



**YENEPOYA**

(DEEMED TO BE UNIVERSITY)

Recognized under Sec 3(A) of the UGC Act 1956

Accredited by NAAC with 'A' Grade

6.3.5 - Institution has Performance Appraisal System for teaching and non-teaching

**Any other relevant information**

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# Promotion Criteria

**Minimum qualification for appointment and promotion criteria for YRC Faculty and Staff**

Designation	Total Experience/ Service	Criteria / Requirements
Assistant Professor-I (Entry cadre)	2 years as Post PhD	4 publications in Post-PhD tenure
Assistant Professor-II	3 years as AP-I/ or equivalent	PE score of 60/year
Assistant Professor-III	3 years as AP-II/ or equivalent	PE Score of 65/year
Associate Professor-I	3 years as AP-III/ or equivalent	PE score of 70/year
Associate Professor-II	3 years as Associate Professor -I/ or equivalent	PE score of 80/year
Professor/ Additional Professor	3 years as Associate Professor-II / or equivalent	PE score of 90/year

**Temporary Research Positions**

Designation	Experience	CRITERIA / Requirements
Research Assistant/Project Assistant	Fresher	Post graduate degree in science/social science streams with minimum 55% aggregate marks.
Junior Research fellow (JRF)	Fresher	Post graduate degree in science/social science streams with minimum 55% aggregate marks. Mandatory to enrol for PhD programme.
Senior Research fellow (SRF)	2 years as JRF or equivalent	Qualifications prescribed for JRF with two years of research experience. Two publications in journals with impact factor (web of science). At least one original article.
Scientific officer (SO)	2 years as PDF/ or equivalent	Minimum 2 publications (Post-PhD) as first/corresponding author

**Stand-alone Research Posts**

Designation	Total Experience/ Service	Criteria / Requirements
Post Doctoral Fellow	PhD	Minimum 2 publications WoS and Scopus indexed) in journals (original articles as first author).
Research Associate	4 years of research and teaching/Industry experience	4 years of research and teaching/Industry experience after post graduate degree. Three publications in journals with impact factor (web of science).

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**Technical Posts**

Designation	Experience	CRITERIA / Requirements
Lab assistant (safety/document management)	2 years	Bachelor degree with 2 years in laboratory maintenance.
Junior Technical Assistant	2 years as Lab assistant/ or Fresher with Postgraduate degree	M.Sc. with minimum of 55% of aggregate marks with knowledge of test systems.
Technical Assistant	2 years as JTA	M.Sc./BTech or equivalent degree.
Lab manager/ Technical officer	3 years as TA	M.Sc./BTech/ or equivalent degree in Biological/chemical/environmental sciences etc.
Senior Technical Officer	6 years as TO	M.Sc./BTech/ or equivalent degree in biological/chemical/environmental sciences etc.

**Stand-alone posts**

Designation	Experience	CRITERIA / Requirements
Clinical Research Coordinator	2 years	M.Sc. Biological science with training in ethics /regulatory issues and minimum 2 years of experience in clinical research.
Senior Clinical Research Coordinator	5 years as CRC	Proven track record with success stories of completed studies.

**Administrative posts (As per university norms)**

Designation	Duration of service as per YU?	CRITERIA / Requirements
Office assistant		
Second divisional assistant (SDA)		
First divisional assistant (FDA)		

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**MEDICAL FACULTY**  
**Promotion criteria for Super Specialty in the absence of vacancy.**

Designation/ Duration	Duration of service as per YU	Criteria/ requirements
		Requirements as per MCI/UGC/YU norms
Senior Resident (Registered for M.Ch./DM in the Concerned Subject)		
Assistant professor		As per MCI
Assistant Professor Stage II	• 1 years of experience as Assistant Professor stage I	<ul style="list-style-type: none"> <li>• 1 publication as per norms.</li> <li>• One paper /poster presentation in a national/state/regional/international conference.</li> <li>• Score of 60% or above in Performance appraisal.</li> </ul>
Associate professor stage I	Minimum experience 2 years as Assistant Professor Stage II	<ul style="list-style-type: none"> <li>• 2 publication as per UGC/MCI norms</li> <li>• One paper /poster presentation in a national/state/regional/international conference.</li> <li>• Score of 60% or above in Performance appraisal.</li> </ul>
Associate Professor stage II	Minimum experience 2 years as Associate Professor Stage I	<ul style="list-style-type: none"> <li>• 2 publications as per YU norms</li> <li>• One paper /poster presentation in national/state/regional/international conference.</li> <li>• Score of 60% or above in Performance appraisal.</li> </ul>
Additional Professor	• Minimum experience 3 years as Associate Professor stage II	<ul style="list-style-type: none"> <li>• 3 publications as per UGC/MCI norms.</li> <li>• One paper/ poster presentation /panel discussion/ guest lecturer/ invited lecture/Chairing/moderating in a National/state/ regional/ international Conference.</li> <li>• Score of 60% or above in Performance appraisal.</li> </ul>
Professor	Only on vacancy position	<ul style="list-style-type: none"> <li>• Score of 60% or above in Performance appraisal</li> </ul>
HOD	On rotation basis	<ul style="list-style-type: none"> <li>• Score of 60% or above in Performance appraisal</li> </ul> <p>Note : Apart from seniority PE and publications will be taken into consideration for HOD post</p>

- Yenepoya service only will be considered for promotion against non vacancy as per MCI
- Apart from seniority, PE and publications will be taken into consideration for HOD post
- Promotion to professor post is only against vacancy from sanctioned posts.
- If required for MCI, faculty may be shown against lower cadre(Except for SR)
- These norms may be changed mutatis mutandis(as and when changed by regulatory authorities)
- Annual increments wherever applicable will be based on performance appraisal.
- The age of superannuation for all categories of staff will be at 60 years.
- Faculty who are beyond 60 years, working in various departments move to annual contract category, however their pay will be protected at present.
- LOP/Long leaves will be deducted before calculating the eligibility.
- Financial benefits will be considered with effect from 1<sup>st</sup> June 2021.

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
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**YHMCH FACULTY**  
**Promotion criteria in the absence of vacancy.**

Designation	Duration of Service	Criteria/Requirements as per CCH /UGC/YU
<b>Assistant Professor -on Probation</b>	<b>Entry Point</b>	
Assistant Professor STAGE I	2 years as Assistant Professor on probation	<ul style="list-style-type: none"> <li>• 1 publication Index / 2 Non-Index</li> </ul>
Assistant Professor STAGE II	Minimum experience 4 years as Assistant Professor STAGE -I	<ul style="list-style-type: none"> <li>• 1 publication - Index</li> <li>• 2 publication - 2 Non-Index</li> <li>• One paper/poster presentation in a national /state/ regional/international conference</li> <li>• Score of 55% or above in performance appraisal</li> </ul>
<b>Associate Professor -on Probation</b>	<b>Entry Point</b>	
Associate Professor STAGE I	Minimum experience of 2 years as Assistant Professor Stage-II or Associate Professor	<ul style="list-style-type: none"> <li>• 1 publication - Index</li> <li>• 2 publication - 2 Non-Index</li> <li>• One paper/poster presentation in a national /state / regional /international conference/year</li> <li>• Score of 55% or above in performance appraisal</li> </ul>
Associate Professor STAGE II	Minimum experience of 3 years as Associate Professor STAGE I	<ul style="list-style-type: none"> <li>• 2 publication - Index</li> <li>• 2 publication - 2 Non-Index</li> <li>• One paper/poster presentation/panel discussion/guest lecturer/invited lecture/chairing/moderating in a National/State/International/regional Conference</li> <li>• Score of 55% or above in Performance appraisal</li> </ul>
<b>Professor -on Probation</b>	<b>Entry Point</b>	
Additional Professor	Minimum experience of 3 years as Associate professor STAGE II	<ul style="list-style-type: none"> <li>• 2 publication - Index</li> <li>• 2 publication - 2 Non-Index</li> <li>• One paper/poster presentation/panel discussion/guest lecturer/invited lecture/chairing/moderating in a National/State/International/regional Conference</li> <li>• Score of 55% or above in performance appraisal</li> </ul>
Professor	Only on vacancy position	<ul style="list-style-type: none"> <li>• Score of 55% or above in performance appraisal</li> </ul>
HOD		<ul style="list-style-type: none"> <li>• Score of 55% or above in performance appraisal</li> </ul>

- Apart from seniority, PE and publications will be taken into consideration for HOD post.
- Promotion to Professor Post is only against vacancy from sanctioned posts.
- If required for CCH faculty may be shown against lower cadre.
- These norms may be changed mutatis mutandis (as and when changed by regulatory authorities).
- Annual increments wherever applicable will be based on performance appraisal.
- The age of superannuation for all categories staff will be at 60 years.
- Faculty who are beyond 60 years, working in various departments move to annual contract category.

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**NOTIFICATION****YENEPOYA AYURVEDA MEDICAL COLLEGE HOSPITAL****Promotion criteria**

Designation	Duration of Service	Criteria/Requirements as per CCIM/UGC/YU
Assistant Professor -on Probation	Entry Point	
Assistant Professor STAGE I	2 years as Assistant Professor on probation	<ul style="list-style-type: none"> <li>• 1 publication</li> </ul>
Assistant Professor STAGE II	Minimum experience 4 years as Assistant Professor STAGE I	<ul style="list-style-type: none"> <li>• Minimum 2 publications</li> <li>• One paper/poster presentation in a national /state/ regional/international conference</li> <li>• Score of 55% or above in performance appraisal</li> </ul>
Associate Professor STAGE I	Minimum experience of 2 years as Assistant Professor STAGE II	<ul style="list-style-type: none"> <li>• 1 publication</li> <li>• One paper/poster presentation in a national/state/regional/international conference/year</li> <li>• Score of 55% or above in performance appraisal</li> </ul>
Associate Professor STAGE II	Minimum experience of 4 years as Associate Professor STAGE I	<ul style="list-style-type: none"> <li>• Minimum 2 publications</li> <li>• One paper/poster presentation/panel discussion/guest lecturer/invited lecture/chairing/moderating in a National/State/International/regional Conference</li> <li>• Score of 55% or above in Performance appraisal</li> </ul>
Additional Professor	Minimum experience of 3 years as Associate professor stage II	<ul style="list-style-type: none"> <li>• Score of 55% or above in performance appraisal</li> </ul>
Professor	Only on vacancy position	<ul style="list-style-type: none"> <li>• Score of 55% or above in performance appraisal</li> </ul>
HOD		<ul style="list-style-type: none"> <li>• Score of 55% or above in performance appraisal</li> </ul>

- Apart from seniority, PE and publications will be taken into consideration for HOD post.
- Promotion to Professor post is only against vacancy from sanctioned posts.
- If required for CCIM, faculty may be shown against lower cadre.
- These norms may be changed mutatis mutandis (as and when changed by regulatory authorities).
- Annual increments wherever applicable will be based on performance appraisal.
- The age of superannuation for all categories staff will be at 60 years.
- Faculty who are beyond 60 years, working in various departments move to annual contract category.

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**YENEPOYA PHARMACY COLLEGE AND RESEARCH CENTRE**

**Promotion Criteria in the absence of Vacancy**

<b>Designation</b>	<b>Duration of service in years</b>	<b>Criteria/requirement</b>
Assistant Professor Stage -I (Entry Level)	Fresher	<ul style="list-style-type: none"> <li>• Minimum 1 publication in a Scopus index journal/UGC CARE.</li> <li>• 1 paper presentation in a national or international level conferences/seminar.</li> </ul>
Assistant Professor Stage -II	2 years as Assistant Professor stage-I	<ul style="list-style-type: none"> <li>• Minimum 2 publications in a Scopus index journal/UGC CARE.</li> <li>• 1 paper presentation in a national or international level conferences/seminar.</li> <li>• 55% score or above in performance appraisal</li> </ul>
Associate Professor Stage-I	3 years as Assistant Professor stage-II	<ul style="list-style-type: none"> <li>• Minimum 3 publications in a Scopus index journal/UGC CARE.</li> <li>• 1 paper presentation in a national or international level conferences/seminar.</li> <li>• 55% score or above in performance appraisal</li> </ul>
Associate Professor Stage-II	4 years as Associate Professor stage -I	<ul style="list-style-type: none"> <li>• Minimum 4 publications in a Scopus index journal/UGC CARE.</li> <li>• 2 papers presentation in a national or international level conferences/seminar.</li> <li>• Completion of Ph.D (Mandatory)</li> <li>• 55% score or above in performance appraisal</li> </ul>
Additional Professor	4 years as Associate Professor stage -II	<ul style="list-style-type: none"> <li>• Minimum 4 publications in a Scopus index journal/UGC CARE.</li> <li>• 2 papers presentation in a national or international level conferences/seminar per year to get the regular increment.</li> <li>• Completion of Ph.D (Mandatory)</li> <li>• 55% score or above in performance appraisal</li> </ul>
Professor	Only on vacancy position	<ul style="list-style-type: none"> <li>• 55% score or above in performance appraisal</li> </ul>
HOD	(Rotation)	<ul style="list-style-type: none"> <li>• 55% score or above in performance appraisal.</li> </ul> <p>Note : Apart from seniority PE and publication will be taken into consideration for HOD post</p>

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**YENEPOYA PHYSIOTHERAPY COLLEGE**  
Promotion Criteria in the absence of Vacancy

Designation/ Duration	Duration of service as per YU	Criteria/ requirements
Assistant professor (Entry level)	Fresher	<ul style="list-style-type: none"> <li>MPT/MSPT/MSc.PT or equivalent from any recognized University.</li> </ul>
Assistant professor stage: I	Minimum experience of 3 years as Assistant professor	<ul style="list-style-type: none"> <li>2 publications in indexed journal (During 3 years of Assistant professor - entry level)</li> <li>One paper/poster presentation in a national/state/regional/international conferences. (During 3 years of Assistant professor - Entry level)</li> <li>55% score or above in performance appraisal</li> </ul>
Associate Professor stage: I	Minimum experience of 3 years as Assistant professor stage: I	<ul style="list-style-type: none"> <li>2 publications in indexed journal (During 3 years of Assistant professor stage-1 to a total minimum of 4).</li> <li>One paper/poster presentation in a national/state/regional/international conferences (During 3 years of Assistant professor - stage-1)</li> <li>55% score or above in performance appraisal</li> </ul>
Associate Professor stage: II	Minimum experience of 3 years as Associate Professor stage: I	<ul style="list-style-type: none"> <li>3 publications in indexed journal (During 3 years of Associate professor - stage-1)</li> <li>One paper/poster presentation in a national/state/regional/international conferences (During 3 years of Associate professor stage-I)</li> <li>Completion of Ph.D (Mandatory)</li> <li>55% score or above in performance appraisal</li> </ul>
Associate Professor stage: III	Minimum experience of 3 years as Associate Professor stage: II	<ul style="list-style-type: none"> <li>3 publications in indexed journal (During 3 years of Associate professor stage-1)</li> <li>One paper/poster presentation in a national/state/regional/international conferences (During 3 years of Associate professor stage-II)</li> <li>Completion of Ph.D (Mandatory)</li> <li>55% score or above in performance appraisal</li> </ul>
Additional Professor	Minimum experience of 3 years as Associate Professor stage: III	<ul style="list-style-type: none"> <li>3 publications in indexed journal (During 3 years of Associate professor stage-III)</li> <li>One paper/poster presentation in a national/state/regional/international conferences (During 3 years of Associate professor stage-III)</li> <li>Considered only in case of no vacancy for Professor category</li> <li>Completion of Ph.D (Mandatory)</li> <li>55% score or above in performance appraisal</li> </ul>
Professor	Only on vacancy position	<ul style="list-style-type: none"> <li>55% score or above in performance appraisal</li> </ul>
HOD	(Rotation)	<ul style="list-style-type: none"> <li>55% score or above in performance appraisal.</li> </ul> <p>Note : Apart from seniority PE and publication will be taken into consideration for HOD post</p>

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- These norms may be changed mutatis mutandis (as and when changed by regulatory authorities).
- Annual increments wherever applicable will be based on performance appraisal.
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**YENEPOYA NURSING COLLEGE**  
Promotion Criteria in the absence of Vacancy

Designator/ Duration	Duration of service as per YU	Expectations during the period
Assistant Professor (Entry Level)	Fresh M.Sc (N)	<ul style="list-style-type: none"> <li>• One Publication</li> <li>• One Paper/Poster Presentation</li> </ul>
Asst Professor Stage - I	2 year as Assistant Professor	<ul style="list-style-type: none"> <li>• One Publication</li> <li>• One Paper/Poster Presentation</li> <li>• Score of 55% or above in performance appraisal</li> </ul>
Asst Professor Stage - II	2 years as Asst. Professor stage - II	<ul style="list-style-type: none"> <li>• Two Publications</li> <li>• One Paper/Poster Presentation</li> <li>• Enrolled for Ph.D</li> <li>• Score of 60% or above in performance appraisal</li> </ul>
Associate Professor Stage - I	3 years as Asst. Professor stage - II	<ul style="list-style-type: none"> <li>• One Publication</li> <li>• One Paper/Poster Presentation</li> <li>• Score of 65% or above in performance appraisal</li> </ul>
Associate Professor Stage - II	3 years as Assoc. Professor stage - I	<ul style="list-style-type: none"> <li>• Two Publications</li> <li>• One Paper/Poster Presentation</li> <li>• Score of 65% or above in performance appraisal</li> <li>• Completion of Ph.D (Mandatory)</li> </ul>
Additional Professor	3 year as Assoc. Professor stage - II	<ul style="list-style-type: none"> <li>• Two Publications</li> <li>• One Paper/Poster Presentation/panel discussion/guest lecture/invited lecture/ chairing moderating in a National/State/ regional/international Conference</li> <li>• Completion of Ph.D (Mandatory)</li> <li>• Score of 70% or above in performance appraisal</li> </ul>
Professor	Only on vacancy position	<ul style="list-style-type: none"> <li>• 70% score or above in performance appraisal</li> </ul>
HOD	(Rotation)	<ul style="list-style-type: none"> <li>• 70% score or above in performance appraisal.</li> </ul> <p>Note : Apart from seniority PE and publication will be taken into consideration for HOD post</p>

- Apart from seniority, PE and publications will be taken into consideration for HOD post.
- Promotion to Professor post is only against vacancy from sanctioned posts.
- If required for INC, faculty may be shown against lower cadre.
- These norms may be changed mutatis mutandis (as and when changed by regulatory authorities).
- Annual increments wherever applicable will be based on performance appraisal.
- The age of superannuation for all categories staff will be at 60 years.
- Faculty who are beyond 60 years, working in various departments move to annual contract category.

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**MEDICAL FACULTY**  
**Promotion criteria in the absence of vacancy**

Designation/ Duration	Duration of service as per YU	Criteria/ requirements
		Requirements as per MCI/UGC/YU norms
Senior Resident (Entry point )		
Assistant professor stage I	<ul style="list-style-type: none"> <li>• Minimum experience of 1 year as SR</li> <li>• Re designation will be considered only in departments having SRs over and above MCI requirement</li> </ul>	1 publication as per MCI norms
Assistant Professor Stage II	<ul style="list-style-type: none"> <li>• 4 years of experience as AP stage I</li> </ul>	<ul style="list-style-type: none"> <li>• 2 publications as per MCI norms</li> <li>• One paper /poster presentation in a national/state/regional/international conference</li> <li>• Score of 55% or above in Performance appraisal</li> </ul>
Associate professor stage I	Minimum experience 2 years as AP Stage II	<ul style="list-style-type: none"> <li>• 1 publication as per UGC/MCI norms</li> <li>• One paper /poster presentation in a national/state/regional/international conference</li> <li>• Score of 55% or above in Performance appraisal</li> </ul>
Associate Professor stage II	Minimum experience 3 years as Associate Professor Stage I	<ul style="list-style-type: none"> <li>• 2 publications as per MCI</li> <li>• One paper /poster presentation in national/state/regional/international conference</li> <li>• Score of 55% or above in Performance appraisal</li> </ul>
Additional Professor	<ul style="list-style-type: none"> <li>• Minimum experience 3 years as Associate professor stage II</li> </ul>	<ul style="list-style-type: none"> <li>• 1 publication as per UGC/MCI norms</li> <li>• One paper/ poster presentation /panel discussion/ guest lecturer/ invited lecture/Chairing/moderating in a National/state/ regional/international Conference</li> <li>• Score of 55% or above in Performance appraisal</li> </ul>
Professor	Only on vacancy position	<ul style="list-style-type: none"> <li>• Score of 55% or above in Performance appraisal</li> </ul>
HOD	On rotation basis	<ul style="list-style-type: none"> <li>• Score of 55% or above in Performance appraisal</li> <li>• Note : Apart from seniority PE and publications will be taken into consideration for HOD post</li> </ul>

- Apart from seniority, PE and publications will be taken into consideration for HOD post
- Promotion to professor post is only against vacancy from sanctioned posts.
- If required for MCI, faculty may be shown against lower cadre (Except for SR)
- These norms may be changed mutatis mutandis (as and when changed by regulatory authorities)
- Annual increments wherever applicable will be based on performance appraisal.
- The age of superannuation for all categories of staff will be at 60 years.
- Faculty who are beyond 60 years, working in various departments move to annual contract category, however their pay will be protected, at present

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**DENTAL FACULTY**  
**Promotion criteria in the absence of vacancy**

DESIGNATION/	DURATION of service	CRITERIA/ REQUIREMENTS As per DCI/UGC /YU
Lecturer –on Probation	Entry point	
Lecturer stage- I	2years as lecturer on probation	2 publications
Lecturer stage II	Minimum experience 4 years as Lecturer STAGE I	<ul style="list-style-type: none"> <li>•20 points in publications (minimum 2 publications) as per DCI</li> <li>•One paper /poster presentation in a national/state/regional/international conference</li> <li>• Score of 55% or above in performance appraisal -</li> </ul>
Reader - STAGE I	Minimum experience of 2 years as Lecturer Stage II	<ul style="list-style-type: none"> <li>• 1 publication as per UGC</li> <li>• One paper /poster presentation in a national/state/regional/international conference /year</li> <li>• Score of 55% or above in performance appraisal</li> </ul>
Reader stage II	Minimum experience of 4years as Reader stage I	<ul style="list-style-type: none"> <li>• 30 points in publications (minimum 2 publications)</li> <li>• One paper/ poster presentation /panel discussion/ guest lecturer/ invited lecture/Chairing/moderating in a National/state/ International/regional Conference</li> <li>• Score of 55% or above in Performance appraisal</li> </ul>
Additional professor	Minimum experience of 3 years as reader/ associate professor stage II	<ul style="list-style-type: none"> <li>• Score of 55% or above in Performance appraisal</li> </ul>
Professor	Only on vacancy position	<ul style="list-style-type: none"> <li>• Score of 55% or above in Performance appraisal</li> </ul>
HOD		<ul style="list-style-type: none"> <li>• 40 points in publications (minimum 2 publications)</li> <li>• Score of 55% or above in Performance appraisal</li> </ul>

- Apart from seniority, PE and publications will be taken into consideration for HOD post
- Promotion to professor post is only against vacancy from sanctioned posts .
- Titles may be shown as per DCI requirement may be the down position as well.
- These norms may be changes mutatis mutandis(as and when changed by regulatory authorities)
- Annual increments wherever applicable will be based on performance appraisal.
- The age of superannuation for all categories staff will be at 60 years.
- Faculty who are beyond 60 years, working in various departments move to annual contract category, however their pay will be protected.

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## Notification

### YENEPOYA INSTITUTE OF ARTS SCIENCE COMMERCE & MANGAGEMENT

#### Promotion Criteria

Designation/ Grade	Duration of service as per YU	Criteria/ Requirements
		Requirements as per UGC/YU norms
Lecturer (Contract appointment for 1 year)	Fresher	<ul style="list-style-type: none"> <li>• Post-graduation with 55% marks</li> <li>• No NET/SET/PhD</li> </ul>
Assistant Professor Grade I	Entry point	<ul style="list-style-type: none"> <li>• Post-Graduation in specialized area with above 55% marks</li> <li>• NET/SET mandatory</li> <li>• NET may be exempted for those with PhD (but NET is mandatory for all teaching staff, may be given a time limit to complete )</li> </ul>
Assistant Professor Grade II	4 years of experience as Assistant Professor-I with PhD Or 5 years with M.Phil./ Professional courses Or 6 years without PhD.	<ul style="list-style-type: none"> <li>• NET/SET mandatory</li> <li>• NET may be exempted for those with PhD (but NET is mandatory for all teaching staff)</li> <li>• 2 publication as per norms.</li> <li>• One refresher course on research methodology of 2 to 3 weeks</li> <li>• One paper /poster presentation in a national/state/regional/international conference.</li> <li>• Score of 60% or above in Performance appraisal.</li> </ul>
Assistant professor Grade III	5 years of completed service as Assistant Professor-2 Or 6 years with MPhil Or 7 Years without PhD	<ul style="list-style-type: none"> <li>• NET/SET mandatory</li> <li>• NET may be exempted for those with PhD (but NET is mandatory for all teaching staff)</li> <li>• 2 publication as per UGC norms</li> <li>• One refresher course from the categories of methodology workshops, trainings, teaching -learning - evaluation technology programmes, soft skills development programs and faculty development programs of 2/3 weeks</li> <li>• One paper/poster presentation in a national/state/regional/international conference.</li> <li>• Score of 60% or above in Performance appraisal.</li> </ul>
Associate Professor Grade I	<ul style="list-style-type: none"> <li>• 3 years of completed service as Assistant Professor-3</li> <li>• PhD is mandatory</li> </ul>	<ul style="list-style-type: none"> <li>• One refresher course from the categories of methodology workshops, trainings, teaching -learning - evaluation technology programmes, soft skills development programs and faculty development programs of 2/3 weeks</li> <li>• 2 publications as per UGC norms.</li> <li>• One paper/ poster presentation /panel discussion/ guest lecturer/ invited lecture/Chairing/moderating in a National/state/ regional/ international Conference.</li> <li>• Score of 60% or above in Performance appraisal.</li> </ul>

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Associate Professor Grade II	<ul style="list-style-type: none"> <li>• 3 years of completed service as Associate Professor- 1</li> <li>• PhD is mandatory</li> </ul>	<ul style="list-style-type: none"> <li>• One refresher course from the categories of methodology workshops, trainings, teaching -learning - evaluation technology programmes, soft skills development programs and faculty development programs of 2/3 weeks</li> <li>• 2 publications as per UGC norms.</li> <li>• One paper/ poster presentation /panel discussion/ guest lecturer/ invited lecture/Chairing/moderating in a National/state/ regional/ international Conference. Score of 70% or above in Performance appraisal.</li> </ul>
Additional Professor	<ul style="list-style-type: none"> <li>• 3 years of completed service as Associate Professor – 2</li> <li>• PhD is mandatory</li> </ul>	<ul style="list-style-type: none"> <li>• One refresher course from the categories of methodology workshops, trainings, teaching -learning - evaluation technology programmes, soft skills development programs and faculty development</li> <li>• 3 publications as per UGC norms.</li> <li>• One paper/ poster presentation /panel discussion/ guest lecturer/ invited lecture/Chairing/moderating in a National/state/ regional/ international Conference.</li> <li>• Score of 90% or above in Performance appraisal.</li> <li>• Additional credentials evidenced by post-doctoral research outputs of high standard/awards, recognition, patents, IPR/any additional research degrees.</li> </ul>
Professor	Only on vacancy position	Score of 90% or above in Performance appraisal.
HOD/Vice Principal	Ph.D with Minimum 1 year experience as Professor	<ul style="list-style-type: none"> <li>• 3 publications as per UGC norms.</li> <li>• One paper/ poster presentation /panel discussion/ guest lecturer/ invited lecture/Chairing/moderating in a National/state/ regional/ international Conference.</li> </ul> <p>Note: Apart from seniority, appraisal and publications will be taken into consideration for HOD post</p>

- Those who are not eligible as per UGC will be taken on contract basis and they will be given 1 year duration to clear the eligibility criteria's.
- Yenepoya service only will be considered for promotion against non-vacancy as per UGC faculty student ratio.
- Apart from seniority, performance appraisal and publications will be taken into consideration for HOD post
- Promotion to professor post is only against vacancy from sanctioned posts.
- These norms may be changed mutatis mutandis (as and when changed by regulatory authorities)
- Annual increments wherever applicable will be based on performance appraisal.
- The age of superannuation for all categories of staff will be at 60 years.
- LOP/Long leaves will be deducted before calculating the eligibility.

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**REGISTRAR**

# **List of Teaching and Non-Teaching Staff Promoted**



**THE LIST OF TEACHING STAFF - PROMOTED**

SL. NO	NAME	PROMOTED TO	DEPARTMENT	PROMOTE D DATE
1.	Dr. Anil K.	Professor & HOD	Psychiatry	16.04.2018
2.	Dr.RavichandraKarkal,	Associate Professor	Psychiatry	16.04.2018
3.	Dr. Soujanya K	Assistant Professor	Ophthalmology	01.08.2018
4.	Dr. AswiniDutt R	Professor & HOD	Physiology	01.09.2018
5.	Dr. SunitaSaldanha	Professor & HOD	Hospital Administration	01.02.2019
5.	Dr. PrabhakarAdake	Associate Professor	Pharmacology	01.02.2019
7.	Dr. PadminiThalenjeri	Associate Professor	Physiology	01.02.2019
3.	Dr. ShubhaSudhakar	Assistant Professor	Pathology	01.02.2019
9.	Dr. RenukaPatil.,	Assistant Professor	Pathology	01.02.2019
10.	Dr.Ramya N.R., Senior	Assistant Professor	OBG	01.02.2019
11.	Dr.Syed Mohamed Shimar,	Assistant Professor	Anaesthesia	01.02.2019
12.	Dr.Umesh P.	Assistant Professor	General Surgery	01.02.2019
13.	Dr.Balaji P.	Assistant Professor	General Surgery	01.02.2019
14.	Dr.Poovarasana S., Senior	Assistant Professor	General Surgery	01.02.2019
15.	Dr. Vishwanath Reddy	Assistant Professor	Radiology	01.02.2019
16.	Mr.Amar Sunil Lobo	Assistant Professor	Microbiology	01.02.2019
17.	Dr. Hema N.	Assistant Professor	Anatomy	01.02.2019
18.	Dr.MohammadGuthigar	Associate Professor	MSW	01.03.2019
19.	Dr. Akshatha K.	Associate Professor	ShalyaTantra	01.03.2019
20.	Dr.NagarajShet	Assistant Professor	Hospital Administration	01.03.2019
21.	Mrs. AverilRinitaRebello.,	Assistant Professor	Hospital Administration	01.03.2019
22.	Dr. PreethirajBallal A.B.	Senior Resident	Pulmonary Medicine	01.03.2019
23.	Dr. Bindhu S	Additional Professor	Anatomy	01.07.2020
24.	Dr. Kishor Kumar B	Additional Professor	Forensic Medicine	01.07.2020
25.	Dr. Kalpana B	Associate Professor Stage-2	Physiology	01.07.2020
26.	Dr. Sathiqali A S	Associate Professor Stage-1	General Medicine	01.07.2020
27.	Dr. Natasha Mathias	Associate Professor Stage-1	General Surgery	01.07.2020
28.	Dr. AbhishekShetty V	Associate Professor Stage -1	Orthopaedics	01.07.2020
29.	Dr. Aaron R DSouza	Associate Professor Stage -1	Orthopaedics	01.07.2020
30.	Dr. Ashwini S Shetty	Associate Professor Stage -1	Anatomy	01.07.2020
31.	Dr. Grrishma B	Associate Professor Stage-1	Physiology	01.07.2020

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*[Signature]*  
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32.	Dr. Faseela T S	Associate Professor Stage-1	Microbiology	01.07.2020
33.	Dr. Qudusia Sultana	Associate Professor Stage -1	Anatomy	01.07.2020
34.	Dr. Meera Jacob	Associate Professor Stage -1	Anatomy	01.07.2020
35.	Dr. ShobithBangera	Associate Professor Stage -1	Physiology	01.07.2020
36.	Dr. Balachandra S Bhat	Assistant Professor Stage -2	General Medicine	01.07.2020
37.	Dr. SharatBalemane	Assistant Professor Stage -2	Orthopaedics	01.07.2020
38.	Dr. MadhaviBargava	Assistant Professor Stage -2	Community Medicine	01.07.2020
39.	Dr. Karen Maria D'Sa	Assistant Professor Stage-1	Orthopaedics	01.07.2020
40.	Dr. FardeenShariff	Assistant Professor Stage-1	Orthopaedics	01.07.2020
41.	Dr. AminaAsfiya M Iqbal	Assistant Professor Stage-1	Dermatology	01.07.2020
42.	Dr. Nayana V G	Assistant Professor Stage-1	ENT	01.07.2020
43.	Dr. AejazAhamed Z	Assistant Professor Stage-1	Anaesthesia	01.07.2020
44.	Dr. DikshaShirodker	Assistant Professor Stage-1	Paediatrics	01.07.2020
45.	Dr. Sridevi K	Assistant Professor Stage -1	Pharmacology	01.07.2020
46.	Dr. J Pradeeep	Assistant Professor Stage -1	Pharmacology	01.07.2020
47.	Dr. Bhagyashree A	Assistant Professor Stage -1	Pharmacology	01.07.2020
48.	Dr. Navyashree R	Assistant Professor Stage -1	Pharmacology	01.07.2020
49.	Dr. Ahrsia V F	Assistant Professor Stage -1	Physiology	01.07.2020
50.	Dr. MunawarDhanish Mohammed	Assistant Professor Stage-1	General Medicine	01.07.2020
51.	Dr. Vinita A Bologu	Additional Professor	Periodontics	01.07.2020
52.	Dr. Mallika S Shetty	Additional Professor	Prosthodontics	01.07.2020

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53.	Dr. Rachana V Prabhu	Additional Professor	Oral Medicine & Radiology	01.07.2020
54.	Dr. Arvind Rao H T	Additional Professor	Oral & Maxillofacial Surgery	01.07.2020
55.	Dr. Vinayakrishna K	Additional Professor	Oral & Maxillofacial Surgery	01.07.2020
56.	Dr. Praveen Jodalli	Reader Stage-2	Public Health Dentistry	01.07.2020
57.	Dr. Karkala Sayed Suhaim	Reader Stage-2	Prosthodontics	01.07.2020
58.	Dr. Naresh H G Shetty	Reader Stage-2	Prosthodontics	01.07.2020
59.	Dr. Uma M	Reader Stage-2	Prosthodontics	01.07.2020
60.	Dr. Sreegowri	Reader Stage-2	Conservative Dentistry	01.07.2020
61.	Dr. Pradeep Kumar	Reader Stage-2	Conservative Dentistry	01.07.2020
62.	Dr. Shravan Kini	Reader Stage-2	Conservative Dentistry	01.07.2020
63.	Dr. Haziel Diana Jenifer	Reader Stage -1	Periodontics	01.07.2020
64.	Dr. Sneha R Bhat	Reader Stage-1	Periodontics	01.07.2020
65.	Dr. Anthony Kevin Fernandes	Reader Stage-1	Prosthodontics	01.07.2020
66.	Dr. Mallikarjuna R	Reader Stage-1	Prosthodontics	01.07.2020
67.	Dr. Hassan Imran Mohtesham	Reader Stage-1	Oral Pathology	01.07.2020
68.	Dr. Jayaprakash K	Reader Stage-1	Dental Materials	01.07.2020
69.	Dr. Afreen Shabbir	Reader Stage-1	Pedodontics	01.07.2020
70.	Dr. Nishi Jayasheelan	Lecturer Stage-2	Conservative Dentistry	01.07.2020
71.	Dr. Prakayath Malli	Lecturer Stage-2	Prosthodontics	01.07.2020
72.	Mrs. Sowmya Rao	Lecturer Stage-2	Dental Materials	01.07.2020
73.	Dr. Pracheth R	Associate Professor Stage-1	Community Medicine	09.07.2020
74.	Dr. Sadiq Unnisa A	Professor	OBG	01.07.2020
75.	Dr. Santhosh Pai B H	Professor	Nephrology	01.07.2020
76.	Dr. Nischith D'Souza	Additional Professor	Urology	01.07.2020
77.	Dr. Altaf Khan	Additional Professor	Urology	01.07.2020
78.	Dr. Smitha B Rao	Additional Professor	OBG	01.07.2020
79.	Dr. Rashmi Jain	Additional Professor	Ophthalmology	01.07.2020
80.	Dr. Sheetal Savur	Additional Professor	Ophthalmology	01.07.2020
81.	Dr. Sahana KS	Additional Professor	Paediatrics	01.07.2020
82.	Dr. Shamshad Ahmed	Additional Professor	Paediatrics	01.07.2020
83.	Dr. Sai Manohar S	Additional Professor	ENT	01.07.2020
84.	Dr. Sheriff M H	Additional Professor	Pathology	01.07.2020
85.	Dr. Akshaya K M	Additional Professor	Community Medicine	01.07.2020
86.	Dr. Raghavendra N	Additional Professor	Bio Chemistry	01.07.2020
78.	Dr. Malcolm Pinto	Associate Professor Stage-1	Dermatology	01.08.2020
79.	Dr. Shruthi S	Assistant Professor Stage -2	General Medicine	29.08.2020

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80.	Dr. Vinayaka U S	Additional Professor	Radio Diagnosis	03.09.2020
81.	Dr. Prashnath Kumar P	Assistant Professor Stage -2	General Medicine	22.09.2020
82.	Dr. Imaad Mohammed Ismail	Associate Professor Stage -2	Community Medicine	22.09.2020
83.	Dr. Rashmi Amans Flora Nazareth	Assistant Professor Stage -2	General Medicine	30.09.2020
84.	Dr. Shailesh Ramdas Shenoy	Reader Stage 2	Pedodontics	01.10.2020
85.	Dr. Roopa Salin	Associate Professor	Practice of Medicine in Yenepoya Homoeopathic Medical College & Hospital	01.10.2020
86.	Dr. Rouchelle C Tellis	Additional Professor	Microbiology	03.10.2020
87.	Dr. Vipin Das P	Assistant Professor	General Medicine	26.10.2020
88.	Dr. Nisha T G	Associate Professor Stage -1	Pathology	04.12.2020
89.	Dr. Reena Judy D'souza	Associate Professor Stage-2	OBG	07.12.2020
90.	Dr. Gautham Kamble	Assistant Professor Stage-2	Anatomy	11.11.2020
91.	Dr. Sheetal Rai	Associate Professor Stage-2	ENT	13.12.2020
92.	Dr. Jalaluddin Akbar K C	Additional Professor	Surgical Oncology	16.11.2020
93.	Dr. Rohan Shetty	Associate Professor	Surgical Oncology	16.11.2020
94.	Dr. Amar Rao H T	Assistant Professor	Surgical Oncology	16.11.2020
95.	Dr. Vivek Kaje	Assistant Professor	Surgical Gastroenterology	16.11.2020
96.	Dr. Nagapati Prabhakar Bhat	Associate Professor Stage-1	Pharmacology	25.11.2020
97.	Dr. Deviprasad	Associate Professor	Plastic Surgery	26.12.2020
98.	Dr. Vijaya Kumar K	Additional Professor	Periodontics	30.10.2020
99.	Dr. Anupama Rao	Additional Professor	Periodontics	30.10.2020
100.	Dr. Sruthy Pathap	Additional Professor	Periodontics	30.10.2020
101.	Dr. Rohith George	Assistant Professor	General Medicine	01.12.2020
102.	Dr. Ayshath Safroorah	Assistant Professor	OBG	01.12.2020
103.	Dr. Krishna Sai Sushma	Assistant Professor	OBG	05.12.2020
104.	Dr. Sheetal Rai	Associate Professor Stage-2	ENT	13.12.2020
105.	Dr. Faswila M	Assistant Professor	OBG	15.12.2020
106.	Dr. Mehnaz Abdulla	Assistant Professor	OBG	15.12.2020
107.	Dr. Vidya Rekha R Kamath	Tutor Cum Blood Bank Officer	Pathology	15.12.2020
108.	Dr. Srikar Rao N	Assistant Professor	General Surgery	15.12.2020
109.	Alphy	Assistant Professor	Yenepoya Allied Health	23.02.2021
110.	Pallavi	Lecturer Stage 2	Yenepoya Dental College	11.01.2021
111.	Savitha	Assistant Professor	Yenepoya Allied Health	23.02.2021
112.	Mahammed	Assistant Professor Stage 1	Yenepoya Degree College	22.01.2021
113.	Reeti	Assistant Professor	Yenepoya Allied Health	23.02.2021

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114.	Liba	Assistant Professor	Yenepoya Allied Health	23.02.2021
115.	Sahana	Assistant Professor Stage 1	Yenepoya Degree College	22.01.2021
116.	Merlin Ann	Assistant Professor	Yenepoya Allied Health	23.02.2021
117.	Rizwana	Assistant Professor	Yenepoya Allied Health	23.02.2021
118.	Hemanth	Assistant Professor	Yenepoya Allied Health	23.02.2021
119.	Shilpa	Assistant Professor Stage 1	Anaesthesia	01.02.2021
120.	Razeena	Assistant Professor Stage 1	Commerce	22.01.2021
121.	Razeena	Assistant Professor	BS.c Programmes	22.02.2021
122.	Sujith	Assistant Professor	BS.C programmes	23.02.2021
123.	Bhavyashree	Assistant Professor Stage 1	Forensic Science	22.01.2021
124.	Salman Sabir	Assistant Professor	Allied Health Care	09.02.2021
125.	Prakash Saldhana	Deputy Medical Superrintendent	Medical Supdt Office	04.01.2021
126.	Mohammad Aslam	CT/MRI Technician	Radiology	07.04.2021
127.	Dr.Shobha D	Assistant professor -1	Research CENTRE	11.05.2021
128.	Dr. Irfan	Professor	Respiratory Medicine	03.05.2021
129.	Dr. Prathima Shetty	Additional Professor	Oral Medicine &Radiology	22.06.2021
130.	Dr. Savith V	Associate Professor Stage -1	Orthopaedics	01.06.2021

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**Non teaching Employees Promoted**

Sl. No.	Name	Department	Promoted as	w.e.f.
1.	Mr. Vinod Kumar	Examination	Superintendent	08.06.2018
2.	Ms. Priya R. Nair	Human Resource	HR Manager	19.06.2018
3.	Ms. Lily Chandran	Academics	Superintendent	12.09.2018
4.	Ms. Vandana	Purchase and Stores	Deputy Manager	25.09.2018
5.	Mr. Rajesh	Security	Asst. Security Supervisor	23.10.2019
6.	Ms. Sowmya K	MSW	Medico Social Worker	01.10.2019
7.	Mr. Arun Kumar	MRD- YDCH	MRD Assistant	01.08.2019
8.	Mrs. Sharika Alva	YRC	Lab Assistant	01.07.2019
9.	Mr. Balakrishna A.	Neurology	Neuro Physiology Technologist	29.05.2019
10.	Mr. Praveen Kumar R	Human Resource	HR Executive	01.03.2020
11.	Mrs. Raziya	Lab Technician	Blood Bank	02.09.2020
12.	Mr. Devappa Poojary	Security Guard	Security	01.10.2020
13.	Mrs. Nayana T G	Human Resource	Assistant H.R Manager	02.06.2021
14.	Arun S Nath	Human Resource	HR Manager & Marketing	20.01.2021

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