Showkat Shafi
Deputy Director, DIQA

Dr. Mufti Mudasir
Coordinator , DIQA

Dr. Adil Bashir,
Coordinator , DIQA

Dr. Irfan Rashid,
Coordinator , DIQA

At the outset the Chief Coordinator briefed the members about the preparations. Since the accreditation of the University expired in ending September 2016, however, in view of the certain circumstances SSR Report could not submitted in time. A period of six months was granted to the University for doing the same and the office was ready with the Report but due to the change in the format by NAAC at the final moment the University has no other option but to wait for further directions by the NAAC.

It was unanimously resolved by the members that the SSR for NAAC reaccreditation will be prepared strictly according to the newly prescribed format by the NAAC.

Further resolved that the prescribed templates with the concerned Departments and Centres for data acquisition will be shared.

1. Dr. Manzoor Ahmad Shah
   Chief Coordinator, DIQA

2. Showkat Shafi
   Deputy Director, DIQA

3 Dr. Mufti Mudasir
   Coordinator, DIQA

4. Dr. Adil Bashir
   Coordinator , DIQA

5. Dr. Irfan Rashid
   Coordinator , DIQA

University of Kashmir, Srinagar

Minutes

Minutes of the meeting of the Departmental Committee of DIQA held on 20-07-2017 in the office chamber of the Chief Coordinator, DIQA to discuss the issues related the participation of the University in National Institutional Ranking Framework (NIRF)

Present:

Dr. Manzoor Ahmad Shah
Chief Coordinator, DIQA

Showkat Shafi
Deputy Director, DIQA

Dr. Mufti Mudasir
Coordinator , DIQA

Dr. Adil Bashir,
Coordinator , DIQA

Dr. Irfan Rashid,
Coordinator , DIQA

After a detailed discussion the members in one voice resolved that the University should every time participate in the National Institutional Ranking Framework and the steps to be taken for its preparations were also discussed. It was further resolved that the office shall as soon as possible take necessary steps in order to seek necessary information from the concerned quarters in this regard.

The meeting terminated with a vote of thanks to the chair.

1. Dr. Manzoor Ahmad Shah
   Chief Coordinator, DIQA

2. Showkat Shafi
   Deputy Director, DIQA

3 Dr. Mufti Mudasir
  Coordinator , DIQA

4. Dr. Adil Bashir
   Coordinator , DIQA

5. Dr. Irfan Rashid
   Coordinator , DIQA

University of Kashmir, Srinagar

Minutes

Minutes of the Departmental Committee meeting held on 24.07.2017 in the office chamber of the Chief Coordinator DIQA. All the members of team DIQA were present.

1. Discussed the preparations regarding the conduct of one day workshop on "Choice Based Credit System: Issues & Challenges" to be held on 25th July 2017 and it was resolved that Dr. Adil Bashir, Coordinator DIQA shall function as Coordinator of the Workshop and will ensure that the event is organized smoothly.

2. It was decided that the members of the DIQA Advisory Committee will be requested to give their suggestions through mail with regard to the Agenda for the forthcoming meeting of the Advisory Committee.

3. The matter regarding the resolution of Deans committee held on 25.5.2017 whereat it has been recommended that a provision for out of turn promotion for outstanding researchers should be in the regulations governing promotion of teachers. The members were of the opinion that the matter be discussed in the meeting of the Advisory Committee.

4. Discussed the preparations of the forthcoming NAAC Peer Team Visit it was resolved that a series of meetings of the Team DIQA will be convened and new NAAC guidelines will be discussed criteria wise .

1. Dr. Manzoor Ahmad Shah
   Chief Coordinator, DIQA

2. Shoaib Shafi
   Deputy Director, DIQA

3. Dr. Mufti Mudasir
   Coordinator , DIQA

4. Dr. Adil Bashir
   Coordinator , DIQA

5. Dr. Irfan Rashid,
   Coordinator , DIQA

University of Kashmir, Srinagar

Minutes

Minutes of the meeting of the Departmental Committee of DIQA held on 18.08.2017 in the office chamber of the Chief Coordinator, DIQA to discuss the issues related to evaluation of application forms of teachers.

Present:

Dr. Manzoor Ahmad Shah
Chief Coordinator, DIQA

Showkat Shafi
Deputy Director, DIQA

Dr. Mufti Mudasir
Coordinator , DIQA

Dr. Adil Bashir,
Coordinator , DIQA

Dr. Irfan Rashid,
Coordinator , DIQA

Representative of President KUTA

The matter was discussed in detail and it was unanimously resolved that a framework for evaluation of application forms of teachers both for direct recruitment and promotion under CAS will be developed for subsequent submission to various university bodies.

Meeting terminated with a vote of thanks to the chair.

1. Dr. Manzoor Ahmad Shah
   Chief Coordinator, DIQA

2. Showkat Shafi
   Deputy Director, DIQA

3. Dr. Mufti Mudasir
   Coordinator , DIQA

4. Dr. Adil Bashir
   Coordinator , DIQA

5. Dr. Irfan Rashid,
   Coordinator , DIQA

University of Kashmir, Srinagar

Minutes

Minutes of the meeting of the Departmental Committee of DIQA held on 26-08-2017 in the office chamber of the Chief Coordinator, DIQA to discuss the of implementation of ' Best Teacher award ' in the University.

Present:

Dr. Manzoor Ahmad Shah
Chief Coordinator, DIQA

Showkat Shafi
Deputy Director, DIQA

Dr. Mufti Mudasir
Coordinator , DIQA

Dr. Adil Bashir,
Coordinator , DIQA

Dr. Irfan Rashid,
Coordinator , DIQA

In light of the recommendations made by the NAAC Peer Team during its visit in 2011 and insistence by Hon'ble Chancellor the committee resolved that a foolproof format for the award of Best Teachers will be developed as per globally set benchmarks.

It was further resolved that the said format will be somewhat modified to identify the teachers who perform exceptionally outstanding for grant of out of term promotion.

Meeting terminated with a vote of thanks to the chair.

1. Dr. Manzoor Ahmad Shah
   Chief Coordinator, DIQA

2. Showkat Shafi
   Deputy Director, DIQA

3 Dr. Mufti Mudasir
Coordinator , DIQA

4. Dr. Adil Bashir
Coordinator , DIQA

5. Dr. Irfan Rashid
   Coordinator , DIQA

University of Kashmir, Srinagar

Minutes

Ref: Letter No: F(UC-Minutes)Gen KU/17 Dated: December 23,2017.

Minutes of the meeting held on 4th January, 2018.

The following were present.

1. Dr. Manzoor Ahmad Shah
   Chief Coordinator, DIQA
2. Mr. Showkat Shafi
   Deputy Director, DIQA
3. Dr. Adil Bashir,
   Coordinator , DIQA
4. Dr. Irfan Rashid,
   Coordinator , DIQA
5. Dr. Fayaz Ahmad Lone
   Documentation Officer, CCAS

Resolved that there is no mechanism presently with the university to track career progression of students except for Kashmir University Alumni Association website, to which of late some alumni have filled-up their details.

The members were of the opinion that Tracking Career Progression of students passing out from University is an exclusive domain of Centre for Career Planning Counselling who have unfortunately not attended to this important area till date.

The members of Quality Assurance Cell unanimously resolved that CCPC be asked like other universities to devise a robust mechanism to track career progression of students and if need be they can take consultations from the members of IQAC-DIQA as well. CCPC can also have Directors of NAD/I.T of necessary support on board.

Signature of the Members

1. Dr. M.A. Shah
   Chief Co-ordinator, DIQA
2. Mr. Showkat Shafi
   Deputy Director, DIQA
3. Dr. Aadil Bashir
   Co-ordinator, DIQA
4. Dr. Irfan Rashid
   Co-ordinator, DIQA
5. Dr. Fayaz Ahmad Lone
   Documentation Officer, CCAS

Submitted.

Dean Academic Affairs

University of Kashmir, Srinagar.

Minutes

Minutes of the meeting held on 8th January, 2018 in the office chamber of the Chief Co-ordinator, DIQA to distribute and handover assignments with regard to preparation of Self Study Report (SSR) for upcoming NAAC visit scheduled June-July 2018.

The following were present.

1. Dr. Manzoor Ahmad Shah
   Chief Coordinator DIQA
2. Dr. Mohammad Tariq Banday
   Head, Department of Electronics
3. Mr. Showkat Shafi
   Deputy Director, DIQA
4. Dr. Tariq Rashid Jan
   Department of Statistics
5. Dr. Aadil Wani
   Coordinator, DIQA
6. Dr. Irfan Rashid
   Coordinator, DIQA
7. Dr. Fayaz Ahmad Lone
   Documentation Officer,CCAS
8. Mr. Gowher Ayoub
   Computer Assistant,
   Statistical Unit
9. Mr. Mohammad Aslam
   Jr. Assistant
   Statistical Unit

Resolved:

1. The Executive summary of the SSR would be prepared by Dr. Manzoor Ahmad Shah.
2. The SSR portion of Qualitative Metris (Q.M) alongwith needful documents will be jointly prepared by Dr. Manzoor Ahmad Shah, Mr. Showkat Shafi, Dr. Aadil Bashir,Dr. Irfan Rashid and Dr. Fayaz Ahmad Lone.
3. Evaluative Report of the Departments will be prepared by Mr. Wasim Hussain Bhat, Computer Assistant.
4. Data Requirements portion of Self Study Report will be prepared by Dr. Irfan Rashid, Mr. Gowher Ayub and Mr. Mohammad Aslam.
5. Quality Indicator Framework (QIF) part will be prepared by Dr. Mohammad Tariq Banday, Dr.Tariq Rashid Jan and one official from DIQA. The procurement of needful documents in this regard will be coordinated by Deputy Director, DIQA.

Showkat Shafi
Deputy Director

Copy to:

1. All members present in the meeting;
2. P.A to Registrar for kind information of the Registrar;
3. PRO to Hon'ble Vice-chancellor for kind information of the Hon'ble Vice-chancellor.

K.U./P&S/Quaf

UNIVERSITY OF KASHMIR

Notes

Record note of the Screening Committee Meeting

(for administrative posts advertised vide Notice No II of 2013 dated 17 April 2013)

Committee constituted to screen the application forms received for various administrative posts available in the Main Campus, North/South Campuses of the University met on 25-07-2013 at 11.45 am in the office chamber of Dean Academic Affairs.

Present:

1. Prof. A. M. Shah Dean Academic Affairs	Chairman
2. Prof. K. I. Andrabi Dean Research	Member
3. Prof T. A. Kanth Department of Geography	Member
4. Dr. Ashfaq Ahmed Zarri Dy. Registrar, Recruitment	Member Secretary

The Committee screened the application forms of the candidates in accordance with the qualifications and experience laid down in the advertisement notice for each post. Post-wise recommendations of the Committee are as follows:

I) <u>Director South Campus</u>

Number of Positions = 01
Total number of applicants = 08

a. The following candidates have been found eligible to be called for interview:
   i. Dr. Mohmad Shafi Simbli
   ii. Dr. Muhamad Yousuf Ganai
   iii. Dr. Farooq Ahmad Khan
   iv. Dr. Mohmmad Abubakar Ahmad Siddique

b. The following candidate has not been found eligible because he does not have the required Ph.D degree as per condition laid down in the advertisement notice.
   1. Mr. Altaf Ahmad

c. *The following candidates were not considered because they had not submitted an application on plain paper for consideration of their earlier application form as per requirement laid down under Clause -XVI of the advertisement notice No. II of 2013 dated 17-04-2013:*
   i. Mr. Basharat Shafi
   ii. Dr. Bashir Ahmad Nehvi
   iii. Dr. Khursheed Ahmad Butt
   iv. Dr. Pirzada Mohammad Amin

II) Director North Campus

Number of Positions = 01
Total number of applicants = 06

a. The following candidates have been found eligible to be called for interview:
   i. Prof. Mohammad Akbar Khuroo
   ii. Dr. Farooq Ahmad Khan
   iii. Dr. Irshad Ahmad Wani

b. The following candidate was not found eligible as he does not possess required 15 years teaching experience:
   i. Dr. Abdul Hamid Wani

c. *The following candidates were not considered because they had not submitted an application on plain paper for consideration of their earlier application form as per requirement laid down under Clause -XVI of the advertisement notice No. II of 2013 dated 17-04-2013:*
   i. Mr. Basharat Shafi
   ii. Dr. Mohammad Afzal Zargar

III) Director Convocation Complex

Number of Positions = 01
Total number of applicants = 09

a. The following candidates have been found eligible to be called for interview:
   i. Dr. Mohmad Shafi Simbli
   ii. Dr. Mohd Yousuf Bhat
   iii. Dr. Mohmmad Abubakar Ahmad Siddique

b. The following candidate was not found eligible as she does not possess the requisite qualifications i.e., Ph.D or MBA prescribed for the post:
   i. Ms. Muslim Jan

c. *The following candidates were not considered because they had not submitted an application on plain paper for consideration of their earlier application form as per requirement laid down under Clause -XVI of the advertisement notice No. II of 2013 dated 17-04-2013:*
   i. Mr. Irfan Ahmad Bazaz
   ii. Mr. Mohd Ayub Shah
   iii. Mr. Sarafraz Bashir
   iv. Mr. Abhishek Gupta
   v. Dr. Manzoor Ahmad Shah

K.U./P&S/Quaf

UNIVERSITY OF KASHMIR

Notes

IV) Joint Registrar (Main Campus)

Number of Positions = 01
Total number of applicants = 11

a. The following candidates have been found eligible to be called for interview:
   i. Dr. Mohmad Shafi Simbli
   ii. Dr. Mohd Yousuf Bhat

b. The following candidate has also been found eligible to be called for interview because the service he has rendered at the SRC of the University of Kashmir has been considered by the University when the applicant was appointed as Deputy Registrar in 2009 as well as by the Hon'ble High Court vide order dated 09.02.2010.
   i. Dr. Nisar Ahmad Mir

c. The following candidate has not worked in the Pay-Band and Grade Pay equivalent or comparable to that of the Deputy Registrar or Associate Professor as per advertisement notice. However it appears that he has worked on an equivalent position (Joint Director/Incharge Additional Director) in the Council for Science and Technology, Department of Science and Technology, he can be considered eligible to be called for interview subject to approval of the Vice Chancellor.
   i. Mr. Altaf Ahmad

d. The following candidates were not found eligible as they do not possess the required experience of having worked for five years as Deputy Registrar/Associate Professor or Equivalent:
   i. Mr. Basharat Shafi
   ii. Mr. Abdul Rashid Bhat
   iii. Dr. Bashir Ahmad Rather

e. The following candidates were not considered because they had not submitted an application on plain paper for consideration of their earlier application form as per requirement laid down under Clause -XVI of the advertisement notice No. II of 2013 dated 17-04-2013:
   i. Mr. Javaid Iqbal Mattoo
   ii. Dr. Mohd Zubair
   iii. Mr. Abdul Raoof Khan
   iv. Dr. Mohammad Afzal Zargar

V) Joint Registrar (North Campus)

Number of Positions = 01
Total number of applicants = 04

a. The following candidate has also been found eligible to be called for interview because the service he has rendered at the SRC of the University of Kashmir has been considered by the University when the applicant was appointed as Deputy Registrar in 2009 as well as by the Hon'ble High Court vide order dated 09.02.2010.
   i. Dr. Nisar Ahmad Mir

b. The following candidate has not worked in the Pay-Band and Grade Pay equivalent or comparable to that of the Deputy Registrar or Associate Professor as per advertisement notice. However it appears that he has worked on an equivalent position (Joint Director/Incharge Additional Director) in the Council for Science and Technology, Department of Science and Technology, he may be considered eligible to be called for interview subject to approval of the Vice Chancellor.
   i. Mr. Altaf Ahmad

c. The following candidates were not found eligible as they do not possess the required experience of having worked for five years as Deputy Registrar/Associate Professor or Equivalent:
   i. Mr. Basharat Shafi
   ii. Mr. Puneet Pandey

VI) <u>Joint Registrar (South Campus)</u>

Number of Positions = 01
Total number of applicants = 04

a. The following candidate has also been found eligible to be called for interview because the service he has rendered at the SRC of the University of Kashmir has been considered by the University when the applicant was appointed as Deputy Registrar in 2009 as well as by the Hon'ble High Court vide order dated 09.02.2010.
   i. Dr. Nisar Ahmad Mir

b. The following candidate has not worked in the Pay-Band and Grade Pay equivalent or comparable to that of the Deputy Registrar or Associate Professor as per advertisement notice. However it appears that he has worked on an equivalent position (Joint Director/Incharge Additional Director) in the Council for Science and Technology, Department of Science and Technology, he may be considered eligible to be called for interview subject to approval of the Vice Chancellor.
   i. Mr. Altaf Ahmad

c. The following candidates were not found eligible as they do not possess the required experience of having worked for five years as Deputy Registrar/Associate Professor or Equivalent:
   i. Mr. Basharat Shafi
   ii. Mr. Sayar Ahmad Kuchy

VII) **<u>Additional Controller of Exams (Main Campus)</u>**

Number of Positions = 01
Total number of applicants = 07

a. The following candidates have been found eligible to be called for interview:
   i. Dr. Mohmad Shafi Simbli
   ii. Dr. Mohd Yousuf Bhat

K.U./P&S/Quaf

UNIVERSITY OF KASHMIR

Notes

b. The following candidate has also been found eligible to be called for interview because the service he has rendered at the SRC of the University of Kashmir has been considered by the University when the applicant was appointed as Deputy Registrar in 2009 as well as by the Hon'ble High Court vide order dated 09.02.2010.
   i. Dr. Nisar Ahmad Mir

c. The following candidate has not worked in the Pay-Band and Grade Pay equivalent or comparable to that of the Deputy Registrar or Associate Professor as per advertisement notice. However it appears that he has worked on an equivalent position (Joint Director/Incharge Additional Director) in the Council for Science and Technology, Department of Science and Technology, he may be considered eligible to be called for interview subject to approval of the Vice Chancellor.
   i. Mr. Altaf Ahmad

d. The following candidate was not found eligible as he does not possess the required experience of having worked for five years as Deputy Registrar/Associate Professor or Equivalent:
   i. Mr. Basharat Shafi
   ii. Dr Bashir Ahmed Rather

e. The following candidate was not considered because he had not submitted an application on plain paper for consideration of their earlier application form as per requirement laid down under Clause -XVI of the advertisement notice No. II of 2013 dated 17-04-2013:
   i. Dr. Aftab Ahmad Khan

The Committee recommended that the experience mentioned for the post of the Joint Registrar/Additional Controller of Examinations be revisited and equivalence be clearly specified in future advertisements in order to avoid ambiguity, while determining eligibility of the candidates for these administrative posts. Experience of having worked on a administrative/research/teaching positions not lower than the Pay Band and Grade Pay of Deputy Registrar be considered equivalent for these posts important positions and be made clear in the advertisement notices.

Signatures:

Prof T. A. Kanth
(Member)

Prof. K. I. Andrabi
(Member)

Dr. Ashfaq Ahmed Zarri
(Member Secretary)

Prof. A. M. Shah
(Chairman)

Record note of the Screening Committee held on 10.07.2013 at 11.45 am in the office chamber of the Dean Academic Affairs.

Present:

1. **Prof. A. M. Shah,** Dean Academic Affairs — Chairman
2. **Prof. K.I. Andrabi,** Dean Research
3. **Prof. Fayaz Ahmad,** Director, DIQA
4. **Deputy Registrar,** Recruitment — Secretary

Item No. 01

Considered the UGC Guidelines 4.3.0 (iv) regarding Qualifications for the post of Associate Professor.

The Committee after threadbare discussion resolved that the candidates having research guidance experience either at M.Phill or Ph.D level shall be considered eligible subject to registration of minimum of research students. Resolved further that award of degree to the student shall not be treated as mandatory while determining the eligibility of candidates for the post of Associate Professor and Professor.

Item No: 02

Considered the UGC guidelines 4.3.0 (iii) regarding minimum of eight years experience of teaching and/or research in an academic /research position equivalent to that of Assistant Professor in a University or College.

The matter was discussed threadbare viz-z-viz Clause 10.0 regarding counting of the past services for direct appointment and promotion under CAS in terms of UGC Regulations 2010.

It was resolved that as per conditions laid under clause 10.1, research experience obtained by candidates at JRF/SRF/RA or Post-Doctoral Level, prior to their joining as Assistant Professor on a substantive post shall not be considered equivalent to that of an Assistant Professor, while counting experience of teaching and/or research for the purpose of direct appointment and promotion under CAS in terms of UGC Regulations 2010.

Item No: 03

Considered the representation submitted by Dr. Mohsin Ahmad Bhat, Assistant Professor, Department of Chemistry for placement in Senior Scale in terms of UGC Regulations -2000.

The Committee resolved that the course Capacity Building programme on Multimedia and E-Content Development attended by Dr. Mohsin Ahmad Bhat be considered equivalent to Orientation Course as one time exception.

Item No: 04

Considered the representation submitted by Dr. Syed Tanveer, Assistant Professor, Department of Zoology for promotion as Associate Professor under CAS in terms of UGC Regulations – 2000.

The Committee resolved that since the teacher concerned has been placed in Stage III under CAS in terms of UGC Regulations -2010, her request now for her promotion under old Career Advancement Scheme 2000 is not maintainable.

Item No: 05

Considered the promotion of Dr. Saleema Jan, Research Scientist, and EMMRC as Associate Professor under CAS in terms of UGC Regulations 2000.

The Committee resolved that Administration Teaching Wing be requested to intimate whether CAS meant for teachers is applicable to Dr. Saleema Jan.

Item No: 06

Considered the placement of Mr. Farooq Ahmad Lone, Ex-Producer, EMMRC in Senior Scale under CAS in terms of UGC Regulations – 2000.

The Committee resolved that since Mr. Lone was holding non academic position at the time of his superannuation, the promotion case does not come under the CAS meant for teaching staff. The Committee further resolved that the matter be referred to the General Administration for further necessary action as per relevant rules.

Prof. A. M. Shah,
Dean Academic Affairs

Prof. K.I. Andrabi,
Dean Research

Prof. Fayaz Ahmad,
Director, DIQA

Dr. Ashfaq Ahmed Zarri
Deputy Registrar, Recruitment

UNIVERSITY OF KASHMIR

Notes

Record note of the Screening Committee meeting held on 23-08-2014 in the Committee Room of the Administrative Block, University of Kashmir.

Present:

1. Prof. T. A. Kanth — Chairman
   Deptt. of Geography & Regional Development
2. Prof. S. M. A. Andrabi — Member
   Director, USIC
3. Prof. Fayaz Ahmad — Member
   Director, DIQA
4. Dr. Ashfaq Ahmed Zarri — Member Secretary
   Deputy Registrar (Recruitment)

Resolutions:

1. The Committee examined the case forwarded by the Deputy Secretary, Governor's Secretariat seeking report on the representation of Dr. Aijaz Ahmad Dar, Assistant Professor, Department of Chemistry for his appointment as Associate Professor vis-à-vis case of Dr. Parikshat Singh, University of Jammu. The Committee after a threadbare discussion on the issue resolved as under:
   a. *That the University of Jammu be approached to provide details about the appointment of Dr. Parikshat Singh Manhas, the Business School for perusal before submitting any recommendations.*
   b. *The Registrar, University of Kashmir may approach the UGC for expeditious disposal of the communication dated 17-06-2014 regarding the authenticity of the letter dated 24-03-2014 received from UGC.*
   c. *In the meantime, a report regarding the case may be communicated to the Rajbhawan conveying the present status of the case as desired by the Hon'ble Chancellor.*
2. The Committee examined the report submitted by Director, DIQA in respect of Category *iii* for promotion of Dr. Inayatullah Tahir, Department of Botany as Professor under CAS. After re-evaluating the API score, it was observed that the request made by the teacher was genuine and his actual effect after deducting the scores of a publication dated November 2010 falls on 24th August 2010. It was, therefore, recommended that the case be resubmitted to the Hon'ble Chancellor with the request to consider the date of effect of promotion of Dr. Inayatullah as Professor as 24th August 2010 instead of 01-01-2011.

3. The case forwarded by the Teaching Wing regarding change of designation of Scientist – D to Associate Professor in respect of Dr. Manzoor Ahmad Chachoo and Dr. Muheet Ahmad Bhat, Department of Computer Science was discussed and the following was resolved:

    a. *that the Council resolution dated 19-10-2012 does not make any mention of the change in nomenclature of Scientist- D as in case of other positions.*

    b. *That the Teaching Wing may process the case in the light of eligibility conditions for the appointment of Associate Professor laid down in UGC Regulations – 2010 clause 10.0 and 10.1.*

4. The Committee while screening the application forms of the teachers for their placement/ promotion under CAS found that some of the teachers are very casual while filling their applications and, therefore, resolved that a circular be issued mentioning therein that henceforth all the concerned teachers shall fill up the application forms carefully. It was, further, resolved that application forms found incomplete/ incorrect will be summarily rejected. No addition/ alteration, whatsoever, shall be allowed to application forms after the last date of submission.

5. Resolved that all cases already forwarded by the Recruitment Section pending for screening, shall be cleared by the Screening Committee by 30th August 2014.

6. It was also resolved that all pending cases be forwarded to the Screening Committee by or before 30th August 2014 and the Committee will ensure that the screening process is completed at the earliest possible.

Prof. T. A. Kanth | Prof. S. M. A. Andrabi | Prof. Fayaz Ahmad

Dr. Ashfaq Ahmad Zarri

K.U./P&S/QUAF

UNIVERSITY OF KASHMIR

Notes

Record note of the Screening Committee (placed across) held on 23-08-2014 may please be perused and considered for approval.

28/8/14

DR

Duly signed record note of the meeting of Screening Committee may please be perused and approved.

A. Kaur
28/8/14.

327/Rec
28/08/14

Registrar

Pl. discuss

28/8

92/Reg
29/8/14

DR (Rec)

Spoken

In view of issues discussed with regard to item number 02, as desired the matter shall be against submitted for discussion to the Screening Committee in the next meeting. However, in the mean recomendations with regard to rest of the items may please be approved by the competent authority.

A. Kaur
29/8/14

934/R
1/9/14

991/Reg
1/9/14

332/Rec
30/08/14

128/Reg
4/9/14

Registrar

Record note except resolution (2nd) two may be approved

30/8

Vice Chancellor

DR (Rec) 2/9

approved.
2/9

4/9/14.

4A

15

K.U./P&S/Quaf

UNIVERSITY OF KASHMIR

Notes

Record note of the Screening Committee constituted to screen the application forms received from candidates for appointment / promotion. The Committee met on 04-03-2015 at 11:30 am in the Office chamber of Deputy Registrar, Recruitment.

Present:

1. **Prof. T. A. Kanth** — Chairman
   Deptt. of Geography & Regional Development
2. **Prof. Mahmood Ahmad Khan** — Member
   Dean & Head
   Department of Education
3. **Prof. S. M. A. Andrabi** — Member
   Director, USIC
4. **Prof. Fayaz Ahmad** — Member
   Director, DIQA
5. **Dr. Ashfaq Ahmed Zarri** — Member Secretary
   Deputy Registrar (Recruitment)

Resolutions:

1. ***Application forms for the open posts of Associate Professor and Professor not received through proper channel.***

   While perusing application forms received against various open posts of Associate Professor and Professor, the Committee observed that many of the candidates have not followed the proper procedure at the time of applying for the post. Since the advertisement notices issued in respect of such positions clearly specifies that the in-service candidates must send the Application Form through the administrative authority concerned and Registrar of their respective Universities.

   In order to ensure sanctity of the recruitment process, it was resolved that all such candidates be informed to submit no objection certificates from the concerned employer for appearing in the interview.

2. **Research Guidance Experience for the open post of Associate Professor and Professor**

   Among other eligibility conditions, Research Guidance Experience required for appointment of Associate Professor and Professor under direct Recruitment, laid down under the UGC Regulations 2010 is as under:

   For the post of Professor: *A minimum of ten years of teaching experience in University/college, and/or experience in research at the University/National level institutions/industries, including experience of guiding candidates for research at doctoral level;*

   Associate Professor: *Contribution to educational innovation, design of new curricula and courses, and technology – mediated teaching learning process with evidence of having guided doctoral candidates and research students*

Screening Committee while screening the Application Forms for the post of Associate Professor and Professor resolved to screen the applications on the basis of following criteria in respect of **research guidance experience** at doctoral level:

For the post of Professor:

I. *Awarded or registered minimum two Doctoral candidates, for at least one year on the last date of submission of Application Form*

II. *Awarded minimum of one M. Phil scholar, on the last date of submission of Application Form;*

For the post of Associate Professor:

I. *Awarded or registered minimum of one Doctoral candidate, for at least one year on the last date of submission of Application Form*

II. *Guided/awarded one M.Phil scholar, for at least for one year on the last date of submission of Application Form;*

3. Counting of Teaching / Research experience for direct appointment of Associate Professor and Professor:

The University advertised several posts of Associate Professors and Professors in terms of UGC Regulation – 2010. The Clause 3.9.0 of the Regulations 2010 reads as *"the period of time taken by candidates to acquire M. Phil and/or Ph.D. Degree shall not be considered as teaching/research experience to the claimed for appointment to the teaching positions".*

The Committee after threadbare discussion on the issue resolved that till the resolution of matter pending in the office of the Hon'ble Chancellor, two and one years teaching experience or actual period of absence (whichever is maximum) in respect of such candidates, who have obtained Ph.D. / M.Phil degrees on part-time basis as well as full-time basis respectively shall be deducted, while counting their teaching experience required for appointment to the post of Associate Professor and Professor.

4. Representation *submitted by Dr. Aijaz Ahmed Dar, Department of Chemistry for considering his appointment as Associate Professor on the analogy of Dr. Parikshat Singh Manhas of the University of Jammu.*

The representation of Dr. Aijaz Ahmed Dar, forwarded by Deputy Secretary, Raj Bhavan regarding above cited subject was examined by the Screening Committee at its meeting held on 23-08-2014. The Screening Committee after threadbare discussion on the issue resolved that details about the appointment of Dr. Parikshat Singh Manhas as Associate Professor in the Business School, University of Jammu be sought before any recommendation is made in the matter. Accordingly, the Registrar, University of Jammu was requested to provide documents in support of the case history of Dr. Parikshat Singh appointed as Associate Professor in the Business School, University of Jammu. The University of Jammu furnished the requisite information vide letter dated 04-09-2014 and the said information was perused and discussed by the Screening Committee. The following was observed:

a) The case for promotion of Dr. Parikshat as Professor under CAS was submitted to the Chancellor for approval, and the Chancellor noticed some shortcomings in his appointment as Reader in the said Department in 2007 in terms of the requisite teaching experience of five years laid down under clause 4.3.0 of UGC regulations 2000 which is reproduced as under:

> ***"Good academic record with a doctoral degree or equivalent published work. In addition to these, the candidates who join from outside the University shall also possess at least 55% marks or an equivalent grade of B***

UNIVERSITY OF KASHMIR

Notes

in the seven point scale with letter grades O,A,B,C,D,E & F at the masters degree level.
Five years of experience of teaching and/or research excluding the period spent on obtaining the research degrees and has made some mark in the areas of Scholarship as evidenced by quality of publication, contribution to educational innovation, design of new courses and curricula"

b) In response to the agenda no. 75.45 of Jammu University Council meeting held on 11.10.2013, the following was resolved:

"That the earlier appointment of Dr. Parakshit Singh Manhas" as Reader (in 2007) in the Business School may be considered valid and the Vice Chancellor shall ensure, in future, that every promotion/appointment is made strictly as per the Statutes"

Instead of granting clear cut approval in the matter, the Council resolved that the earlier appointment of Dr. Manhas as Reader in the Business School in 2007 may be considered valid with an instruction that the University Vice Chancellor shall *ensure, in future, that every promotion/appointment is made strictly as per the Statutes, which implied that the Chancellor did not approve counting of* time spent by Dr. Manhas in obtaining Ph.d degree on part time basis while teaching in the University of Jammu and did not find the promotion strictly as per the statutes.

In view of the above, the Screening Committee recommended in its meeting held on 31.12.2014 that *"though the Case of Dr. Dar appears to be similar to that of Dr. Manhas, in view of the spirit/language of University of Jammu Council resolution and practice in vogue in the University of Kashmir, (whereby such period is not considered in terms of clause 10.0 and 10.1 of the UGC guidelines, while determining eligibility of candidates at the time of appointment of Associate Professors), the request made by Dr. Dar for processing his appointment case which stands turned down earlier by the Hon'ble Chancellor, is not maintainable."*

Based on the approved record note of the committee, draft letter addressed to the Deputy Secretary Governor's Secretariat was submitted for the consideration of the authorities. It was desired that the matter may be again placed for re-examination by the Screening Committee.

The committee while re-examining the case observed that since the selection committee which recommended the appointment of Dr. Dar was held prior to the Council decision of the University of Jammu, therefore his case also deserves to be considered on the lines of benefit extended to Dr. Parakshit Singh Manhas.

18/3/2015

Prof. T. A. Kanth | Prof. M. A. Khan | Prof. S. M. A. Andrabi

Prof. Fayaz Ahmad | Dr. Ashfaq Ahmad Zarri

Universal /Adm. /1000Pads/02 / 010

UNIVERSITY OF KASHMIR

NOTES

Record Note of the Screening Committee held on 09-05-2015 at 12.00 noon in the Office Chamber of the Deputy Registrar, Recruitment.

Present:

1. **Prof. T. A. Kanth**
   Department of Geography & Regional Development — Chairman
2. **Prof. Mahmood Ahmad Khan**
   Dean & Head, Department of Education — Member
3. **Prof. Fayaz Ahmad**
   Director, DIQA — Member
4. **Prof. S. M. A. Andrabi**
   Director, USIC — Member
5. **Dr. Ashfaq Ahmad Zarri**
   Deputy Registrar (Recruitment) — Member Secretary

The Committee discussed the agenda items threadbare and resolved as under:

1. **To peruse the approval/remarks of authorities viz-a-viz the record note of the Screening Committee held on 04-03-2015**

   The Committee after perusal of the remarks of the authorities resolved that since decision regarding the recommendation of the Screening Committee pertaining to research guidance experience required for the post of Associate Professor / Professor submitted for approval in the record note of the meeting dated 04-03-2015 is pending, screening of applications cannot be carried out.

   Also in addition to the above, decision with regard to counting of teaching / research guidance for direct appointment of Associate Professor / Professor submitted at item no. 02 of the record note of the meeting held on 04-03-2015 is pending. Therefore, the screening of the applications should be deferred till approval is received.

2. **Peruse the Legal Notice submitted by Tasaduq Hussain (Advocate) in J&K High Court Srinagar**

   Through the medium of Legal Notice the above advocate pointed out that some in service candidate has been screened through by the Screening Committee in violation of the established procedure.

   The committee after perusal of the legal notice resolved that the procedure proposed in such matters vide resolution No. 1 (modified in the meeting held on 09-05-2015) which is reproduced hereunder shall be followed subject to approval of the competent authority.

   " In order to ensure the sanctity of the recruitment process, it was resolved that such candidates be informed to submit ***No Objection Certificate*** */certificate from the concerned employer to the effect that the claims made by him/her are genuine at the time of appearing in the interview"*

3. **To peruse the representation of Dr. Tariq Ahmad Chesti, Associate Professor in Directorate of Distance Education regarding eligibility of candidates for the post of Professor, Mathematics.**

The Committee after perusal of the representation of the Dr. Tariq Ahmad Chesti resolved that application of Dr. Bashir Ahmad Zarger be screened afresh as per relevant UGC guidelines in order to ensure that no discrimination is meted out to the complainant.

4. **Modalities for considering applications of such teacher candidates for the post of Professor, who are already holding the post of Professor for several years in the same Departments of the University.**

It has been observed that various Professors/ Associate Professor choose to apply for the open post of Professor / Associate Professor advertised by the University. It was resolved that all such candidates already holding the post of Professor/ Associate Professor on their submission of application for the post of Professor/ Associate Professor in the same Department shall be asked to submit an undertaking to the following effects:

a. They shall appear in interview at the time of holding the Selection Committee Meeting.
b. They shall accept the recommendation of the Selection Committee whatsoever.

5. **To peruse the representation of Mr. Javiad Iqbal, Assistant Professor, Computer Sciences for reckoning his placement in Stage-II with effect from 15-02-2012 instead of 15-02-2013.**

It was resolved that clarification be sought on file from Academic Section for considering his request before taking any decision in the matter.

6. **Adoption of Criteria / Parameters for attributing 50% weight-age to the Academic Record and Research Performance as laid down in UGC Regulations 2010, for making appointment of Assistant Professor/ Equivalent posts.**

The Committee perused the proposed criteria / parameter and suggests minor modification as reproduced hereunder:

EARLIER PROPOSED CRITERIA/PARAMETERS

a)	**Academic Merit** (% of marks obtained at Master's degree)	20 point
b)	**Research Degrees** (Max. 10 Points)	
	1. Ph.D only	10 points
	2. M.Phil only	05 points
c)	**NET/SET/JRF** (Max. 10 Points)	
	1. NET	05 points
	2. SET	05 points
	3. JRF	10 points
d)	**Research Publications** (Max. 10 Points)	
	1. Research Papers in ISSN Journals	03/paper
	2. Papers/Chapters in ISBN Books)	03/paper
	3. Book by National Publisher	05/Book
	4. Book by Inter-National Publisher	10/Book

(Note: Marks for joint publications to be shared on the basis of 60:40 between the first and the remaining authors)

TOTAL POINTS **50 Points**

UNIVERSITY OF KASHMIR

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MODIFIED CRITERIA

a)	**Academic Merit** (% of marks obtained at Master's degree)	25 point
b)	**Research Degrees** (Max. 12 Points)	
	1. Ph.D only	10 points
	2. M.Phil only	05 points
	3. M.Phil + Ph.D	12 points
c)	**Research Publications** (Max. 13 Points)	
	1. Research Papers with IF	03/paper
	2. Research Papers in ISSN Journals without IF	02/paper
	3. Papers/Chapters in ISBN Books)	02/paper
	4. Book by National Publisher	05/Book
	5. Book by Inter-National Publisher	07/Book
	TOTAL POINTS	50 Points

7. **To consider the request of Dr. Bilal Ahmad Malik, Scientific Officer for implementation of Career Advancement Scheme as per USIC/UGC Guidelines.**

Resolved that the request of Dr. Bilal Ahmad for Career Advancement be considered by concerned section as per the Career Advancement Scheme applicable to his cadre. However, it was resolved that the CAS for teachers in terms of UGC guidelines is not applicable to Dr. Bilal Ahmad.

8. **To consider whether the eligibility of various candidates for open advertised posts is to be considered as on the date of notification / last date of submission of application form.**

Resolved, that for all open advertised posts eligibility of candidates shall be considered on the last date of submission of application form mentioned in the main notification only. Extension if any to the notification shall only be for the purpose of allowing the candidates to submit their forms.

Prof. T. A. Kanth | Prof. Mahmood Ahmad Khan | Prof. Fayaz Ahmad

Prof. S. M. A. Andrabi | Dr. Ashfaq Ahmad Zarri

(11)

K.U./P&S/Qual

UNIVERSITY OF KASHMIR

Notes

Record note of the Screening Committee held on 31-12-2014 (placed across) may please be perused and considered for approval.

2/2/15

DR.

May please approve the record note so that further action in the matters could be initiated accordingly.

A. Kaur
9/2/15

5/2/Rec
10/02/15

Registrar

Record note of Screening Committee held on 31-12-2014 is placed on c/s for perusal & approval.

19/2

3/01/Reg
19/2/15

Vice Chancellor

1217/VCO
19/2

P/2 Spk
19/02

3/7/Reg
21/2/15

Reg: Spoken & Approved
20/02

DR (Rec)

20/2

A. Kaur
23/02

Process for n/a as per approved minutes.

A. Kaur
22/02/19.

AR (Recd)

50
4/1
23/2

UNIVERSITY OF KASHMIR, SRINAGAR

Minutes of the Screening Committee meeting held on May 24, 2016 and June 8, 2016 in the office chamber of the Dean Academics Affairs

Following were present:

1. Dean Academics Affairs
2. Dr. Manzoor Ahmad, Department of Islamic Studies
3. Dr. Manzoor Ahmad, Chief Coordinator, DIQA
4. Mr. Showket Shafi, Deputy Director, DIQA
5. Dr Feroz Ahmad Gurku, Deputy Registrar, TW
6. Muzamil Masood Mattoo, Deputy Registrar Recruitment
7. Dr. Mudasir Mufti, Department of English
8. Dr. Javaid Iqbal, Department of Computer Sciences
9. Dr. Adil Bashir, Department of Social Work

Following issues were discussed:-

1. **Clarification to Clause 1.1 of Schedule for Clause 6.8.0 of UGC Regulations 2010.**
   The Committee has gone through the clarification issued by the UGC vide lter dated 17 August, 2015 with regard to the existing Clause 1.1 of Schdule for Clause 6.8.0 of UGC guidelines, 2010. It was observed that the eligibility rules as reflected in the UGC Regulations 2010 will not have any impact by virtue of the said clarification.
   As such the promotion under this clause cannot be denied in light of the above clarification. Accordingly, it was resolved that subject to fulfilment of other eligibility conditions, recommendations of the Screening Committee already made, may be considered for authorization.
   The relevant portion of the UGC clause of UGC Regulations 2010 is reflected as Annexure I, for perusal.
2. **Clause 10.1 of UGC Guidelines 2010 for Counting of Past Service for Direct recruitment and promotion under CAS.**
   Issue of counting of past service rendered by teachers (Assistant Professors) in State Higher Education Department and other institutions, claiming benefit under the above clause 10.1 of the UGC Regulations (reflected in Annexure II),

came up before the Screening Committee. After a through discussion, it was resolved that the applicants claiming the benefit under the Regulations, shall have to fulfil all the conditions envisaged in Clause 10.1 and produce documentary proof in support of their claim. It was also resolved that the Application Form should also reflect a separate Section for applicants claiming benefit under the said Clause.

3. **Representation of Mr. Javaid Iqbal, Assistant Professor, Department of Computer Science, for consideration of MCA as a professional degree.**

   The issue came up in the previous Screening Committee whereat it was resolved to have a copy of notification or resolution of the competent academic body declaring the MCA as professional degree and due to non-availability of satisfactory reply to the observation, the request was not considered.

   The issue again came up before the Screening Committee and it was resolved that the case be forwarded to the Deputy Registrar (Academic) for a policy decision by the competent body with regard to declaration of the MCA degree as professional degree or other wise.

4. **Determination of eligibility of Dr. Saleema Jan, Research Scientist, EMMRC.**

   The committee perused all the relevant available records and resoled as under:-

   i) Dr. Saleema Jan shall be designated as Research Scientist (Selection Grade I) and evaluated strictly as per the relevant scheme w.e.f. 9.8.2004.

   ii) After Selection Grade I, Dr. Saleema Jan shall be designated as Research Scientist (Selection Grade II) and evaluated strictly as per the relevant scheme applicable to the next level.

   iii) However, it was resolved that Dr. Saleema Jan shall have to fulfil all other conditions of eligibility under the relevant Scheme/s, except the required teaching service which shall be substituted by the parameters laid down for other research Centres namely CCAS, CORD and the like. Other conditions of eligibility and evaluation shall be followed as per the relevant scheme/s applicable to her from time to time.

5. **Promotion case of Dr. Rana Hashmi/re-designation as Teacher**

   Appointed as System Analyst on August 6, 1992. Granted Senior Scale w.e.f. 19.3.1998 as per the CAS scheme in vogue at that time. On Dec. 22, 2012, Dr. Hashmi stood designated as "Scientist C". Dr. Hashmi applied for Selection Scale which falls due prior to her change of designation as "Scientist C" and redesignation as Faculty in the Department.

   The case was discussed in detail and was resolved that :-

   i) Dr. Hashmi shall be evaluated for Selection Scale, under the relevant provisions of the scheme prevalent at that time, which becomes due to her, prior to change of her designation as "Scientist C";

ii) After the change of her designation as "Scientist C" and in light of University Council resolution dated 19.10.2012, notified vide order No. F(Change-Nomenclatr)/Adm/TW dated Dec. 22, 2012, with regard to conversion of Computer Centre to that of Department of Computer Sciences, she shall have to be evaluated as per the guidelines relevant for her new designation;

iii) If Dr. Hashmi does not fulfil the evaluation criteria as laid down under (ii) above, she shall have to wait for the scheme to be approved for other Scientists working in the University.

iv) However, before initiating the process of her assessment, it was resolved that details with regard to treatment of her period of absence be first got confirmed from the Teaching Wing.

Meting terminated with a vote of thanks to the Chair.

Dean Academics Affairs

Dr. Manzoor Ahmad
Department of Islamic Studies

Dr. Manzoor Ahmad Shah
Chief Coordinator, DIQA

Mr. Showket Shafi
Deputy Director, DIQA

Dr Feroq Ahmad Gurku,
Deputy Registrar TW

Muzamil Masood Mattoo,
Deputy Registrar Recruitment

Dr. Mudasir Mufti
Department of English

Dr. Javaid Iqbal
Department of Computer Sci.

Dr. Adil Bashir
Department of Social Sork

(27)

Minutes of the Screening Committee held on Nov. 30, 2016 in the office chamber of the Dean Academics Affairs:-

Following were present:-

1. Dean Academics Affairs
2. Dr. Manzoor Ahmad , Department of Islamic Studies
3. Dr. Manzoor Ahmad Shah , Chief Coordinator, DIQA
4. Mr. Showkat Shafi, Deputy Director, DIQA
5. Dr Feroz Ahmad Gurku, Deputy Registrar TW
6. Mr. Muzamil Masood Mattoo, Deputy Registrar Recruitment
7. Dr. Mudasir Mufti, Department of English
8. Dr. Javaid Iqbal, Department of Computer Sciences
9. Dr. Adil Bashir, Department of Social Work

At the outset, the Dean Academics Affairs welcomed the members. Thereafter following issues were taken up for discussion and resolved:-

1. **Counting of leave availed towards the award of Ph.D./M.Phil degrees in respect of CAS eligibility in light of UGC clarification dated 1 March, 2016.**

   Resolved that the Leave/Study leave taken for pursuing research degree (M.Phil/Ph.D.) shall not be taken as the teaching/research experience for the purpose of eligibility under the CAS and shall be deducted.

   Resolved further

   - *that in respect of candidates proceeding on following kinds of leave, API of category I and II will not be compulsory. In all such cases the API of these categories will be assessed on the basis of analogy on the available (preceding or succeeding) year:*
     - *a) Maternity Leave*
     - *b) Child Care Leave*
     - *c) Medical Leave*
     - *d) Any other similar leave*
   - *that leave taken for any teaching assignment in a foreign national University will be deducted.*

2. **Research Experience in respect of CAS promotion to Associate Professor and Professor, is taken in respect of open posts**

   The Committee felt that Research Experience of guiding at least two scholars for a period of one year may also be stipulated for promotion under CAS.

3. **Consideration of other types of Courses in place of Refresher/ Orientation/Research Methodology courses for promotion to Stage II (Assistant Professors)**

   Resolved that the Courses having relevance to the discipline attended by the applicants other than the Refresher/Orientation/Research Methodology Courses organised by ASC/Universities, shall be considered. However it was resolved that the Screening Committee shall decide about these Courses attended by the Faculty, on case to case basis.

4. **Counting of past service for CAS eligibility in respect of candidates having rendered service in other institutions of higher learning:**

   Resolved that all those teachers who have applied for counting of past service for consideration of their promotion under CAS shall, besides fulfilling other conditions of eligibility as stipulated under 10.0 of UGC regulations, have to submit document/s from the previous Recruiting Agency, certifying the fulfilment of essential qualification for the post at the time of their appointment besides that the appointment made in accordance with the prescribed selection procedure as laid down under UGC Regulations, from the parent employer.

Dean Academics Affairs

Dr. Manzoor Ahmad ,
Department of Islamic Studies

Dr. Manzoor Ahmad Shah
Chief Coordinator, DIQA

Mr. Showkat Shafi
Deputy Director, DIQA

Dr Farooq Ahmad Gurku,
Deputy Registrar TW

Muzamil Masood Mattoo,
Deputy Registrar Recruitment

Dr. Mudasir Mufti
Department of English

Dr. Javaid Iqbal
Department of Computer Sci.

Dr. Adil Bashir
Department of Social Work

November 30, 2016

(21)

UNIVERSITY OF KASHMIR, SRINAGAR

Recommendations of the Screening Committee for re-designation of Scientists working in the Department of Computer Sciences, held on January 23, 2017, in the office chamber of the Dean Academics Affairs.

Re-designation of Dr. Manzoor Ahmad Chachoo and Dr. Muheet Ahmad Butt, Scientist 'D' Department of Computer Sciences as Associate Professor in terms of University Council Resolution dated 19-10-2012, and notified vide order dated Dec. 22, 2012.

The matter forwarded by the Teaching wing for redesignation of the above Scientists as Associate Professor along with their applications was perused and the following was observed.

a) Prior to the appointment of Dr. *Manzoor Ahmad Chachoo and Dr. Muheet Ahmad Butt, as Scientist 'D' in the Department of Computer Sciences* in the Pay band of Rs. 15600-39100 with GP of Rs. 7600 vide order dated 08.10.2012 both were holding the post of Scientist B in the pay band of Rs. 15600-39100 with GP of Rs. 5400.

b) Since one of the essential requirements for appointment to the post of Associate Professor laid down under Clause 10.0.0 (b) is **"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) In the instant case both the employees could have been treated equivalent to Lecturer in terms of Grade Pay from the date their initial appointment as System Analyst/Information Officer as the case may be to the date of adoption of the UGC Regulations -2010 on 04.10.2010, because prior to adoption of the UGC guidelines both System Analyst and Lecturer were holding the same Pay Scale i.e, Rs. 8000-13500 but by virtue of revision of pay scales with effect from 01.01.2006 the pay scale of System Analyst and Information officer was revised to Rs. 15600-39100 with GP of Rs. 5400, while as that of Lecturer was fixed as Rs. 15600-39100 with GP of Rs. 6000, therefore the benefit cannot be extended in terms of (b) above.

d) The total service/experience of Dr. Manzoor Ahmad Chachoo and Dr. Muheet Ahmad Butt is as under:

In case of Dr. Muheet Ahmad Butt

Service Experience	Duration
Experience in the pay scale equivalent to Lecturer from the date of joining as Information Officer till the date of implementation 6th Pay commission guidelines (01.06.2006). Pre-revised Rs. 8000-13500	1 year 9 months
Information Officer/Scientist B Pay Band 15600-39100 GP Rs. 5400 From 01.06.2016 to 7.10.2012	6 years 5 months
Appointed as Scientist D Pay Band 15600-39100 GP Rs. 7600 From the date of his joining on 08.10.2012 till date	4 years 3 months

In case of Dr. Manzoor Ahmad Chachoo

Service Experience	Duration
Experience in the pay scale equivalent to Lecturer from the date of his joining as System Analyst till the date of implementation 6th Pay commission guidelines (01.06. 2006) *Pre-revised Grade Rs. 8000-13500*	3 years 2 months
System Anayst/Scientist B Pay Band 15600-39100 GP Rs. 5400 From 01.06.2016 to 7.10.2012	6 years 5 months
Appointed as Scientist D Pay Band 15600-39100 GP Rs. 7600 From the date of his joining on 08.10.2012 till date	4 years 3 months

e) Dr. Muheet has acquired Ph.D. degree as on 9.9.2013 and Dr. Chachoo as on / /2012, which is a pre-requisite for consideration for a teaching post.

In view of the above and keeping in view the [redacted] UGC Regulations 2010, the committee recommends that –

i) The applicants be designated as Assistant Professors from the date they have acquired the Ph.D. degrees, that is fulfilment of eligibility requirements for the said post;
OR

ii) The applicants be considered for re-designation as Associate Professors from the date they will acquired eight years of service, from the date they have acquired Ph.D. degree and assessed as per the Regulations prevalent at that time.

Dean Academics Affairs

Dr. Manzoor Ahmad
Department of Islamic Studies

Dr. Manzoor Ahmad Shah
Chief Coordinator, DIQA

Showket Shafi
Deputy Director, DIQA

Dr Feroz Ahmad Gurku
Deputy Registrar TW

Muzamil Masood Mattoo
Deputy Registrar Recruitment

Dr. Mudasir Mufti
Department of English

Dr. Javaid Iqbal
Department of Computer Sci.

Dr. Adil Bashir
Department of Social Work

(36)

MINUTES OF THE MEETING

Subject: To evolve the modalities for evaluation of application from the faculty working in Distance Education under UGC; 4th amendment to 2010 regulations.

Record note of the meeting held on **11/05/2017** under the chairmanship of Coordinator, DIQA regarding preparation of API indicators for Distance Education Teachers. Following members were present:

1. Dr. Mufti Mudasir coord DIQA — in Chair
2. Mr. Adil Bashir DIQA — Member
3. Mr. Irfan Ahmad DIQA — Member
4. Dr Mohammad Altaf Ahanger DDE — Member
5. Mr. Showket Rashid Wani DDE — Member
6. Mr. Habibullah Shah DDE — Member
7. Mr. Showket Shafi DIQA — Member Secretary

At the outset, coordinator DIQA welcomed the members to the meeting. In the meanwhile the, Deputy Director DIQA informed the members that DIQA office bearers of Kashmir University have sought feedback about the IV-amendment of UGC guidelines published recently in Gazette of India for the appointment and promotion of teachers in universities and colleges. Since there are not any specific guidelines for the promotion of teachers working in Open and Distance Learning (ODL) system which have generated serious concern among the faculty members of the Directorate from time to time. In this connection the Appraisal Performance indicators as proposed by departmental committee of DDE in view of the different nature of job profile of faculty members were discussed threadbare among the members and following was resolved : .

Proposed **API Indicators for Distance Education Teachers**

Table 1 (a): Lecturers and Class Room Teaching

S/No	Nature of the Activity	Hours Required per Semester
1.	Pre-Contact Programme Activities like preparation of panel, to liaison with the resource persons within and outside the campus, to visit the contact centres/study centres within and outside the campus.	30 hours per semester
2.	Coordination/Supervision of contact Classes during 20 working days at headquarter	40 hours per contact programme (Minimum one contact program per semester or maximum two depends on the duration of course)
3.	Conduct/Coordination of Internal Assessment test	10 hours per contact programme
4.	Evaluation of answer scripts of internal assessment test /Assignments	As per modalities or 5 minutes per paper.
5.	Preparation/cross checking of consolidated sessional wards	10 hours per contact semester
6.	Delivery of Lecturers (Teaching)	40 hours minimum per contact or Actual hours per semester to be supported by time table.
7.	Coordination/ Development of Study Material including Proof Reading and Format Editing	60 hours per semester

8.	Counselling to Students	Two hours counselling is one hour of direct teaching.
9.	Supervision of Project Work (Wherever Applicable)	2 hours per week
10.	Supervision/ Monitoring of Contact Classes at District Level (Wherever applicable)	As per time table/working schedule.
11.	Conduct of Micro Teaching Workshops for B.ED program (Wherever Applicable)	As per time table/working schedule.
12.	Supervisions of Teaching Practice for B.ED program (Wherever Applicable)	As per time table/working schedule.
14	Conduct of Practical/Lab work (Wherever Applicable)	As per time table/working schedule.

Category 2nd

Please insert following activity in category 2nd (a) as

Visit to study centres for counselling and extension lecture series, student-coordinator meet at district level, pre-admission counselling.

- It was resolved that at the end of the semester/session whatever is applicable, Director DDE will issue a consolidated certificate on a prescribed format to be prepared by DDE for easy calculation of API scores in category 1st.

Meeting ended with the vote of thank to the chair.

Signatures of members

1. Dr. Mufti Mudasir (Coordinator DIQA) (in chair)
2. Mr. Showket Shafi (Dy Director DIQA)
3. Mr. Adil Bashir (Coordinator DIQA)
4. Dr. Irfan ~~Ahmad~~ Rashid DIQA (Coordinator DIQA)
5. Dr Mohammad Altaf Ahanger DDE faculty DDE
6. Mr. Showket Rashid Wani DDE faculty DDE
7. Mr. Habib Ullah Shah DDE faculty DDE

Submitted for perusal and approval, please.

Dean Academic Affairs

Annexure D

Distribution of Points for Open positions and CAS promotions of Associate Professors and Professors

In compliance with the 4th Amendment to the UGC Guidelines for the promotion and appointment of teachers, the DIQA proposes the following distribution of points for open positions and CAS promotions of Associate Professors and Professors.

This framework will apply to all open positions advertised in December, 2016 notification and thereafter and to all CAS applications received in July-August, 2017 and thereafter.

A. For open positions of Associate Professors and Professors

a) Academic Background=20%
b) Research Performance=40%
c) Assessment of Domain Knowledge and Teaching Skills =20% (to be given by the Selection Committee)
d) Interview Performance=20%

The following will be the distribution in a)

a) Academic Merit. *Maximum of 20 points.*
The points will be given on the basis of percentage in Matriculation, 12th, Graduation and Post-graduation as per the following scheme:
55%-59.9%=1
60%-64.9%=2
65%-69.9%=3
70%-74.9%=4
75% and above=5

b) Research Performance (*Maximum of 40 Points*):
The following will be the sub-categories of b)

i) Research Publications. *Maximum of 25 Points.*
Score will be given on the basis of evaluation reports of research papers/books by experts (3 and 5 papers/books in case of Associate Professors and Professors, respectively). Each expert will be asked to assign an overall score on a 25 point scale, shown below. The scores given by all three experts will be first added and later averaged up.
Below 8= not eligible
8-13= average
14-18= good
19-22= very good
23-25= excellent.

ii) Postdoctoral Fellowship from a recognised International or National University/D. Litt/ D.Sc. *Maximum of 5 Points.*
1 point/month (in case of fellowships)

iii) Sponsored Projects/Consultancy Projects/Projects Outcome (as indicated in III (C) of UGC Guidelines). *Maximum of 10 Points.*

Score for b) (iii) will be given as per the following table:

Nature	Subject	Amount	Score (P.I)	Score (Co-P.I/Project Mentor)
Sponsored Project	Faculty of Sciences / Engineering/Agriculture/Medical / Veterinary Sciences	Major Projects with grants above Rs. 30 lakhs	7/project	3.5/project
		Major Projects with grants above Rs. 5 lakhs up to Rs. 30 lakhs	5/project	2.5/ project
		Minor Projects with grants above Rs. 1 lakh up to Rs. 5 lakhs	3.5/project	1.75/project
	Faculties of Languages / Humanities / Arts / Social Sciences/Library / Physical education / Management	Major Projects with grants above Rs. 5 lakhs	7/project	3.5/project
		Major Projects with grants above Rs. 3 lakhs up to Rs. 5 lakhs	5/project	2.5/project
		Minor Projects with grants above Rs. 1 lakh up to Rs. 3 lakhs	3.5/project	1.75/project
Consultancy Projects	Faculty of Sciences / Engineering/Agriculture/ Medical/Veterinary Sciences	Amount mobilized with a minimum of Rs.10 lakhs	3.5for every 10 lakhs	
	Faculties of Languages / Humanities/Ars / Social Sciences/ Library/ Physical education/ Management	Amount mobilized with a minimum of Rs. 2 lakhs	3.5for every 2 lakhs	
Projects Outcome / Outputs	Faculties of Sciences / Engineering/Agriculture/Medical / Veterinary Sciences	Patent / Technology transfer / Product / Process	10 for each International /7 for each national level output or patent	
	Faculties of Languages / Humanities / Arts / Social Sciences/Library / Physical education/ / Management	Major Policy document prepared for international bodies like WHO/UNO/UNESCO/UNICEF etc. Central / State Govt./Local Bodies	Major policy document of International bodies =10, Central Govt.=7, State Govt= 3.5, Local bodies=1.75	

B. For Associate Professors under CAS

a) Research Contribution= 30%
b) Assessment of domain knowledge & teaching practices = 50% (to be given by the Selection Committee)
c) Interview performance = 20%

a) Research Contribution (*Maximum of 30 Points)*:
The following will be the sub-categories of a)

i) Research Publications. *Maximum of 20 Points.*
Score will be given on the basis of evaluation reports of research papers/books by experts (3 papers/books). Each expert will be asked to assign an overall score on a 20 point scale, shown below. The scores given by all three experts will be first added and later averaged up.
Below 6= not eligible
6-10= average
11-14= good
15-18-= very good
19-20= excellent.

ii) Postdoctoral Degree or Fellowship/Research Guidance/Projects. *Maximum of 10 Points.*
a) Postdoctoral Fellowship from a recognised International or National University/D. Litt/ D.Sc.
1 point/month (in case of fellowships)
b) Research Guidance.
2 points/ Ph. D (only in case the degree has been awarded)
c) Sponsored Projects/Consultancy Projects/Projects Outcome (as indicated in III (C) of UGC Guidelines).

Score for (c) will be given as per the following table:

Nature	Subject	Amount	Score (P.I)	Score (Co-P.I/Project Mentor)
Sponsored Project	Faculty of Sciences / Engineering/ Agriculture/ Medical/ Veterinary Sciences	Major Projects with grants above Rs. 30 lakhs	7/project	3.5/project
		Major Projects with grants above Rs. 5 lakhs up to Rs. 30 lakhs	5/project	2.5/ project
		Minor Projects with grants above Rs. 1 lakh up to Rs. 5 lakhs	3.5/project	1.75/project
	Faculties of Languages / Humanities / Arts / Social Sciences/Library / Physical Education/ Management	Major Projects with grants above Rs. 5 lakhs	7/project	3.5/project
		Major Projects with grants above Rs. 3 lakhs up to Rs. 5 lakhs	5/project	2.5/project
		Minor Projects with grants above Rs. 1 lakh up to Rs. 3 lakhs	3.5/project	1.75/project

Nature	Subject	Amount	Score (P.I)	Score (Co-P.I/Project Mentor)
Consultancy Projects	Faculty of Sciences / Engineering/ Agriculture/ Medical/ Veterinary Sciences	Amount mobilized with a minimum of Rs.10 lakhs	3.5for every 10 lakhs	
	Faculties of Languages / Humanities /. Arts / Social Sciences/Library /Physical education / Management	Amount mobilized with a minimum of Rs. 2 lakhs	3.5 for every 2 lakhs	
Projects Outcome / Outputs	Faculty of Sciences / Engineering / Agriculture/ Medical / Veterinary Sciences	Patent / Technology transfer / Product / Process	10 for each International / 7 for each national level output or patent	
	Faculties of Languages / Humanities / Arts / Social Sciences/Library / Physical education/ Management	Major Policy document prepared for international bodies like WHO/UNO/UNESCO/UNICEF etc. Central / State Govt./Local Bodies	Major policy document of International bodies =10, Central Govt. =7,State Govt= 3.5, Local bodies= 1.75	

C. For Professors under CAS

a. Research Contribution= 50%
b. Assessment of domain knowledge & teaching practices = 30% (to be given by the Selection Committee)
c. Interview performance = 20%

The following will be the sub-categories of

a) Research Contribution (*Maximum of 50 Points)*

The following will be the sub-categories of a)

i) Research Publications. *Maximum of 30 Points.*

Score will be given on the basis of evaluation reports of research papers/books by experts (3 papers/books). Each expert will be asked to assign an overall score on a 30 point scale, shown below. The scores given by all three experts will be first added and later averaged up.

Below 9= not eligible
9-15= average
16-21= good
22-27-= very good
28-30= excellent.

ii) Postdoctoral Degree or Fellowship/Research Guidance/Projects. *Maximum of 20 Points.*

a) Postdoctoral Fellowship from a recognised International or National University/D. Litt/ D.Sc.
   1 point/month (in case of fellowships)

b) Research Guidance.
   2 points/ Ph. D (only in case the degree has been awarded)

c) Sponsored Projects/Consultancy Projects/Projects Outcome (as indicated in III (C) of UGC Guidelines).

Score for (c) will be given as per the following table:

Nature	Subject	Amount	Score (P.I)	Score (Co-P.I/Project Mentor)
Sponsored Project	Faculty of Sciences / Engineering/Agriculture/Medical/ Veterinary Sciences	Major Projects with grants above Rs. 30 lakhs	7/project	3.5/project
		Major Projects with grants above Rs. 5 lakhs up to Rs. 30 lakhs	5/project	2.5/ project
		Minor Projects with grants above Rs. 1 lakh up to Rs. 5 lakhs	3.5/project	1.75/project
	Faculties of Languages / Humanities / Arts / Social Sciences/Library /Physical education / Management	Major Projects with grants above Rs. 5 lakhs	7/project	3.5/project
		Major Projects with grants above Rs. 3 lakhs up to Rs. 5 lakhs	5/project	2.5/project
		Minor Projects with grants above Rs. 1 lakh up to Rs. 3 lakhs	3.5/project	1.75/project
Consultancy Projects	Faculties of Sciences / Engineering / Agriculture/ Medical/ Vet. Sciences	Amount mobilized with a minimum of Rs.10 lakhs	3.5for every 10 lakhs	
	Faculties of Languages/Humanities/Arts /Social Sciences / Library/ Physical Education/ Management	Amount mobilized with a minimum of Rs. 2 lakhs	3.5for every 2 lakhs	
Projects Outcome / Outputs	Faculties of Sciences/Engineering/Agriculture/Medical/ Veterinary Sciences	Patent / Technology transfer / Product / Process	10 for each International / 7 for each national level output or patent	

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	Faculties of Languages / Humanities / Arts / Social Sciences / Library/Physical education/ Management	Major Policy document prepared for inter-national bodies like WHO/UNO/UNESCO/UNICEF etc. Central / State Govt./Local Bodies	Major policy document of International bodies =10, Central Govt. =7, State Govt=3.5, Local bodies= 1.75	

Submitted to DAA, Chairman Screening Committee, for placing before Screening committee & final approval pl.

Signatures

1. Dr. Manzoor Ahmad Shah (Chief Cordinator, DIQA)
2. Mr. Showkat Shafi, Dy. Director — 19/11/17
3. Dr. Mufti Mudasir
4. Dr. Adil Bashir
5. Dr. Irfan Rashid

DIQA members

UNIVERSITY OF KASHMIR, SRINAGAR

Record note of the meeting of the Screening Committee held on 26.10.2017 at 11:00 am in the Office Chamber of the Dean Academic Affairs

Present:

1.	Prof. Musadiq A. Sahaf Dean Academic affairs	Chairman
2.	Prof. Khurshid Ahmad Butt Registrar	Member
3.	Prof. Altaf Hussain Pandith KUTA Member	Member
4.	Mr. Showkat Shafi Deputy Director, DIQA	Member
5.	Deputy Registrar (Recruitment)	Member Secretary
6.	Dr. Manzoor Ahmad Shah Chief Coordinator, DIQA	Member
7.	Dr. Mufti Mudasir Department of English	Member
8.	Dr. Adil Bashir Department of Social Work	Member
9.	Assistant Registrar (Administration TW) representing Deputy Registrar (Adm-TW)	Member

Dr. Irfan Rashid, Department of Earth Sciences (DIQA member) did not attend the meeting.

Resolutions

1. ***Finalization of shortlisting parameters for the posts of Assistant Professors & equivalent and Assistant Registrars and equivalent administrative positions.***

   Both the parameters were perused by the Committee and it was unanimously decided that the parameters be amended as under:

For Assistant Professor and Equivalent positions:

S.No.	Parameter	Points
01.	Academic Merit	**Max 25 points**
	i. Matriculation	05
	ii. 12th Class	05
	iii. Graduation	05
	iv. Post Graduation	10
02.	JRF/SRF	**10 points**
03.	**Research Degrees**	**Max 10 points**
	M.Phil	05
	Ph.D. (including M.Phil)	10
04.	a) Post Doctoral Degree (D.Lit/D.Sc.) b) Post-Doctoral Fellowship (Post Ph.D.) 1 point / month of fellowship	**10 points**
05.	**Experience**	**Max 15 points**
	i. Research experience (a) Research Associate (b) Research Fellow (c) Principal Investigator (d) Co-Principal Investigator [Post Ph.D. other than Clause 4]	02 points/ year and 01 point/ 06 months
	ii. Teaching Experience at College/ University level	01 point/ semester and 02 points / 02 semesters
06.	**Publication in Journals/Books**	**Max 30 Points**
	i. Paper in referred ISSN Journal/Chapter in ISBN Book	02
	ii. Book by International Level Publisher	15
	iii. Book by National level Publisher	10
		(Joint publication = points to be shared between first author & remaining authors @ 6:4)

Academic Merit:

Calculation of academic merit shall be as under:-

Merit range	(5 points)	(10 points)
55-59%	1	2
60-64.9%	2	4
65-69.9%	3	6
70-74.9%	4	8
75% & above	5	10

Research Degrees:

Candidates who become eligible to the post only on the basis of having Ph.D Degree (fulfilling MSP as per UGC Regulations - 2016), shall be allocated 05 marks under Clause 03 above.

Publication in Journals/ Books:

Award of points for under Clause 6 (i) shall be carried out as per the following break-up:-

Research papers published in journals with	Points as per UGC Regulations 2010	For Screening Purposes	Sharing between the authors in the ratio	Maximum capping allowed
Recognized and reputed journals and periodicals, having ISBN/ISSN number	10/ publication	10/10*2 = 2	1.2:0.8	7.5
Refereed journal having ISSN Number	15/ publication	15/10*2 = 3	1.8:1.2	10
Indexed journal/journals with Impact factor upto 1	20/ publication	20/10*2 = 4	2.4:1.6	20
Indexed journal/journals with Impact factor between 1.1 to 2	25/ publication	25/10*2 = 5	3:2	20
Indexed journal/journals with Impact factor between 2.1 to 5	30/ publication	30/10*2 = 6	3.6:2.4	20
Indexed journal/journals with Impact factor between 5.1 to 10	40/ publication	40/10*2 = 8	6:4	30

Shortlisting will be carried out only in case the number of posts exceeds 20 against 01 advertised post as per criteria above. 20 candidates will be shortlisted against 01 post and in case the number of posts exceeds 01, then 05 more applicants shall be shortlisted in the order of merit for every additional post.

For Assistant Registrar and Equivalent positions:

i)	**Academic merit** a. Matriculation b. 12th Class c. Graduation d. Post-Graduation e. M. Phil f. Ph.D	**Maximum 70 Points** 05 05 15 30 05 10
ii)	**Research/Teaching/Administrative Experience**	
	a) Teaching/ Research Experience 01 point/ semester and 02 points/ 02 semesters	**Maximum 15 Points**
	b) Administrative Experience (05 points/ year)	**Maximum 15 Points** (Experience in the Pay Band of Rs. 5200-20200 with GP Rs. 2400 & above)

Academic Merit:

Calculation of academic merit shall be as under:-

Merit range	5 points	10 points	15 points	30 points
55-59%	1	2	3	6
60-64.9%	2	4	6	12
65-69.9%	3	6	9	18
70-74.9%	4	8	12	24
75% & above	5	10	15	30

Shortlisting will be carried out only in case the number of posts exceeds 20 against 01 advertised post, as per criteria above. 20 candidates will be shortlisted against 01 post and in case the number of posts exceeds 01, then 05 more applicants shall be shortlisted in the order of merit for every additional post.

2. ***Placement/ Promotion case of Dr. Bilal Ahmad Malik, Scientific Officer, USIC.***

It was decided that placement/ promotion to Dr. Bilal Ahmad Malik will be granted as per the report of the Committee constituted earlier to examine the representation of Dr. Bilal Ahmad Malik, Scientific Officer, USIC with regard to his promotion which comprised of:

a. Prof. Khursheed Ahmad Butt, Dean, School of Business Studies;
b. Prof. G. M. Bhat, Director, USIC &
c. Deputy Registrar, Recruitment.

However, this will be subject to the verification/ confirmation of his service, leave salary contribution and other related issues by the Administration (Teaching Wing), thereafter subject to evaluation of his Application & Self Appraisal Reports as per the relevant Regulations.

3. ***Placement/ Promotion case of Dr. Dr. Rana Hashmy, Scientist "C".***

The Committee decided that Dr. Rana Hashmy will be placed in the Selection Grade from the date of her eligibility in light of notification issued by University of Kashmir on 01-09-2005 regarding Modalities/ procedure for placement of lecturers in the Senior Scale/ Selection Grade and Reader (Promotion) under CAS. Subsequently, she will be promoted/ re-designated as Reader from the date she has been awarded Ph.D, in terms of UGC Regulations in vogue at that time.

However, this will be subject to the verification/ confirmation of her service, leave salary contribution and other related issues by the Administration (Teaching Wing), thereafter subject to evaluation of his Application and Self Appraisal Reports as per the relevant Regulations.

4. ***Counting of past service for placement/ promotion under CAS.***

It was unanimously decided that UGC guidelines pertaining to counting of past service for direct recruitment and promotion under CAS shall be implemented *in toto*. The following candidates who have applied for counting of past service as prescribed in the UGC Regulations, shall be forwarded to Administration (Teaching Wing) for perusal and verification of fulfilment of conditions:-

i) Dr. Aijaz Akbar Mir, Management Studies
ii) Dr. Wakar Amin Zargar, (Social Work)
iii) Dr. Reyaz Ahmad Qureshi, Management Studies
iv) Dr. Manzoor Ahmad Mir (Bio-resources)

It was further decided that the university shall issue a notification wherein applications will be invited from the University Teachers for counting of their past

services (if any) rendered in other institutions for placement/ promotion under CAS.

In addition, the committee proposed the following mechanism /conditions in respect of counting of past service of teachers:-

i) Administration (Teaching Wing) shall verify all the documents/ antecedents regarding such cases and ascertain fulfilment of all the conditions as prescribed under rules.

ii) Past service shall be counted in respect of those teachers only who fulfil all the conditions laid down in clause 10.0 of UGC Regulations – 2010, and whose eligibility of promotion/appointment falls on or after 30 June, 2010 (i.e. after implementation of 2010 Regulations).

iii) API score will be calculated afresh for the period of assessment for such teachers who would claim counting of services rendered in other Institutions/Universities, besides the documents sent for verification to the parent institution/University.

5. ***Representation of Mr. Tariq Ahmad Lone, Assistant Professor, the Business School for counting of his services in terms of exemption granted by the UGC in his favour vis-à-vis his qualifying SET examination.***

The Committee discussed the matter and resolved that the same may be addressed in accordance with the instructions of the UGC mentioned in the letter received in this regard. It was decided that the case be forwarded to Administration (Teaching Wing) for consideration under rules.

6. ***Treatment / calculation of API Score in terms of Category I and Category II during the period of authorised leave in favour of teachers for placement/ promotion under CAS.***

The Committee resolved that the period of leave will be exempted for obtaining API Score in terms of Category I & II, subject to the condition that the leave was duly authorised, under rules. The API for the period of active service will be calculated proportionately, keeping in view the academic calendar during which active classroom teaching is carried out.

7. ***Ph.D guidance obtained from other institutions and UGC letter from UGC letter dated July 6, 2015 thereof.***

It was resolved that no Research Guidance will be considered for eligibility/API calculation if the scholar is not registered in the parent University or its affiliated colleges. This resolution of the committee is in light of the UGC letter dated 06-07-2015 (**Annexure A**) which clearly states that teachers can only supervise scholars who are registered in their Universities/affiliated colleges.

8. *Finalizing draft modalities/ API Scoring for 4th Amendment in respect of Teachers of Directorate of Distance Education.*

It was decided that the Directorate of Internal Quality Assurance (DIQA) will examine the case and submit a detailed report to the Chairman of the Screening Committee for perusal and authorisation of the competent authority.

9. *Individual cases*
   a. *Date of effect for placement/ promotion of Dr. Nahida Tabassum to various stages under CAS;*
   b. *Date of promotion of Prof. Adil Amin Kak as Professor under CAS;*
   c. *Confirmation of services of Mr. Peerzada Bashir Ahmad as Reader in the Department of Arabic.*

It was decided that a sub-committee comprising the following be constituted to discuss the above mentioned three cases:

a) Prof. Altaf Hussain Pandith (Department of Chemistry);
b) Dr. Manzoor Ahmad Shah (Chief Coordinator, DIQA);
c) Deputy Registrar (Recruitment) &
d) Dy/Assistant Registrar (Administration, Teaching Wing).

The Committee will examine the cases and submit a detailed reports/ observations before the Screening Committee at its next meeting.

The Committee ended with a vote of thanks to the Chair.

Prof. Musadiq A. Sahaf **Dean Academic Affairs**	**Prof. Khursheed Ahmad Butt** **Registrar**	**Prof. Altaf ~~Ahmad~~ Pandith** **Department of Chemistry**
9/11/2017. **Mr. Showkat Shafi** **Deputy director, DIQA**	**Muzamil Masood Mattoo** **Deputy Registrar**	**Dr. Manzoor Ahmad Shah** **Chief Coordinator, DIQA**
Dr. Mufti mudasir **Department of English**	**Dr. Adil Bashir** **Deptt. Of Social Work**	**~~Abdul Hamid~~** Representing Dy. Registrar(TW)

MINUTES OF THE SCREENING COMMITTEE HELD ON NOVEMBER 3, 2017 IN THE OFFICE CHAMBER OF THE DEAN ACADEMICS AFFAIRS.

Following were present:-

1. Dean Academics Affairs
2. Registrar
3. Prof. Altaf Hussain Pandith, Department of Chemistry
4. Deputy Director, DIQA
5. Deputy Registrar (Teaching)
6. Deputy Registrar (Recruitment)
7. Dr. Manzoor Ahmad, Chief Coordinator, DIQA
8. Dr. Mudasir Mufti
9. Dr. Adil Bashir
10. Dr Irfan Rashid

Following items were discussed and resolutions thereof:-

1 Observations of the Vice-Chancellor in respect of Screening Committee recommendations with regard to award of Ph.D. degree with respect to Scientists working in Department of Computer Sciences

In view of the MSP issued by the Controller of Examination vide dated 13.6.2017 in favour of Mr. Muheet Ahmad Bhat and Mr. Manzoor Chashoo submitted by the applicants and the following UGC clarification dated 17 March, 2017 (Annexure A), it was resolved the authorities may decide the absorption as teacher or otherwise, in light of resolution of the Screening Committee taken in its meeting held on 23.1.2017:

> "Ph.D. degrees which are pursued either full time or part time will be treated as degrees awarded through Regular mode provided these are in conformity with the existing Statutes/Byelaws/ordinances etc. of the degree awarding University. However, the Ph.D acquired under distance mode is not permitted."

2 Finalization of modalities for 4th Amendment in respect of Library staff & Distance Education Faculty and Application Form thereof;

It was resolved that the modalities formulated by the DIQA team for Library professionals and Distance education faculty may be processed for adoption before the competent body (Annexure B and Annexure C respectively).

3 Finalization of calculation formula of "Academic merit, Teaching and Research contribution" for the post of Professors, Associate Professors and Assistant Professors, for consideration of the Selection Committee;

The distribution of points for Open Positions and CAS promotions with respect to teachers and other academic staff formulated by the DIQA team was discussed threadbare. The modified distribution of points forming (Annexure D) to the minutes is proposed for adoption.

It was further resolved that:-

a) For calculation of (a) Academic Record and (b) Research Performance with respect to Assistant Professors, the shortlisting parameters adopted by the University after deducting the teaching experience points shall be reduced to the base of 50 and points awarded accordingly;
b) In future, the overall evaluation from the subject experts shall also be obtained on the research/publication material submitted for evaluation and same shall be factorized while finalizing the outcome of the Selection Committee, ~~in respect of the applicants whose evaluation material~~.

4 Grant of effect in respect of candidates who have completed their Ph.D. programme after the prescribed period of 4 years. (Example Candidate has completed the Ph.D. programme on completion of 4 years and 4 months.)

It was resolved that in such cases the evaluation period be treated upto the award of research degree (Ph.D. or M.Phil) and date of effect of promotion shall be on the next date of award of degree. The API calculation shall be as usual made on year-to year basis for four years and the date of eligibility shall be the date of award of Ph.D. degree;

5 Adoption of Format for service rendered by the teachers in the University/in other Universities/Institutions;

It was resolved that all the applicants for Open Posts for various posts shall have to submit a service certificate in the Format forming (Annexure E) to these minutes. It was further resolved that all those applicants who have applied for various teaching positions be asked to submit the service certificate and intimated individually through email and surface mail, within a specified time frame.

6 Research guidance experience for the open post of Associate Professor and Professor;

Among other conditions, Research Guidance Experience required for appointment of Associate Professor and Professor, laid down in UGC Regulations 2010 is as under:-

Professor: *A minimum of ten years of teaching experience in University/College, and/or experience in research at the University/National level institutions/industries, including experience of guiding candidates for research at doctoral level;*

Associate Professor: *A minimum of ten years of teaching experience in University/College, and/or experience in research at the University/National level institutions/industries, including experience of having guided doctoral candidates and research students;*

It was resolved that henceforth to screen the Application Forms for the post of Professor and Associate Professor, the following criteria in respect of research experience guidance will be applicable:-

For the post of Professor

i. Awarded at least one Doctoral candidate, on the last date of submission of Application Form;
and

ii. Registered at least one Doctoral/ M.Phil scholar for at least period of one year on the last date of submission of Application Form.

For the post of Associate Professor

i) Awarded at least one M.Phil. candidate, on the last date of submission of Application Form;
and

ii) Registered at least one Doctoral/ M.Phil scholar for at least period of one year on the last date of submission of Application Form.

For candidates registered for integrated Ph.D. programme, candidate should be under supervision for at least a period of 18 months.

Dean Academics Affairs | Registrar | Prof. Altaf Hussain Pandit *

Dy. Director, DIQA | Deputy Registrar (Rect.) | Dr. Manzoor Ahmad, Chief Coordinator, DIQA

Dr. Mufti Mudasir | Dr. Adil Bashir | Dr. Irfan Rashid

Asstt Registrar (Teaching)
Representing Dy. Registrar TW)

* The item No 1 needs more discussion and may be put in the next meeting of the Screening Committee.

Annexure B

MODALITIES FOR CALCULATION OF API SCORE FOR LIBRARY PROFESSIONAL UNDER UGC 4TH AMENDMENT

The category-wise description of the API calculation under this framework is given below:-

Category - I

A	a) Library resources organization and maintenance of books b) Library resources organization and maintenance of journals c) Library resources organization and maintenance of reports d) Library resource organization and maintenance of theses & dissertations e) Library resource organization and maintenance of CD/DVDs f) Library resource organization and maintenance special collection like Braile, Manuscripts etc. g) Provision of library reader services h) Retrieval of e-resources (offline and online) i) Plagiarism checking services j) Literature retrieval services to researchers and analysis of reports k) Provision of assistance to the developments of University/college with the required inputs for preparing reports, manuals and related documents l) Assistance towards updating institutional website with activity related information and brining out institutional newsletters etc. **(40 points)**	5 hours per day per activity
	m) Development, organization and management of e-resources including their accessibility over intranet/internet n) Digitization of library resources o) E-delivery of information **(15 points)**	1 hour per day per activity
	p) User awareness and instruction programmes (orientation lectures, users' training in the use of library service as e-resources q) Knowledge resources user promotion programmes like organizing book exhibitions, other interactive latest resources etc. r) Updating of OPAC; s) Library newspapers and magazines procurement and	10 hours per activity /year

	organization **(15 points)**	
B	a) ICT and other new technologies application for upgradation of library services such as automation of catalogue b) ICT and other new technologies application for upgradation of library services such as learning resources procurement functions c) ICT and other new technologies' application for upgradation of library services such as circulation, operations including membership records, serial subscription system, reference and information services d) ICT and other new technologies' application for upgradation of library services such as library security (technology based methods such as RFID, CCTV) development of library management tools (software), intranet management	5 hours per day per activity
C	a) Additional services such as extending library facilities on Sundays and holidays b) Self order maintenance, library user manual services c) Building and extending institutional library facilities to outsiders through external membership norms d) Current Awareness Service and Selective Dissemination of Information (CAS/SDI) e) 24x7 library facilities and other services.	5 hours per day per activity for 74 days/year 1 hours per day per activity

A. **Group A**

Maximum Score allowed: 70 for Assistant Librarian, 60 for Deputy Librarian and 55 for Librarian.

a) Library resources organisation and maintenance of books, journals, reports. (40 points)
b) Development, organisation and management of e-resources etc. (15 points)
c) User awareness and instruction, etc. (15 points)

B. **Group B**

ICT and other new technologies application for upgradation of library services such as automation of catalogue, learning resources, procurement functions, circulation operations including membership records, serial subscription system, reference and information services, library security (technology based methods such as RFID, CCTV), development of library management tools (software), Intranet management

Maximum Score allowed: **15 points.**

C. **Group C**

Additional services such as extending library facilities on holidays, shelf order maintenance, library user manual, building and extending institutional library facilities to outsiders through external membership norms.

Maximum score allowed: **15 points**

Regulatory Notes:

1. Only those assignments in this category which are carried out by the library professional in his/her own University will be considered for calculating the score. Any such assignment undertaken outside the University shall not be considered in this Category.
2. Library Professional shall submit a Self Declaration, attested by the concerned Head of the Department, in case of such assignments/events/activities, where no formal document is available.
3. For calculation purposes, standard time allocated to various activities shall be as under:-
   A. **Group A**: [Score allocated = Actual hours spent per year divided by 20]
   B. **Group B:** [Score allocated = Actual hours spent per year divided by 10]
   C. **Group C:** [Score allocated = Actual hours spent per year divided by 10]

Modalities for Calculation for Category II and III shall be same as formulated and suggested for teachers.

Signature of DIQA members

Dr. Manzoor Ahamd Shah, Chief Coordinator

Mr. Showket Shafi, Dy Director,

Dr. Mufti Mudasir

Dr. Adil Bashir

Dr. Irfan ~~Ahmad~~ Rashid

Forwarded to the chairman of the Screening committee for fasting at before the Screening committee for final approval pl.

Submitted.

13/11/2017
Dy. Director
DIQA.

Crown/1000pads/June/2015

UNIVERSITY OF KASHMIR
HAZRATBAL, SRINAGAR

Notes

No. F(DIQA visit-SC)KU/2017
Dated 08/05/2017

TEAM DIQA VISIT TO SOUTH CAMPUS

REPORT

1

On 01-05-2017, the DIQA team visited the South Campus of the University to take students' feedback and interact with the students and the faculty.

With the support of ITSS, we were able to complete the feedback for all courses taught at the south campus except Urdu for which there is still no permanent faculty.

During its interaction with the students the following main points emerged which need the attention of the authorities:

1. Many female students complained of the absence of a girls' hostel in the campus. They were also of the opinion that if due to some reasons it is not possible to build a hostel immediately, a proper accommodation should be temporarily provided to them in the town on rent.
2. Students also complained of the overloaded buses carrying them to and from the campus and want their daily travel to be more comfortable.
3. There is a scarcity of pure drinking water.
4. There is no lady doctor/ nurse in the health centre.
5. Central library is poorly equipped and there are no departmental libraries. Students especially want that the relevant books/material be made available to them in multiple copies. As of now only a few copies of the text books are available. Moreover, students want an access to Iqbal Library of the main campus.
6. There is no seminar hall.
7. There are very little sports activities in the campus.
8. The canteen in the campus is not up to the mark and does not offer quality food.
9. Students of MCA complained that there are no lecture rooms, only 2 labs which are not fully equipped. The systems there have last been updated in 2009.
10. Some of the classrooms are in a poor shape and need upgrading.
11. There is not a single permanent faculty for the Department of Urdu. There are no class rooms available for teaching Urdu

In the afternoon all the faculties of south campus were given a power point presentation regarding the latest UGC guidelines regarding appointment and

promotion of teachers and there followed a fruitful session of interaction. Some of the demands of the faculty were as follows:

1. Granting the eligible teachers status of research guides.
2. Granting them a share in paper setting and evaluation.
3. Providing proper facilities in the residential quarters.

The team DIQA felt that the recent appointment of New Director at the campus has generated lot of hope among students, faculty and the ministerial staff that things will shape for better at the campus. One could feel that the new Director has already taken lot of initiatives to streamline the affairs of the south campus.

Submitted:

Showkat Shafi
Dy. Director DIQA

Dr Mufti Mudasir
Coordinator

Dr Aadil wani
Coordinator

Chief Coordinator DIQA

(2)

Registrar

The report of the DIQA team that visited South campus in connection with student feedback is submitted for perusal.

9/5

4/03/K
11/5/17

Vice Chancellor

(3)

~~Anxiety~~ Perused
Pl. HV itemized concerns examanined for redressal

13/05/17

Reg:

(4)

Deputy Dir (DIQA)

19/5/17

(5)

For kind perusal of Chief Coord. DIQA.

19.05.
Dy. Director DIQA.

Dy. Director DIQA

(6)

Pl. itemise the concerns as suggested by HVC for their redressal on merits by the authorities.

20/5/17

(7)

Sr. PA.
kindly ask Rights to prioritise items accordingly

24/05 - MG - 24/5

UNIVERSITY OF KASHMIR

NOTES

(8)

Draft letters placed opposite side of the file may please be perused.

25/05/2017 28/5

Sr. PA.

Put up with corrections instantly.

25/05/2017

MS. Regar 26/5

Letter placed opposite side of the file may please be signed.

27/05/2017 27/5

Signed.

Directorate of Internal Quality Assurance (DIQA)
University of Kashmir
Srinagar

Dy. Director

No:F-05(Feedback-SC)DIQA/KU/1/17/581/582
Dated: 27-05-2017

The Director,
South Campus, Anantnag
University of Kashmir,
Srinagar.

Closed Envelop
Received at 2.35
31/5/17

Sir,

On 01-05-2016, the DIQA team visited the South Campus of the University to take students' feedback and interact with the students and the faculty.

With your support, we were able to complete the feedback for all courses taught at the south campus except Urdu for which there is no permanent faculty available.

During interaction with the students the following main points emerged which, on the directions of the authorities are brought to your kind notice.

1. Many female students complained about the absence of a girls' hostel in the campus. They were also of the opinion that if due to some reasons it is not possible to make girls hostel in campus functional immediately, a proper accommodation should be temporarily provided to them on rent basis in the main township of Anantnag.
2. Students also complained of the overloaded buses carrying them to and from the campus and want their daily travel to be more comfortable.
3. There is scarcity of pure drinking water within the campus.
4. Female students complained that there is no lady doctor/ nurse in the health centre.
5. Central library of the South campus is poorly equipped. Students especially want that the relevant books/material be made available to them. As of now only a few copies of the text books are available. Moreover, students want access to Iqbal Library of the main campus.
6. There are very little or no sports activities in the campus.
8. The canteen in the campus does not offer quality food.
9. Students of MCA complained that there are no lecture rooms.

Ph. (O) Fax:0194-2425195, 2421357, Cell , 0194-2420405 Ext. 2015, 2079 Cell No. 9419012159,7006764050
Visit at: www.diqa.uok.edu.in, mail at: diqa.ku@gmail.com, iqac_ku@yahoo.co.in. showkatshafi@uok.edu.in

O/C

Dy. Director

10. Some of the classrooms are in a poor shape and need upgrading.

11. There is not a single permanent faculty for the Department of Urdu. There are no class rooms available for teaching Urdu

In the afternoon faculty of south campus were given a power point presentation about the latest UGC guidelines regarding appointment and promotion of teachers under amendment 4th and there followed a fruitful session of interaction. Some of the demands of the faculty were as follows:

1. Granting the status of research guides to eligible teachers.
2. Granting them a share in paper setting and evaluation.
3. Providing proper facilities in the residential quarters.

As desired by the authorities you are requested to please look into the matter personally and report to worthy Registrar and Hon'ble Vice-Chancellor on the progress made.

With regards,

Showkat Shafi

Copy to:
1. Chief Coordinator, DIQA, for information
2. P.S. to Registrar for information of the Registrar;
3. PRO to Vice-Chancellor for information of the Hon'ble Vice-Chancellor;
4. File.

Ph. (O) Fax:0194-2425195, 2421357, Cell , 0194-2420405 Ext. 2015, 2079 Cell No. 9419012159,7006764050
Visit at: www.diqa.uok.edu.in, mail at: diqa.ku@gmail.com, iqac_ku@yahoo.co.in. showkatshafi@uok.edu.in

KU2018-Rect-1352

61

Minutes of the meeting of the Screening Committee held on 27 December, 2017 at 11 a.m. in the office chamber of the Dean Academics Affairs:

Following were present:-

1. Prof. Musadiq Amin Sahaf, Dean Academics Affairs
2. Prof. Khursheed Ahmad Butt, Registrar
3. Prof. Altaf Hussain Pandit
4. Deputy Director, DIQA
5. Deputy Registrar (Teaching)
6. Deputy Registrar (Recruitment)
7. Dr. Manzoor Ahmad, Chief Coordinator, DIQA
8. Dr. Mudasir Mufti
9. Dr Irfan Rashid

Following were discussed and resolutions thereof are reflected below:-

1. **Examine the criteria for research supervision for the post of Associate Professor and Professor in direct recruitment (open posts);**

Henceforth, the research supervision for the purpose of eligibility for the posts of Professor and Associate Professors in direct recruitment would be determined as under:

For Professor

1. At least one Doctoral Degree awarded, under his/her supervison, on the last date of submission of Application Form; and
2. Supervising at least one scholar registered for M.Phil/Ph.D. for a period not less than one year, on the last date of submission of Application Form.

For Associate Professor

1 M.Phil or equivalent degree awarded to at least, one scholar under his/her supervision, on the last date of submission of Application Form; and

2 Doctoral scholar registered under him, at least one, for a period of one year, on the last date of submission of Application Form;

A research degree will be considered equivalent to M.Phil., subject to the fulfilment of the following conditions:-

a) One year research work for partial fulfilment of a masters level or equivalent degree
b) Submission of hardbound research dissertation as per the standard format like that of M.Phil.
c) Evaluation of dissertation by external examiner
d) Conduct of viva-voce or final defence of the dissertation
e) Degree shall make the student eligible for direct admission to PhD programme.

However, it was further resolved that in respect of scholar registered for Integrated Ph.D. programme, minimum registration period of guidance shall have to be one and a half years.

2. **Inclusion of only those journals for the calculation of score for the remaining posts of Assistant Professors which were listed in the 1st list of UGC. Since the forms were screened when the 1st UGC journal list was out and we have already adopted it in case of other Assistant professor positions which were filled in the beginning of 2017, the decision may be ratified.**

It was resolved that all the journals enlisted in the UGC approved lists of journals submitted by the candidates in Online Application Forms, as on the date shall be included for evaluation.
Further, it was resolved that all advertisements henceforth shall carry the clause: *'Only those journals will be considered for evaluation which feature in the UGC list on the day of advertisement'.* The resolution is based on the fact that the UGC list is dynamic and, therefore, shall keep on changing.

3. **Adopting of the parameters for Academic Background for Associate Professors and Professors already discussed and finalized in the last Screening Committee.**
Since the parameters for Academic background for Associate Professors and Professors stand already approved by the Vice-Chancellor, it was resolved that the Evaluation Format shall be devised jointly by a sub-committee consisting of Chief Coordinator, DIQA, Dr Mufti Mudasir and Deputy Registrar (Recruitment), and submit the same to the Chairman of the Committee, for its submission to the authorities, for approval.

4. **To discuss the Modal proposed by DIQA for distribution of points for joint publications for research articles for Open and CAS promotions.**
It was resolved that the guidance of the UGC shall be obtained and till then existing procedure in vogue shall continue.

5. **To discuss the model designed by DIQA for classifying of publishers as Local/National and International.**
It was resolved that the procedure in vogue for determining the status of publisher shall continue.

6. **In Category III, UGC mentions awards along with fellowships and gives 15 points to each which obviously means that UGC holds these awards in high estimate. Many candidates claim awards given by local or national organisations, NGOs etc and those too which seem to be of ordinary nature like 'Best Paper Award' etc. The following clause may hence be adopted:**
It was resolved that only those awards will be considered for API calculation which are tangible and given by prestigious State level, National and International organisations and Government Institutions.

7. **Since Research Guidance is one of the activities included in the recently cleared 4th Amendment and a teacher can have a maximum of 50% of Direct Teaching from it, DIQA proposes to adopt the following clause:**
It was resolved that *for calculating the API score of teachers in the sub-category Research Guidance in Category-I (Direct Teaching) there shall be a fixed allocation of 2 hrs per scholar per week. Teachers can claim a maximum of 50% of the points required in Direct*

Teaching from Research Guidance. This shall be applicable to all teachers irrespective of designation. Teachers applying under CAS will ottach a proof of their research supervision/co-supervision with the time tables reflecting their regular classroom teaching.

8. **API Score for research papers of research scholars which also feature their supervisor and co-supervisor will be shared equally by supervisor and co-supervisor.**
It was resolved to seek clarification from the UGC and till then the practice in vogue shall continue.

9. **Decision regarding the minimum number of years for eligibility to a teaching position (Associate or Professor) of those candidates who are enrolled as full time scholars in a University but later produce some evidence that their Ph.D. was converted to part-time basis.**
It was resolved that UGC Regulations in this regard shall be adhered to after obtaining the service certificate from the employer, as resolved by the Screening Committee at its meeting held on Nov. 3, 2017, with regard to service and availing of leave for pursing the Ph.D. programme. (Given in Annexure)

10. **Complaint against orientation/refresher course in respect of Dr. Javid Ahmad Sheikh and Dr. Shabir Ahmad Parah, Department of Electronics & Instrumentation Technology.**
Since the Refresher Courses were considered by the Screening Committee, subsequently approved by the Vice-Chancellor and, therefore, the issue of seeking permission/ deputation is an administrative issue. It was resolved that the University Administration will take a final decision in this regard.

Meeting ended with a vote of thanks to the chair.

1. Prof. Mussadiq Amin Sahaf, Dean Academics
2. Prof. Khursheed Ahmad Butt, Registrar
3. Prof. Altaf Hussain Pandit
4. Deputy Director, DIQA
5. Deputy Registrar (Teaching)
6. Deputy Registrar (Recruitment)
7. Dr. Manzoor Ahmad, Chief Coordinator, DIQA
8. Dr. Mudasir Mufti
9. Dr Irfan Rashid

UNIVERSITY OF KASHMIR, SRINAGAR

Record note of the meeting of the Screening Committee held on 26.10.2017 at 11:00 am in the Office Chamber of the Dean Academic Affairs

Present:

1.	Prof. Musadiq A. Sahaf Dean Academic affairs	Chairman
2.	Prof. Khurshid Ahmad Butt Registrar	Member
3.	Prof. Altaf Hussain Pandith KUTA Member	Member
4.	Mr. Showkat Shafi Deputy Director, DIQA	Member
5.	Deputy Registrar (Recruitment)	Member Secretary
6.	Dr. Manzoor Ahmad Shah Chief Coordinator, DIQA	Member
7.	Dr. Mufti Mudasir Department of English	Member
8.	Dr. Adil Bashir Department of Social Work	Member
9.	Assistant Registrar (Administration TW) representing Deputy Registrar (Adm-TW)	Member

Dr. Irfan Rashid, Department of Earth Sciences (DIQA member) did not attend the meeting.

Resolutions

1. ***Finalization of shortlisting parameters for the posts of Assistant Professors & equivalent and Assistant Registrars and equivalent administrative positions.***

   Both the parameters were perused by the Committee and it was unanimously decided that the parameters be amended as under:

For Assistant Professor and Equivalent positions:

S.No.	Parameter	Points
01.	Academic Merit	**Max 25 points**
	i. Matriculation	05
	ii. 12th Class	05
	iii. Graduation	05
	iv. Post Graduation	10
02.	JRF/SRF	**10 points**
03.	**Research Degrees**	**Max 10 points**
	M.Phil	05
	Ph.D. (including M.Phil)	10
04.	a) Post Doctoral Degree (D.Lit/D.Sc.)	**10 points**
	b) Post-Doctoral Fellowship (Post Ph.D.) 1 point / month of fellowship	
05.	**Experience**	**Max 15 points**
	i. Research experience (a) Research Associate (b) Research Fellow (c) Principal Investigator (d) Co-Principal Investigator (Post Ph.D. other than Clause 4)	02 points/ year and 01 point/ 06 months
	ii. Teaching Experience at College/ University level	01 point/ semester and 02 points / 02 semesters
06.	**Publication in Journals/Books**	**Max 30 Points**
	i. Paper in referred ISSN Journal/Chapter in ISBN Book	02
	ii. Book by International Level Publisher	15
	iii. Book by National level Publisher	10
		(Joint publication = points to be shared between first author & remaining authors @ 6:4)

Academic Merit:

Calculation of academic merit shall be as under:-

Merit range	(5 points)	(10 points)
55-59%	1	2
60-64.9%	2	4
65-69.9%	3	6
70-74.9%	4	8
75% & above	5	10

Research Degrees:

Candidates who become eligible to the post only on the basis of having Ph.D Degree (fulfilling MSP as per UGC Regulations - 2016), shall be allocated 05 marks under Clause 03 above.

Publication in Journals/ Books:

Award of points for under Clause 6 (i) shall be carried out as per the following break-up:-

Research papers published in journals with	Points as per UGC Regulations 2010	For Screening Purposes	Sharing between the authors in the ratio	Maximum capping allowed
Recognized and reputed journals and periodicals, having ISBN/ISSN number	10/ publication	10/10*2 = 2	1.2:0.8	7.5
Refereed journal having ISSN Number	15/ publication	15/10*2 = 3	1.8:1.2	10
Indexed journal/journals with Impact factor upto 1	20/ publication	20/10*2 = 4	2.4:1.6	20
Indexed journal/journals with Impact factor between 1.1 to 2	25/ publication	25/10*2 = 5	3:2	20
Indexed journal/journals with Impact factor between 2.1 to 5	30/ publication	30/10*2 = 6	3.6:2.4	20
Indexed journal/journals with Impact factor between 5.1 to 10	40/ publication	40/10*2 = 8	6:4	30

Shortlisting will be carried out only in case the number of posts exceeds 20 against 01 advertised post as per criteria above. 20 candidates will be shortlisted against 01 post and in case the number of posts exceeds 01, then 05 more applicants shall be shortlisted in the order of merit for every additional post.

For Assistant Registrar and Equivalent positions:

i)	**Academic merit** a. Matriculation b. 12th Class c. Graduation d. Post Graduation e. M. Phil f. Ph.D	**Maximum 70 Points** 05 05 15 30 05 10
ii)	**Research/Teaching/Administrative Experience**	
	a) Teaching/ Research Experience 01 point/ semester and 02 points/ 02 semesters	**Maximum 15 Points**
	b) Administrative Experience (03 points/ year)	**Maximum 15 Points** (Experience in the Pay Band of Rs. 5200-20200 with GP Rs. 2400 & above)

Academic Merit:

Calculation of academic merit shall be as under:-

Merit range	5 points	10 points	15 points	30 points
55-59%	1	2	3	6
60-64.9%	2	4	6	12
65-69.9%	3	6	9	18
70-74.9%	4	8	12	24
75% & above	5	10	15	30

Shortlisting will be carried out only in case the number of posts exceeds 20 against 01 advertised post, as per criteria above. 20 candidates will be shortlisted against 01 post and in case the number of posts exceeds 01, then 05 more applicants shall be shortlisted in the order of merit for every additional post.

2. ***Placement/ Promotion case of Dr. Bilal Ahmad Malik, Scientific Officer, USIC.***

It was decided that placement/ promotion to Dr. Bilal Ahmad Malik will be granted as per the report of the Committee constituted earlier to examine the representation of Dr. Bilal Ahmad Malik, Scientific Officer, USIC with regard to his promotion which comprised of:

a. Prof. Khursheed Ahmad Butt, Dean, School of Business Studies;
b. Prof. G. M. Bhat, Director, USIC &
c. Deputy Registrar, Recruitment.

However, this will be subject to the verification/ confirmation of his service, leave salary contribution and other related issues by the Administration (Teaching Wing), thereafter subject to evaluation of his Application & Self Appraisal Reports as per the relevant Regulations.

3. ***Placement/ Promotion case of Dr. Dr. Rana Hashmy, Scientist "C".***

The Committee decided that Dr. Rana Hashmy will be placed in the Selection Grade from the date of her eligibility in light of notification issued by University of Kashmir on 01-09-2005 regarding Modalities/ procedure for placement of lecturers in the Senior Scale/ Selection Grade and Reader (Promotion) under CAS. Subsequently, she will be promoted/ re-designated as Reader from the date she has been awarded Ph.D, in terms of UGC Regulations in vogue at that time.

However, this will be subject to the verification/ confirmation of her service, leave salary contribution and other related issues by the Administration (Teaching Wing), thereafter subject to evaluation of his Application and Self Appraisal Reports as per the relevant Regulations.

4. ***Counting of past service for placement/ promotion under CAS.***

It was unanimously decided that UGC guidelines pertaining to counting of past service for direct recruitment and promotion under CAS shall be implemented in toto. The following candidates who have applied for counting of past service as prescribed in the UGC Regulations, shall be forwarded to Administration (Teaching Wing) for perusal and verification of fulfilment of conditions:-

i) Dr. Aijaz Akbar Mir, Management Studies
ii) Dr. Wakar Amin Zargar, (Social Work)
iii) Dr. Reyaz Ahmad Qureshi, Management Studies
iv) Dr. Manzoor Ahmad Mir (Bio-resources)

It was further decided that the university shall issue a notification wherein applications will be invited from the University Teachers for counting of their past

services (if any) rendered in other institutions for placement/ promotion under CAS.

In addition, the committee proposed the following mechanism /conditions in respect of counting of past service of teachers:-

i) Administration (Teaching Wing) shall verify all the documents/ antecedents regarding such cases and ascertain fulfilment of all the conditions as prescribed under rules.

ii) Past service shall be counted in respect of those teachers only who fulfil all the conditions laid down in clause 10.0 of UGC Regulations – 2010, and whose eligibility of promotion/appointment falls on or after 30 June, 2010 (i.e. after implementation of 2010 Regulations).

iii) API score will be calculated afresh for the period of assessment for such teachers who would claim counting of services rendered in other Institutions/Universities, besides the documents sent for verification to the parent institution/University.

5. ***Representation of Mr. Tariq Ahmad Lone, Assistant Professor, the Business School for counting of his services in terms of exemption granted by the UGC in his favour vis-à-vis his qualifying SET examination.***

The Committee discussed the matter and resolved that the same may be addressed in accordance with the instructions of the UGC mentioned in the letter received in this regard. It was decided that the case be forwarded to Administration (Teaching Wing) for consideration under rules.

6. ***Treatment / calculation of API Score in terms of Category I and Category II during the period of authorised leave in favour of teachers for placement/ promotion under CAS.***

The Committee resolved that the period of leave will be exempted for obtaining API Score in terms of Category I & II, subject to the condition that the leave was duly authorised, under rules. The API for the period of active service will be calculated proportionately, keeping in view the academic calendar during which active classroom teaching is carried out.

7. ***Ph.D guidance obtained from other institutions and UGC letter from UGC letter dated July 6, 2015 thereof.***

It was resolved that no Research Guidance will be considered for eligibility/API calculation if the scholar is not registered in the parent University or its affiliated colleges. This resolution of the committee is in light of the UGC letter dated 06-07-2015 **(Annexure A)** which clearly states that teachers can only supervise scholars who are registered in their Universities/affiliated colleges.

8. *Finalizing draft modalities/ API Scoring for 4th Amendment in respect of Teachers of Directorate of Distance Education.*

It was decided that the Directorate of Internal Quality Assurance (DIQA) will examine the case and submit a detailed report to the Chairman of the Screening Committee for perusal and authorisation of the competent authority.

9. *Individual cases*
   a. *Date of effect for placement/ promotion of Dr. Nahida Tabassum to various stages under CAS;*
   b. *Date of promotion of Prof. Adil Amin Kak as Professor under CAS;*
   c. *Confirmation of services of Mr. Peerzada Bashir Ahmad as Reader in the Department of Arabic.*

It was decided that a sub-committee comprising the following be constituted to discuss the above mentioned three cases:

a) Prof. Altaf Hussain Pandith (Department of Chemistry);
b) Dr. Manzoor Ahmad Shah (Chief Coordinator, DIQA);
c) Deputy Registrar (Recruitment) &
d) Dy/Assistant Registrar (Administration, Teaching Wing).

The Committee will examine the cases and submit a detailed reports/ observations before the Screening Committee at its next meeting.

The Committee ended with a vote of thanks to the Chair.

Prof. Musadiq A. Sahaf **Dean Academic Affairs**	**Prof. Khursheed Ahmad Butt** **Registrar**	**Prof. Altaf ~~Ahmad~~ Pandith** **Department of Chemistry**
9/11/2017. **Mr. Showkat Shafi** **Deputy director, DIQA**	**Muzamil Masood Mattoo** **Deputy Registrar**	**Dr. Manzoor Ahmad Shah** **Chief Coordinator, DIQA**
Dr. Mufti mudasir **Department of English**	**Dr. Adil Bashir** **Deptt. Of Social Work**	~~Abdul Hamid~~ Representing Dy. Registrar(TW)

MINUTES

Minutes of the meeting of the Departmental Committee of DIQA held on 11-12-2017 in the office chamber of the Chief Coordinator, DIQA to discuss Career Advancement Scheme and some issues pertaining to Faculty of Institute of Music and Fine Arts.

Present:

1. Dr. Manzoor Ahmad Shah
   Chief Coordinator, DIQA

2. Showkat Shafi
   Deputy Director, DIQA

3. Dr. Mufti Mudasir
   Coordinator , DIQA

4. Er. Mujtaba Shafi
   Scientist-B,DIQA

The committee unanimously resolved that revised service recruitment rules 2017 issued by Jammu and Kashmir of Art Culture and Languages alongwith the recruitment policy for Institute of Music and Fine Arts adopted by Jammu University be studied by a committee comprising the following:

1. DIQA members
2. Deputy Registrar, Recruitment
3. Assistant Registrar, Recruitment
4. Two members of Institute of Music and Fine Arts, Kashmir University, to be nominated by its principal.

Signatures of the Members

1.Dr. Manzoor Ahmad Shah
Chief Coordinator, DIQA

2. Showkat Shafi
Deputy Director, DIQA

3. Dr. Mufti Mudasir,
Co-ordinator-DIQA

4.Er. Mujtaba Shafi
Scientist-B,DIQA

MINUTES

Minutes of the meeting of the Departmental Committee of DIQA held on 11-12-2017 in the office chamber of the Chief Coordinator, DIQA to discuss the inclusion of contractual lectures in the students feedback as in case of permanent teachers.

Present:

1. Dr. Manzoor Ahmad Shah
Chief Coordinator, DIQA

2. Showkat Shafi
Deputy Director, DIQA

3. Dr. Mufti Mudasir
Coordinator , DIQA

4. Er. Mujtaba Shafi
Scientist-B,DIQA

5. Mr. Wasim Hussain Bhat
Computer Assistant, DIQA

6. Er. Aasim
Department of IT & SS

The committee unanimously decided that a manual feedback be carried for such department as identified by Dean Students Welfare. Support of IT & SS be also sought in this regard.

Signatures of the Members

1.Dr. Manzoor Ahmad Shah
Chief Coordinator, DIQA

2. Showkat Shafi
Deputy Director, DIQA

3. Dr. Mufti Mudasir,
Co-ordinator-DIQA

4.Er. Mujtaba Shafi
Scientist-B,DIQA

5. Mr. Wasim Hussain Bhat
Computer Assistant,DIQA

6. Er. Aasim
Directorate of IT & SS

KU/2018-Acct-1052

Minutes of the meeting of the Screening Committee held on 27 December, 2017 at 11 a.m. in the office chamber of the Dean Academics Affairs:

Following were present:-

1. Prof. Musadiq Amin Sahaf, Dean Academics Affairs
2. Prof. Khursheed Ahmad Butt, Registrar
3. Prof. Altaf Hussain Pandit
4. Deputy Director, DIQA
5. Deputy Registrar (Teaching)
6. Deputy Registrar (Recruitment)
7. Dr. Manzoor Ahmad, Chief Coordinator, DIQA
8. Dr. Mudasir Mufti
9. Dr Irfan Rashid

Following were discussed and resolutions thereof are reflected below:-

1. **Examine the criteria for research supervision for the post of Associate Professor and Professor in direct recruitment (open posts);**

Henceforth, the research supervision for the purpose of eligibility for the posts of Professor and Associate Professors in direct recruitment would be determined as under:

For Professor

1. At least one Doctoral Degree awarded, under his/her supervison, on the last date of submission of Application Form; and
2. Supervising at least one scholar registered for M.Phil/Ph.D. for a period not less than one year, on the last date of submission of Application Form.

For Associate Professor

1 M.Phil or equivalent degree awarded to at least, one scholar under his/her supervision, on the last date of submission of Application Form; and

2 Doctoral scholar registered under him, at least one, for a period of one year, on the last date of submission of Application Form;

A research degree will be considered equivalent to M.Phil., subject to the fulfilment of the following conditions:-

a) One year research work for partial fulfilment of a masters level or equivalent degree
b) Submission of hardbound research dissertation as per the standard format like that of M.Phil.
c) Evaluation of dissertation by external examiner
d) Conduct of viva-voce or final defence of the dissertation
e) Degree shall make the student eligible for direct admission to PhD programme.

However, it was further resolved that in respect of scholar registered for Integrated Ph.D. programme, minimum registration period of guidance shall have to be one and a half years.

2. **Inclusion of only those journals for the calculation of score for the remaining posts of Assistant Professors which were listed in the 1st list of UGC. Since the forms were screened when the 1st UGC journal list was out and we have already adopted it in case of other Assistant professor positions which were filled in the beginning of 2017, the decision may be ratified.**

It was resolved that all the journals enlisted in the UGC approved lists of journals submitted by the candidates in Online Application Forms, as on the date shall be included for evaluation.

Further, it was resolved that all advertisements henceforth shall carry the clause: *'Only those journals will be considered for evaluation which feature in the UGC list on the day of advertisement'*. The resolution is based on the fact that the UGC list is dynamic and, therefore, shall keep on changing.

3. **Adopting of the parameters for Academic Background for Associate Professors and Professors already discussed and finalized in the last Screening Committee.**

Since the parameters for Academic background for Associate Professors and Professors stand already approved by the Vice-Chancellor, it was resolved that the Evaluation Format shall be devised jointly by a sub-committee consisting of Chief Coordinator, DIQA, Dr Mufti Mudasir and Deputy Registrar (Recruitment), and submit the same to the Chairman of the Committee, for its submission to the authorities, for approval.

4. **To discuss the Modal proposed by DIQA for distribution of points for joint publications for research articles for Open and CAS promotions.**

It was resolved that the guidance of the UGC shall be obtained and till then existing procedure in vogue shall continue.

5. **To discuss the model designed by DIQA for classifying of publishers as Local/National and International.**

It was resolved that the procedure in vogue for determining the status of publisher shall continue.

6. **In Category III, UGC mentions awards along with fellowships and gives 15 points to each which obviously means that UGC holds these awards in high estimate. Many candidates claim awards given by local or national organisations, NGOs etc and those too which seem to be of ordinary nature like 'Best Paper Award' etc. The following clause may hence be adopted:**

It was resolved that only those awards will be considered for API calculation which are tangible and given by prestigious State level, National and International organisations and Government Institutions.

7. **Since Research Guidance is one of the activities included in the recently cleared 4th Amendment and a teacher can have a maximum of 50% of Direct Teaching from it, DIQA proposes to adopt the following clause:**

It was resolved that *for calculating the API score of teachers in the sub-category Research Guidance in Category-I (Direct Teaching) there shall be a fixed allocation of 2 hrs per scholar per week. Teachers can claim a maximum of 50% of the points required in Direct*

Teaching from Research Guidance. This shall be applicable to all teachers irrespective of designation. Teachers applying under CAS will attach a proof of their research supervision/co-supervision with the time tables reflecting their regular classroom teaching.

8. **API Score for research papers of research scholars which also feature their supervisor and co-supervisor will be shared equally by supervisor and co-supervisor.**
   It was resolved to seek clarification from the UGC and till then the practice in vogue shall continue.

9. **Decision regarding the minimum number of years for eligibility to a teaching position (Associate or Professor) of those candidates who are enrolled as full time scholars in a University but later produce some evidence that their Ph.D. was converted to part-time basis.**
   It was resolved that UGC Regulations in this regard shall be adhered to after obtaining the service certificate from the employer, as resolved by the Screening Committee at its meeting held on Nov. 3, 2017, with regard to service and availing of leave for pursing the Ph.D. programme. (Given in Annexure)

10. **Complaint against orientation/refresher course in respect of Dr. Javid Ahmad Sheikh and Dr. Shabir Ahmad Parah, Department of Electronics & Instrumentation Technology.**
    Since the Refresher Courses were considered by the Screening Committee, subsequently approved by the Vice-Chancellor and, therefore, the issue of seeking permission/ deputation is an administrative issue. It was resolved that the University Administration will take a final decision in this regard.

Meeting ended with a vote of thanks to the chair.

1. Prof. Mussadiq Amin Sahaf, Dean Academics
2. Prof. Khursheed Ahmad Butt, Registrar
3. Prof. Altaf Hussain Pandit
4. Deputy Director, DIQA
5. Deputy Registrar (Teaching)
6. Deputy Registrar (Recruitment)
7. Dr. Manzoor Ahmad, Chief Coordinator, DIQA
8. Dr. Mudasir Mufti
9. Dr Irfan Rashid

Piyara Press/2000 Pads/ March/2017

UNIVERSITY OF KASHMIR
HAZRATBAL, SRINAGAR

-1-

Notes

Record note of the Deans Committee meeting to discuss the student-teachers evaluation feedback held on 27-02-2018 at 3:00 p.m in the Committee Room of the Administration Block:-

Present:-

1. Dean Academic Affairs **.....Chairman**
2. Dean School of Applied Sciences and Tech.
3. Dean School of Unani Medicines
4. Dean School of Law
5. Dean School of Social Sciences
6. Dean School of Biological Sciences
7. Dean School of Physical & Mathematical Sciences
8. Dean School of Engineering
9. Deputy Registrar, Academic
10. Deputy Registrar, Academic Affairs

At the outset of the meeting, the Dean Academic Affairs, the Chairman of the committee apprised the members about the item regarding the policy for student evaluation of faculty placed before the University Council at its meeting held on 21-03-2015. The basic purpose of the meeting was to examine and evaluate the action taken on the policy approved by the University Council. The matter was thread barely discussed in the meeting and finally was resolved as under:-

i) ***That the policy in question has so far been partially implemented by the University and it would be proper to implement fully the said policy from the ensuing academic session 2017-18.***

ii) That the copy of the policy so adopted should be circulated among all the Departments/Centers and satellite campuses so that every faculty member is informed about its scope and implications.

iii) That the existing 5 point scale for assessing the performance of teacher should be replaced by 10 point scale.

v) A Student who falls short in statutory/requisite attendance shall not be eligible to participate in the evaluation process.

The meeting terminated with a vote of thanks to the chair.

Prof. Musadiq A Sahaf
Dean Academic Affairs

Dean School of Applied Science & Technology

Dean School of Social Sciences

Dean School of Law

Dean School of Unani Medicines

Dean School of Engineering

Dean School of Biological Sciences

Dean School of Physical & Mathematical Sciences

Deputy Registrar, Academic

Deputy Registrar, Academic Affairs

Directorate of Internal Quality Assurance (DIQA)
University of Kashmir
Srinagar

Dy. Director

URGENT

No: F2(Minutes-NAAC)DIQA/KU/18
Dated: 17-04-2018

The Deputy Registrar.
Recruitment.
University of Kashmir.
Srinagar.

Dear Sir.

Please provide the minutes of screening committee held from 2012 to 2017 as the same is required for preparation of NAAC.

With regards.

Showkat Shafi

Ph. (O) Fax:0194-2425195, 2421357, Ext. 2015, 2079 Cell No. 9419012159,7006764050
Visit at: www.diqa.uok.edu.in, mail at: diqa.uok.edu.in. showkatshafi@uok.edu.in.showketshafi@gmail.com

KU2018-Rect - 1516

University of Kashmir

NAAC Accredited Grade "A"

University Campus, Hazratbal, Srinagar-190006, (Kmr.)

No:F(Rect.-KU)/18
Dated: 03-05-2018

Deputy Director ,
DIQA,
University Of Kashmir,
Srinagar.

Sir,

With reference to your letter dated:- 17-04-2018, the minutes of the Screening committee held from 2012 to 2017 are enclosed herewith for further necessary action.

Yours faithfully,

Assistant Registrar
Recruitment

University of Kashmir

NAAC Accredited Grade "A"

University Campus, Hazratbal, Srinagar-190006, (Kmr.)

No:F(Rect.-KU)/18
Dated: 03-05-2018

Deputy Director ,
DIQA,
University Of Kashmir,
Srinagar.

Sir,

With reference to your letter dated:- 17-04-2018 the minutes of the Screening committee held from 2012 to 2017 are enclosed herewith for further necessary action.

Yours faithfully,

Assistant Registrar
Recruitment

UNIVERSITY OF KASHMIR, SRINAGAR

Minutes of the meeting of the Screening Committee held on January 25, 2018 at 11 a.m. in the office chamber of the Dean Academics Affairs.

Following were present:

1. Dean Academics Affairs .... In the chair
2. Registrar
3. Prof. Altaf Hussain Pandith (representative of KUTA)
4. Deputy Director, DIQA
5. Deputy Registrar (Teaching Wing)
6. Deputy Registrar (Recruitment)
7. Dr. Manzoor Ahmad Shah, Chief Coordinator, DIQA
8. Dr. Adil Bashir
9. Dr. Irfan Rashid

At the outset Chairman welcomed the members. Thereafter the following items came up for discussion:-

1. **To examine the eligibility of Peerzada Bashir Ahmad, Department of Arabic.**
   The Committee examined the entire case as presented in Appendix I and resolved that the matter be placed before the Syndicate with following two alternatives:-

   a) The Syndicate may uphold the recommendations made by the Selection Committee after giving due cognizance to the publications presented by the teacher before the Committee and endorse his appointment as Reader from **24.03.1997** to the University Council;

   OR

   b) The Syndicate may stick to its decision and while authorizing/ confirming his reversion to the erstwhile post of Lecturer, authorize his placement as Selection Scale Lecturer from **03.04.1997** and Reader from **01.01.2006** as per the Career progression identified by the Committee in Appendix I at 3 and 4.

2. **To consider the service rendered by Mr. Tariq Ahmad Lone, Assistant Professor as Teaching Assistant for the purpose of consideration of his service towards promotion under CAS**
   - Teaching Assistant on a consolidated salary from **29.3.2004**
   - Qualified SLET on **08.12.2005**
   - Assistant Professor w.e.f. **21.6.2006** the date the UGC convened its concurrence for qualifying NET within a period of two years.

   The Committee resolved that the item may be placed before the competent body for consideration of his appointment as Lecturer from the date of qualifying the SLET Examination i.e. **08.12.2005** and accordingly the service be considered for purpose of promotion under CAS.

Assistant Professor

Prof. A. H. Pandith

3. **Shortlisting parameters for the post of Assistant Registrar and equivalent posts.**

After the thread bear discussion, the committee proposed the following shortlisting parameters for the post of Assistant Registrar and equivalent:-

For Assistant Registrar and Equivalent positions:

i)	**Academic merit** a. Matriculation b. 12th Class c. Graduation d. Post-Graduation e. M. Phil f. Ph.D.	**Maximum 70 points** 05 05 15 30 05 10
ii)	**Teaching/Research/Administrative Experience**	
	a) Teaching experience in higher education institution /Research Experience (Post Doctoral) 01 point/ semester and 02 points/ 02 semesters	**Maximum 15 points**
	b) Administrative Experience(03 points/ year)	**Maximum 15 points** (Experience in the Pay Band of Rs. 5200-20200 with GP Rs. **2400** & above)

Academic Merit:

Calculation of academic merit shall be as under:-

Merit range	5 points	10 points	15 points	30 points
55-59%	1	2	3	6
60-64.9%	2	4	6	12
65-69.9%	3	6	9	18
70-74.9%	4	8	12	24
75% & above	5	10	15	30

Shortlisting will be carried out only in case the number of posts exceeds 20 against 01 advertised post, as per criteria above. 20 candidates will be shortlisted against 01 post and in case the number of posts exceeds 01, then 05 more applicants shall be shortlisted in the order of merit for every additional post.

During the discussion, it was also resolved to keep Grade Pay of Rs. 5400/- instead of Rs. 6000/- for the post of Assistant Director, DIQA. This will remove the parity in the GP and will resolve the equivalent issue, for their promotion/placement thereafter.

It was also resolved that for the post of Deputy Director, DIQA, the GP be kept at par with the Deputy Registrar.

4. **Shortlisting criteria for consideration of candidates applying under Outstanding Professional Category for the post of Professor in various Departments/Centres/Institutes**

It was resolved that the DIQA will come-up with the shortlisting parameters/mechanism for consideration of the candidature under the category, for placement at its next meeting.

5. **Shortlisting for the posts of Junior Assistant advertised vide advt notice dated 17 July 2017**
   It was resolved that -
   a) in future advertisements, the requirement of having Certificate Course in Computer Application be not prescribed and computer skills test should continue as a part of selection process;
   b) All the Certificate Courses in Computers from recognized institutions as reflected in the Advertisement notice be considered;
   c) The applications be screened in light of the recommendation of the Screening committee constituted to screen the application forms for the post of Junior Assistant held on 27.8.2014 advertised vide notice dated 22.3.2014;
   d) Provisional lists be placed on University Website for inviting objections, if any and thereafter placed before the Screening Committee for finalization;
   e) Dean Academics Affairs shall finalize the preparation for the conduct of Screening Test in consultation with the Directors Admissions, and communicate the tentative date at an earliest.

6. **Hosting of consolidated score and eligibility for open posts advertised**
   It was resolved that provisional statement of candidates applied for various posts of Professors and Associate Professors verified by Recruitment/DIQA be first hosted on website for inviting objections and thereafter placed before the Screening Committee for finalization.

Meeting ended with a vote of thanks to the chair.

Signature

Dean Academics Affairs

Registrar

Prof. Altaf Hussain Pandith

Deputy Director, DIQA

Deputy Registrar (Teaching Wing)

Deputy Registrar (Recruitment)

Dr. Manzoor Ahmad Shah, Chief Coordinator, DIQA

Dr. Adil Bashir

Dr. Irfan Rashid

Appendix I

Case history of Mr. Peerzada Bashir Ahmad for determination of his eligibility as Reader and Career Progression under relevant CAS Regulations

1. Mr. Peerzada Bashir Ahmad was appointed as Reader on temporary basis vide order dated 24.3.1997, subject to certain conditions.
2. An Item was placed before the Syndicate at its meeting held on 6.12.2003 for consideration or otherwise of Mr. Peerzada, in which it is mentioned as a note that:
   the designation of Reader to a non-Ph.D. is as such against the UGC norms and that in a similar case in MERC, Mr. Nasir Mirza was reverted back and given the designation of Selection Grade lecturer.
3. The Syndicate at its meeting held on **6.12.2003** resolved as under:-
   "Resolved that he shall be reverted to the post of Lecturer but shall be given the designation of Senior Lecturer/Selection Grade lecturer depending on length of his service and eligibility to these designations. This shall be on the analogy of the case of Mr. Nasir Mirza, MERC."
4. Recommendations were placed before the University Council at its meeting held 10.1.2004 whereat it was resolved as under:-
   "That the matter being sub-judice be deferred and perused in the Court of Law."
5. Meanwhile Mr. Peerzada agitated the mater in the Court of Law and the Hon'ble High Court has passed the following directions :
   "..... in the meanwhile, at this stage for purpose of ad-interim initial provisional relief, having regard to the facts and circumstances, the respondents/ competent authority is placed under restraining not to proceed further to fill up the post of Reader occupied by adverse to petitioner and is further directed to continue petitioner as such Reader on the post, if in place. This direction is limited in time till the matter is on board next after vacations.
6. Hon'ble High Court at its judgement dated 9.2.2017 disposed off the case with the following direction:
   For the last four consecutive hearings, neither petitioner nor his counsel present, which shows petitioner has lost interest, even otherwise also the petitioner's claim to confirm him against the post of Reader can be considered by the respondents on the touch stone of norms, rules and applicable laws.
   In view of above the writ petition is disposed off the case with a direction to respondents to consider the claim of petitioner for his confirmation as Reader in terms of applicable norms.

The matter thereafter having been referred to the Committee for assessing the eligibility of the teacher under applicable norms as per Hon'ble Court order, the committee discussed the issue in detail which among others included the recommendations of the Selection Committee held on 23.2.1997 for appointment of the incumbent to the post of Reader. It surfaced that the resolution of the Syndicate at its meeting held on 6.12.2003 is not in tune with the

resolution of the Syndicate at its meeting held on 6.12.2003 is not in tune with the recommendations of the Selection Committee, which had recommended his appointment as Reader, by acknowledging the research/publication work of the applicant, at par with Doctoral level. As per the record made available to the committee, the teacher at that time had 8 publications and the selection apparently in due cognizance of these publications had recommended his appointment as Reader.

Keeping in view the resolution of the Syndicate at its meeting held on **6.12.2003**, the Committee also examined the career progression of Mr. Peerzada Bashir, in light of the relevant UGC Regulations from time to time, which is as under:-

1. Mr. Peerzada Bashir joined on **4.4.1980** in the Department of Arabic;
2. The teacher was placed in Senior Scale (3000-100-3500-125-5000) vide order dated 21.2.1991 with effect from **22.04.1989;**
3. Mr. Peerzada is due for placement as Selection Grade lecturer as per the applicable Regulations from**03.04.1997** (Pay scale 3700-5300) and re-designated as such, as per the [*The UGC Act, 1956* (as modified upto the 20th December, 1985)], as he would be putting up 8 years service subject to the conditions by 3rd April, 1997 and subject to the conditions that he fulfils other conditions as required for both Open *Reader* and for *Selection Grade Lecturer*. Having faced the selection committee for the post of Reader and fulfilling other conditions, Mr. Bashir's progression will stand shifted to CAS scheme.
4. Thereafter, as per the Clause 6.8.0 and point 3.1 of its Schedule of UGC 2010Regulation,Mr. Peerzada's is due for consideration of his placement in the Pay Band of Rs. 37400- Rs. 67,000 GP of Rs. 9000, and designated as Associate Professor as on 1 January, 2006.

Signature

1. Dean Academics Affairs
2. Registrar
3. Prof. Altaf Hussain Pandith
4. Deputy Director, DIQA
5. Deputy Registrar (Teaching Wing)
6. Deputy Registrar (Recruitment)
7. Dr. Manzoor Ahmad Shah, Chief Coordinator, DIQA
8. Dr. Adil Bashir
9. Dr. Irfan Rashid

UNIVERSITY OF KASHMIR, SRINAGAR

Minutes of the meeting of the Screening Committee held on January 25, 2018 at 11 a.m. in the office chamber of the Dean Academics Affairs.

Following were present:

1. Dean Academics Affairs .... In the chair
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7. Dr. Manzoor Ahmad Shah, Chief Coordinator, DIQA
8. Dr. Adil Bashir
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At the outset Chairman welcomed the members. Thereafter the following items came up for discussion:-

1. **To examine the eligibility of Peerzada Bashir Ahmad, Department of Arabic.**
   The Committee examined the entire case as presented in Appendix I and resolved that the matter be placed before the Syndicate with following two alternatives:-

   a) The Syndicate may uphold the recommendations made by the Selection Committee after giving due cognizance to the publications presented by the teacher before the Committee and endorse his appointment as Reader from **24.03.1997** to the University Council;

   OR

   b) The Syndicate may stick to its decision and while authorizing/ confirming his reversion to the erstwhile post of Lecturer, authorize his placement as Selection Scale Lecturer from **03.04.1997** and Reader from **01.01.2006** as per the Career progression identified by the Committee in Appendix I at 3 and 4.

2. **To consider the service rendered by Mr. Tariq Ahmad Lone, Assistant Professor as Teaching Assistant for the purpose of consideration of his service towards promotion under CAS**
   - Teaching Assistant on a consolidated salary from **29.3.2004**
   - Qualified SLET on **08.12.2005**
   - Assistant Professor w.e.f. **21.6.2006** the date the UGC convened its concurrence for qualifying NET within a period of two years.

   The Committee resolved that the item may be placed before the competent body for consideration of his appointment as Lecturer from the date of qualifying the SLET Examination i.e. **08.12.2005** and accordingly the service be considered for purpose of promotion under CAS.

Assistant Professor

3. **Shortlisting parameters for the post of Assistant Registrar and equivalent posts.**

After the thread bear discussion, the committee proposed the following shortlisting parameters for the post of Assistant Registrar and equivalent:-

For Assistant Registrar and Equivalent positions:

i)	**Academic merit** a. Matriculation b. 12th Class c. Graduation d. Post-Graduation e. M. Phil f. Ph.D.	**Maximum 70 points** 05 05 15 30 05 10
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	a) Teaching experience in higher education institution /Research Experience (Post Doctoral) 01 point/ semester and 02 points/ 02 semesters	**Maximum 15 points**
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Academic Merit:

Calculation of academic merit shall be as under:-

Merit range	5 points	10 points	15 points	30 points
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Shortlisting will be carried out only in case the number of posts exceeds 20 against 01 advertised post, as per criteria above. 20 candidates will be shortlisted against 01 post and in case the number of posts exceeds 01, then 05 more applicants shall be shortlisted in the order of merit for every additional post.

During the discussion, it was also resolved to keep Grade Pay of Rs. 5400/- instead of Rs. 6000/- for the post of Assistant Director, DIQA. This will remove the parity in the GP and will resolve the equivalent issue, for their promotion/placement thereafter.

It was also resolved that for the post of Deputy Director, DIQA, the GP be kept at par with the Deputy Registrar.

4. **Shortlisting criteria for consideration of candidates applying under Outstanding Professional Category for the post of Professor in various Departments/Centres/Institutes**

It was resolved that the DIQA will come-up with the shortlisting parameters/mechanism for consideration of the candidature under the category, for placement at its next meeting.

5. **Shortlisting for the posts of Junior Assistant advertised vide advt notice dated 17 July 2017**
   It was resolved that -
   a) in future advertisements, the requirement of having Certificate Course in Computer Application be not prescribed and computer skills test should continue as a part of selection process;
   b) All the Certificate Courses in Computers from recognized institutions as reflected in the Advertisement notice be considered;
   c) The applications be screened in light of the recommendation of the Screening committee constituted to screen the application forms for the post of Junior Assistant held on 27.8.2014 advertised vide notice dated 22.3.2014;
   d) Provisional lists be placed on University Website for inviting objections, if any and thereafter placed before the Screening Committee for finalization;
   e) Dean Academics Affairs shall finalize the preparation for the conduct of Screening Test in consultation with the Directors Admissions, and communicate the tentative date at an earliest.

6. **Hosting of consolidated score and eligibility for open posts advertised**
   It was resolved that provisional statement of candidates applied for various posts of Professors and Associate Professors verified by Recruitment/DIQA be first hosted on website for inviting objections and thereafter placed before the Screening Committee for finalization.

   Meeting ended with a vote of thanks to the chair.

Signature

Dean Academics Affairs

Registrar

Prof. Altaf Hussain Pandith

Deputy Director, DIQA

Deputy Registrar (Teaching Wing)

Deputy Registrar (Recruitment)

Dr. Manzoor Ahmad Shah, Chief Coordinator, DIQA

Dr. Adil Bashir

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Appendix I

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1. Mr. Peerzada Bashir Ahmad was appointed as Reader on temporary basis vide order dated 24.3.1997, subject to certain conditions.
2. An Item was placed before the Syndicate at its meeting held on 6.12.2003 for consideration or otherwise of Mr. Peerzada, in which it is mentioned as a note that:
   the designation of Reader to a non-Ph.D. is as such against the UGC norms and that in a similar case in MERC, Mr. Nasir Mirza was reverted back and given the designation of Selection Grade lecturer.
3. The Syndicate at its meeting held on **6.12.2003** resolved as under:-
   "Resolved that he shall be reverted to the post of Lecturer but shall be given the designation of Senior Lecturer/Selection Grade lecturer depending on length of his service and eligibility to these designations. This shall be on the analogy of the case of Mr. Nasir Mirza, MERC."
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   "That the matter being sub-judice be deferred and perused in the Court of Law."
5. Meanwhile Mr. Peerzada agitated the mater in the Court of Law and the Hon'ble High Court has passed the following directions :
   "..... in the meanwhile, at this stage for purpose of ad-interim initial provisional relief, having regard to the facts and circumstances, the respondents/ competent authority is placed under restraining not to proceed further to fill up the post of Reader occupied by adverse to petitioner and is further directed to continue petitioner as such Reader on the post, if in place. This direction is limited in time till the matter is on board next after vacations.
6. Hon'ble High Court at its judgement dated 9.2.2017 disposed off the case with the following direction:
   For the last four consecutive hearings, neither petitioner nor his counsel present, which shows petitioner has lost interest, even otherwise also the petitioner's claim to confirm him against the post of Reader can be considered by the respondents on the touch stone of norms, rules and applicable laws.
   In view of above the writ petition is disposed off the case with a direction to respondents to consider the claim of petitioner for his confirmation as Reader in terms of applicable norms.

The matter thereafter having been referred to the Committee for assessing the eligibility of the teacher under applicable norms as per Hon'ble Court order, the committee discussed the issue in detail which among others included the recommendations of the Selection Committee held on 23.2.1997 for appointment of the incumbent to the post of Reader. It surfaced that the resolution of the Syndicate at its meeting held on 6.12.2003 is not in tune with the

resolution of the Syndicate at its meeting held on 6.12.2003 is not in tune with the recommendations of the Selection Committee, which had recommended his appointment as Reader, by acknowledging the research/publication work of the applicant, at par with Doctoral level. As per the record made available to the committee, the teacher at that time had 8 publications and the selection apparently in due cognizance of these publications had recommended his appointment as Reader.

Keeping in view the resolution of the Syndicate at its meeting held on **6.12.2003**, the Committee also examined the career progression of Mr. Peerzada Bashir, in light of the relevant UGC Regulations from time to time, which is as under:-

1. Mr. Peerzada Bashir joined on **4.4.1980** in the Department of Arabic;
2. The teacher was placed in Senior Scale (3000-100-3500-125-5000) vide order dated 21.2.1991 with effect from **22.04.1989;**
3. Mr. Peerzada is due for placement as Selection Grade lecturer as per the applicable Regulations from**03.04.1997** (Pay scale 3700-5300) and re-designated as such, as per the [*The UGC Act, 1956* (as modified upto the 20th December, 1985)], as he would be putting up 8 years service subject to the conditions by 3rd April, 1997 and subject to the conditions that he fulfils other conditions as required for both Open *Reader* and for *Selection Grade Lecturer.* Having faced the selection committee for the post of Reader and fulfilling other conditions, Mr. Bashir's progression will stand shifted to CAS scheme.
4. Thereafter, as per the Clause 6.8.0 and point 3.1 of its Schedule of UGC 2010Regulation,Mr. Peerzada's is due for consideration of his placement in the Pay Band of Rs. 37400- Rs. 67,000 GP of Rs. 9000, and designated as Associate Professor as on **1 January, 2006**.

Signature

1. Dean Academics Affairs
2. Registrar
3. Prof. Altaf Hussain Pandith
4. Deputy Director, DIQA
5. Deputy Registrar (Teaching Wing)
6. Deputy Registrar (Recruitment)
7. Dr. Manzoor Ahmad Shah, Chief Coordinator, DIQA
8. Dr. Adil Bashir
9. Dr. Irfan Rashid

PART B
ACTION TAKEN REPORT

University of Kashmir

Srinagar

Action Taken Report

ON

Observations of Re-Accreditation

By

NAAC Peer Team - 2011

Directorate of Internal Quality Assurance (DIQA)

Observation 1

Choice Based Credit System has not been introduced in the University

Actions Taken:

In accordance with the Ministry of Human Resource Development (HRD), Govt. of India's initiatives for developing New Education Policy (NEP) in the country to bring in reforms in Indian education system, the University strictly followed the University Grants Commission's (UGC) directive to introduce the Choice Based Credit System (CBCS).

- The Choice Based Credit System (CBCS) has been introduced in the University of Kashmir from the academic year 2014 in all almost all postgraduate degree programmes offered by the University at its Main campus and Satellite campuses. The primary objective of the CBCS is to make the programmes student-centric rather than system or teacher-centric. The introduction of CBCS has given enough flexibility to students to choose the courses of their choice within and across faculties out of the diverse basket of courses.
- By feedback from the students and faculty, the CBCS scheme was improved significantly over the subsequent year's right from the academic session 2015 with an aim to make it more effective, result oriented and student friendly. Under the modified CBCS a master's student is required to complete 12 core credits, 8 Discipline Centric (DCE) credits, and four credits from General Electives (GEs) in each semester. Besides, there is a range of discipline-centric, generic and open elective courses that the students can choose from to earn remaining credits of the requisite 96 credits for a Masters programme.
- A maximum of 6 credits in a semester are to be earned by a student from the discipline centric courses in the concerned department. A student is also required to obtain at least 6 Credits in a semester from the Open and Generic Courses offered by departments other than his /her parent department. A student can opt Generic and Open Electives from any of the Departments of the University/ Satellite Campuses/ P.G Centers.
- The CBCS is continuously monitored to ensure its effective implementation with a seniors Professor designated as Chief Coordinator CBCS along with a team of Coordinators. The University is open to any suggestions/modifications that would make CBCS more meaningful regarding desired deliverables and outcomes.

- From 2017 the "Choice Based Credit System (CBCS)" for Post-Graduate Programmes for the academic session 2017 was modified further in the light of the UGC guidelines adopted by the University to ensuring that a 'cafeteria' type approach of learning be provided to students. The Modified Scheme is directed to strengthen the core component of the PG Programme while allowing the students to take courses of their choice within their respective schools and also across schools in case of Open Courses. The Scheme while retaining the interdisciplinary approach to learning entails a good number of new skill-based open courses.
- The semester based CBCS has also been introduced in under-graduate (UG) programmes offered in different affiliated colleges of the University from the academic year 2016. The duration of each of the UG Programmes extends over six semesters (three academic years). Each semester is of at least 16 weeks with 22 credits in a semester and 132 credits in 3 years for a General Course and a total of 148 Credits for an Honors' Course.
- Besides the Core Courses and Elective Courses, there are Ability Enhancement Courses (AEC) offered under the UG-CBCS. The AECs consisting of 2 papers of 4 credits each are taught in first and second semester each with the content that leads to knowledge-enhancement in the Environmental Studies and Communicative English. The Skill Enhancement Courses (SECs) comprising of 4 papers of 4 credit each are taught from the 3rd to 6th Semester to impart knowledge of different open and soft skills to the students.
- From 2016, the University has adopted the credit transfer policy to facilitate the students to undertake the courses of their choice in any of the institutions within or outside the state or country.
- More details of the CBCS are available at the following links:

Description	**Links**
CBCS details	http://www.kashmiruniversity.net/CBCS.aspx
Other related details	https://egov.uok.edu.in/eConduct/about

Observation 2

Feedback from stakeholders like Alumni, Parents, Community and Employees is only through informal interaction

Actions Taken:

- Recognizing the significance of the feedback in improving performance, the University has succeeded in developing both the formal and informal systems of feedback. Directorate of Internal Quality Assurance has been seeking manual feedback from student community, the most important stakeholders, especially the outgoing batches on a prescribed format up to 2014. However, the University introduced online feedback system from the academic session 2015. In 2015-16 academic session 1655 students participated in the feedback process and evaluated 290 teachers while in 2016-17 the number of students who participated in feedback rose to 2826 and so rose the number of teachers evaluated by them to 323.
- Other stakeholders give their opinions, suggestions, or register complaints etc. on the feedback/grievance forum through the feedback/grievance portal of the university through its website (http://egov.uok.edu.in/feedbackforum/). Alumni, parents, community members and employees also participate in the feedback process (see the details below). For instance, more than 9000 students, around 400 employees, 218 research scholars and many other stakeholders have registered their feedback in the online feedback forum. Moreover, the students can voice their concerns and complaints online round the year on the feedback/grievance portal of the University DIQA website.
- In addition to this the university has also been collecting feedback from.
- For any instant queries and feedback, the contact details (official address, phone numbers, email id etc.) of key University functionaries such as Vice-Chancellor, Dean Academic Affairs, Dean Research, Dean College Development Council, Registrar, Controller of Examinations, and PRO etc. are available on the University website. They are thus accessible to not only the students and university fraternity but also to the general public via phone, email, SMS, WhatsApp etc.
- Frequent meetings are held by the University authorities formally with student representatives, research scholars, alumni and parents to seek their suggestions and to address issues of concern or grievances.

- Grievances pertaining to University received by the office of the Hon'ble Chancellor and State Higher Education Department are also properly addressed.
- The Alumni Association conducts meetings on different issues pertaining to feedback from stakeholders and prompt follow up action is taken to redress the grievances or address issues of importance.

The details are available at the following links:

Description	Links
Online feedback forum	http://egov.kashmiruniversity.net/FeedBackForum
Alumni	http://www.kashmiruniversity.net/alumni.aspx

Observation 3

More initiatives are required for introduction of interdisciplinary courses

Actions Taken:

- Some interdisciplinary masters programmes, such as Nanotechnology, Disaster Management, M. Tech Embedded Systems, M. Tech. Computer Science and Engineering, Microbiology, Archaeology etc. were introduced during the assessment period. The interdisciplinary programme of Bio-resources has been running now successfully for last 7 years. Besides, a number of departments such as Madanjeet Institute of Kashmir studies, Centre of Central Asian Studies (CCAS), Iqbal Institute of Culture and Philosophy, Markaz-i-Noor Institute of Sheikul Alam Studies are also running some interdisciplinary programmes.
- The University has switched over to the "School System" mainly to promote interdepartmental and interdisciplinary teaching and research. The faculty recruited at the School level teach across different departments within a school.
- To forge the interdepartmental collaborations within the University, the University was granted a Centre for Potential of Excellence in Himalayan Biodiversity by UGC, which provides a platform for the interdisciplinary teaching and multidisciplinary research. The Departments involved in this progamme include Botany, Zoology, Biotechnology, CORD and Geography.

- The University has successfully implemented Choice Based Credit System (CBCS) system both at PG and UG levels which provides every student an opportunity to choose courses from diverse disciplines. Students now take courses of their choice in terms of Open Elective Courses in any Department of their choice.

- The details are available at the following links:

  http://www.kashmiruniversity.net/CBCS.aspx

  http://markazinoor.uok.edu.in/Main/Default.aspx

  http://www.kashmiruniversity.net/tenders/2089.pdf

  https://www.ugc.ac.in/pdfnews/7915326_List_of_centers_PotentialExcellence_xiiPlan0001.pdf

Observation 4

a) No specific bridge/ remedial programmes offered to students belonging to disadvantaged communities and slow learners

b) No student-mentoring / tutor-ward system present

Actions Taken:

- The supplementary classes are arranged for the slow learners. Some teachers even take zero classes for the slow learners.
- University has taken a major leap in the production of e-tutorials, e-contents and MOOCs so that they are available all the time to slow learner's beyond classroom timings to learn at their convenience. The e-tutorials can be accessed at http://egov.uok.edu.in/elearning/, the details of MOOCs are available at http://emmrc.uok.edu.in/Main/ViewPage.aspx?Page=mooc&active=lnk3, while the e-content details are at http://emmrc.uok.edu.in/Main/Default.aspx.
- Under the CBCS the tutorial component has been added and the student-mentoring / tutor-ward system has been put in place. Tutorial system acts as a pedagogic model to create special learning opportunities through interactive sessions in which students defend, analyze and critique their own ideas or that of a fellow student and even their teacher's ideas and arguments.

- A special position of the Academic Councilor has been created in all the Departments of the university to have personal rapport with the students and counsel them regarding the ideal choice of the courses and the selection of appropriate departments where the courses are to be undertaken under the CBCS system.
- To help the slow learner, mentor-mentee system has been put in place that enables them getting enough time for interaction with their assigned mentors.

Observation 5

Only about 25% of faculty has served as resource persons at conferences/seminars

Actions Taken:

Post accreditation, the University has made a quantum jump in the number of faculty members who have served as resource persons in conferences / seminars held the various parts of the world. The UGC Human Resource Development Center of the University has organized more than 80 General Orientation Courses, Refresher Courses, Summer Schools, workshops and other programmes since last reaccreditation cycle in which more than 8000 teachers participated and a number of faculty members of the University of Kashmir served as resources persons, besides the eminent resource persons of national and international repute. The exhaustive list of these members is given in the annual reports available on the University website at: http://diqa.uok.edu.in/Main/ViewPage.aspx?Page=3eaa3be6-bb46-4d27-bf8f-60a319cf84c2&active=lnk3.

Observation 6

Only 55% of programmes focus on experiential learning

Actions Taken:

Post re-accreditation, the University has paid a special focus on experiential learning. More than 90% of the progammes directly offer emphasize on field-based projects, internships, industrial tour, field surveys and site excavation. The other modes of experiential learning include moot courts and legal aid programmes for the students of LAW, attending General Assembly sessions by the students of political science, youth parliament activities for other students to mention a

few. Besides, the students of Journalism work with the reputed National and Regional Media Houses, Students of Management and Pharmacy regularly attend internships with industry and corporate houses. Students of Food Science and Technology Department learn through experience of mushroom cultivation, food processing, preparing jams and jellies, etc. Further, with introduction of CBCS at both postgraduate and undergraduate levels students enrolled in programmes which have no or less experiential component, now move to other departments and take a course / courses which focuses on experiential learning. Furthermore, various university departments and centers such as Directorate of Life Long Learning, USIC, etc. offer short-term courses such as mobile repairing, food processing and packing, mushroom cultivation, bee hiving and tanning programs in collaboration with various NGOs with entire focus on experiential learning.

Observation 7

a) A large number of young faculty is yet to receive research projects

b) No provision for seed money for research

Actions Taken:

- 187 projects are presently going on with a financial outlay of Rs. 69.84 crores of which Rs. 42.67 crores stand released. Most of these projects have been granted to the young faculty.
- Post-reaccreditation, the number of young faculty has dramatically gone up. Besides earning about 70 research projects funded by various national funding agencies, some of our young faculty earned highly competitive international projects as well such as Indo-US, Indo-Canadian and Indo-German. Various funding agencies that have granted these projects include ICMR, ICSSR, ICPR, DBT, DST, SERB SERC, Department of Ayurveda, Yoga and Naturopathy, Unani, Siddha & Homeopathy, Govt. of India, Department of SPACE, Ministry of Law and Justice Govt. of India, Ministry of Environment & Forests, Ministry of Earth Sciences and University Grants Commission with an outlay of financial assistance amounting to Rs. 6. 43 crores.
- The number of departments with special assistance from the funding agencies such as UGC, DST, and DBT significantly increased during the assessment period. The 15 specially funded departments or centres of the University include 7 with UGC-SAP, 9 with DST-FIST, 1

DST-SERB, 2 DBT and 1 UGC-CPEPA. Mostly the young faculty is involved in running these projects.

- Seed money worth Rs 50,00,000.00 was distributed among the young faculty members to carry out their research activities and set a stage for applying for research grants from various funding agencies. The dividend of such an effort was exponential increase in the number of grants earned by the young teachers.

Name of the Department	**Funding Agency**
Chemistry	UGC-SAP
Food Science	Project Mode (DBT)
Biotechnology,	DBT, SAP, FIST
Botany	UGC-SAP, DST-FIST
Zoology	UGC-SAP, DST-FIST
Chemistry	DST-FIST
Geography	DST-FIST
Earth Sciences	DST-FIST
Physics	DST-FIST
Biochemistry	DST-FIST
Clinical Biochemistry	DST- FIST
Pharmaceutical Sciences	UGC–SAP
Electronics	UGC–SAP, V.PhD
History	UGC–SAP
5 Departments	CPEPA
(Botany, Zoology, Biotechnology, CORD, Geography)	

UGC – SAP = 7 **DBT = 2** **DST-FIST = 9**

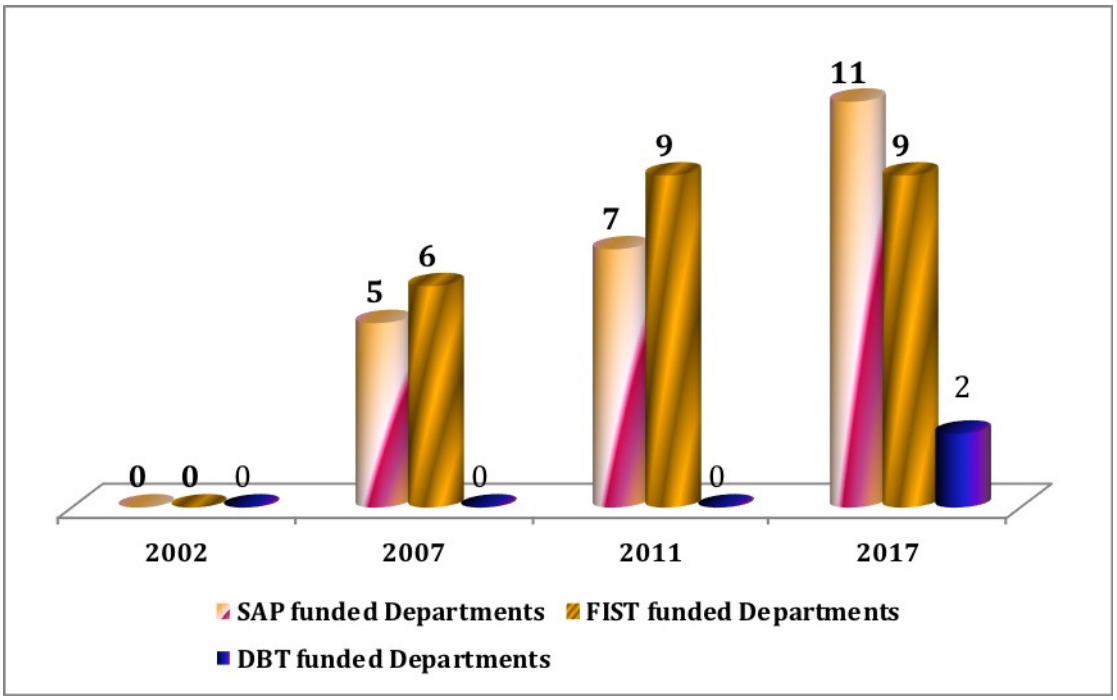

Fig. 1: Increasing trend of Departments with special funding over the years

Observation 8

Research output is not commensurate with the high percentage of faculty having Ph.D. since the 'h' index of the University for 2002-2011 is only 15 with average citation of 1.8

Actions Taken:

Cognizant of the aforementioned observation, the faculty members of the University during the post-reaccreditation assessment period published their research work in reputed international journals with high impact factor. An independent analysis of the quality research publications by the University has identified **3290** papers in the most standard international databases in the period **from 2013 to 2017.**

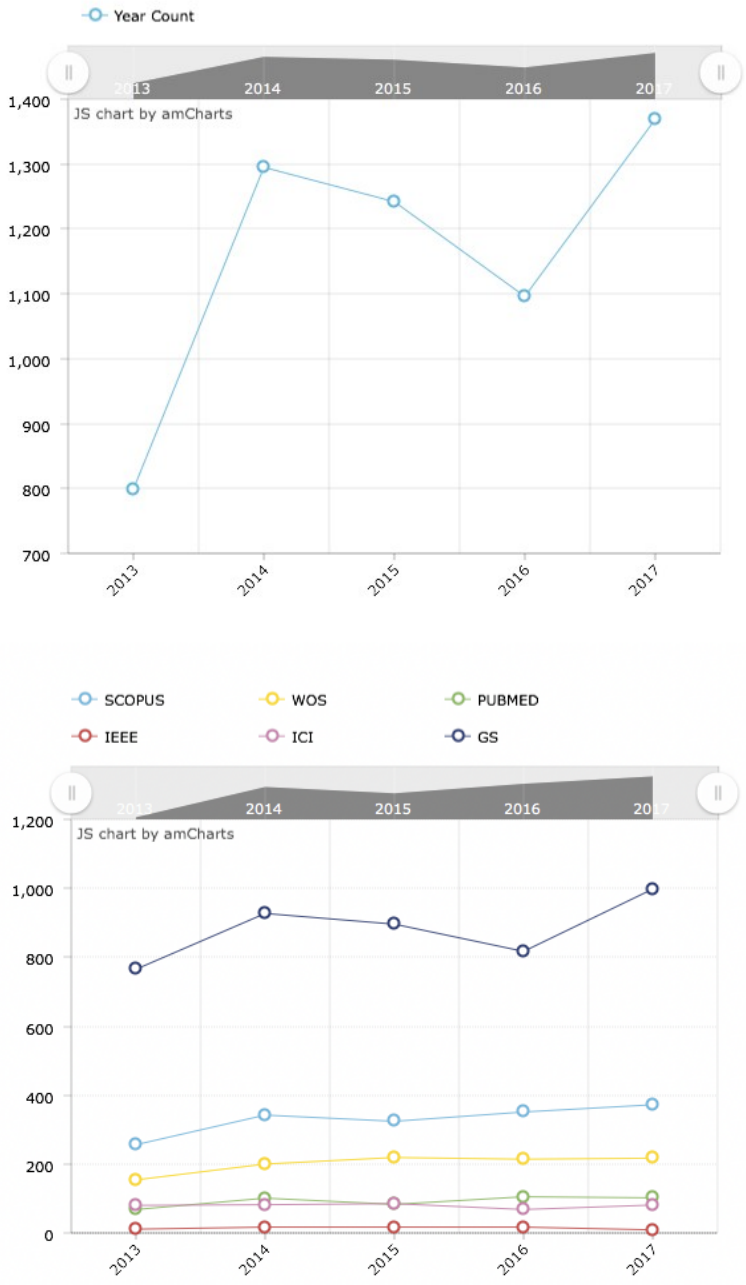

Fig. 2. Publication trend of the University of Kashmir from 2013 to 2017 shows an increasing trend over the years (a) in general and (b) in major databases such as SCOPUS, Web of Science, PubMed, ICI etc.

The number of citations to publications produced by University of Kashmir has shown a respectable increase. The number of citation to the articles published has shown a considerable increasing tread as can be seen from figure 3 below.

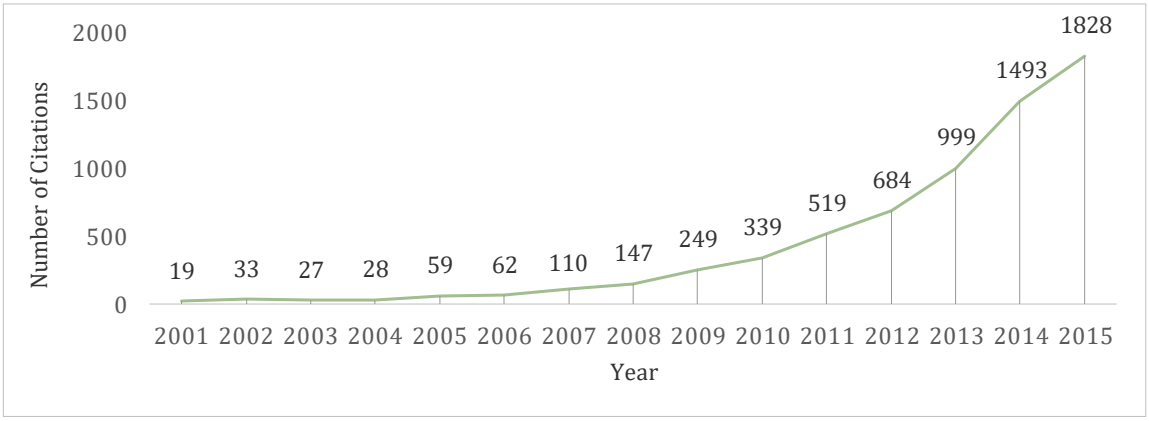

Fig. 3. Citation Trend line

The total number of citations to publications has reached 8,119 citations from 2001-2016. The h-Index, based on the distribution of citations received by a given university's publications, is considered as one of the most robust indices of the quality of research. A quantum jump in the h-index of the University from a mere 5 in the previous accreditation cycle to 43 in the post reaccreditation period is the indicator of the priority and pace that research has taken in the university. The h-Index of 'University of Kashmir' in Scopus has reached to 43 in the year 2018.

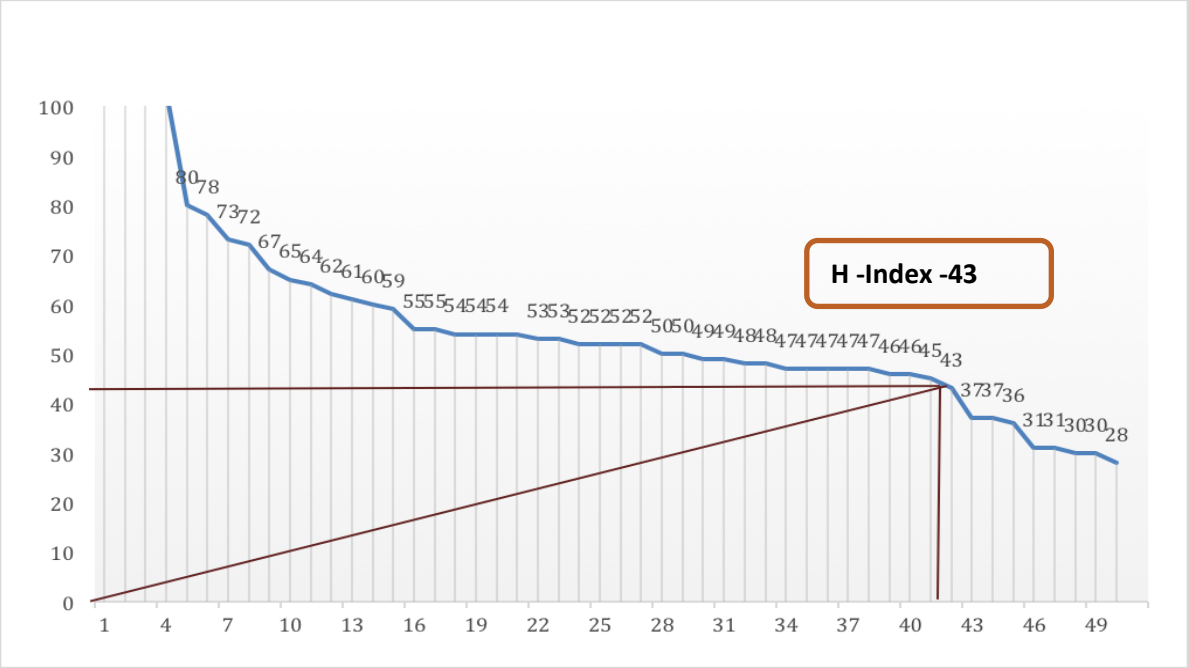

Fig. 4: h-Index of the University of Kashmir [SCOPUS]

Observation 9

Awards and recognitions in the field of extension activities are absent

Actions Taken:

The University has done an exemplary work in the field of extension activities during the assessment period that stands duly recognized through a series of awards and appreciations from various quarters. For instance, the wide-ranging extension activities of the NSS have been awarded by the President of India in 2012. The University has added to its credentials a number of award winning documentaries and short films produced and directed by the EMMRC of the University on a variety of themes of societal relevance such as forest fires, waste management, floods and other natural disasters, biodiversity depletion, degradation of lakes and wetlands vis-à-vis restoration and other aspects of environment. One of the best extension activities of the University was the enormous help it extended to the flood hit areas and people during the historically devastating 2014 floods in the valley. The University has also awarded Special Appreciation Certificates to the departments and centres engaged in extension activities such as DLL, NSS, Social Work Department, Red Ribbon Club, DSW and University Landscaping Division. Of late, the University has also constituted such an award comprising of certificate and a cash prize of Rs 25000/= to be given to a department/employee/student of the University for outstanding contribution in the field of extension education.

Observation 10

Need for further augmentation of equipment in some labs and creation of infrastructure is felt

Actions Taken:

- The University has made a remarkable progress during the present assessment period in terms of earning about 200 major research projects, including some international projects, from different funding agencies through which the equipment has been significantly procured and augmented in the labs.
- The number of Departments receiving special funding under SAP, FIST, and BSR etc. increased significantly through which new equipment was procured.

- Seventeen labs have been renovated / upgraded under RUSA out of which two model labs upgraded in the Department of Botany with State of the Art infrastructure were inaugurated by the then Hon'ble Minster of Human Resource Development, Govt. of India.
- The major equipment and facilities procured as central facility in the University during the assessment period include Portable Photosynthesis System, Flow Cytometer, UV-Visible spectrophotomers, Plant growth chambers, and Greenhouses.
- New labs have been created in the satellite campuses at Leh, Kargil and Kupwara which are in the process of being equipped with basic research facilities.
- Almost all the post-graduate science departments have upgraded their labs and added infrastructure and equipment by utilizing 50% of the revenue available to them through self-financing seats.
- A special central lab facility is created under the CPEPA with the State of the Art equipment worth more than 2 crores.

Observation 11

Budget for maintenance needs to be enhanced. However, the existing maintenance is optimally used

Actions Taken:

- The assigned budget for academic facilities excluding salary for human resources was more than 102. 81 Crores during last five years while the assigned budget for physical facilities excluding salary for human resources was more than 4.30 Crores, most of which is spent for maintenance during the period.
- The budget head for the Maintenance and Repair subhead has been enhanced from about Rs 1.00 Crores to 1.75 Crores by the State Government after resolution to this effect was passed by the Finance Committee and endorsed by the Syndicate and University Council.
- The University also spends a substantial amount for maintenance of labs and equipment out of the contingency and overhead part of the research grants. By virtue of the University Council decision 40% of overhead charges of the extramurally funded projects is at the disposal of the Principal Investigators and they have the flexibility to use it for maintenance of their labs and the equipment therein. Since post reaccreditation, University has earned substantially very large number of projects during the assessment period, the amount therefore is quite significant.
- Departments carry out many maintenance works out of the Local Funds of the various departments of the University.

Observation 12

Library has no book bank, and reading room facilities need to be improved

Actions Taken:

- The book bank facility has been created in the University especially for the benefit of underprivileged and poor students not only at the Allama Iqbal Library (Central Library) but also at various departments like Department of Computer Science, Department of Electronics and Department of Law. Besides the hard copies being made available to them, they are given a special access to the e-book repository of the Central Library throughout the academic session.

- The Departmental/Seminar Libraries are also available in all the departments for all the students to borrow books round the year without any restrictions.
- The Library distinguishes itself by providing Remote Access Facility (RAF) to all its users. This facility helps the registered users to access all the e-Resources available with the Allama Iqbal Library from anywhere and anytime at their convenience.
- The Library has created the "Virtual Library" that acts as a gateway to thousands of free e-resources including e-journals, e-books, Open Courseware, Online libraries etc.
- The Library has digitized its collection of rare books, manuscripts, theses, etc. All the digitized manuscripts and rare books are available on the Allama Iqbal Library's website and can also be downloaded freely.
- Reading room facilities have been improved both in terms of number and infrastructural facilities. One more spacious reading room has been created in the zero floor of the Central Library. Besides, 24x7 library facility is already in place in the ground floor of the Central Library.

Observation 13

20-25% of students pursue higher studies; no information about progression to research and employment.

Actions Taken:

Over the years, the placement of students has significantly increased. For instance, 23.96 % of the students have been enrolled in the higher studies in the year 2017 and so is the ternd for years before that. As compared to the previous reaccreditation cycle when the number of students awarded M.Phil and Ph.D was respectively, 305 and 234, in the present assessment period the number of M.Phil and PhD awardees is over 500 and 800, respectively. The upsurge in the number of students progressing to higher studies is depicted below:

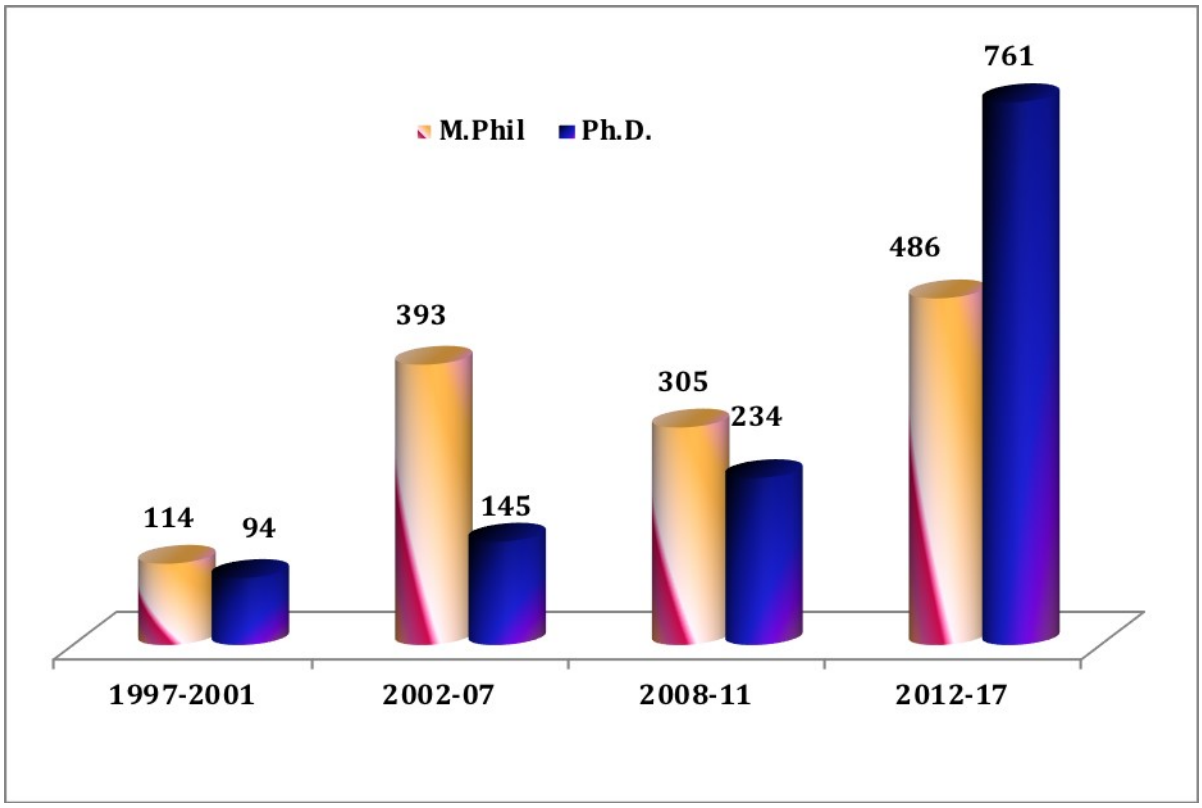

Fig. 5: Number of students awarded M Phil and Ph D Degrees

Similarly, the number of students qualifying competitive exams at state and national level such as NET and SLET has also shown a significant jump from less than 3000 in the previous cycle to around 6000 during the present assessment period. While thousands of the University pass-outs have been employed in the Department of School Education at high school and higher secondary level, more than 1000 university pass outs have been appointed as the Assistant Professors in Colleges and Universities during the assessment period. The records in the Placement Cell of the University reveal that hundreds of the University pass outs have made it different national and multi-national companies either through campus placements or through other means. The University has a separate functional Placement Cell that exclusively deals with the career progression of the students. Most of the Departments have placed the student progression and employment details on their websites. The University is in the process of evolving an online interface through which the progression of students can be easily monitored.

Observation 14

Girls participation in sports limited to 15.2% (overall), 10.1% at the inter-university level, 1.1% at the inter-departmental level; only 6 social service activities out 72 multi-component activities

Actions Taken:

The participation of girls in all the sports activities, including inter-department tournaments, inter-college, inter-university and, has remarkably improved. The University campus is quite busy with myriad of women tournaments every now and then. Girls have especially participated in sports, such a cricket, hockey, volleyball, badminton, cycling, judo, road race, table tennis, kayaking and canoeing. The year wise participation of girls in sports activities during the assessment period is given below.

Year	Inter-College Tournaments		Inter-Department Tournaments		Inter-University Tournaments	
	Men	Women	Men	Women	Men	Women
2012-13	1307	435	1047	17	58	21
2013-14	1546	384	378	337	75	17
2014-15	1185	158	120	215	78	69
2015-16	1426	708	487	250	79	14
2016-17	333	205	218	112	54	15

Observation 15

In the absence of computerized Management Information System, effective Governance becomes difficult

Actions Taken:

To bring the efficiency and transparency in the administrative and examination systems, the University in 2012 has successfully established Computerized Management Information System. The University has fully automated the process of student registration, admission, examination and result declaration. Further, marks secured by students are shown online with provision of

showing scanned copy of the evaluated papers. Manual award submission has been replaced by online award submission system. Other prominent initiatives taken by the Directorate of IT and SS of the University with regard to automation through computerization include:

- Successful implementation of Electronic File Tracking System to dispatch, receive and track file moment in the University Campuses
- e-Governed e-Office Management System with a provision for online proposal submission and disposal through eNote/s and e-Office
- Online application filling, fee payment and status updates
- e-Governed Centralized Admission System fully automated and online (single window admission process with One Student One Form, No Examination Form, No Registration Return and Single Programme Enrolment Number in place)
- e-Governed UG Semesterised Choice Based Credit System (CBCS)
- e-Governed Recruitment automation has been established which features that include: automated calculations of API scores, short-listing and call letter generation with auto SMS and email submission systems
- Established an archive for storing backup copies of sensitive documents.
- Established Online Grievance Cell
- Online Financial / Account Management system in progress

In addition to above measures, the Directorate of IT and SS has succeeded in establishing the following systems:

e-Admissions: This system has been developed to automate all admission processes of the University. Students submit admission forms for various programmes of the University from any place with an access to the Internet. The fees can be paid through online mode using payment gateway or can be paid through offline mode in any branch of the JK Bank and can be reconciled online with the forms submitted.

File Tracking System (fts.uok.edu.in or egov.uok.edu.in/fts): File tracking system introduced by the University 2015, is an application to monitor the files and assist in their easy tracking. It is an integrated package which has features such as, opening of new files, tracking the movement of the files, dispatch of letters/files and finally records management. The application has been developed to provide a complete visibility of the file during its movement in approval process

and offers an efficient electronic system to govern administrative activities. This electronic system makes file tracking and retrieval easy. The system provides various functionalities to different users.

KU Android Application (http://egov.uok.edu.in/Results): KU Android Mobile app allows students/employees to be updated about all the notifications/events/latest news of the University. This application allows students to check status of various applications like Result/Student Academic Details/Certificate dispatch status etc. Using this app, a user can view:

- Coming events;
- Notifications about various things like admissions, jobs, tenders, etc;
- Student details, results, migration status, etc;
- Integrated notification from all departments/campuses;
- Employee salary statement and attendance;
- Department information and location;
- Telephone Directory;

Revaluation Module: With the help of this application, a student can apply online for re-evaluation by selecting the desired paper/subject. In fact, it enables the student to check the status of his/her application as and when s/he requires. The University has made a roadmap to have e-governance system in-place for all other academic, research and administrative functions.

URL: http://egov.uok.edu.in/Results

With the help of this application, a student can apply for reevaluation by selecting the desired paper/subject, also it enables the student to check the status of his/her application.

Observation 16

A well-conceived Human Resource Development and Management programme continuum from recruitment till superannuation needs to be put in place

Actions Taken:

As an unwritten policy matter, the University encourages and facilitates teacheres for career progression with specific needful things at specific stages of career progression. The University encourages and facilitates teacher's right after their recruitmrnt to attend induction programs,

orientation courses and refresher courses. The University also provided seed money to its young faculty to start their labs and set a stage for applying for extramural grants and become rather more independent scientists. Moreover, teachers are encouraged to attend training workshops, seminars and symposia organized at national and international level. Since 2013 as many as 801 facuty development and other related programmes have been attended by the teachers within and outside the country. In the past few years, around 35 teachers have availed opportunities to work in foreign universities which has given them international exposure. After the initial stages, for further career progression through differen stage up to the superannuation, the University motivates the teachers to give their best and rewards them for their excpetional contributions in different ways. The University contemplates out of turn promotions and some additional increements for teachers who perform outstandingly well. The teachers in their advanced stages of carrer who show promise in terms of their administrative and leadership qualities, are involved in various academic administrative positions.

Observation 17

University has not received any major donation. Potential to generate income from consultancy is not fully realized

Actions Taken:

The University has managed to get significant donations over the last few years. For instance, South Asia Foundation has donated scholarships worth more than 150 crores for South Asian Students through Institute of Kashmir Studies. Recently, J &K bank donated Rs. one crore to the University. Also worth mentioning amongst these include ambulances donated by J&K Bank, two vehicles donated by Indian Army, additional ambulances donated by Chief Minister, Ashaie Reading Room and two special vehicles for disabled people by J&K Bank. Of late, the J&K Bank has agreed to sponsor all the gold medals in the Science stream. 100 bicycle have been donated by J & K Bank recently.

Regarding consultancy, the University has undertaken a series of consultancy projects and generated significant income as detailed below:

Table: Details of consultancy projects conducted by the University of Kashmir

S. No.	Title of the project and duration	Amount sanctioned (in lacs)	Funding Agency
1	Consultancy project Comprehensive Environmental Impact Assessment study for BURSAR Hydroelectric Project, Kishtwar (J & K) **2014-2016**	41.80	NHPC India LTD.
2	Consultancy project EIA/EMP of Sonamarg Health Resort **2014-2015**	27.50	Sonamarg Development Authority, , J and K Govt
3	Environmental Study of Camp Karan Mahal-a mobile luxuary tented accommodation at Gupkar Srinagar **2015-2016**	4.15	Camp Karan Mahal
4	Consultancy project Rapid EIA report on Revised Management action plan for Wular lake **2012-2013**	20.00	Forest Department, J and K Govt
5	Consultancy project EIA/EMP of Yusmarg Development Authority (Water pollution) and (Aquatic Ecology). **2012-2013**	27.50	Yusmarg Development Authority, J and K Govt.
6	Impact of Kishanganga HE project Dam (340MW, Cat. A) on Fishes and Musk Deer in Gurez Valley. **2011-2013**	13.80	WAPCOS Ltd. A Government of India Undertaking

Observation 18

The Directorate of Internal Quality Assurance (DIQA) needs to be further strengthened

Actions Taken:

- The Directorate is headed by Director/Chief Coordinator supported by a Deputy Director, five Coordinators, one Information Officer, some IT professionals and an office looked after by the Section Head. The post of Deputy Director DIQA was advertised and filled up on 31-01-2014. The positions of 03 Assistant Directors DIQA will be filled up shortly.
- Presently the DIQA functions in a spacious 5 room accommodation, in addition to a Central Documentation Centre that works under the ambit of DIQA.
- The DIQA has extended its base to all the Departments and the Satellite campuses wherein separate Departmental Internal Quality Assurance Units (DIQUs) have been created under the chairmanship of Head/Director of the Department/Centre and one faculty member as Nodal Officer who liaisons between DIQA and the Department/ Centre. The DIQAU comprises of various faculty members, research scholars and student representatives. The Nodal Officer looks into the matters pertaining to Quality Assurance at Departmental level.
- The Directorate has also Advisory Board comprising of alumni, civil society representative and eminent scholars from different walks of life.
- The DIQA also looks after the All India Survey on Higher Education (AISHE) with a fully functional AISHE Cell.
- Moreover, the Statistical Unit of the University under the aegis of DIQA was further strengthened with the creation of a Central Documentation Cell.
- The DIQA is involved in the screening of the application forms for recruitment and promotion under CAS of faculty and also for the direct appointment of the teachers and officers. Five members from DIQA are members of the Central Screening Committee of the University.
- The details are given at the following link: **http://diqa.uok.edu.in/Main/Default.aspx**

Observation 19

No regular mechanism exists for compiling the incremental academic growth of students from disadvantaged sections

Actions Taken:

The University has adopted measures to track the growth of all students including those from disadvantaged sections. There are provisions in place to help such students to cope up with the challenges in their academic pursuits. A regular record of students admitted in various courses under different categories is maintained by the Dean Student's Welfare Office, which is also planning to develop a mechanism to track their progression. Moreover, the Directorate of Lifelong Learning (DLL) and Women's Studies Centre has geared up in the recent years to address the issues of students of disadvantaged sections including their academic growth. For instance, the DLL has taken several initiatives to set up various skill development centers at various places of the valley for disadvantaged sections of the society.

Observation 20

More efforts required to involve parents, employers and other stake holders for the institution building in a systematic manner

Actions Taken:

- The University solicits feedback, suggestions and grievances from the parents and other stakeholders regarding various aspects of institution building through a dynamic web based interface.
- Various important bodies of the University such as University Council, Academic Council, Research Council, Boards of Studies, DIQA Advisory Committee, Planning Board, University Cost and Works Committee, Library Advisory Committee etc. have some respectable members from the civil society.
- The University switched over to a zero budget approval framework for which two members are senior and reputed bureaucrats of the State Government whose feedback is pretty important to formulate policies and allocate resources to different departments depending upon the public and state priorities.

- On an average at least around 15 delegations including parents, employers and other stakeholders' call upon Vice Chancellor, and of course other major functionaries of the University, to give their feedback regarding institutional betterment and progress.
- On the recommendations of NAAC 2011, the University established a Centre for Societal Interface at the Department of Sociology that acts as a liaison between the University and Society for different aspects that help in institutional building in a systematic manner.
- The details are given at the following link: http://egov.uok.edu.in/feedbackforum/

Observation 21

To attract dedicated Faculty members of National competence overcoming location and Socio-Economic Constraints

Actions Taken:

- The University has created a special provision for scholars with exceptional background and prestigious fellowships such as Ramanujan Fellowship, Ramalinga Swami Fellowship, DS Kothari, Inspire Faculty Programme etc. to work on tenure five years after which they are taken on regular faculty by a virtue of the approval of University Council.
- The open faculty positions are advertised nationally and there is a provision for interview through Skype to overcome locational constraints. The candidates not only from different states of India but also from various foreign countries appear in such interviews.
- The University has significantly improved over the years in terms of its linkages and collaborative discourses with the institutions of excellence, nationally and internationally that significantly facilitate faculty exchanges.
- Besides having residential quarters for faculty and ministerial staff, the University has spacious guesthouses with all modern facilities, a dedicated hostel for international students and scholars has been commissioned during the period.
- The retirement age for the teaching faculty has been increased from 60 to 62 years and efforts are on to get the age enhanced to 65 years as per the UGC guidelines so that it adds to the attraction of scholars to target University as a potential employer.
- The quality academic discourse and research work carried out by the University has been duly recognized by the MHRD by ranking the University in top 50 Universities of the

country that surely makes this institution as a preferred destination for the eminent scholars regardless of the location barriers.

Observation 22

To attract more students from diverse backgrounds and other states and institutions a mechanism to promote and measure incremental Academic growth among the University students

Actions Taken:

- In response to this observation, the University has taken the following measures**:**
  - 2% reservation has been made for outside the State students and 5% reservation for foreign nationals over and above the intake of each programme.
  - The University has established satellite campuses in geographically far off regions such as Ladakh and Kargil and Kupwara to attract students from diverse backgrounds.
  - Further, the sub office at Jammu is attracting students from diverse background and also students from other states to our distance education courses.
  - The novel thrust areas of research in the Institute of Kashmir Studies such as International Relations, SAARC Countries Pluralism and Composite Culture of Kashmir, Human Development, Political Economy of South Asia, Governance and Development in India, Gender and Society in South Asia, Literature of South Asia, Kashmir Philosophy and Learning, Kashmir and Central Asia has helped Kashmir University to attract students from diverse backgrounds from all the SAARC countries and other states of the country.

Observation 23

To bring about formal collaboration and linkages through MoUs and agreements with National/International Universities and institutes to cope up with the advances due to internationalization of higher education

Actions Taken:

During the post accreditation period, the collaboration network of the University has significantly improved. The University is not only a part of some national network projects but has also been in a position to get some prestigious international collaborative projects. Some of the worth mentioning collaborative projects are annexed herewith. Tens of MOUS have been signed post accreditation with reputed organizations and institutions of higher learning. The following MOUs signed with reputed organizations and institutions are worth mentioning:

- Montana Tech, University of Montana, USA
- Universality of Delhi
- Eurasian Research Institute (ERI), Akhmet Yassawi University, Kazakhstan
- Bedil International Foundation, New Delhi.
- Centre for Central Eurasian Studies, University of Mumbai
- Academy of Third World Studies, Jamia Millia Islamia (JMI), New Delhi
- Indian Council of Cultural Research (ICCR), Regional Office Srinagar
- Management Development Institute, Gurgoan, India
- MoU signed with International Union for Conservation of Nature and Natural Resources (IUCN) Academy of Environmental Law, University of Ottawa, Canada
- International Union for Conservation of Nature and Natural Resources (IUCN)
- Academy of Environmental Law, University of Ottawa, Canada
- Management Development Institute, Gurgoan, India.

Fig. 6. Collaboration network of the University across global institutions.

Observation 24

Evolving the University as a residential campus for all needy teachers, researchers and students to maximize productivity of research and quality in teaching, learning and extension outputs

Actions Taken:

The residential character of the University has been strengthened over the years right from 2012 onwards. The following measures are worth mentioning in this regard:

- In addition to the residential flats for all levels of faculty in the main campus, there is dedicate residential campus at Mirzabagh just adjacent to the main campus.
- The satellite campuses including Leh and Kargil are completely residential, while in North and South campuses also there are staff quarters and hostels for students.
- Two new girls' hostels one for PG students and one for research scholars with a capacity of 160 students each came up in the main campus over the assessment period. Overall, there are four girl's hostels on the main campus.
- Meanwhile University has constructed two hostels at Zakura Campus, one having capacity of 238 students and the other one with a capacity of 250. One more boy's hostel with a capacity of 170 came up at the Main Campus to coupe up with the requirement of the students for providing better Hostel accommodation. Including one scholar's hostel with a capacity of around 60, there are four boy's hostels on the main campus.

Observation 25

Students Performance evaluated through continuous assessment schemes with 20% weightage evaluation examinations

Actions Taken:

- 20% weightage has been vogue for all PG programmes of the University where the performance of the candidate is assessed by the concerned teacher. Of late, the University even switched over to a "continuous assessment-based examination" system placing more emphasis on the continuous assessment.

- The contents of the assessment test are being decided by the Departmental Committees and the performance of the students is excellent both in terms of pass percentage and the marks obtained.

Observation 26

Mechanism for grievance redressal regarding evaluation exists, even though provision for photocopies of answer scripts does not exist

Actions Taken:

- Mechanism for redressal of grievances of students has been implemented to the satisfaction of students. Earlier, any student who is not satisfied with the evaluation of his/her answer script could apply for revaluation. This is still vogue. However, of late the University has made it mandatory for teachers to have the evaluated answer scripts endorsed by the students before the submission of awards.
- From the Academic Session 2016-2017, the students after upload of marks award by the concerned teacher are now in a position to instantly move the Chairperson of the Departmental Committee with their grievances for a resolution regarding their evaluation within three days. If a student is still not satisfied, he/she can register a grievance before the concerned Dean of the Faculty and also the Dean Academic Affairs.
- Especially from the Academic Year 2017, the University has switched to a 'Continuous Assessment Based Scheme' of examination for all P.G. Courses in which students need to appear in examination immediately after the completion of the first unit in each paper. The answer scripts are returned to the students after evaluation for their cross-examination and any doubts/grievances are discussed by them with the teacher concerned. After the students are satisfied with evaluation and put their signatures on the answer scripts, they are returned to the teacher and kept ready for the end term exams. This helps students identify their deficiencies within the course of writing one exam.
- In addition to the above, the University has adopted a procedure in 2016 whereby a student after the declaration of results can apply for re-evaluation of his scripts which involves a face-to-face discussion with the examiner in which the latter has to justify his/her evaluation.

If the student is still dissatisfied, he/she can approach the HOD/Dean Faculty /Dean Academic Affairs for getting the grievance redressed.

- If a candidate requests for a photocopy of his/her answer scripts, the same is being provided under RTI Act.
- Furthermore, in PG Entrance Test, all the students get back the copy of their OMR sheet as well as question booklet. The key to each booklet is made available on the University website on the very day of the conduct of the Entrance Test to solicit any complaint /grievances from the candidates regarding the questions. The Departmental Committee of the subject concerned takes note of the complaints (if any) and a revised key is uploaded within 12 hours.
- Prior to the issuance of the final selection list, the merit list of the aspirants is kept available on the University website for the sake of transparency in admissions to various programmes of the University.
- The University from academic session 2016-17, has introduced the SMS alert facility for students concerned by virtue of which they get a copy of the marks award as soon as it is uploaded by the evaluator concerned.

Observation 27

Security of evaluation system needs to be better addressed and result declaration needs to be expedited

Actions Taken:

Several measures for the security of evaluation system and timely declaration of results have been taken over the years. Some of the major measures are summarized below:

- Coding of the answer scripts before they are delivered to the evaluators for evaluation.
- The evaluation is done mostly at Centralized Evaluation Centres under the respective Head Examiners.
- Circulation of 'evaluation guidelines' among all examiners at each evaluation centre before the beginning of evaluation process.
- Surprise visits by the top officials of the Examination Wing to ensure that guidelines are followed in letter and spirit, are now an integral component of evaluation process.

- The examinees upload the awards from their own account created for each examiner. The same is being used by the Automation Section for preparation of result.'
- E-award / SMS inform students about their results prior to the declaration of results.
- Before the result is declared, three printouts of the marks files are obtained and the same are verified twice by reference to answer scripts to doubly ensure that there is no discrepancy between the marks awarded by the examiner and those entered by the data operator. Though this procedure leads to some delay in the declaration of the results, but it has given lot of respectability to our results.

Observation 28

To keep academic calendar intact and to conduct the University examinations and announce the results of these examinations in time in the background of locational and climatic changes of the State and to take care of the career advancement of the unsuccessful students

Actions Taken:

- Painstaking efforts at all possible fronts have been made to put the academic calendar on track. At postgraduate level, the University has de-centralized the conduct of examinations by authorizing the Heads of the Departments to conduct the examinations of students enrolled at their respective departments, evaluate their answer scripts within a stipulated time and submit the awards to the Examination Wing for declaration of the results. This has significantly helped to the conduct of examinations and declaration of results in time.
- With the introduction of the Choice Based Credit System (CBCS), the University has switched over to a carry on system in post-graduate programmes where a student has to pass a stipulated number of credits within a span of 5 years in a flexible manner. With the introduction of semesterised CBCS from 2015-2016 academic session at the undergraduate level, similar carry on system is followed at the undergraduate level.
- The University is in process of converting the status of positions of teachers from vocational to non-vocational in order to meet the time line of academic calendar. Moreover, the University has already shortened the period of winter vacations by about 15 days. With the cooperation of teaching and non-teaching staff of the University, the University despite the

devastating floods of 2014 restored the academic calendar. The faculty conducted zero-classes, conducted classes in vacations and holidays to safeguard the future of its enrolled students.

- The timely admissions to various programmes is key to commence the classwork timely. In past the University used to conduct the entrance test examination for its postgraduate programmes only after the deceleration of the result of the final semester of undergraduate programmes. Since 2015-2016 academic session, the admission process to various postgraduate programmes commences before the deceleration of the results of final semesters of undergraduate programmes. This has saved nearly two months and new sessions now begin in accordance with our academic calendar.

Observation 29

Person holding charge of more than one department / office need to be minimized

Actions Taken:

The process of one man one post has been implemented wherever possible.

Observation 30

Evolving a robust and transparent Internal Quality Assurance System to facilitate the holistic quality mechanism at the University

Actions Taken:

Following the recommendations from NAAC, a robust and transparent internal quality assurance mechanism has been evolved in the University to institutionalize the process of quality assessment and improvement in teaching, research and administration. Some salient features of the functioning of Directorate of Quality Assurance (DIQA) are:

- Monitoring and evaluation of the teaching and learning process with the help of various committees, coordinators and Nodal Officers.
- DIQA has appointed the Nodal Officers for each Department who laison with the Directorate regarding existence and working of various facilities to the satisfaction of

students. DIQAUs organized debates, extension talks and guest lectures in the Departments for which a provision of honorarium is there out of DIQAU funds.

- The DIQA undertook critical assessment and evaluation of the research output of the University through a third part intervention and identified the best individuals and departments. DIQA continues with critical review of the research footprint of different departments in standard international databases, especially Web of Science, Scopus and ICI (Indian Citation Index).
- The DIQA, being one of the important parts of the screening process, ensures that the best possible candidates are recruited. It ensures implementation of Performance Based Appraisal System (PBAS) of teachers in light of UGC guidelines for promotions.
- One of the important quality assurance features of DIQA has been to regularly collect feedback of students about teachers and other academic aspects of the University. The feedback is shared through Dean Academic Affairs and concerned Deans with faculty members. The evaluation by students helps the faculty member in improving upon the teaching pedagogy and alerts them to any shortcomings whatsoever. A consistently poor performance in student feedback calls for measures such as extension of probation period for the newly appointed teachers and slopping of an annual increment for a permanent faculty member.
- Reviewing of teaching learning process, structures & methodologies of operations and learning outcomes at periodic intervals is an essential activity carried out by DIQA.
- DIQA coordinates the presentation of University for different accreditations and rankings in and outsides the country. The recent placement of the University at 47th rank among the Indian Universities by NIRF and its performance under QS ranking are some of the indicators of its quality.
- DIQA also awards certificates of appreciation to the best teachers in terms of their research contribution.

Observation 31

Strengthening of the existing Internal Quality Assurance Cell by the name, "Directorate of Internal Quality Assurance (DIQA)" as a statutory body of defined powers and functions with IT – Component, infrastructure and manpower to evolve as the Central documentation cell and to facilitate quality sustenance and quality enhancement:

Actions Taken:

Following the NAAC recommendations, Directorate of Internal Quality Assurance (DIQA) was set up at the University for realizing the goal of quality enhancement and sustenance.

- The DIQA acts as a watchdog for quality assurance in the University. It is the main Documentation Centre of the University, and jointly with the Directorate of Information Technology and Support System (ITSS), the DIQA procures online data from all the Departments/Centers and faculty members through a web-based portal. The DIQA periodically publishes various reports such as Annual Report and Annual Quality Assurance Report reflecting various facets of progress by the University.
- The DIQA is advised by an Advisory Board under the Chairmanship of the Vice-Chancellor comprising of eminent academics, representatives of the State Government such as Commissioner Secretary of Higher Education, civil society members, eminent alumni and scholars from different walks of life.
- DIQA has extended its scope to the Departments and various campuses. Separate Departmental Internal Quality Assurance Units (DIQAUs) have been created under the chairmanship of Head / Director of the Department/ Centre/ Campus and one of the faculty member as Nodal Officer who liaisons between DIQA and the Department / Centre. The DIQAU has representation from faculty members, research scholars and student representatives. The Nodal Officer coordinates between the Directorate and the DIQAU.
- DIQA also looks after the All India Survey on Higher Education (AISHE) and has created a full-fledged AISHE Cell in the Directorate with Registrar of the University as its chairman. Moreover, DIQA looks after the Statistical Unit of the University, which has eventually emerged as a Central Documentation Cell.

- DIQA is involved in the screening of the application forms of faculty for recruitment and promotion under CAS as well as the direct appointment of officers. Five members from DIQA are the members of the Central Screening Committee.
- DIQA is mandated to collect and consolidate
- DIQA has over the years strengthened its IT component with the introduction of following measures:
    - Successfully designed and developed the framework for submission of online applications for various teaching positions, both for open recruitment and promotions under CAS, in collaboration with IT&SS with a mechanism of automated API score calculations.
    - Put into practice the mechanism of online feedback from students regarding evaluation of teachers in a highly transparent, yet confidential manner.
    - Automated the process of submission of departmental performance details by the Heads/Directors, and personal assessment details by the teachers on annual basis in a user-friendly and retrievable way. The portal is kept open round the year for regular updating which, in turn, becomes the basis for compilation of the University Annual Report and the Quality Assurance Report as well in a rather fool proof manner.
    - The DIQA has been provided the services of some IT professionals including an information officer, and 2 computer professionals who manage the IT section of the Directorate including an Information Officer**,** Technical Cell, and AISHE Cell.
- Further details are available at the following link: http://diqa.uok.edu.in/Main/Default.aspx

Observation 32

Re-introducing the "Faculty Talent Promotion Scheme" for all faculty members to provide exposure and expertise for upgrading knowledge, skill and attitude in teaching-learning, evaluation and research

Actions Taken:

While the "Faculty Talent Promotion Scheme" as such couldn't be reintroduced in view of the lack of financial support, nevertheless the University has taken several initiatives to enrich the talent of its faculty members.

- The University deputes teachers to various institutions of repute at national and international level for various programmes.
- Around 20 faculty members have availed postdoctoral fellowships in reputed international/national universities during the past few years.
- UGC HRDC at the University regularly conducts a series of training programmes, orientation and refresher courses for updating and refreshing the domain knowledge of University and college teachers. Since last reaccreditation cycle, around 80 such programmes were conducted by the HRDC. Besides, teachers are also deputed for refresher courses to various other national / international institutes of excellence.
- Faculty members of the University are facilitated and encouraged to visit various national/international laboratories to carry out their research work and research projects.
- Faculty members frequently attend National / International conferences and present their research work in the form of research papers and posters.

Observation 33

Strengthening of campus wide networking and intranet connectivity to successfully implement e-governance as end to end solution for students, faculty and stakeholders

Actions Taken:

- The main campus and the satellite campuses, including affiliated colleges, have been networked. Infrastructure has been procured over the years, software solutions have been developed in-house which cater to most of the requirements of students, teachers, administration and other stakeholders. However, there is a larger goal of going paperless and automating all the services pertaining to the University academic administration and examination.
- The internet connectivity has been extended to hostels, residential quarters, Mirza Bagh campus, and satellite campuses of the University.
- Moreover, all affiliated colleges are connected to the University network and all Government colleges have an IT Unit catering to their needs.

Observation 34

Multi-dimensional motivational efforts by the University to facilitate all the departments and faculty to apply and secure centers for excellence in research and major research projects under UGC/ DST/ DBT/CSIR etc through performance-linked incentive scheme and de-bureaucratization of research projects administration

Actions Taken:

- The University has succeeded to get a Centre with Potential of Excellence in Himalayan Biodiversity by UGC under its CPEPA scheme. In this centre five departments of the University are working on different facets of Himalayan Biodiversity in a collaborative manner. Other departments are also encouraged to apply for such Centers of Excellence and the University is eventually targeting soon to apply for the University with Potential for Excellence.

- In view of the reasonably large number of research projects earned by the University during the assessment period, 40% the institutional overhead charges of the projects are kept at the disposal of the Principal investigators as a token of encouragement. Around 188 projects are ongoing with a financial outlay of Rs. 74,75,31,341.00 of which Rs. 47,34,72,425.00 was released. Nine Departments are DST-FIST funded, 06 are UGC-SAP funded and 02 Departments are DBT funded Departments.

Observation 35

The University being located in difficult area needs to have strong linkages with society to ensure societal development. A centre for University Society interface could be established towards this goal

Actions Taken:

- Following the recommendations, a Centre for University Society Interface has already been established in the Department of Sociology with a senior professor as its head.
- The Directorate of life Long learning offers many job-oriented courses and skill development programmes to empower youth to take up challenges faced ahead.
- The University has full-fledged centre namely J&K State Resource Centre funded by Ministry of Human Resource Development, Govt. of India, New Delhi. It has a specific mandate to provide academic and technical support base in terms of material, training, field programmes, media backup, research, monitoring and evaluation to various sections of the society in all the three regions of the state comprising 22 districts in Jammu, Kashmir and Ladakh. The major objective of the Centre is to work towards building a literate, educated and disease-free society in J&K State and also, to provide resource support base for all literacy and adult education programmes conducted by the State Government or other Non-Government agencies.

Observation 36

Attempts to institute autonomous college system in the University providing opportunities for affiliated colleges to become autonomous colleges and also to introduce semester system in the colleges and PG courses for eligible colleges

Actions Taken:

- Semester scheme has been introduced in the colleges followed by the introduction of CBCS as well.
- Autonomous status has been given to Islamia College of Science and Commerce and affiliated college of the University.
- Different PG courses are independently run by the eligible colleges for instance, Amar Singh College, S.P College, Islamia College, Women,s College, M.A Road, Govt. Degree College, Baramulla as an attempt towards their goal of autonomous functioning.
- First Cluster University comprising of 5 prominent city colleges has started functioning with Former Dean Research Kashmir University as its first Vice Chancellor.

Observation 37

Provision of additional hostels for students in the background of the overcrowded present hostels, hygienic cafeteria at different locations of the University, modern shopping center. ATM facility and transport facility to the University may be taken up on priority

Actions Taken:

The residential character of the University has been strengthened over the years right from 2012 onwards. Following measures are worth mentioning in this regard:

- Two new girls' hostels one for PG students and one for research scholars with a capacity of 160 students each came up in the main campus over the assessment period. Overall, there are four girl's hostels on the main campus.
- Meanwhile University has constructed two hostels at Zakura Campus, one having capacity of 238 students and the other one with a capacity of 250. One more boy's hostel

with a capacity of 170 came up at the Main Campus to coupe up with the requirement of the students for providing better Hostel accommodation. Including one scholar's hostel with a capacity of around 60, there are four boy's hostels on the main campus.

- Another hostel specifically for students pursuing civil services examinations has come up on the main campus with the support of Ministry of Minority Affairs, Govt. of India.
- One boy's hostel each has come up at South Campus and North Campus for students, besides residential quarters are already operational in south campus for teaching and non-teaching faculty members.
- Ladakh and Kargil campuses of the University are fully residential.
- A sports hostel has also been established for the residential purposes of the players participating in different sports activities and games.
- Five small cafeterias (*dhabas*) for student refreshment and one small club with all sports and fast food facilities have been established in the University. In addition, a University Cafeteria and a Café Coffee Day are also functional in the University. The cafeteria and canteens are also functional at satellite campuses as well.
- The Transport facility has been provided to the staff and students who come from different districts of the Kashmir Division on all important and major routes. Transport facility has even been extended up-to the Nowgam Railway Station from the main campus for those students who travel via train from different far flung areas and districts.
- Besides, transport facility is been provided to the students and staff who have been admitted in various satellite campuses of the University.
- Five ATMs of different banks have been installed across the University campus.
- A special shopping complex with modern facilities has been established in the University.

Observation 38

Maximizing the use of ICT in the regular activities of the departments as interactive teaching–learning methods and by providing virtual classroom facilities and e-learning resources for all programmes of the Department of Open and Distance Learning

Actions Taken:

- Almost all the teaching departments in the University are using Information and Communication Technology (ICT) in their teaching-learning process.
- The EMMRC and Allama Iqbal Library have already introduced virtual classroom facility and e-learning resources on need basis.
- E-contents produced by the EMMRC are used by the target students not only in the valley but also across the country.
- Most of the Departments have installed the interactive boards, LCD Projectors and ICT related facilities to improve teaching learning methodologies.
- The Distance Education under the School of Open Learning has switched over to the soft version of learning material production and dissemination.

Observation 39

Introduction of school system among the departments of the University, Deans concept for decentralization of academic administration with implementation for choice-based credit system and credit transfer facility to enhance collaborative teaching and research among the University departments

Actions Taken:

As a follow up to NAAC recommendations 2011, the School system was introduced in the University with the following is its structure:

Existing Nomenclature	**Revised Nomenclature**
Faculty of Arts/Faculty of Oriental	School of Arts, Languages and Literature

Learning/Faculty of Music & Fine Arts	
Faculty of Commerce & Management Studies	School of Business Studies
Faculty of Dentistry	School of Dentistry
Faculty of Engineering	School of Engineering
Faculty of Biological Sciences	School of Biological Sciences
Faculty of Applied Sciences & Technology	School of Applied Sciences & Technology
Faculty of Social Sciences	School of Social Sciences
Faculty of Education	School of Education & Behavioural Sciences
Faculty of Law and Legal Sciences	School of Law
Faculty of Medicine	School of Medicine
Faculty of Physical & Material Sciences	School of Physical & Mathematical Sciences
Faculty of Unani Medicine	School of Unani & Ayurvedic Medicines
_____	School of Allied Medical Sciences
_____	School of Open Learning
_____	School of Earth & Environmental Sciences

Consequent upon the above: -

- Faculty of Oriental Learning and Faculty of Music & Fine Arts has been merged with the School of Arts, Languages and Literature.
- The Business School is renamed as Department of Management Studies.
- Department of Business and Financial Studies is renamed as Department of Commerce.
- Department of Economics shall form part of the School of Business Studies.
- Department of Psychology shall form part of the School of Education & Behavioural Sciences.
- School of Allied Medical Sciences shall comprise of:
    - Clinical Psychology, Psychiatry Social Work, Psychiatry Nursing, Biochemistry, Physiotherapy, Nursing, and any other relevant course

- School of Open Learning comprises of:
    - Directorate of Distance Education (DDE), Directorate of Lifelong Learning (DLL), Educational Multimedia Research Centre (EMMRC); and State Resource Centre (SRC).
- School of Earth & Environmental Sciences shall comprise of:
    - Department of Earth Sciences, Department of Geography & Regional Development, Department of Environmental Science, Department of Geo-Informatics

Deans of the Schools have been empowered to take major decisions especially with regard to academics and research. Deans are now the chairpersons of all the Selections Committees for the appointment of the research staff under the sponsored projects. Deans are the chairpersons of the final defense committee for the conduct of MPhil and PhD viva -voice. They also forward the panel of examiners for the PhD thesis of the concerned candidates. With the implementation of choice-based credit system, the credit transfer facility was also simultaneously implemented to enhance collaborative teaching and research among the University departments.

Observation 40

Modernizing the examination system to suit the locational and climatic challenges to the State keeping the academic calendar and time schedule of announcement of results intact and incorporating transparency by provision of Photostat copies of answer scripts to students who apply for

Actions Taken:

- The entire examination system has been modernized and IT component has been introduced to each and every aspect of the examination. The University has initiated a number of measures to enhance transparency and accountability in academics and examinations.
- Under the typical climatic conditions, especially in winters, in view of the difficulties to carry question papers to different affiliated colleges physically, the password protected question papers are sent to the concerned Principals that can open it just before the onset of examination.

- The University implemented very effectively the e-transit and e-award system through which the evaluators upload the awards online.
- Live marks visualization enables students to see their marks as soon as the awards are uploaded by evaluators. This way the students have not to travel all the way down to the University for Various Result related issues.
- Application process for revaluation has been made online. Any student who is not satisfied with the evaluation of his/her answer script can apply for re-evaluation subject to fulfillment of necessary criteria. Besides revaluation, the student can also apply for rechecking of answer script.
- In the PG entrance test all the students retain a copy of their OMR sheet as well as question booklet. In case of other exams as well, if a candidate requests a photocopy of his/her answer scripts, the same is provided as well.
- Student approval for answer book evaluation mandated to make evaluation process completely transparent. Students have been empowered to make them feel comfortable in the system. From 2016-17 onwards the students are in a position to instantly move to the Chairman of the Departmental Committee with their grievances for a resolution within three days. And if a student is still not satisfied, he/she will be at liberty to register his/her grievance before the Dean concerned, and also the Dean Academic Affairs if needed.
- The Degree Certificate has been modernized with a number of smart features.
- The University became one of the only few institutions in the country to be completely compliant with the National Academic Depository (NAD) and a dedicate Directorate of NAD and Data Analysis was established.
- In-house built student friendly mobile App. developed to facilitate the students live interface with the University.
- The Universty makes use of smart teaching-learning tools such as e-tutorials, e-contents and Massive Open Online Courses (MOOCS) to help keeping the academic calendar and to compensate for the time loss for students due to unforeseen circumstances. Through e-tutorial system faculty member can add, view, delete tutorial for their assigned subjects after successfully logging into e-Tutorials while student can download subject wise tutorials uploaded by the faculty.

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