

Assessment Scheme for the Board of Governors for Assessing Shortlisted Candidates for the Selection of the Vice-Chancellor- University of Vocational Technology

(Mark sheet II)

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

No	Names of Candidates	Criteria, Scale of Marking and Weightages														Total Score
		<u>Strategic Focus</u>		<u>Effective Leadership</u>		<u>Holistic Thinking /Conceptual Skills</u>		<u>Academic and Research Excellence</u>		<u>Personal Integrity</u>		<u>Professional Communication</u>		<u>Managerial Competence</u>		
		<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 Board Member:

Signature:

Date:

Mark sheet II

Guidelines for the Board 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 seven (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 statutes, establishment and financial management procedures pertaining to university administration

- ii) Each Board 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 **Process of Evaluation- Appointment to the post of Vice Chancellor/University of Vocational Technology**, 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 meeting of the Board of Governors.
- 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.