

**Assessment Scheme for the Council for Assessing Shortlisted Candidates for the Selection of a Vice-Chancellor****(Mark sheet II)**

A Seven Point Evaluation Scheme for Document Evaluation and Presentation (Please see overleaf for guidelines)

University: .....

No	Names of Candidates	Criteria, Scale of Marking and Weightages														Total Score
		<b><u>Strategic Focus</u></b>		<b><u>Effective Leadership</u></b>		<b><u>Holistic Thinking /Conceptual Skills</u></b>		<b><u>Academic and Research Excellence</u></b>		<b><u>Personal Integrity</u></b>		<b><u>Professional Communication</u></b>		<b><u>Managerial Competence</u></b>		
		<i>Ability to think strategically and steer the institution in line with institutional goals and national needs</i>		<i>Proven capability of leading an institution in an exemplary manner</i>		<i>Ability to see the "big picture" from global and national perspectives with an integrated approach</i>		<i>Proven track record in academic and research matters</i>		<i>Unblemished career with transparency in all dealings</i>		<i>Ability to communicate with clarity and confidence</i>		<i>Proven track record of consistent high performance in administration</i>		
		20%		20%		10%		15%		10%		10%		15%		
		Rating (R) 1-10	Score (Rx2)	Rating (R) 1-10	Score (Rx2)	Rating (R) 1-10	Score (Rx1)	Rating (R) 1-10	Score (Rx1.5)	Rating (R) 1-10	Score (Rx1)	Rating (R) 1-10	Score (Rx1)	Rating (R) 1-10	Score (Rx1.5)	
1																
2																
3																
4																
5																

Name of the Council Member: .....

Signature: .....

Date: .....

## **Mark sheet II**

Guidelines for the Council Members on the use Marksheet II are given below.

- i) Elements/Attributes to be considered in arriving at a judgment of a candidates with respect to 7 criteria are given below.

### Criteria 1:

- (a) Clarity of the vision stated
- (b) Practicality of the vision stated
- (c) Quality and relevance of the strategies mentioned
- (d) Evidence for proven strategy implementation
- (e) Evidence for candidate's ability to think strategically on contemporary issues

### Criteria 2:

- (a) Significant institutional developments initiated/achieved as a Vice-Chancellor
- (b) Significant institutional developments initiated/achieved as Deputy Vice-Chancellor/Rector/Director of an Institute /Dean of a Faculty
- (c) Significant achievements/ developments or reforms initiated as a Head of Development or Director of a Centre/Unit or Director/Welfare or Proctor or in a similar capacity
- (d) Evidence of significant contributions in Executive/Non-executive Leadership positions held in Professional and Statutory Bodies, Public or Private Sector Organizations
- (e) Evidence provided on the recognition by the public at large

### Criteria 3:

- (a) Evidence of working with both public and private sectors on advisory capacity on sectoral/national development
- (b) Evidence of understanding complex challenges faced by the Institutions and demonstrating a holistic approach
- (c) Evidence for developing viable solution for institutional/academic/professional/issues with the engagement of all key stakeholders
- (d) Evidence for broader understanding of socio-economic and religious-cultural forces and their possible current and future impact on the institutions

### Criteria 4:

- (a) Career progression as an academic and the level of involvement in improving relevance and quality of study programmes
- (b) Evidence for proven track record of research performance and research promotions
- (c) Evidence of academic expertise in his/her discipline and other broad areas
- (d) Evidence for outstanding academic and research recognition at institutional/national international levels

Criteria 5:

- (a) Evidence for unblemished tract record
- (b) Evidence for appreciations integrity
- (c) Evidence for guiding others ethically
- (d) Evidence for being a role model for the students and faculty

Criteria 6:

- (a) Evidence for persuasive speaking in public front
- (b) Evidence for leading successful discussion/deliberations
- (c) Evidence for publishing articles for general public
- (d) Evidence for communicating effectively within academic/scientific/public/media forums

Criteria 7:

- (a) Evidence for sound financial administration
- (b) Evidence for quality academic administration
- (c) Evidence for effectively managing human resources
- (d) Evidence for having sound understanding on statues, establishment and financial management procedures pertaining to university administration

- ii) Each Council Member shall perform a Desk Evaluation of respective candidates by examining the evidences/information provided by the candidates as per the Paragraph iii. &/or vi. of the **Commission Circular No. 02/2020 dated 04<sup>th</sup> May 2020**, and arrive at a tentative judgement on the extent of fulfillment of the criteria-specific elements/attributes of each criterion and assign a tentative mark in 1 to 10 scale for the respective criteria and arrive at a tentative total score of the candidate. Desk evaluation shall be completed before the scheduled Special Council meeting.
- iii) The final marks for each criterion and the candidate's total score shall be arrived only after the presentation and interviewing the individual candidate.

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