

**UGC REGULATIONS
ON MINIMUM QUALIFICATIONS
FOR APPOINTMENT OF TEACHERS AND OTHER ACADEMIC STAFF IN UNIVERSITIES
AND COLLEGES AND MEASURES FOR THE MAINTENANCE OF STANDARDS IN
HIGHER EDUCATION
2010**

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**University Grants Commission
Bahadur Shah Zafar Marg
New Delhi-110002.**

No.F.3-1/2009

30 June, 2010

- 15.1.** The workload of the teachers in full employment should not be less than 40 hours a week for 30 working weeks (180 teaching days) in an academic year. It should be necessary for the teacher to be available for at least 5 hours daily in the University/College for which necessary space and infrastructure should be provided by the University/College. Direct teaching-learning process hours should be as follows:

Assistant Professor	16 hours
Associate Professor and Professor	14 hours

- 15.2** A relaxation of two hours in the workload may, however, be given to Professors who are actively involved in extension activities and administration. A minimum of 6 hours per week may have to be allocated for research activities of a teacher.

16.0 SERVICE AGREEMENT AND FIXING OF SENIORITY

- 16.1.** At the time of recruitment in Universities and Colleges, a service agreement should be executed between the University/College and the teacher concerned and a copy of the same should be deposited with the Registrar/Principal. Such service agreement shall be duly stamped as per the rates applicable.

- 16.2.** The self-appraisal or linked Performance Based Appraisal System (PBAS) methodology shall form part of the service agreement/Record.

16.3. Inter-se seniority between the direct recruited and teachers promoted under CAS

The inter-se seniority of a direct recruit shall be determined with reference to the date of joining and for the teachers promoted under CAS with reference to the date of eligibility as indicated in the recommendations of the selection committee of the respective candidates. The rules and regulations of the respective Central/State Government shall apply, for all other matters of seniority.

17.0. CODE OF PROFESSIONAL ETHICS

I. TEACHERS AND THEIR RESPONSIBILITIES:

Whoever adopts teaching as a profession assumes the obligation to conduct himself / herself in accordance with the ideal of the profession. A teacher is constantly under the scrutiny of his students and the society at large. Therefore, every teacher should see that there is no incompatibility between his precepts and practice. The national ideals of education which have already been set forth and which he/she should seek to inculcate among students must be his/her own ideals. The profession further requires that the teachers should be calm, patient and communicative by temperament and amiable in disposition.

Teachers should:

- (i) Adhere to a responsible pattern of conduct and demeanour expected of them by the community;
- (ii) Manage their private affairs in a manner consistent with the dignity of the profession;
- (iii) Seek to make professional growth continuous through study and research;
- (iv) Express free and frank opinion by participation at professional meetings, seminars, conferences etc. towards the contribution of knowledge;
- (v) Maintain active membership of professional organizations and strive to improve education and profession through them;
- (vi) Perform their duties in the form of teaching, tutorial, practical, seminar and research work conscientiously and with dedication;
- (vii) Co-operate and assist in carrying out functions relating to the educational responsibilities of the college and the university such as: assisting in appraising applications for admission, advising and counseling students as well as assisting the conduct of university and college examinations, including supervision, invigilation and evaluation; and
- (viii) Participate in extension, co-curricular and extra-curricular activities including community service.

II. TEACHERS AND THE STUDENTS

Teachers should:

- (i) Respect the right and dignity of the student in expressing his/her opinion;
- (ii) Deal justly and impartially with students regardless of their religion, caste, political, economic, social and physical characteristics;
- (ii) Recognize the difference in aptitude and capabilities among students and strive to meet their individual needs;
- (iv) Encourage students to improve their attainments, develop their personalities and at the same time contribute to community welfare;
- (v) Inculcate among students scientific outlook and respect for physical labour and ideals of democracy, patriotism and peace;
- (vi) Be affectionate to the students and not behave in a vindictive manner towards any of them for any reason;
- (vii) Pay attention to only the attainment of the student in the assessment of merit;

- (viii) Make themselves available to the students even beyond their class hours and help and guide students without any remuneration or reward;
- (ix) Aid students to develop an understanding of our national heritage and national goals; and
- (x) Refrain from inciting students against other students, colleagues or administration.

III. TEACHERS AND COLLEAGUES

Teachers should:

- (i) Treat other members of the profession in the same manner as they themselves wish to be treated;
- (ii) Speak respectfully of other teachers and render assistance for professional betterment;
- (iii) Refrain from lodging unsubstantiated allegations against colleagues to higher authorities; and
- (iv) Refrain from allowing considerations of caste, creed, religion, race or sex in their professional endeavour.

IV. TEACHERS AND AUTHORITIES:

Teachers should:

- (i) Discharge their professional responsibilities according to the existing rules and adhere to procedures and methods consistent with their profession in initiating steps through their own institutional bodies and/or professional organizations for change of any such rule detrimental to the professional interest;
- (ii) Refrain from undertaking any other employment and commitment including private tuitions and coaching classes which are likely to interfere with their professional responsibilities;
- (iii) Co-operate in the formulation of policies of the institution by accepting various offices and discharge responsibilities which such offices may demand;
- (iv) Co-operate through their organizations in the formulation of policies of the other institutions and accept offices;
- (v) Co-operate with the authorities for the betterment of the institutions keeping in view the interest and in conformity with dignity of the profession;
- (vi) Should adhere to the conditions of contract;

- (vii) Give and expect due notice before a change of position is made; and
- (viii) Refrain from availing themselves of leave except on unavoidable grounds and as far as practicable with prior intimation, keeping in view their particular responsibility for completion of academic schedule.

V. TEACHERS AND NON-TEACHING STAFF:

- (i) Teachers should treat the non-teaching staff as colleagues and equal partners in a cooperative undertaking, within every educational institution; and
- (ii) Teachers should help in the function of joint staff-councils covering both teachers and the non-teaching staff.

VI. TEACHERS AND GUARDIANS

Teachers should:

- (i) Try to see through teachers' bodies and organizations, that institutions maintain contact with the guardians, their students, send reports of their performance to the guardians whenever necessary and meet the guardians in meetings convened for the purpose for mutual exchange of ideas and for the benefit of the institution.

VII. TEACHERS AND SOCIETY

Teachers should:

- (i) Recognize that education is a public service and strive to keep the public informed of the educational programmes which are being provided;
- (ii) Work to improve education in the community and strengthen the community's moral and intellectual life ;
- (iii) Be aware of social problems and take part in such activities as would be conducive to the progress of society and hence the country as a whole;
- (iv) Perform the duties of citizenship, participate in community activities and shoulder responsibilities of public offices;
- (v) Refrain from taking part in or subscribing to or assisting in any way activities which tend to promote feeling of hatred or enmity among different communities, religions or linguistic groups but actively work for National Integration.

Revision of Pay Scales of Teachers in Non-Agricultural Universities, National Law University, Affiliated Colleges, Government Colleges/Institutes as per 7th Central Pay Commission and UGC Regulations on minimum qualifications for appointment of teachers and other academic staff in universities and colleges and measure for the maintenance of standards in Higher Education, 2018.

**GOVERNMENT OF MAHARASHTRA
Higher & Technical Education Department
Government Resolution No. Misc-2018/C.R.56/18/UNI-1**

Mantralaya Annex, Mumbai – 400 032

Date: 08 March, 2019

- Read:-**
1. Government Resolution, Higher and Technical Education Department No. NGC-2009/(243/09)-Uni.1, dated 12th August, 2009.
 2. Government of India MHRD letter No. 1-7/2015-U.II (1), dated 2nd November, 2017.
 3. Government of India MHRD letter No. Corrigendum F.No.1-7/2015-U.II (1), dated 8th November, 2017.
 4. Government of India MHRD letter No. 1-4/2017-U.II, dated 28th January, 2019.
 5. UGC letter No. F.No.23-4/2017 (PS), dated 31st January, 2018.
 6. The Gazette of India: Extraordinary, Part III-Section 4, dated 18th July, 2018.
 7. The Maharashtra Public University Act, 2016

Preamble:-

University Grants Commission vide its letter dated 31st January, 2018 mentioned that the Government of India MHRD, Department of Higher Education, New Delhi vide its letter dated 2nd November 2017 regarding revision of 7th Pay of teachers and equivalent orders in universities and colleges following the revision of pay scales of Central Government employees on the recommendations of the 7th Central Pay Commission and to say that the State Government may take action to adopt the Government of India's scheme for State Universities and colleges.

The revision of Pay Scales of teachers and equivalent academic staff shall be subject to

provisions of the scheme of revision of Pay scales as contained in letter dated 2nd November, 2017 and regulation issued by UGC dated 18th July, 2018 and amendments thereof from time to time in this behalf.

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Resolution:

The question of implementing scheme of revisions of pay scales of universities and college teachers as per letter No. 1-7/2015-U.II (1), Government of India, Ministry of Human Resource Development, Department of Higher Education, dated 2.11.2017, and other relevant guidelines and notifications issued by University Grants Commission (UGC regulations on Minimum qualifications for appointment of teachers and other academic staff in Universities and Colleges and Measures for the maintenance of standards in Higher Education, 2018), dated 18.7.2018 (in short "UGC Regulations, 2018") was under considerations of State Government. After considering all the aspects, the state government has decided to implement and revise pay scales and terms and conditions of services as detailed below:

1.0. Coverage

The revised pay scales and other measures to the improvement of standards in Higher Education are applicable to all categories of full-time teachers/librarians/Director of Physical Education employed by the non-Agricultural Universities, National Law Universities, Deemed to be Universities, non-Government aided/unaided Colleges, in the faculties of Arts, Science, Commerce, Humanities, Law, Education, Social Sciences, Languages, Library Science, Physical Education, Journalism & Mass Communications, Music, Performing Arts, Visual Arts, Other traditional Indian Art forms like Sculpture, etc., Drama and Yoga, etc., in the State, Government Institutes and Colleges.

However, unaided colleges/unaided institutes/unaided deemed to be Universities/Private Universities/Open Universities will not be entitled for any financial assistance from the State Government and similarly in case of aided institutes the Government assistance will only be limited to the posts approved by the Government from time to time.

The revised scales are not applicable to teachers who retired on or before 31st December 2015 and who worked on re-employment on that date, including those whose period of re-employment was extended after that date.

The revised scales are not applicable to the Accompanists, Coaches, Tutors and Demonstrators.

2.0. Date of Implementation

The date of implementation of the revised pay shall be 1st January, 2016, and the date of implementation of terms and conditions shall be the date of issue of these Rules.

3.0. Designation

There shall be only three designations in respect of teachers in colleges, namely, Assistant Professors, Associate Professors and Professors. Also, there shall be no change in the present designations in respect of Library and Physical Education Personnel.

There shall be only four designations in respect of teachers in Universities, namely, Assistant

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Professors, Associate Professors, Professors and Senior Professors. Also, there shall be no change in the present designations in respect of Library and Physical Education Personnel up to Deputy Librarian/ Assistant Librarian (Selection Grade) and Deputy Director of Physical Education & Sports/ Assistant Director of Physical Education & Sports (Selection Grade) respectively. However, University Librarian is re-designated as Director, Knowledge Resource Center and University Director of Physical Education & Sports is re-designated as Director of Sports & Physical Education.

4.0. Recruitment and Qualifications

- 4.1.** The direct recruitment to the posts of Assistant Professor in Colleges and Assistant Professor, Associate Professor, Professor and Senior Professor in the Universities, shall be on the basis of merit through an all-India advertisement, followed by selection by a duly-constituted Selection Committee as per the provisions made under these Rules. These provisions shall be incorporated in the statutes/Ordinances of the university concerned. The composition of such a committee shall be as specified in these Rules.
- 4.2.** The minimum qualifications required for the post of Assistant Professor, Associate Professor, Professor, Senior Professor, Principal, Assistant Librarian, Deputy Librarian, Librarian, Director, Knowledge Resource Center, Assistant Director of Physical Education and Sports, Deputy Director of Physical Education and Sports, Director of Physical Education and Sports, and Director of Sports & Physical Education shall be as specified by the UGC in its regulations and accepted by State Government time to time.
- 4.3. I.** The National Eligibility Test (NET) or State Eligibility Test (SET) shall remain the minimum eligibility for appointment of Assistant Professor and equivalent positions wherever provided in UGC Regulations, 2018.
- Provided* that candidates who have been awarded a Ph.D. Degree in accordance with the University Grants Commission (Minimum Standards and Procedure for Award of M.Phil./Ph.D. Degree) Regulation, 2009, or the University Grants Commission (Minimum Standards and Procedure for Award of M. Phil/Ph.D. Degree) Regulation, 2016, and their subsequent amendments from time to time, as the case may be, shall be exempted from the requirement of the minimum eligibility condition of NET /SET for recruitment and appointment of Assistant Professor or any equivalent position in any University, College or Institution.
- Provided* further that the award of degree to candidates registered for the M. Phil/Ph.D. programme prior to July 11, 2009, shall be governed by the provisions of the then existing Ordinances / Bye-laws / Regulations of the Institutions awarding the degree. All such Ph.D.

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candidates shall be exempted from the requirement of NET/ SET for recruitment and appointment of Assistant Professor or equivalent positions in Universities/ Colleges/ Institutions subject to the fulfillment of the following conditions:

- a) The Ph.D. degree of the candidate has been awarded in regular mode only;
- b) The Ph.D. thesis has been evaluated by at least two examiners;
- c) An open Ph.D. viva voce of the candidate has been conducted;
- d) The candidate has published two research papers from his/her Ph.D. work, out of which at least one is in a refereed journal; and
- e) The candidate has presented at least two papers, based on his/her Ph.D. work in conferences/seminars/sponsored/funded/supported by the UGC/ICSSR/CSIR or any similar agency.

The fulfillment of these conditions is to be certified by the Registrar or the Dean (Academic affairs) of the University concerned.

- II.** The clearing of NET/SET shall not be required for candidates in such disciplines for which NET/SET has not been conducted. However, Ph.D. degree shall remain the minimum eligibility for appointment of Assistant Professor and equivalent positions in such disciplines wherever provided in UGC Regulations, 2018.

4.4. A minimum of 55% marks (or an equivalent grade in a point-scale, wherever the grading system is followed) at the Master's level shall be the essential qualification for direct recruitment of teachers and other equivalent cadres at any level.

- I. A relaxation of 5% shall be allowed at the Bachelor's as well as at the Master's level for the candidates belonging to Scheduled Caste/Scheduled Tribe/Other Backward Classes (OBC)(Non-creamy Layer)/Differently-abled ((a) Blindness and low vision; (b) Deaf and Hard of Hearing; (c) Locomotor disability including cerebral palsy, leprosy cured, dwarfism, acid-attack victims and muscular dystrophy; (d) Autism, intellectual disability, specific learning disability and mental illness; (e) Multiple disabilities from amongst persons under (a) to (d) including deaf-blindness) for the purpose of eligibility and assessing good academic record for direct recruitment. The eligibility marks of 55% marks (or an equivalent grade in a point scale wherever the grading system is followed) and the relaxation of 5% to the categories mentioned above are permissible, based only on the qualifying marks without including any grace mark procedure.

4.5. A relaxation of 5% shall be provided, (from 55% to 50% of the marks) to the Ph.D. Degree holders who have obtained their Master's Degree prior to 19 September, 1991.

4.6. A relevant grade which is regarded as equivalent of 55%, wherever the grading system is followed by a recognized university, at the Master's level shall also be considered valid.

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- 4.7. The Ph.D. Degree shall be a mandatory qualification for appointment and promotion to the post of Professor.
- 4.8. The Ph.D. Degree shall be a mandatory qualification for appointment and promotion to the post of Associate Professor.
- 4.9. The Ph.D. Degree shall be a mandatory qualification for promotion to the post of Assistant Professor (Selection Grade/Academic Level 12) in Universities.
- 4.10. The Ph.D. Degree shall be a mandatory qualification for direct recruitment to the post of Assistant Professor in Universities with effect from 01.07.2021.
- 4.11. The time taken by candidates to acquire M.Phil. and / or Ph.D. Degree shall not be considered as teaching/research experience to be claimed for appointment to the teaching positions. Regular faculty members up to twenty per cent of the total faculty strength (excluding faculty on medical / maternity leave) shall be allowed by their respective institutions to take study leave for pursuing Ph.D. degree.

4.12. Qualifications

No person shall be appointed to the post of University and College teacher, Librarian, Director, Knowledge Resource Center, Director of Physical Education and Sports or Director of Sports & Physical Education, in any university or in any of institutions including constituent or affiliated colleges recognized under clause (f) of Section 2 of the University Grants commission Act, 1956 or in an institution deemed to be a University under Section 3 of the said Act if such person does not fulfill the requirements as to the qualifications for the appropriate post as provided in the Schedule 1 of UGC Regulations, 2018.

5.0. Direct Recruitment

5.1. For the Disciplines of Arts, Commerce, Humanities, Education, Law, Social Sciences, Sciences, Languages, Library Science, Physical Education, and Journalism & Mass Communication.

I. Assistant Professor in Colleges and Universities

Eligibility (A or B):

A.

- 1) A Master's degree with 55% marks (or an equivalent grade in a point-scale wherever the grading system is followed) in a concerned/relevant/allied subject from an Indian University, or an equivalent degree from an accredited foreign university.

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- 2) Besides fulfilling the above qualifications, the candidate must have cleared the National Eligibility Test (NET) conducted by the UGC or the CSIR, or a similar test accredited by the UGC, like SET or who are or have been awarded a Ph. D. Degree in accordance with the University Grants Commission (Minimum Standards and Procedure for Award of M.Phil./Ph.D. Degree) Regulations, 2009 or 2016 and their amendments from time to time as the case may be exempted from NET/SET :

Provided the candidates registered for the Ph.D. programme prior to July 11, 2009, shall be governed by the provisions of the then existing Ordinances / Bye-laws / Regulations of the Institution awarding the degree and such Ph.D. candidates shall be exempted from the requirement of NET/ SET for recruitment and appointment of Assistant Professor or equivalent positions in Universities/Colleges/Institutions subject to the fulfillment of the following conditions:

- a) The Ph.D. degree of the candidate has been awarded in regular mode only;
- b) The Ph.D. thesis has been evaluated by at least two examiners;
- c) An open Ph.D. viva voce of the candidate has been conducted;
- d) The candidate has published two research papers from his/her Ph.D. work, out of which at least one is in a refereed journal; and
- e) The candidate has presented at least two papers, based on his/her Ph.D. work in conferences/seminars, sponsored/funded/supported by the UGC/ICSSR/CSIR or any similar agency.

Note:

- 1) *The fulfillment of these conditions is to be certified by the Registrar or the Dean (Academic affairs) of the University concerned.*
- 2) NET/SET shall also not be required for such Masters Programmes in disciplines for which NET/SET is not conducted. However, Ph.D. degree shall remain the minimum eligibility for appointment of Assistant Professor in such disciplines.

OR

B.

The Ph.D. degree has been obtained from a foreign university/institution with a ranking among top 500 in the World University Ranking (at any time) by any one of the following:

- (i) Quacquarelli Symonds (QS) ;
- (ii) the Times Higher Education (THE) or
- (iii) the Academic Ranking of World Universities (ARWU) of the Shanghai

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Jiao Tong University (Shanghai).

Note: The Academic score as specified in Appendix II (Table 3A) for Universities, and Appendix II (Table 3B) for Colleges, shall be considered for short-listing of the candidates for interview only, and the selections shall be based only on the performance in the interview.

II. Associate Professor in Universities

Eligibility:

- i) A good academic record, with a Ph.D. Degree in the concerned/allied/relevant disciplines;
- ii) A Master's Degree with at least 55% marks (or an equivalent grade in a point-scale, wherever the grading system is followed); and
- iii) A minimum of eight years of experience of teaching and / or research in an academic/research position equivalent to that of Assistant Professor in a University, College or Accredited Research Institution/industry with a minimum of seven publications in the peer-reviewed or UGC-listed journals and a total research score of Seventy five (75) as per the criteria given in Appendix II, Table 2.

III. Professor in Universities

Eligibility (A or B)

A.

- i) An eminent scholar having a Ph.D. degree in the concerned/allied/relevant discipline, and published work of high quality, actively engaged in research with evidence of published work with, a minimum of 10 research publications in the peer-reviewed or UGC-listed journals and a total research score of 120 as per the criteria given in Appendix II, Table 2.
- ii) A minimum of ten years of teaching experience in university/college as Assistant Professor/Associate Professor/Professor, and / or research experience at equivalent level at the University/National Level Institutions with evidence of having successfully guided doctoral candidate.

OR

B.

An outstanding professional, having a Ph.D. degree in the relevant/allied/applied disciplines, from any academic institutions (not included in A above) / industry, who has made significant contribution to the knowledge in the concerned/allied/relevant discipline, supported by documentary evidence provided he/she has ten years' experience.

IV. Senior Professor in Universities

Up to 10 percent of the existing sanctioned strength of Professors in the university may be appointed as Senior Professor in the universities, through direct recruitment. The scheme shall be applicable to directly recruited professors only.

Eligibility:

- i) An eminent scholar with good track record of high-quality research publications in Peer-reviewed or UGC-listed journals, significant research contribution to the discipline, and engaged in research supervision.
- ii) A minimum of ten years of teaching/research experience as Professor or an equivalent grade in a University, College or an institute of national level.
- iii) The selection shall be based on academic achievements, favourable review from three eminent subject experts who are not less than the rank of Senior Professor or a Professor of at least ten years experience.
- iv) The selection shall be based on ten best publications in the Peer-reviewed or UGC - listed journals and award of Ph.D. degrees to at least two candidates under his/her supervision during the last 10 years and interaction with the Selection Committee constituted as per these Rules.

V. College Principal**A. Eligibility:**

- i. Ph.D. degree;
- ii. Professor/ Associate Professor with a total service/ experience of at least fifteen years of teaching/research in Universities, Colleges and other institutions of higher education;
- iii. A minimum of 10 research publications in peer-reviewed or UGC-listed journals; and
- iv. A minimum of 110 Research Score as per Appendix II, Table 2

B. Tenure:

A College Principal shall be appointed for a period of five years, extendable for another term of five years on the basis of performance assessment by a Committee appointed by the University, constituted as per these Rules.

5.2. For the Disciplines of Music, Performing Arts, Visual Arts and Other Traditional Indian Art**Forms like Sculpture, etc.****I. Assistant Professor in Universities and Colleges****Eligibility (A or B):****A.**

- 1) A Master's degree with 55% marks (or an equivalent grade in a point-scale wherever the grading system is followed) in the relevant subject or an equivalent degree from an Indian/foreign University.
- 2) Besides fulfilling the above qualifications, the candidate must have cleared the National Eligibility Test (NET) conducted by the UGC, CSIR, or a similar test accredited by the UGC, like SET or who are or have been awarded a Ph. D. Degree in accordance with the University Grants Commission (Minimum Standards and Procedure for Award of M.Phil./Ph.D. Degree) Regulations, 2009 or 2016 and their amendments from time to time as the case may be.

Provided further, candidates registered for the Ph.D. programme prior to July 11, 2009, shall be governed by the provisions of the then existing Ordinances / Bye-laws / Regulations of the Institutions awarding the degree and such Ph.D. candidates shall be exempted from the requirement of NET/ SET for recruitment and appointment of Assistant Professor or equivalent positions in Universities/Colleges/Institutions subject to the fulfillment of the following conditions:

- a) The Ph.D. degree of the candidate has been awarded in regular mode only;
- b) The Ph.D. thesis has been evaluated by at least two examiners;
- c) An open Ph.D. viva voce of the candidate has been conducted;
- d) The candidate has published two research papers from his/her Ph.D. work, out of which at least one is in a refereed journal; and
- e) The candidate has presented at least two papers, based on his/her Ph.D. work in conferences/seminars, sponsored/funded/supported by the UGC/AICTE/ICSSR or any similar agency.

Note:

- 1) *The fulfillment of these conditions is to be certified by the Registrar or the Dean (Academic affairs) of the University concerned.*
- 2) NET/SET shall also not be required for such Masters Programmes in disciplines for which NET/SET is not conducted. However, Ph.D. degree shall remain the minimum eligibility for appointment of Assistant Professor in such disciplines.

OR**B.**

A traditional or a professional artist with highly commendable professional achievement in the subject concerned having a Bachelor's degree, who has:

- i. Studied under a noted/reputed traditional Master(s)/Artist(s);
- ii. Has been 'A' grade artist of AIR/Doordarshan;
- iii. Has the ability to explain, with logical reasoning the subject concerned; and
- iv. Has adequate knowledge to teach theory with illustrations in the discipline concerned.

II. Associate Professor in Universities**Eligibility (A or B):****A.**

- i. Good academic record, with a doctoral degree;
- ii. Performing ability of a high professional standard;
- iii. Eight year's experience of teaching in a University or College and / or of research in a University/national level institution, equal to that of Assistant Professor in a University/College; and
- iv. Has made a significant contribution to knowledge in the subject concerned, as evidenced by quality publications.

OR**B.**

A traditional or a professional artist with highly-commendable professional achievement having Master's degree in the subject concerned, who has:

- i. been 'A'-grade artist of AIR/Doordarshan;
- ii. eight years' experience of outstanding performing achievement in the field of specialization;
- iii. experience in designing of new courses and /or curricula;
- iv. participated in National level Seminars/Conferences/Concerts in reputed institutions; and
- v. ability to explain, with logical reasoning, the subject concerned and adequate knowledge to teach theory with illustrations in the said discipline.

III. Professor in Universities

Eligibility (A or B):**A.**

- 1) An eminent scholar having a doctoral degree;
- 2) Have been actively engaged in research with at least ten years of experience in teaching in University/College and / or research at the University/National level institutions;
- 3) Minimum of 6 research publications in the peer-reviewed or UGC-listed journals; and
- 4) Has a total research score of 120, as per Appendix II, Table 2.

OR**B.**

A traditional or a professional artist, with highly-commendable professional achievement, in the subject concerned,

1. Having Master's degree, in the relevant subject;
2. Has been 'A'-grade artist of AIR/Doordarshan;
3. Has Ten years of outstanding performing achievements in the field of specialization;
4. Has made significant contributions in the field of specializations and ability to guide research;
5. Has participated in National/International Seminars/Conferences/ Workshops/Concerts and/ or recipient of National/International Awards/Fellowships;
6. Has the ability to explain with logical reasoning the subject concerned; and
7. Has adequate knowledge to teach theory with illustrations in the said discipline.

5.3. Drama Discipline**I. Assistant Professor in Universities and Colleges****Eligibility (A or B):****A.**

- 1) A Master's degree with 55% marks (or an equivalent grade in a point-scale wherever the grading system is followed) in the relevant subject or an equivalent degree from an Indian/foreign University.
- 2) Besides fulfilling the above qualifications, the candidate must have cleared the National Eligibility Test (NET) conducted by the UGC, CSIR, or a similar test accredited by the UGC, like SET or who are or have been awarded a Ph. D. Degree

amendments from time to time as the case may be.

Provided further, candidates registered for the Ph.D. programme prior to July 11, 2009, shall be governed by the provisions of the then existing Ordinances / Bye-laws / Regulations of the Institutions awarding the degree and such Ph.D. candidates shall be exempted from the requirement of NET/ SET for recruitment and appointment of Assistant Professor or equivalent positions in Universities/Colleges/Institutions subject to the fulfillment of the following conditions:

- a) The Ph.D. degree of the candidate has been awarded in regular mode only;
- b) The Ph.D. thesis has been evaluated by at least two examiners;
- c) An open Ph.D. viva voce of the candidate has been conducted;
- d) The candidate has published two research papers from his/her Ph.D. work, out of which at least one is in a refereed journal; and
- e) The candidate has presented at least two papers, based on his/her Ph.D. work in conferences/seminars, sponsored/funded/supported by the UGC/CSIR/ICSSR or any similar agency.

Note:

- 1) *The fulfillment of these conditions is to be certified by the Registrar or the Dean (Academic affairs) of the University concerned.*
- 2) NET/SET shall also not be required for such Masters Programmes in disciplines for which NET/SET is not conducted. However, Ph.D. degree shall remain the minimum eligibility for appointment of Assistant Professor in such disciplines.

OR

B.

A traditional or a professional artist with highly commendable professional achievement in the concerned subject, who has:

- i. been a professional artist with three years' Bachelor degree/Post Graduate Diploma, with 55% marks (or an equivalent grade in a point-scale wherever the grading system is followed), from the National School of Drama, or any other such Institution in India or abroad;
- ii. five years of regular acclaimed performance at regional/ national/ international stage, supported by evidence; and

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- iii. the ability to explain, with logical reasoning, the subject concerned and adequate knowledge to teach theory with illustrations in the discipline concerned.

II. Associate Professor in Universities

Eligibility (A or B):**A.**

- i. A good academic record, having a Ph.D. degree with performing ability of high professional standard as certified by an Expert Committee constituted by the University concerned for the said purpose;
- ii. Eight years experience of teaching in a University/College and/ or research in a University/national- level institutions equal to that of Assistant Professor in a University/College; and
- iii. A significant contribution to knowledge in the subject concerned, as evidenced by the quality publications.

OR**B.**

A traditional or a professional artist, having highly commendable professional achievement in the subject concerned, has a Master's degree, who has:

- i. Been recognized artist of Stage/ Radio/TV;
- ii. Eight years of outstanding performance in the field of specialization;
- iii. Experience of designing new courses and /or curricula;
- iv. Participated in Seminars/Conferences in reputed institutions; and
- v. The ability to explain with logical reasoning the subject concerned and adequate knowledge to teach theory with illustrations in the said discipline.

III. Professor in Universities**Eligibility (A or B):****A.**

An eminent scholar, having a doctoral degree, actively engaged in research with ten years of experience in teaching and /or research at a University/National-level institution, including experience of guiding research at the doctoral level, with outstanding performing achievement in the field of specialization, with a minimum of 6 research publications in the peer-reviewed or UGC listed journals, and a total research score of 120, as per Appendix II, Table 2.

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B.

A traditional and a professional artist, having highly commendable professional achievement in the subject concerned, who has:

- i. Master's degree, in the relevant subject;:
- ii. Ten years of outstanding performing achievements in the field of specialization;

- iii. Made significant contribution in the field of specialization;
- iv. Guided research;
- v. Participated in National/International Seminars/Conferences/Workshops and/or recipient of National/International Awards/Fellowships:
- vi. Ability to explain with logical reasoning the subject concerned; and
- vii. Adequate knowledge to teach theory, with illustrations in the said discipline.

5.4. Yoga Discipline

I. Assistant Professor in Universities and Colleges

Eligibility (A or B):

A.

- 1) Good academic record with at least 55% marks (or an equivalent grade in a point-scale wherever the grading system is followed) at the Master's degree in Yoga or any other relevant subject, or an equivalent degree from an Indian/foreign University.
- 2) Besides fulfilling the above qualifications, the candidate must have cleared the National Eligibility Test (NET) conducted by the UGC, CSIR, or a similar test accredited by the UGC, like SET or who are or have been awarded a Ph. D. Degree in accordance with the University Grants Commission (Minimum Standards and Procedure for Award of M.Phil./Ph.D. Degree) Regulations, 2009 or 2016 and their amendments from time to time as the case may be.

OR

B.

A Master's degree in any discipline with at least 55% marks (or an equivalent grade in a point-scale wherever the grading system is followed) and a Ph.D. degree in Yoga* in accordance with the University Grants Commission (Minimum Standards and Procedure for Award of M.Phil./Ph.D. Degree) Regulations, 2009 or 2016 and their amendments from time to time as the case may be.

***Note:** Considering the paucity of teachers in the newly-emerging field of Yoga, this alternative has been provided and shall be valid only for five years from the date of notification of these Rules.

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II. Associate Professor in Universities

- i. A good academic record, with a Ph.D. degree in the subject concerned or in a relevant discipline;
- ii. A Master's degree with at least 55% marks (or an equivalent grade in a point-scale,

- wherever the grading system is followed); and
- iii. A minimum of eight years' experience of teaching and/ or research in an academic/research position equivalent to that of Assistant Professor in a University, College or Accredited Research Institutions/Industry with evidence of published work and a minimum of 7 publications as books and / or research/policy papers in peer-reviewed or UGC listed journals and a total research score of at least Seventy five (75), as per the criteria given in Appendix II, Table 2.

III. Professor in Universities

Eligibility (A or B):

A.

- i. An eminent scholar with Ph. D. degree in the subject concerned or in an allied/relevant subject and published work of high quality, actively engaged in research with evidence of published work, with a minimum of 10 publications as books and/ or research/policy papers in the peer-reviewed or UGC listed journals and a total research score of at least 120 as per the criteria given in Appendix II, Table 2.
- ii. A minimum of ten years of teaching experience in a University/College and / or experience in research at the university/National level institution/Industries, with evidence of having successfully guided doctoral candidate.

OR

B.

An outstanding professional, with established reputation in the relevant field, who has made significant contribution to the knowledge in the concerned/allied/relevant discipline, to be substantiated by credentials.

5.5. MINIMUM QUALIFICATIONS FOR DIRECT RECRUITMENT TO THE POSTS OF UNIVERSITY ASSISTANT LIBRARIAN/ COLLEGE LIBRARIAN, UNIVERSITY DEPUTY LIBRARIAN AND UNIVERSITY LIBRARIAN (DIRECTOR, KNOWLEDGE RESOURCE CENTER)

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I. University Assistant Librarian/ College Librarian

- 1) A Master's degree in Library Science, Information Science or Documentation Science or an equivalent professional degree, with at least 55% marks (or an equivalent grade in a point-scale, wherever the grading system is followed).
- 2) A consistently good academic record, with knowledge of computerization of a library.

- 3) Besides fulfilling the above qualifications, the candidate must have cleared the National Eligibility Test (NET) conducted by the UGC, CSIR, or a similar test accredited by the UGC, like SET or who are or have been awarded a Ph. D. Degree in accordance with the University Grants Commission (Minimum Standards and Procedure for Award of M.Phil./Ph.D. Degree) Regulations, 2009 or 2016 and their amendments from time to time as the case may be.

Provided that, the candidates registered for the Ph.D. programme prior to July 11, 2009, shall be governed by the provisions of the then existing Ordinances / Bye-laws / Regulations of the Institutions awarding the degree and such Ph.D. candidates shall be exempted from the requirement of NET/ SET for recruitment and appointment of Assistant Professor or equivalent positions in Universities/Colleges/Institutions subject to the fulfillment of the following conditions:

- a) The Ph.D. degree of the candidate has been awarded in regular mode only;
- b) The Ph.D. thesis has been evaluated by at least two examiners;
- c) An open Ph.D. viva voce of the candidate has been conducted;
- d) The candidate has published two research papers from his/her Ph.D. work, out of which at least one is in a refereed journal; and
- e) The candidate has presented at least two papers, based on his/her Ph.D. work in conferences/seminars, sponsored/funded/supported by the UGC/CSIR/ICSSR or any similar agency.

Note:

- 1) *The fulfillment of these conditions is to be certified by the Registrar or the Dean (Academic affairs) of the University concerned.*
- 2) NET/SET shall also not be required for such Masters Programmes in disciplines for which NET/SET is not conducted. However, Ph.D. degree shall remain the minimum eligibility for the appointment in such disciplines.

II. University Deputy Librarian

- i. A Master's Degree in Library Science/Information Science/Documentation

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Science, with at least 55% marks or an equivalent grade in a point –scale, wherever grading system is followed;

- ii. Eight years experience as an Assistant University Librarian/College Librarian;
- iii. Evidence of innovative library services including integration of ICT in library; and
- iv. A Ph.D. Degree in Library Science/ Information Science / Documentation Science/Archives and manuscript keeping/computerization of library.

III. University Librarian (Director, Knowledge Resource Center)

A Master's Degree in Library Science/Information Science/Documentation Science

- i. with at least 55% marks or an equivalent grade in a point –scale, wherever grading system is followed;
- ii. At least ten years as a Librarian at any level in University Library or ten years of teaching as Assistant/Associate Professor in Library Science or ten years' experience as a College Librarian;
- iii. Evidence of innovative library services, including the integration of ICT in a library; and
- iv. A Ph.D. Degree in Library Science/Information Science/Documentation Science /Archives and manuscript-keeping.

5.6. MINIMUM QUALIFICATIONS FOR THE POSTS OF ASSISTANT DIRECTOR OF PHYSICAL EDUCATION AND SPORTS, DEPUTY DIRECTOR OF PHYSICAL EDUCATION AND SPORTS AND DIRECTOR OF PHYSICAL EDUCATION AND SPORTS (DPES)

I. University Assistant Director of Physical Education and Sports/ College Director of Physical Education and Sports

Eligibility (A or B):

A.

- 1) A Master's degree in Physical Education and Sports or Physical Education or Sports Science with 55% marks (or an equivalent grade in a point-scale, wherever the grading system is followed).
- 2) Record having represented the University/ College at the inter-university/inter collegiate competitions or the State and /or National championships.
- 3) Besides fulfilling the above qualifications, the candidate must have cleared the National Eligibility Test (NET) conducted by the UGC, CSIR, or a similar test accredited by the UGC, like SET or who are or have been awarded a Ph. D. Degree in

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accordance with the University Grants Commission (Minimum Standards and Procedure for Award of M.Phil./Ph.D. Degree) Regulations, 2009 or 2016 and their amendments from time to time as the case may be.

Provided that, the candidates registered for the Ph.D. degree prior to July 11, 2009, shall be governed by the provisions of the then existing Ordinances / Bye-laws / Regulations of the Institutions awarding the degree and such Ph.D. candidates shall be exempted from the requirement of NET/ SET for recruitment and appointment of Assistant Professor or equivalent positions in Universities/Colleges/Institutions subject to the fulfillment of the following

conditions:

- a) The Ph.D. degree of the candidate has been awarded in regular mode only;
- b) The Ph.D. thesis has been evaluated by at least two examiners;
- c) An open Ph.D. viva voce of the candidate has been conducted;
- d) The candidate has published two research papers from his/her Ph.D. work, out of which at least one is in a refereed journal; and
- e) The candidate has presented at least two papers, based on his/her Ph.D. work in conferences/seminars, sponsored/funded/supported by the UGC/CSIR/ICSSR or any similar agency.

Note: *The fulfillment of these conditions (a) to (e) is to be certified by the Registrar or the Dean (Academic affairs) of the University concerned.*

- 1) NET/SET shall also not be required for such Masters Programmes in disciplines for which NET/SET is not conducted. However, Ph.D. degree shall remain the minimum eligibility for the appointment in such disciplines.
- 2) Passed the physical fitness test conducted in accordance with these Rules.

OR

B.

An Asian game or commonwealth games medal winner who has a degree at least at Post-Graduation level.

II. University Deputy Director of Physical Education and Sports

Eligibility (A or B):

A.

- i. A Ph.D. in Physical Education or Physical Education and Sports or Sports Science. Candidates from outside the university system, in addition, shall also possess at least

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- 55% marks (or an equivalent grade in a point scale wherever grading system is followed) at the Master's Degree level by the university concerned;
- ii. Eight years experience as University Assistant DPES/College DPES;
- iii. Evidence of organizing competitions and conducting coaching camps of at least two weeks duration;
- iv. Evidence of having produced good performance of teams/athletes for competitions like state/national/inter-university/combined university, etc; and
- v. Passed the physical fitness test in accordance with these Rules.

OR

B.

An Olympic games/ world cup/ world Championship medal winner who has a degree at least at the Post-Graduation Level.

III. University Director of Sports and Physical Education

- i. A Ph.D. in Physical Education or Physical Education and Sports or Sports Science;
- ii. Experience of at least ten years in Physical Education and Sports as University Assistant/Deputy DPES or ten years as College DPES or teaching for ten years in Physical Education and Sports or Sports Science as Assistant/Associate Professor;
- iii. Evidence of organizing competitions and coaching camps of at least two weeks' duration; and
- iv. Evidence of having produced good performance of teams/athletes for competitions like state/national/inter-university/combined university, etc.

IV. Physical Fitness Test Norms

- a) Subject to the provisions of these Rules, all candidates who are required to undertake the physical fitness test are required to produce a medical certificate certifying that he/she is medically fit before undertaking such tests.
- b) On the production of such certificate mentioned in sub-clause (a) above, the candidate would be required to undertake the physical fitness test in accordance with the following norms:

Norms For Run/ Walk Test		Upto 30 Years	Upto 40 Years	Upto 45 Years	Upto 50 Years
Men	12 Minutes Run/ Walk Test	1800 metres	1500 metres	1200 metres	800 metres
Women	8 Minutes Run/ Walk Test 1000	metres	800 metres	600 metres	400 metres

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6. Constitution of Selection Committees and Guidelines on Selection Procedure

6.1. Selection Committee Composition

I. Assistant Professor in the University:

- a) The Selection Committee for the post of Assistant Professor in the University shall consist of the following persons :
 - i. The Vice-Chancellor or the Pro-Vice-Chancellor upon the directions of the Vice-Chancellor shall be the Chairperson of the Committee;
 - ii. One person, not below the rank of professor, nominated by the Chancellor;
 - iii. The Dean of the Faculty concerned as a member secretary;
 - iv. The Head of the university department or a head of the concerned

School of multidisciplinary institution, nominated by the Vice-Chancellor;

- v. Not less than three experts nominated by the Management Council out of a panel of not less than six names of experts not connected with the university recommended by the Academic Council, who have special knowledge of the subject for which the teacher is to be selected;
 - vi. One person not below the rank of Professor or Principal belonging to Scheduled Castes or Scheduled Tribes or De-notified Tribes (Vimukta Jatis) or Nomadic Tribes or other Backward Classes, nominated by the Chancellor;
 - vii. One principal who is a member of management council to be nominated by the Management Council;
 - viii. Director, Higher Education or his nominee not below the rank of Joint Director.
- Provided that, a head referred to in clause (iv) above, who is an Associate Professor shall be a member of the Selection Committee for the selection to the post of Assistant Professor.

b) Four members, including two outside subject experts, shall constitute the quorum.

II. Associate Professor in the University

a) The Selection Committee for the post of Associate Professor in the University shall consist of the following persons :

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- i. The Vice-Chancellor or the Pro-Vice-Chancellor upon the directions of the Vice-Chancellor shall be the Chairperson of the Committee;
- ii. One person, not below the rank of professor, nominated by the Chancellor;
- iii. The Dean of the Faculty concerned as a member secretary;
- iv. The Head of the university department or a head of the concerned School of multidisciplinary institution, nominated by the Vice-Chancellor;
- v. Not less than three experts nominated by the Management Council out of a panel of not less than six names of experts not connected with the university recommended by the Academic Council, who have special knowledge of the subject for which the teacher is to be selected;
- vi. One person not below the rank of Professor or Principal belonging to Scheduled Castes or Scheduled Tribes or De-notified Tribes (Vimukta

Jatis) or Nomadic Tribes or other Backward Classes, nominated by the Chancellor;

vii. One principal who is a member of management council to be nominated by the Management Council;

viii. Director, Higher Education or his nominee not below the rank of Joint Director.

b) Four members, including two outside subject experts, shall constitute the quorum.

III. Professor in the University

a) The Selection Committee for the post of Professor in the University shall consist of the following persons :

- i. The Vice-Chancellor or the Pro-Vice-Chancellor upon the directions of the Vice-Chancellor shall be the Chairperson of the Committee;
- ii. One person, not below the rank of professor, nominated by the Chancellor;
- iii. The Dean of the Faculty concerned as a member secretary;
- iv. The Head of the university department or a head of the concerned School of multidisciplinary institution, nominated by the Vice-Chancellor;
- v. Not less than three experts nominated by the Management Council out of a panel of not less than six names of experts not connected with the university recommended by the Academic Council, who have special knowledge of the subject for which the teacher is to be selected;

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vi. One person not below the rank of Professor or Principal belonging to Scheduled Castes or Scheduled Tribes or De-notified Tribes (Vimukta Jatis) or Nomadic Tribes or other Backward Classes, nominated by the Chancellor;

vii. One principal who is a member of management council to be nominated by the Management Council;

viii. Director, Higher Education or his nominee not below the rank of Joint Director.

b) Four members, including two outside subject experts, shall constitute the quorum.

IV. Senior Professor in the University

a) The Selection Committee for the post of Senior Professor in the University shall consist of the following persons :

- i. The Vice-Chancellor or the Pro-Vice-Chancellor upon the directions of the Vice-Chancellor shall be the Chairperson of the Committee;
 - ii. One person, not below the rank of professor, nominated by the Chancellor;
 - iii. The Dean of the Faculty concerned as a member secretary;
 - iv. The Head of the university department or a head of the concerned School of multidisciplinary institution, nominated by the Vice-Chancellor;
 - v. Not less than three experts nominated by the Management Council out of a panel of not less than six names of experts not connected with the university recommended by the Academic Council, who have special knowledge of the subject for which the teacher is to be selected;
 - vi. One person not below the rank of Professor or Principal belonging to Scheduled Castes or Scheduled Tribes or De-notified Tribes (Vimukta Jatis) or Nomadic Tribes or other Backward Classes, nominated by the Chancellor;
 - vii. One principal who is a member of management council to be nominated by the Management Council;
 - viii. Director, Higher Education or his nominee not below the rank of Joint Director.
- b) Four members, including two outside subject experts, shall constitute the quorum.

V. Assistant Professor in Colleges, including Private and Constituent Colleges

There shall be a selection committee for recommending the names of suitable candidates for appointment for the substantive/permanent post of Assistant Professor in the

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College/Institution. The selection committee shall be as per the guidelines prescribed by the State Government in the *Official Gazette*.

VI. College Principal

There shall be a selection committee for recommending names of the suitable candidates for appointment for the post of college Principal. The selection committee shall be as per the guidelines prescribed by the State Government in the *Official Gazette*.

- a) The term of appointment of the Principal, shall be five years with eligibility for reappointment for one more term. If the Management intends to re-appoint the existing Principal, the Management shall initiate the process of external peer review at least six months before.
- b) The external peer review committee prescribed in clause (c) above, shall

consist of the following members, namely:-

- i. Nominee of the Vice-Chancellor, Chairperson;
- ii. Nominee of the Chairperson of the Management of the College/Institution;

The nominees shall be from the Principals of the Colleges with Excellence/Colleges with Potential for Excellence/Autonomous Colleges/ NAAC A or A+ accredited Colleges/Director or Head of the University Department.

- c) The report of the external peer review committee shall be the main basis for re-appointment of the Principal.
- d) If the external peer review committee recommends for re-appointment of the existing Principal, the Management shall re-appoint such existing Principal for one more term.

VII. Selection Committees for the posts of Directors of Sports and Physical Education, Deputy Directors, Assistant Directors of Physical Education and Sports, Director, Knowledge Resource Center, Deputy Librarians and Assistant Librarians shall be the same as that of Professor, Associate Professor and Assistant Professor, respectively, except that in Library and Physical Education and Sports or Sports Administration, respectively, practicing Librarian/Director Physical Education and Sports, as the case may be, shall be associated with the Selection Committee as one of the subject experts.

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VIII. The “Screening-cum-Evaluation Committee” for CAS promotions of Assistant Professors/equivalent cadres in Librarians/Physical Education and Sports from one level to the other higher level shall consist of:

A. For University teachers:

- i. The Vice-Chancellor or his/her nominee shall be the Chairperson of the Committee;
- ii. The Dean of the Faculty concerned;
- iii. The Head of the Department /Chairperson of the School;
- iv. One subject expert in the subject concerned nominated by the Vice-Chancellor from the University panel of experts; and
- v. Director Higher Education or his/her nominee not below the rank of Joint Director.

B. For College teachers:

- i. The Principal of the college shall be the Chairperson of the committee;
- ii. Head /Teacher-In charge of the department concerned from the college;

- iii. Two subject experts in the subject concerned nominated by the Vice-Chancellor from the university panel of experts; and
- iv. Joint Director Higher Education or his /her nominee not below the rank of Associate Professor.

C. For University Assistant Librarian:

- i. The Vice-Chancellor shall be the Chairperson of the Committee;
- ii. The Dean of the Faculty concerned;
- iii. The Librarian, University Library;
- iv. One expert who is a working Librarians nominated by the Vice-Chancellor from the University panel of experts; and
- v. Director Higher Education or his/her nominee not below the rank of Joint Director.

D. For College Librarian:

- i. The Principal shall be the Chairperson of the Committee;
- ii. The Librarian, University Library;
- iii. Two expert who are working Librarians nominated by the Vice-Chancellor from the University panel of experts; and
- iv. Joint Director Higher Education or his/her nominee not below the rank of Associate Professor.

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E. For University Assistant Director, Physical Education and Sports:

- i. The Vice-Chancellor shall be the Chairperson of the Committee;
- ii. The Dean of the Faculty concerned;
- iii. The University Director, Physical Education and Sports;
- iv. One expert in Physical Education and Sports Administration from University System nominated by the Vice-Chancellor from the University panel of experts; and
- v. Director Higher Education or his/her nominee not below the rank of Joint Director.

F. For College Director, Physical Education and Sports:

- i. The Principal shall be the Chairperson of the Committee;
- ii. The University Director, Physical Education and Sports;
- iii. Two experts in Physical Education and Sports Administration from University System nominated by the Vice-Chancellor from the University panel of experts; and
- iv. Joint Director Higher Education or his/her nominee not below the rank of

Associate Professor.

Note: The quorum for these committees in all categories shall be three which will include the Government nominee, one subject expert/university nominee.

6.2. The Screening-cum-Evaluation Committee on verification/evaluation of grades secured by the candidate through the Assessment Criteria and Methodology Proforma designed by the respective university based on these Rules and as per the minimum requirement specified:

- a) In Appendix II, Table 1 for each of the cadre of Assistant Professor;
- b) In Appendix II, Table 4 for each of the cadre of Librarian; and
- c) In Appendix II, Table 5 for each of the cadre of Physical Education and Sports

shall recommend to the Syndicate/ Executive Council /Board of Management of the University/College about the suitability for the promotion of the candidate(s) under CAS for implementation.

6.3. The selection process shall be completed on the day/last day of the selection committee meeting, wherein the minutes are recorded and recommendation made on the basis of the performance of the interview are duly signed by all members of the selection committee.

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6.4. For all Selection Committees specified in these Rules, Head of Department / Teacher-In-charge should be either in the same or higher rank/ position than the rank/position for which the interview is to be held.

7.0. Selection Procedure:

- I.** The overall selection procedure shall incorporate transparent, objective and credible methodology of analysis of the merits and credentials of the applicants based on the weightage given to the performance of the candidate in different relevant parameters and his/her performance on a grading system proforma, based on Appendix II, Tables 1, 2, 3A, 3B, 4, and 5.

In order to make the system more credible, universities may assess the ability for teaching and / or research aptitude through a seminar or lecture in a classroom situation or discussion on the capacity to use the latest technology in teaching and research at the interview stage. These procedures can be followed for both the direct recruitment and the CAS promotions, wherever selection committees are prescribed.

- II.** The universities shall adopt these Rules for selection committees and selection procedure through their respective statutory bodies incorporating Appendix II, Table 1, 2, 3A, 3B, 4,

and 5 at the institutional level for University Departments and their Constituent colleges /Conducted colleges/ affiliated colleges (Government/Government- aided/Autonomous/ Private Colleges) to be followed transparently in all the selection processes. The universities may devise their own self-assessment-cum-performance appraisal forms for teachers in strict adherence to the Appendix II, Table 1, 2, 3A, 3B, 4, and 5.

- III.** In all the Selection Committees of direct recruitment of teachers and other academic staff in universities and colleges provided herein, an academician belonging to the Scheduled Caste/Scheduled Tribe/OBC/Minority/Women/Differently-abled categories, if any of candidates belonging to these categories is the applicant and if any of the members of the selection committee does not belong to that category, shall be nominated by the Vice-Chancellor of the University, and in case of a College, Vice-Chancellor of the University to which the college is affiliated to. The academician, so nominated for this purpose, shall be one level above the cadre level of the applicant, and such nominee shall ensure that the norms of the State Government, in relation to the categories mentioned above, are strictly followed during the selection process.
- IV.** The process of selection of a Professor shall involve the inviting of the application developed by the respective university, based on the Assessment Criteria and Methodology

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guidelines set out in Appendix II, Table 1 and 2 and reprints of all significant publications of the candidates.

Provided that the publications submitted by the candidate shall have been published during the qualifying period.

Provided further that such publications shall be made available to the subject experts for assessment before holding the interview. The evaluation of the publications by the experts shall be taken into consideration while finalizing the outcome of selection.

- V.** In the case of selection of faculty members who are from outside the academic field and are considered under Clause 5.1 (III.B), 5.2 (I.B, II.B, III.B), 5.3 (I.B, II.B, III.B) and 5.4 (III.B) of these Rules, the university's statutory bodies must lay down clear and transparent criteria and procedure so that only outstanding professionals who can contribute substantially to the university knowledge system are selected.
- VI.** In the selection process for the posts involving different nature of responsibilities in certain disciplines/areas, such as Music and Fine Arts, Visual Arts and Performing Arts, Physical Education and Sports, and Library, greater emphasis may be laid on the nature of deliverables indicated against each of the posts in these Rules which need to be taken up by the institution while developing the Proforma for both the direct recruitment and the CAS

promotion.

VII. The Internal Quality Assurance Cell (IQAC) shall be established in all Universities/Colleges as per the UGC/National Assessment Accreditation Council (NAAC) guidelines with the Vice-Chancellor, as Chairperson (in the case of Universities), and Principal, as Chairperson (in case of Colleges). The IQAC shall act as the documentation and record-keeping Cell for the institution, including assistance in the development of Assessment Criteria and Methodology Proforma based on these Rules. The IQAC may also introduce, wherever feasible, the student feedback system as per the NAAC guidelines on institutional parameters without incorporating the component of the students' assessment of individual teachers in the Assessment Criteria and Methodology Proforma.

A. The Assessment of the performance of College and University teachers for the CAS promotion is based on the following criteria:

- i. **Teaching-Learning and Evaluation:** The commitment to teaching based on observable indicators such as being regular to class, punctuality to class, remedial teaching and clarifying doubts within and outside the class hours, counseling and mentoring, additional teaching to support the college/

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university as and when the need arises, etc. Examination and evaluation activities like performing of examination supervision duties, question-papers setting for university/college examinations, participation in the evaluation of examination answer scripts, conducting examinations for internal assessment as per the schedule to be announced by the institution at the beginning of each Academic Session and returning and discussing the answers in the class.

- ii. **Personal Development Related to Teaching and Research Activities:** Attending orientation/refresher/methodology courses, development of e-contents and MOOC's, organizing seminar/conference/ workshop / presentation of papers and chairing of sessions/guiding and carrying out research projects and publishing the research output in national and international journals etc.
- iii. **Administrative Support and Participation in Students' Co- curricular and Extra-curricular Activities.**

B. Assessment Process

The following **three-step** process is recommended for carrying out assessment for promotion under the CAS at all levels:

Step 1: The college/university teachers shall submit to college/university an annual self-appraisal report in the prescribed Proforma to be designed based on Tables 1 to 5 of Appendix II. The report should be submitted at the end of every academic year, within the stipulated time. The teacher will provide documentary evidence for the claims made in the annual self-appraisal report, which is to be verified by the HOD/Teacher- in-charge etc. The submission should be through the Head of the Department (HOD)/teacher-in-charge.

Step 2: After completion of the required years of experience for promotion under CAS and fulfillment of other requirements indicated below, the teacher shall submit an application for promotion under CAS.

Step 3: A CAS Promotion shall be granted as mentioned in Clauses 7.4 of these Rules.

7.1. Assessment Criteria and Methodology:

- a) Tables 1 to 3 of Appendix II are applicable to the selection of Assistant Professors/ Associate Professors/Professors/Senior Professor in Universities and Colleges;

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- b) Table 4 of Appendix II is applicable to Assistant Librarians/ College Librarians and Deputy Librarians for promotion under Career Advancement Scheme; and
- c) Table 5 of Appendix II is applicable to Assistant Directors/ College Director of Physical Education sports and Deputy Directors/Directors of Physical Education and Sports for promotions under Career Advancement Scheme.

- 7.2.** The constitution of the Selection Committees and Selection Procedure as well as the Assessment Criteria and Methodology for the above cadres, either through direct recruitment or through Career Advancement Scheme, shall be in accordance with these Rules. The constitution of the Selection Committee for Associate Professors and Professors in Colleges under Career Advancement Scheme shall be as specified in University Grants Commission Regulations dated 18.7.2018.
- 7.3.** The criteria for promotions under Career Advancement Scheme laid down under these Rules shall be effective from the date of notification of these Rules. However, to avoid hardship to those faculty members who have already qualified or are likely to qualify shortly under the existing Rules, a choice may be given to them, for being considered for promotions under the existing Rules. This option can be exercised only within three years from the date of notification of these Rules.
- I.** A teacher who wishes to be considered for promotion under the CAS may submit in writing to the university/college, within three months in advance of the due date, that he/she fulfils all the requirements under the CAS and submit to the university/college the Assessment Criteria and Methodology Proforma as evolved by the university concerned

supported by all credentials as per the Assessment Criteria and Methodology guidelines set out in these Regulations. In order to avoid any delay in holding the Selection Committee meetings for various positions under the CAS, the University/College may initiate the process of screening/selection, and complete the process within six months from the receipt of application. Further, in order to avoid any hardship, the candidates who fulfill all other criteria mentioned in these Rules, as on and till the date on which these Rules are notified, can be considered for promotion from the date, on or after the date, on which they fulfill these eligibility conditions.

- II. The Selection Committee specifications as contained in Clauses 6.1 to 6.4 shall be applicable to all direct recruitments of faculty positions and equivalent cadres and Career Advancement promotions from Assistant Professor to Associate Professor, from Associate Professor to Professor, Professor to Senior Professor (in University) and for equivalent cadres.
- III. The CAS promotion from a lower stage to a higher stage of Assistant Professor shall be conducted through a "Screening-cum-Evaluation Committee", following the criteria laid

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down in Table1 of Appendix II.

- IV. The promotion under the CAS being a personal promotion to a teacher holding a substantive sanctioned post, on his/her superannuation, the said post shall revert back to its original cadre.
- V. For the promotion under the CAS, the applicant teacher must be on the role and in active service of the University/College on the date of consideration by the Selection Committee.
- VI. The candidate shall offer himself/herself for assessment for promotion, if he/she fulfils the minimum grading specified in the relevant Assessment Criteria and Methodology Tables, by submitting an application and the required Assessment Criteria and Methodology Proforma. He/she can do so three months before the due date. The university shall send a general circular twice a year, inviting applications for the CAS promotions from the eligible candidates.
 - i. If a candidate applies for promotion on completion of the minimum eligibility period and is successful, the date of promotion shall be from that of minimum period of eligibility.
 - ii. If, however, the candidate finds that he/she would fulfils the CAS promotion criteria, as defined in Tables 1, 2, 4, and 5 of Appendix II at a later date and applies on that date and is successful, his/her promotion shall be effected from that date of the candidate fulfilling the eligibility criteria.
 - iii. The candidate who does not succeed in the first assessment, he/she shall have to be re-assessed only after one year. When such a candidate succeeds in the eventual

assessment, his/her promotion shall be deemed to be one year from the date of rejection.

VII. Regarding the cases pending for promotions from one Academic Level/Grade Pay to another Academic Level/Grade Pay under the Career Advancement Scheme provided under the UGC Regulations on Minimum Qualifications for Appointment of Teachers and other Academic Staff in Universities and Colleges and Measures for the Maintenance of Standards in Higher Education 2010 and its subsequent amendments, the teachers shall be given the option to be considered for the promotion from one Academic Level/Grade Pay to another Academic Level/Grade Pay as per the following:

a) The teachers shall be considered for promotion from one Academic Level/Grade Pay to another as per the CAS under UGC these Rules

OR

b) The faculty members shall be considered for the promotion from one Academic Level/Grade Pay to another as per the CAS provided under the UGC Regulations

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on Minimum Qualifications for Appointment of Teachers and other Academic Staff in Universities and Colleges and Measures for the Maintenance of Standards in Higher Education 2010 and its amendments with relaxation in the requirements of Academic Performance Indicators (API) based Performance Based Appraisal System (PBAS) up to the date of notification of these Rules.

c) The relaxation in the requirements of Academic Performance Indicators (API) based Performance Based Appraisal System (PBAS) up to the date of notification of these Rules, for the promotion from one Academic Level/Grade Pay to another under CAS as provided in UGC Regulations on Minimum Qualifications for Appointment of Teachers and other Academic Staff in Universities and Colleges and Measures for the Maintenance of Standards in Higher Education 2010 and its amendments, is defined as under :

i) Exemption from scoring under Category I, as defined in Appendix III of said above mentioned UGC Regulations on Minimum Qualifications for Appointment of Teachers and other Academic Staff in Universities and Colleges and Measures for the Maintenance of Standards in Higher Education 2010 and its amendments including University Grants Commission (Minimum Qualifications for Appointment of Teachers and other Academic Staff in Universities and Colleges and Measures for the Maintenance of Standards in Higher Education) (4th Amendment), Regulations, 2016, for faculty and other equivalent cadre positions.

ii) Scoring in Category II and Category III for faculty and other equivalent

cadre positions shall be as provided for in the UGC Regulations on Minimum Qualifications for Appointment of Teachers and other Academic Staff in Universities and Colleges and Measures for the Maintenance of Standards in Higher Education 2010 with the following combined minimum API score requirement for Category II and Category III taken together, as mentioned in Appendix III, Table-A to Table-F.

Note: There shall be no minimum API score requirement for Category II and Category III individually.

- VIII.** The requirement for Orientation course and Refresher course for promotions due under the CAS shall not be mandatory up to 31st December, 2018.

7.4. STAGES OF PROMOTION UNDER THE CAREER ADVANCEMENT SCHEME OF INCUMBENT AND NEWLY-APPOINTED ASSISTANT PROFESSORS/ASSOCIATE PROFESSORS/PROFESSORS

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- A.** The entry-level Assistant Professors (Level 10) shall be eligible for promotion under the Career Advancement Scheme (CAS) through two successive levels (Level 11 and Level 12), provided they are assessed to fulfill the eligibility and performance criteria as laid down in Clause 7.3 of this resolution.
- B. Career Advancement Scheme (CAS) for College teachers**
- I. Assistant Professor (Academic Level 10) to Assistant Professor (Senior Scale/ Academic Level 11)**
- Eligibility:**
- 1) Assistant Professors who have completed four years of service and having a Ph.D. degree or five years of service and having a M.Phil/ PG Degree in Professional Courses, such as L.L.M, M.Tech., [M.V.Sc.](#), M.D., or six years of service for those without Ph.D./M.Phil./PG degree in Professional Courses.
- 2)
- i. Attended one Orientation Course of 21 days' duration on teaching methodology; and
- ii. **Any one of the following:**
Completed one Refresher / Research Methodology Course
- OR
- Any two of the following:**
Workshop, Syllabus Up-gradation Workshop, Training Teaching-

Learning-Evaluation, Technology Programmes and Faculty Development Programmes of at least one week (5 days) duration.

OR

Completed one MOOCs course (with e-certification) or development of e-contents in four-quadrant/ MOOCs course during the assessment period.

CAS Promotion Criteria:

A teacher shall be promoted if;

- i. He/she gets 'satisfactory' or 'good' grade in the annual performance assessment reports of at least three/four/five of the last four/five/six years of the assessment period as the case may be, as specified in Appendix II, Table 1, and;

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- ii. The promotion is recommended by the screening-cum-evaluation committee.

II. Assistant Professor (Senior Scale/ Academic Level 11) to Assistant Professor (Selection Grade/ Academic Level 12)

Eligibility:

1) Assistant Professors who have completed five years of service in Academic Level 11/Senior Scale.

2) Any two of the following in the last five years of Academic Level-11/ Senior Scale:

Completed courses/programmes from among the categories of Refresher Courses/Research Methodology course/Workshops/Syllabus Up Gradation Workshop/ Teaching-Learning-Evaluation/ Technology Programmes/ Faculty Development Programme/ Syllabus Up-gradation Workshop/ Teaching-Learning-Evaluation/ Technology Programmes/ Faculty Development Programmes of at least two weeks (ten days) duration (or completed two courses of at least one week (five days) duration in lieu of every single course/programme of at least two weeks (ten days) duration); or completed MOOCs course in the relevant subject (with e-certification); or Contribution towards development of e-content in 4-quadrant (at least one quadrant) minimum of 10 modules of a course/contribution towards development of at least 10 modules of MOOCs course/ contribution towards conducting of a MOOCs course during the period of assessment.

CAS Promotion Criteria:

A teacher shall be promoted if;

- i. He/she gets 'satisfactory' or 'good' grade in the annual performance

assessment reports of at least four of the last five years of the assessment period, as prescribed in Appendix II, Table 1, and;

- ii. The promotion is recommended by the screening-cum-evaluation committee.

III. Assistant Professor (Selection Grade/Academic Level 12) to Associate Professor (Academic Level 13A)

Eligibility:

- 1) Assistant Professor who has completed three years of service in Academic Level 12/Selection-Grade.
- 2) A Ph.D. degree in subject concerned /allied/relevant discipline.

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- 3) Any one of the following during the last three years: completed one course / programme from amongst the categories of Refresher Courses/ Methodology Workshop/Syllabus Up-gradation Workshop/ Teaching- Learning-Evaluation Technology Programme/ Faculty Development Programme of at least two weeks (ten days) duration (or completed two courses of at least one week (five days) duration in lieu of every single course/programme of at least two weeks (ten days) duration); or completed one MOOCs course (with e-certification); or contribution towards development of e-contents in 4-quadrant(at least one quadrant) minimum of 10 modules of a course/contribution towards development of at least 10 modules of MOOCs course/contribution towards conduct of a MOOCs course during the period of assessment.

CAS Promotion Criteria:

A teacher may be promoted if;

- i. He/she gets 'satisfactory' or 'good' grade in the annual performance assessment reports of at least two of the last three years of the assessment period, as prescribed in Appendix II, Table 1, and;
- ii. The promotion to the post of Associate Professor is recommended by the selection committee in accordance with these Rules.

IV. Associate Professor (Academic Level 13A) to Professor (Academic Level 14)

- 1) Associate Professors who have completed three years of service in Academic Level 13A.
- 2) A Ph.D. degree in subject concerned/allied/relevant discipline.
- 3) A minimum of 10 research publications in peer-reviewed or UGC-listed journals out of which three research papers shall be published during the

assessment period.

4) A minimum of 110 Research Score as per Appendix II, Table 2

CAS Promotion Criteria:

A teacher shall be promoted if;

- i) The teacher gets 'satisfactory' or 'good' grade in the annual performance assessment reports of at least two of the last three years of the assessment period, as per Appendix II, Table 1 and at least 110 research score as per Appendix II, Table 2.
- ii) The promotion to the post of Professor is recommended by selection committee constituted in accordance with these Rules.

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iii) The date of Promotion shall be the date of selection as Professor by CAS.

C. Career Advancement Scheme (CAS) for University teachers

I. Assistant Professor (Academic Level 10) to Assistant Professor (Senior Scale/ Academic Level 11)

Eligibility:

- 1) An Assistant Professor who has completed four years of service with a Ph.D. degree or five years of service with a M.Phil. or six years of service in case of those without a Ph.D./M.Phil and satisfies the following conditions:
- 2) Attended one Orientation course of 21 days duration on teaching methodology;
- 3) Any one of the following: Completed Refresher/ Research Methodology Course/ Workshop/ Syllabus Up-gradation Workshop/ Training Teaching-Learning-Evaluation, Technology Programmes/ Faculty Development Programmes of at least one week (5 days) duration, or taken one MOOCs course (with e-certification) or development of e-contents in four-quadrants / MOOC's course during the assessment period; and
- 4) Published one research publication in the peer-reviewed journals or UGC-listed journals during assessment period.

CAS promotion Criteria:

A teacher shall be promoted if;

- i. He/she gets a 'satisfactory' or 'good' grade in the annual performance assessment reports of at least three/four/five of the last four/five/six years of the assessment period as the case may be (as provided in Appendix II, Table 1), and;
- ii. The promotion is recommended by the screening-cum evaluation committee.

**II. Assistant Professor (Senior Scale/ Academic Level 11) to Assistant Professor
(Selection Grade/ Academic Level 12)**

Eligibility:

- 1) Assistant Professors who has completed five years of service in Academic Level 11/ Senior Scale.
- 2) A Ph.D. Degree in the subject concerned/allied/relevant discipline.
- 3) Has done any two of the following in the last five years of Academic Level 11/Senior Scale: Completed a course / programme from amongst the categories of Refresher Courses/Research Methodology/Workshops/ Syllabus Up-

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graduation Workshop/ Teaching-Learning-Evaluation/ Technology Programmes / Faculty Development Programme of at least two weeks (ten days) duration (or completed two courses of at least one week (five days) duration in lieu of every single course/programme of at least two weeks (ten days) duration), or, completed one MOOCs course in the relevant subject (with e-certification); or contribution towards the development of e-content in 4-quadrant (at least one quadrant) minimum of 10 modules of a course/contribution towards the development of at least 10 modules of MOOCs course/contribution towards conduct of a MOOCs course during the period of assessment.

- 4) Published three research papers in the peer-reviewed journals or UGC-listed journals during assessment period.

CAS promotion Criteria:

A teacher shall be promoted if;

- i. The teacher gets a 'satisfactory' or 'good' grade in the annual performance assessment reports of at least four of the last five years of the assessment period, (as prescribed in Appendix II, Table 1) and;
- ii. The promotion is recommended by the Screening-cum-evaluation committee.

**II Assistant Professor (Selection Grade/Academic Level 12) to Associate Professor
I. (Academic Level 13A)**

Eligibility:

- 1) Assistant Professor who has completed three years of service in Academic Level 12/ Selection grade.
- 2) A Ph.D. Degree in the subject concerned/allied/relevant discipline.
- 3) Any one of the following during last three years: completed one course / programme from amongst the categories of Refresher Courses/ Research

Methodology Workshops/Syllabus Up-gradation Workshop/ Teaching-Learning-Evaluation Technology Programme/ Faculty Development

Programme of at least two weeks (ten days) duration (or completed two courses of at least one week (five days) duration in lieu of every single course/programme of at least two weeks (ten days) duration); or completed one MOOCs course (with e-certification); or contribution towards the development of e-content in 4-quadrant (at least one quadrant) minimum of 10 modules of a course/contribution towards development of at least 10 modules of MOOCs

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course/ contribution towards conduct of a MOOCs course during the period of assessment.

- 4) A minimum of seven publications in the peer-reviewed or UGC-listed journals out of which three research papers should have been published during the assessment period.
- 5) Evidence of having guided at least one Ph.D. candidate.

CAS Promotion Criteria:

A teacher shall be promoted if;

- i. He/she gets a 'satisfactory' or 'good' grade in the annual performance assessment reports of at least two of the last three years of the assessment period as specified in Appendix II, Table 1, and has a research score of at least 70 as per Appendix II, Table 2
- ii. The promotion is recommended by a selection committee constituted in accordance with these Rules.

IV. Associate Professor (Academic Level 13A) to Professor (Academic Level 14)

Eligibility:

- 1) An Associate Professor who has completed three years of service in Academic Level 13 A
- 2) A Ph.D degree in the subject concerned/allied/relevant discipline.
- 3) A minimum of ten research publications in the peer- reviewed or UGC-listed journals out of which three research papers should have been published during the assessment period.
- 4) Evidence of having successfully guided doctoral candidate.
- 5) A minimum of 110 Research Score as per Appendix II, Table 2.

CAS Promotion Criteria:

A teacher shall be promoted if;

- i. He/she gets 'satisfactory' or 'good' grade in the annual performance assessment reports of at least two of the last three years of the assessment

period, as per Appendix II, Table 1, and at least 110 research score, as per Appendix II, Table 2.

- ii. The promotion is recommended by a selection committee constituted in accordance with these Rules.

V. Professor (Academic Level 14) to Senior Professor (Academic Level 15)

A Professor can be promoted to the post of Senior Professor under the CAS. The promotion shall be based on academic achievement, favourable review from three

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eminent subject experts who are not of the rank lower than the rank of a Senior Professor or a Professor having at least ten years' of experience. The selection shall be based on 10 best publications during the last 10 years and interaction with a Selection Committee constituted in accordance with these Rules.

Eligibility:

- 1) Ten years' experience as a Professor.
- 2) A minimum of ten publications in the peer-reviewed or UGC-listed journals and Ph.D. degree has been successfully awarded to two candidates under his/her supervision during the assessment period.

D. Career Advancement Scheme (CAS) for Librarians

Note:

- i. **The following provisions apply only to those persons who are not involved in the teaching of Library Science. Teachers in institutions where Library Science is a teaching department shall be covered by the provisions given under sections 7.4 (B) and 7.4 (C), of these Rules for Colleges/Institutions and for Universities, respectively.**
- ii. **The Deputy Librarian in Universities shall have two levels i.e. Academic Level 13A and Academic Level 14 while College Librarians shall have five levels i.e. Academic Level 10, Academic Level 11, Academic Level 12, Academic Level 13A and Academic Level 14.**

I. From University Assistant Librarian (Academic level 10)/College Librarian

(Academic level 10) to University Assistant Librarian (Senior Scale/Academic level 11)/ College Librarian (Senior Scale/Academic level 11)

Eligibility:

- 1) An Assistant Librarian/ College Librarian who is in Academic Level 10 and has completed four years of service having a Ph.D. degree in Library Science/ Information Science/ Documentation Science or an equivalent degree or five years' of experience, having at least a M.Phil. Degree, or six years of service for those without a M. Phil or a Ph.D. degree.

- 2) He/she has attended at least one Orientation course of 21 days' duration; and
- 3) Training, Seminar or Workshop on automation and digitalization, maintenance and related activities, of at least 5 days, as per Appendix II, Table 4.

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CAS Promotion Criteria:

An Assistant Librarian/College Librarian may be promoted if:

- i. He/she gets a 'satisfactory' or 'good' grade in the annual performance assessment reports of at least three/four/five out of the last four/five/six years of the assessment period as the case may be as specified in Appendix II, Table 4, and
- ii. The promotion is recommended by a screening-cum-evaluation committee.

II. From University Assistant Librarian (Senior Scale/Academic level 11)/College Librarian (Senior Scale/Academic level 11) to University Assistant Librarian (Selection Grade/ Academic level 12/ College Librarian (Selection Grade/Academic level 12)

Eligibility:

- 1) He/she has completed five years of service in Academic Level 11/Senior Scale.
- 2) He / she has done any two of the following in the last five years:
 - i. Training/Seminar/Workshop/Course on automation and digitalization,
 - ii. Maintenance and other activities as per Appendix II, Table 4 of at least two weeks (ten days) duration (or completed two courses of at least one week (five days) duration in lieu of every single course/programme of at least two weeks (ten days) duration),
 - iii. Taken/developed one MOOCs course in the relevant subject (with e-certification), or
 - iv. Library up-gradation course.

CAS Promotion Criteria:

An individual shall be promoted if:

- i. He/she gets a 'satisfactory' or 'good' grade in the annual performance assessment reports of at least four out of the last five years of the assessment period, as specified in Appendix II, Table 4, and;
- ii. The promotion is recommended by a screening-cum-evaluation committee.

III. From University Assistant Librarian (Selection Grade/Academic level 12)/College Librarian (Selection Grade/Academic level 12) to University Deputy Librarian (Academic Level 13A)/College Librarian (Academic Level 13A)

Eligibility:

- 1) He/she has completed three years of service in Selection Grade/Academic Level 12
- 2) He/she has done any one of the following in the last three years:

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- i. Training/Seminar/Workshop/Course on automation and digitalization,
- ii. Maintenance and related activities as per Appendix II, Table 4 of at least two weeks' (ten days) duration,
- iii. Completed two courses of at least one week (five days) duration in lieu of every single course/programme of at least two weeks (ten days) duration),
- iv. Taken/developed one MOOCs course in the relevant subject (with e-certification), and
- v. Library up-gradation course.

CAS Promotion Criteria:

An individual shall be promoted if:

- i. He/she gets a 'satisfactory' or 'good' grade in the annual performance assessment reports of at least two out of the last three years of the assessment period, as specified in Appendix II, Table 4; and
- ii. The promotion is recommended by a Selection Committee constituted as per these Rules on the basis of the interview performance.

IV. From University Deputy Librarian/College Librarians (Academic Level 13A) to University Deputy Librarian /College Librarians (Academic Level 14)

Eligibility:

- 1) He/she has completed three years of service in Academic Level 13A.
- 2) He/she has done any one of the following in the last three years:
 - (i) Training/Seminar/Workshop/Course on automation and digitalization,
 - (ii) Maintenance and related activities as per Appendix II, Table 4 of at least two weeks' (ten days) duration, (iii) Completed two courses of at least one week (five days) duration in lieu of every single course/programme of at least two weeks (ten days) duration), (iv) Taken/developed one MOOCs course in the relevant subject (with e-certification), and (v) Library up-gradation course.
- 3) Evidence of innovative library services, including the integration of ICT in a library.
- 4) A Ph.D. Degree in Library Science/Information Science/Documentation /archives and Manuscript Keeping

CAS Promotion Criteria:

- i. He/she gets a 'satisfactory' or 'good' grade in the annual performance assessment reports of at least two out of the last three years of the assessment period, as specified in Appendix II, Table 4; and

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- ii. The promotion is recommended by a Selection Committee constituted as per these Rules on the basis of the interview performance.

E. Career Advancement Scheme (CAS) for Directors of Physical Education and Sports

Note:

i) The following provisions apply only to those personnel who are not involved in teaching physical education and sports. Teachers in institutions where Physical Education and Sports is a teaching department shall be covered by the provisions given under sections 7.4 (B) and 7.4 (C), of these Rules for Colleges/Institutions and for Universities, respectively.

ii) The Deputy Director Physical Education and Sports in Universities shall have two levels i.e. Academic Level 13A and Academic Level 14 while College Director Physical Education and Sports shall have five levels i.e. Academic Level 10, Academic Level 11, Academic Level 12, Academic Level 13A and Academic Level 14.

I. From Assistant Director of Physical Education and Sports (Academic Level 10)/College Director of Physical Education and Sports (Academic Level 10) to Assistant Director of Physical Education and Sports (Senior Scale/Academic Level 11) / College Director of Physical Education and Sports (Senior Scale/Academic Level 11)

Eligibility:

- 1) He/she has completed four years of service with a Ph.D. degree in Physical Education or Physical Education & Sports or Sports Science or five years of service with an M.Phil. Degree or six years of service for those without an M.Phil or Ph.D. degree.
- 2) He/she has attended one Orientation course of 21 days' duration; and
- 3) He/she has done any one of the following: (a) Completed Refresher / Research Methodology Course/ workshop, (b) Training Teaching-Learning-Evaluation Technology Programme/ Faculty Development Programme of at least 5 days duration and (c) Taken/developed one MOOCs course (with e-certification).

CAS Promotion Criteria:

An individual may be promoted if:

- i. He/she gets a 'satisfactory' or 'good' grade in the annual performance assessment reports of at least three/four/five of the last four/five/six years of

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the assessment period as the case may be, as specified in Appendix II, Table 5;
and

- ii. The promotion is recommended by a screening-cum-evaluation committee.

II. From Assistant Director of Physical Education and Sports (Senior Scale/Academic Level 11)/ College Director of Physical Education And Sports (Senior Scale/Academic Level 11) to University Assistant Director of Physical Education and Sports (Selection Grade/Academic Level 12) / College Director of Physical Education and Sports (Selection Grade/Academic Level 12)
Eligibility:

- 1) He/she has completed five years of service in Senior Scale/ Academic Level 11.
- 2) He/she has done any two of the following in the last five years: (i) Completed one course / programme from among the categories of refresher courses, research methodology workshops, (ii) Teaching-Learning-Evaluation Technology Programmes / Faculty Development Programmes of at least two weeks (ten days) duration, (iii) Completed two courses of at least one week (five days) duration in lieu of every single course/programme of at least two weeks (ten days) duration), and (iv) Taken/developed one MOOCs course in the relevant subject (with e-certification).

CAS Promotion Criteria:

An individual may be promoted if;

- i. He/she gets a 'satisfactory' or 'good' grade in the annual performance assessment reports of at least four out of the last five years' of the assessment period as specified in Appendix II, Table 5, and;
- ii. The promotion is recommended by a screening-cum-evaluation committee.

III. From University Assistant Director of Physical Education and Sports (Selection Grade/Academic Level 12)/College Director of Physical Education and Sports (Selection Grade/Academic Level 12) to University Deputy Director of Physical Education and Sports (Academic Level 13 A)/ College Director of Physical Education and Sports (Academic Level 13A).

Eligibility:

- 1) He/she has completed three years of service in Selection Grade/ Academic Level 12.
- 2) He/she has done any one of the following during last three years: (i)

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Courses, Research Methodology Workshop, (ii) Teaching-Learning-Evaluation Technology Programmes / Faculty Development Programmes of at least two weeks (ten days) duration (or completed two courses of at least one week (five days) duration in lieu of every single course/programme of at least two weeks (ten days) duration), (iii) Taken / developed one MOOCs course in relevant subject (with e-certification).

CAS Promotion Criteria:

An individual may be promoted if;

- i. He/she gets a 'satisfactory' or 'good' grade performance assessment reports of at least two out of the last three years of the assessment period as specified in Appendix II, Table 5, and;
- ii. The promotion is recommended by a selection committee constituted as per these Rules on the basis of the interview performance.

IV. From University Deputy Director Physical Education and Sports/College Director Physical Education and Sports (Academic Level 13A) to University Deputy Director Physical Education and Sports/College Director Physical Education and Sports (Academic Level 14)

Eligibility:

- 1) He/she has completed three years of service in Academic Level 13A.
- 2) He/she has done any one of the following during last three years: (i) Completed one course / programme from among the categories of Refresher Courses, Research Methodology Workshop, (ii) Teaching-Learning-Evaluation Technology Programmes / Faculty Development Programmes of at least two weeks (ten days) duration (or completed two courses of at least one week (five days) duration in lieu of every single course/programme of at least two weeks (ten days) duration), (iii) Taken / developed one MOOCs course in relevant subject (with e-certification).
- 3) Evidence of organizing competitions and coaching camps of at least two weeks' duration.
- 4) Evidence of having produced good performance of teams/athletes for competitions like state/national/inter-university/combined university, etc.
- 5) A Ph.D. in Physical Education or Physical Education and Sports or Sports Science.

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CAS Promotion Criteria:

An individual may be promoted if;

- i. He/she gets a 'satisfactory' or 'good' grade performance assessment reports of at least two out of the last three years of the assessment period as specified in Appendix II, Table 5, and;
- ii. The promotion is recommended by a selection committee constituted as per these Rules on the basis of the interview performance.

8.0. SELECTION OF PRO-VICE-CHANCELLOR / VICE -CHANCELLOR OF

UNIVERSITIES:

The Selection of Pro-Vice Chancellor/ Vice Chancellor shall be as per the procedure prescribed in The Maharashtra Public University Act, 2016.

9.0. Revised Pay for teachers and equivalent positions:

(i) Pay Fixation Method

The revised pay structure for different categories of teachers and equivalent positions is based on the following:

- a) The formula followed by the 7th CPC is followed in the academic pay structure, moving from the concept of Pay Band and Academic Grade Pay to that of Academic Levels and Cells.
- b) The First academic level (corresponding to AGP of Rs.6000) is numbered as academic level 10. Similarly, the other academic levels are 11, 12, 13A, 14 and 15.
- c) Each cell in an academic level is at 3% higher than the previous cell in that level.
- d) The Index of Rationalization (IOR) is 2.67 for present AGP less than Rs.10, 000 and 2.72 for the AGP of Rs.10, 000 and above.
- e) The entry pay for each level is as follows:

Level	Academic Grade Pay (Rs.)	Entry Pay (Rs.)
10	6,000	21,600
11	7,000	25,790
12	8,000	29,900
13A	9,000	49,200
14	10,000	53,000
15	--	67,000

- f) The Pay matrix based on the above propositions on Academic Levels, Cells and Entry Pay is at Appendix -I

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g) For fixation of pay of an employee in the Pay Matrix as on 1st January, 2016, the existing pay (Pay in Pay Band plus Academic Grade Pay) in the pre-revised structure as on 31st December, 2015 shall be multiplied by a factor of 2.57. The figure so arrived at is to be located in the Academic Level corresponding to employee's Pay Band and Academic Grade Pay in the new Pay Matrix. If a Cell identical with the figure so arrived at is available in the appropriate Academic Level, that Cell shall be the revised pay, otherwise the next higher cell in that Academic Level shall be the revised pay of the employee. If the figure arrived at in this manner is less than the first cell in that Academic Level, then the pay shall be fixed at the first cell of that Academic Level.

If a situation arises whenever more than two stages are bunched together, one additional increment equal to 3 percent may be given for every two stages bunched, and pay fixed in the subsequent cell in the pay matrix.

(ii) Revised Pay for Teachers in Universities and Colleges

Existing pay

Assistant Professor
(at Rs. 6,000 AGP in PB Rs. 15,600-39,100)
Assistant Professor
(at Rs. 7,000 AGP in PB Rs. 15,600-39,100)
Assistant Professor
(at Rs. 8,000 AGP in PB Rs. 15,600-39,100)
Associate Professor
(at Rs. 9,000 AGP in PB Rs. 37,400-67,000)
Professor
(at Rs.10,000 AGP in PB Rs. 37,400-67,000)
Professor
(HAG Scale/PB of Rs. 67,000-79,000)

Revised pay

Assistant Professor
(at Academic Level 10 with rationalized entry pay of Rs.57,700/-)
Assistant Professor
(at Academic Level 11 with rationalized entry pay of Rs.68,900/-)
Assistant Professor
(at Academic Level 12 with rationalized entry pay of Rs.79,800/-)
Associate Professor
(at Academic Level 13A with rationalized entry pay of Rs.1,31,400/-)
Professor
(at Academic Level 14 with rationalized entry pay of Rs.1,44,200/-)
Professor
(at Academic Level 15 with rationalized entry pay of Rs.1,82,200/-)

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(iii) Revised Pay for Librarians in Universities and Colleges

Existing pay	Revised pay
Assistant Librarian/College Librarian (at Rs. 6,000 AGP in PB Rs. 15,600-39,100)	Assistant Librarian/College Librarian (at Academic Level 10 with rationalized entry pay of Rs.57,700/-)
Assistant Librarian (Senior Scale)/College Librarian (Senior Scale) (at Rs. 7,000 AGP in PB Rs. 15,600-39,100)	Assistant Librarian (Senior Scale)/College Librarian (Senior Scale) (at Academic Level 11 with rationalized entry pay of Rs.68,900/-)
Deputy Librarian/Assistant Librarian (Selection Grade)/College Librarian (Selection Grade) (at Rs. 8,000 AGP in PB Rs. 15,600-39,100)	Deputy Librarian/Assistant Librarian (Selection Grade)/College Librarian (Selection Grade) (at Academic Level 12 with rationalized entry pay of Rs.79,800/-)
Deputy Librarian/Assistant Librarian (Selection Grade)/College Librarian (Selection Grade) (at Rs. 9,000 AGP in PB Rs. 37,400-67,000)	Deputy Librarian/Assistant Librarian (Selection Grade)/College Librarian (Selection Grade) (at Academic Level 13A with rationalized entry pay of Rs.1,31,400/-)
University Librarian (at Rs. 10,000 AGP in PB Rs. 37,400-67,000)	Director, Knowledge Resource Center (at Academic Level 14 with rationalized entry pay of Rs.1,44,200/-)

(iv) Revised pay for Directors of Physical Education & Sports in Universities and Colleges

Existing pay	Revised pay
Assistant Director of Physical Education & Sports/College Director of Physical Education & Sports (at Rs. 6,000 AGP in PB Rs. 15,600-39,100)	Assistant Director of Physical Education & Sports/College Director of Physical Education & Sports (at Academic Level 10 with rationalized entry pay of Rs.57,700/-)
Assistant Director of Physical Education & Sports (Senior Scale)/ College Director of Physical Education & Sports (Senior Scale) (at Rs. 7,000 AGP in PB Rs. 15,600-39,100)	Assistant Director of Physical Education & Sports (Senior Scale)/ College Director of Physical Education & Sports (Senior Scale) (at Academic Level 11 with rationalized entry pay of Rs.68,900/-)
Deputy Director of Physical Education & Sports/Assistant Director of Physical Education & Sports (Selection Grade)/ College Director of Physical Education & Sports (Selection Grade) (at Rs. 8,000 AGP in PB Rs. 15,600-39,100)	Deputy Director of Physical Education & Sports/Assistant Director of Physical Education & Sports (Selection Grade)/ College Director of Physical Education & Sports (Selection Grade) (at Academic Level 12 with rationalized entry pay of Rs.79,800/-)

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Deputy Director of Physical Education & Sports/Assistant Director of Physical Education & Sports (Selection Grade)/ College Director of Physical Education & Sports (Selection Grade)
(at Rs. 9,000 AGP in PB Rs. 37,400-67,000)

Deputy Director of Physical Education & Sports/Assistant Director of Physical Education & Sports (Selection Grade)/ College Director of Physical Education & Sports (Selection Grade)
(at Academic Level 13A with rationalized entry pay of Rs.1,31,400/-)

University Director of Physical Education & Sports
(at Rs. 10,000 AGP in PB Rs. 37,400-67,000)

University Director of Sports & Physical Education
(at Academic Level 14 with rationalized entry pay of Rs.1,44,200/-)

10.0. Revised pay of Pro-Vice Chancellor and Vice- Chancellor of universities

I. Pro-Vice Chancellor:

The Pay of the Pro-Vice Chancellor of a University, presently at existing AGP of Rs. 10,000 in PB Rs. 37,400-67,000/ HAG scale, shall be fixed at Academic Level 14/ Academic Level 15, as the case may be, with the existing special allowance of Rs.9,000/- per month.

II. Vice-Chancellor:

The pay of the Vice Chancellor shall be fixed at Rs. 2, 10,000/-(fixed) (Figures obtained by using the IOR of 2.81 on 75,000/- and rounding off the figures to nearest five thousand) with the existing special allowance of Rs.11, 250/- per month.

11.0. Revised Pay of Principals in Colleges

The Pay of Principals in Under Graduate and Post Graduate Colleges shall be:

(i) Under Graduate Colleges:

The Pay of Principals shall be equivalent to the pay of Associate Professor i.e. at Academic Level 13A with rationalized entry pay of Rs. 1, 31,400/- with the existing special allowance of Rs. 4,500/- per month.

(ii) Post Graduate Colleges:

The Pay of Principals shall be equivalent to the pay of Professor i.e. at Academic Level 14 with rationalized entry pay of Rs. 1, 44,200/- with the existing special allowance of Rs. 6,750/- per month.

Note:

- i. The existing academic pay scale of a person shall be protected on appointment as principal provided that the person was drawing salary on Government aided post.
- ii. Principals would continue to have lien in their main academic post where they would continue to get notional promotions while they are functioning as Principals. After completion of their tenure as Principal, they would go back to their academic post and draw

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salary due in such respective academic posts and would not continue to have the Principal's pay.

- iii. If a person appointed as Principal joins his earlier position in the parent organization without completing his five year term, he shall draw salary of his respective academic post and would not continue to have Principal's pay.

12.0. Incentives for Ph.D./M.Phil. and other Higher Qualification

The incentive structure is built-in in the pay structure itself, wherein those having Ph.D/M.Phil/ PG Degree in Professional Courses will progress faster under CAS. Therefore, there shall be no incentives in form of advance increments for obtaining these degrees.

13.0. Increment

- i. The annual increment is given in the Pay Matrix at 3%, with each cell being higher by 3% over the previous cell in the same level, rounded off to nearest 100. The annual increments to each employee would move up in the same academic level, with an employee moving from the existing cell in the academic level to the immediate next cell in the same academic level.
- ii. There shall be two dates for grant of increment namely, 1st January and 1st July of every year, instead of existing date of 1st July, provided that an employee shall be entitled to only one annual increment on either one of these two dates depending on the date of appointment, promotion or grant of financial up-gradation.

14.0. Promotion

When an individual gets a promotion his new pay on promotion would be fixed in the pay Matrix as follows:

On promotion, he would be given a notional increment in his existing Academic Level of Pay by moving him to the next higher cell at that level. The pay shown in this cell would now be located in the new Academic level corresponding to the post to which he has been promoted. If a cell identical with that pay is available in the new level, that cell shall be the new pay otherwise the next higher cell in that level shall be the new pay of the employee. If the pay arrived at in this manner is less than the first cell in the new level then the pay shall be fixed at the first cell of that level.

15.0. Allowances and Benefits

The rate of allowances to the teachers shall be at par with the state government employees.

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16.0 Leaves

Study leave, maternity leave, casual leave, medical leave shall be admissible to the teachers at par with the state government employees.

17.0 Superannuation and Reemployment

The existing provisions on superannuation and reemployment of teachers shall continue

18.0 Consultancy Assignments

The consultancy Rules, terms conditions and the model of revenue sharing between institutions and consultant teachers shall be as per the State Government Rules.

19.0. Period of Probation and Confirmation

- a. The minimum period of probation of a teacher shall be one year, extendable by maximum period of one more year in case of unsatisfactory performance.
- b. The teacher on probation shall be confirmed at the end of one year, unless extended by another year through a specific order, before expiry of the first year.
- c. Subject to this Clause, it is obligatory on the part of the university/the concerned institution to issue an order of confirmation to the incumbents within 45 days of completion of the probation period after following the due process of verification of satisfactory performance.
- d. The probation and confirmation Rules shall be applicable only at the initial stage of recruitment, issued from time to time by the State Government.
- e. All other State Government Rules on probation and confirmation shall be applicable *mutatis mutandis*.

20.0. Creation and Filling-up of Teaching Posts

Teaching posts in universities, as far as feasible, may be created in a pyramidal order, for instance, for one post Professor, of there shall be two posts of Associate Professors and four posts of Assistant Professor, per department.

21.0. Service Agreement and Fixing of Seniority

- a) At the time of recruitment in Universities and Colleges, a service agreement should be executed between the University/College and the teacher concerned and a copy thereof shall be deposited with the Registrar/Principal. Such service agreement shall be duly stamped as per the government rates applicable.
- b) The self-appraisal methodology, as per Tables 1 to 5 of Appendix II, as per eligibility, shall form part of the service agreement/record.

c) Inter-se seniority between the direct recruited and teachers promoted under CAS

The inter-se seniority of a direct recruit shall be determined with reference to the date of joining and for the teachers promoted under the CAS with reference to the date of eligibility as indicated in the recommendations of the selection committee of the respective candidates. The Rules and regulations of the State Government shall apply, for all other matters of seniority.

22.0. Code of Professional Ethics**I. Teachers and their Responsibilities:**

Whoever adopts teaching as a profession assumes the obligation to conduct himself / herself in accordance with the ideal of the profession. A teacher is constantly under the scrutiny of his students and the society at large. Therefore, every teacher should see that there is no incompatibility between his precepts and practice. The national ideals of education which have already been set forth and which he/she should seek to inculcate among students must be his/her own ideals. The profession further requires that the teacher should be calm, patient and communicative by temperament and amiable in disposition.

Teacher should:

- i. Adhere to a responsible pattern of conduct and demeanor expected of them by the community;
- ii. Manage their private affairs in a manner consistent with the dignity of the profession;
- iii. Seek to make professional growth continuous through study and research;
- iv. Express free and frank opinion by participation at professional meetings, seminars, conferences etc., towards the contribution of knowledge;
- v. Maintain active membership of professional organizations and strive to improve education and profession through them;
- vi. Perform their duties in the form of teaching, tutorials, practicals, seminars and research work, conscientiously and with dedication;
- vii. Discourage and not indulge in plagiarism and other non ethical behaviour in teaching and research;
- viii. Abide by the Act, Statute and Ordinance of the University and to respect its ideals, vision, mission, cultural practices and tradition;
- ix. Co-operate and assist in carrying out the functions relating to the educational responsibilities of the college and the university, such as: assisting in appraising applications for admission, advising and counselling students as well as assisting the

conduct of university and college examinations, including supervision, invigilation and evaluation; and

- x. Participate in extension, co-curricular and extra-curricular activities, including the community service.

II. Teachers and Students

Teachers should:

- i. Respect the rights and dignity of the student in expressing his/her opinion;
- ii. Deal justly and impartially with students regardless of their religion, cast gender, political, economic, social and physical characteristics;
- iii. Recognise the difference in aptitude and capabilities among students and strive to meet their individual needs;
- iv. Encourage students to improve their attainments, develop their personalities and at the same time contribute to community welfare;
- v. Inculcate among students scientific temper, spirit of inquiry and ideals of democracy, patriotism, social justice, environmental protection and peace;
- vi. Treat the students with dignity and not behave in a vindictive manner towards any of them for any reason;
- vii. Pay attention to only the attainment of the student in the assessment of merit;
- viii. Make themselves available to the students even beyond their class hours and help and guide students without any remuneration or reward;
- ix. Aid students to develop an understanding of our national heritage and national goals; and
- x. Refrain from inciting students against other students, colleagues or administration.

III. Teachers and Colleagues

Teachers should:

- i. Treat other members of the profession in the same manner as they themselves wish to be treated;
- ii. Speak respectfully of other teachers and render assistance for professional betterment;
- iii. Refrain from making unsubstantiated allegations against colleagues to higher authorities; and
- iv. Refrain from allowing considerations of caste, creed, religion, race or sex in their professional endeavour.

IV. Teachers and Authorities

Teachers should:

- i. Discharge their professional responsibilities according to the existing Rules and adhere to procedures and methods consistent with their profession in initiating steps through their own institutional bodies and / or professional organizations for change of any such Rule detrimental to the professional interest;
- ii. Refrain from undertaking any other employment and commitment, including private tuitions and coaching classes which are likely to interfere with their professional responsibilities;
- iii. Co-operate in the formulation of policies of the institution by accepting various offices and discharge responsibilities which such offices may demand;
- iv. Co-operate through their organizations in the formulation of policies of the other institutions and accept offices;
- v. Co-operate with the authorities for the betterment of the institutions keeping in view the interest and in conformity with the dignity of the profession;
- vi. Adhere to the terms of contract;
- vii. Give and expect due notice before a change of position takes place; and
- viii. Refrain from availing themselves of leave except on unavoidable grounds and as far as practicable with prior intimation, keeping in view their particular responsibility for completion of academic schedule.

V. Teachers and Non-Teaching Staff**Teachers should :**

- i. Treat the non-teaching staff as colleagues and equal partners in a cooperative undertaking, within every educational institution;
- ii. Help in the functioning of joint-staff councils covering both the teachers and the non-teaching staff.

VI. Teachers and Guardians**Teachers should:**

Try to see through teachers' bodies and organizations, that institutions maintain contact with the guardians, their students, send reports of their performance to the guardians whenever necessary and meet the guardians in meetings convened for the purpose for mutual exchange of ideas and for the benefit of the institution.

VII. Teachers and Society**Teachers should:**

- i. Recognize that education is a public service and strive to keep the public informed of the educational programmes which are being provided;
- ii. Work to improve education in the community and strengthen the community's moral and intellectual life ;
- iii. Be aware of social problems and take part in such activities as would be conducive to the progress of society and hence the country as a whole;
- iv. Perform the duties of citizenship, participate in community activities and shoulder responsibilities of public offices;
- v. Refrain from taking part in or subscribing to or assisting in any way activities, which tend to promote feeling of hatred or enmity among different communities, religions or linguistic groups but actively work for national integration.

VIII. The Vice-Chancellor/Pro-Vice-chancellor/Rector

The Vice-Chancellor/Pro-Vice-chancellor/Rector should:

- a) Provide inspirational and motivational value-based academic and executive leadership to the university through policy formation, operational management, organization of human resources and concern for environment and sustainability;
- b) Conduct himself/herself with transparency, fairness, honesty, highest degree of ethics and decision making that is in the best interest of the university;
- c) Act as steward of the university's assets in managing the resources responsibility, optimally, effectively and efficiently for providing a conducive working and learning environment;
- d) Promote the collaborative, shared and consultative work culture in the university, paving way for innovative thinking and ideas;
- e) Endeavour to promote a work culture and ethics that brings about quality, professionalism, satisfaction and service to the nation and society;
- f) Refrain from allowing consideration of caste, creed, religion, race, gender or sex in their professional Endeavour.

IX. College Principal

College Principal should:

- a) Provide inspirational and motivational value-based academic and executive leadership to the college through policy formation, operational management,

- organization of human resources and concern for environment and sustainability;
- b) Conduct himself/herself with transparency, fairness, honesty, highest degree of ethics and decision making that is in the best interest of the college;
 - c) Act as steward of the college's assets in managing the resources responsibility, optimally, effectively and efficiently for providing a conducive working and learning environment;
 - d) Promote the collaborative, shared and consultative work culture in the college, paving way for innovative thinking and ideas;
 - e) Endeavour to promote a work culture and ethics that brings about quality, professionalism, satisfaction and service to the nation and society;
 - f) Adhere to a responsible pattern of conduct and demeanor expected of them by the community;
 - g) Manage their private affairs in a manner consistent with the dignity of the profession;
 - h) Discourage and not indulge in plagiarism and other non ethical behavior in teaching and research;
 - i) Participate in extension, co-curricular and extra-curricular activities, including the community service;
 - j) Refrain from allowing consideration of caste, creed, religion, race, gender or sex in their professional Endeavour.

X. Director Physical Education and Sports (University/ College)/ Librarian (University/College)

Director Physical Education and Sports (University/ College)/ Librarian (University/College) should:

- a) Adhere to a responsible pattern of conduct and demeanor expected of them by the community;
- b) Manage their private affairs in a manner consistent with the dignity of the profession;
- c) Discourage and not indulge in plagiarism and other non ethical behavior in teaching and research;

- d) Participate in extension, co-curricular and extra-curricular activities, including the community service;
- e) Refrain from allowing consideration of caste, creed, religion, race, gender or sex in their professional Endeavour.

23.0. Maintenance of Standards in Higher Education Institutions

In order to maintain the academic standards in higher education, the following recommendations shall be adopted by the respective Universities/Colleges/Institutions:

- i. The process of evaluation for Ph.D. shall be uniform in all the universities in accordance with the respective UGC Regulations and their amendments from time to time, in this regard. The Universities shall adopt these Rules within six months of their notification.
- ii. There shall be special provision of supernumerary Ph.D. seats not exceeding 10% of the total seats available in the department, if there is no vacant seat available with the eligible Supervisors in that department, to the in-service teachers for encouraging the faculty members of colleges and universities for getting a Ph.D. degree.
- iii. In order to encourage research and increase country's research output, Universities shall accord permission and provide need-based facility for college teachers to supervise Ph.D./M.Phil. Scholars. Universities shall amend their Statutes and Ordinances accordingly.
- iv. All newly-recruited faculty members shall be provided one-time seed money/start up grant/research grant for establishing a basic research/computational facility as per the provisions laid down in these Rules.
- v. The Ph.D. degree shall be made a mandatory requirement for recruitment and promotions in accordance with the provisions laid down in these Rules.
- vi. Research clusters shall be created amongst the universities/colleges/research institutions within the state for sharing research facilities, human resources, skills and infrastructure to ensure optimal utilization of resources and to create synergies among higher education institutions.
- vii. An induction programme of one month shall be introduced for all newly-recruited Assistant Professors in the universities /colleges/institutions ideally before the starting of their teaching work, but definitely within one year of the recruitment of the new faculty member. In addition to the Human Resource Development Centers of the UGC, Universities/Institutions with the Pandit Madan Mohan Malviya National Mission on Teachers and Teaching (PMMMNTT) scheme shall also organize such induction programmes as per their mandate.

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- viii. These induction programmes shall be treated at par with the Orientation Programmes already being run by the Human Resource Development Centres of the UGC for the purpose of the CAS requirements. Universities/Colleges/Institutions shall send the faculty members to such programmes in a phased manner so that the teaching work does not suffer.
- ix. All short-term and long-duration capacity-building programmes for teachers/faculty

ranging from one week to one month as well as seminars, workshops in different pedagogic and discipline-specific areas being conducted by centers such as Schools of Education (SoEs), Teaching Learning Centers (TLCs), Faculty Development Centers (FDCs), Centers for Excellence in Science and Mathematics (CESMEs), Centers for Academic Leadership and Education Management (CALEMs) under the PMMMMNMTT scheme shall be taken into consideration for fulfillment of the requirements as laid down in Career Advancement Scheme of these Regulations.

24.0. Option for the Revised Scales of Pay

1. Within a period of one month from the date of issue of this Government Resolution, the teachers /Librarians /Physical Education Staff and other personnel will have to opt in the prescribed form for the revised pay scales.
2. The teachers opting for the new pay scales will have to enter into an agreement as mentioned with the University/College Managements about their acceptance of terms and conditions mentioned in this Government Resolution. The option once exercised shall be final. Those who do not exercise the option within a period of one month from the date of issue of this Government Resolution shall be deemed to have opted for revised pay scales.
3. The teachers /Librarians /Directors of Physical Education/ other personnel who were in service on 1st January 2016 and those who were not in service after 1st January 2016 on account of termination, death, discharge on the expiry of the sanction posts, resignation, dismissal or discharge on disciplinary ground and could not exercise the option within the time limit will be deemed to have opted for revised scale of pay with effect from 1st January 2016 and should be held entitled to the benefit of these Rules.
4. An undertaking shall be taken from every beneficiary under this Scheme to the effect that any excess payment made on account of incorrect fixation of pay in the revised Pay Level or grant of inappropriate Pay Level and Pay Cells or any other excess payment made shall be adjusted against the future payments due or otherwise to the beneficiary, in the same manner as provided in Ministry of Finance (Department of Expenditure) OM No. 1-5/2016-IC, dated 29th July, 2016. (Appendix IV)

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25.0. Procedure to be adopted by the universities and Director of Higher Education

- i. As per the provisions of the Maharashtra University Act 2016, Universities are primarily responsible for ensuring equitable and quality education in their jurisdiction by adopting all possible measures especially proper selection and appointment of lecturers etc. In view of above, **Universities shall fix the revised pay of all the teachers and equivalent cadres under their jurisdiction as per this scheme and further certify that.**

“ All the teachers have been lawfully appointed,

“ The pay of each teacher has been properly fixed as per this scheme and

“In case it is found that any excess payment has been made on account of incorrect fixation and unlawful appointees the same shall be recovered by the Government from the grants (including salary grants) payable to the Universities and Colleges”.

- ii. The university shall submit these certificates along with the fixation forms etc., to the concerned Regional Joint Director, Higher Education who shall thereafter release the necessary grants after broadly satisfying themselves.
- iii. The Director of Higher Education, Maharashtra State, Pune should send a quarterly statement to the Accountant General, Maharashtra-1, Mumbai, and the Accountant General, Maharashtra II, Nagpur, and claim the grant from the Government of India before the close of every financial year. The Accountant General, Maharashtra –1, Mumbai should be requested to credit the Government of India’s share under receipt head “1601- Grant-in-aid from Central Government –Education.
- iv. The additional expenditure on pay proper, on account of revision of scales of pay of teachers in University, Government and Non Government collages as on 1st January, 2016 shall be shared for the period from 1st January, 2016 to 31st March, 2019 between the Government of India and the State Government in the ratio of 50:50. Thereafter, the entire liability on account of this additional expenditure will be borne by the State Government. Posts which were not lying vacant from more than six months as on 1st January 2016 will be treated as post existing as on 1st January 2016 shall be borne entirely by the State Government. The Universities and Non-Government colleges should be informed that any additional expenditure on new posts of teachers created hereafter shall be disallowed. If proper sanction of the Director of Education (Higher Education), Maharashtra State, Pune, has not been obtained by them.

Budget Heads:

The expenditure on this account should be debited to the following sub-heads and detailed heads of accounts under the budget head Demand No.W02-2202, General Education as under:

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1) 02 Secondary Education

105 Teacher’s Training (01) Teacher’s Training

A) (01) (01) Government Colleges of Education (Committed) 01 Salary (2202 0291)

B) (02) Assistance to Non-Government Colleges of Education (02) (01) Ordinary Maintenance Grants (committed) 36, Grant in aid (Salary) (2202 0306)

2) 03 University & Higher Education

102 Assistance to Universities

A) (00) (01) Grants to Universities for General Education (Committed) 36 Grant in aid (Salary)

(2202 0683)

B) (00) (02) Grants for Improvement of Salary Scales (Committed) 36 Grant in aid (Salary) (2202 0692)

C) (00) (05) Assistance to Tilak Maharashtra Vidyapeeth, Pune (Committed) 36, Grant in aid (Salary) (2202 0727)

D) (00) (12) Development of Amravati University (Committed), 36, Grant in aid (Salary) (2202 3477)

E) (00) (13) Development of North Maharashtra University, Talgaon (Committed), 36, Grant in aid (Salary) (2202 3486)

F) (00) (17) Development of New University at Solapur (Committed), 36, Grant in aid (Salary) (2202 3521)

G) Development of Dr. Babashaeb Ambedkar Marathwada University, Aurangabad (Committed), 36, Grant in aid (Salary) (2202 3539)

H) (00) (21) Development of Law University (Scheme), 36, Grant in aid (Salary) (2202 G959)

I) (00) (22) Establishment of Gondwana University, (Committed), 36, Grant in aid (Salary) (2202 H581)

J) (00) (26) Development of Shivaji University, Kolhapur (Committed), 36, Grant in aid (Salary) (2202 H812)

103 Government Colleges & Institutes

A) (01) Government Arts Colleges (01) (01) Government Arts Colleges (Committed), 01 Salaries (2202 0772)

B) (02) Government Science Colleges (02) (01) Government Science Colleges (Committed), 01 Salaries (2202 0792)

C) (02) Government Science Colleges (02) (03) Open of New Colleges of Forensic Science / Institute of Forensic Science in the State (Committed), 01 Salaries (2202 H082)

D) (03) Government Law Colleges (03) (01) Government Law Colleges (Committed), 01 Salaries (2202 0816)

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E)) (03) Government Commerce Colleges (04) (01) Government Commerce Colleges (Committed), 01 Salaries (2202 0834)

104 Assistance to Non Government Colleges and Institute,

1) (01) Assistance To Non Government Colleges

A) (01) (01) Grants to Non Government Arts, Science, commerce & Law Colleges (Committed) 36 Grant in aid (Salary) (2202 0872)

B) (01) (02) Grants for Introduction of U G C Scales (Committed) 36 Grant in aid (Salary) 2202 0881)

C) (01) (03) Grants for Expansion of Deccan College, Pune (Committed) 36 Grant in aid (Salary) (2202 0899)

C) (01) (05) Assistance to Non Government Colleges of Physical Education (Committed) 36 Grant in aid (Salary) (2202 1011)

2) (02) Assistance To Non Government Colleges and Institutes

A) (02) (06) Development of Non Government Aided Colleges for Increasing Gross Enrolment Ratio in District having less Gross Enrolment Ratio (Scheme) 36 Grant in aid (Salary) (2202 H055)

B) (02) (07) Opening of New Science Colleges attached to Sainik Schools in the State (Committed) 36 Grant in aid (Salary) (2202 H055)

3) 80 General

1. 001 Direction & Administration

(00) (03) Constitution of Committee for Fixation of fees chargeable by unaided and permanent unaided education colleges (Scheme) 01 Salary (2202 I022)

2. 003 Training (02) Training

A)(02) (01) State Institute of Administrative Careers (Committed) 01 Salaries (2202 1133)

B) (02) (03) Opening of Pre-Indian Administrative Services Training Centers in Government Colleges (Committed) 01 Salaries (2202 H108)

26.0. Government orders in respect of the measures required for enhancing and improving the quality of education shall be issued separately.

27.0. This Government Resolution is subject to the decision taken by the state Government on the scheme forwarded by Government of India by its letter dated 31.1.2018. Therefore, anomalies, if

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any may be brought to the notice of the Department of Higher and Technical Education, Government of Maharashtra through proper channel.

These order issue with the concurrence of the Finance Department vide their unofficial reference

No. 67/19/Seva – 9, dated 01 March, 2019.

This Government resolution of Maharashtra Government is available at the website www.maharashtra.gov.in. Reference no. for this is 201903081456273308. This order has been signed digitally.

By order and in the name of the Governor of Maharashtra.

(Vijay E. Sable)

Under Secretary to Government.

To,

The Secretary to the Government Raj Bhavan, Malabar Hill, Mumbai.(By letter
 The Principal Secretary to the Chief Minister.
 The Secretary to the Government of India, MHRD(Department of Education ,New Delhi.
 The Secretary, University Grant Commission, New Delhi.
 The Private Secretary to the Minister, Higher & Technical Education.
 The Director of Higher Education , Maharashtra State, Pune. .
 The Regional Joint Directors of Higher Education Mumbai, Pune, Kolhapur, Nagpur, Aurangabad,
 Amravati, Nanded, Jalgaun.
 The Registrar of all non-Agriculture Universities.
 The Account General (accounts), Maharashtra- I and II Mumbai and Nagpur.
 The Account General (aaudit), Maharashtra- I and II Mumbai and Nagpur
 The Pay and Account Officer, Mumbai
 All District Treasury Officer.
 The Planning Department.
 The Finance Department.
 The Personal Assistant to Chief Secretary.
 All Desk to Higher & Technical Education Department.
 The Director General of Information & Publicity, Mumbai . (with request to issue a suitable press note
 and send 25 copies to the Department.
 Select File UNI-1.

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**Accompaniment to Government Resolution,
 Higher and Technical Education Department No. Resolution No. Misc- 2018/ C.R.56 / 18 /**

UNI-1, dated 08 March, 2019.

Appendix I

Pay Matrix

Pay Band (Rs.)	15,600-39,100			37,400-67,000		67,000- 79,000
Grade Pay	6,000	7,000	8,000	9,000	10,000	0

(Rs.) Index of Rationalization	2.67	2.67	2.67	2.67	2.72	2.72
Entry Pay (Rs.)	21,600	25,790	29,900	49,200	53,000	67,000
Academic Level	10	11	12	13A	14	15
Rationalized Entry Pay (Rs.)	57,700	68,900	79,800	1,31,400	1,44,200	1,82,200
1						
2	59,400	71,000	82,200	1,35,300	1,48,500	1,87,700
3	61,200	73,100	84,700	1,39,400	1,53,000	1,93,300
4	63,000	75,300	87,200	1,43,600	1,57,600	1,99,100
5	64,900	77,600	89,800	1,47,900	1,62,300	2,05,100
6	66,800	79,900	92,500	1,52,300	1,67,200	2,11,300
7	68,800	82,300	95,300	1,56,900	1,72,200	2,17,600
8	70,900	84,800	98,200	1,61,600	1,77,400	2,24,100
9	73,000	87,300	1,01,100	1,66,400	1,82,700	
10	75,200	89,900	1,04,100	1,71,400	1,88,200	
11	77,500	92,600	1,07,200	1,76,500	1,93,800	
12	79,800	95,400	1,10,400	1,81,800	1,99,600	
13	82,200	98,300	1,13,700	1,87,300	2,05,600	
14	84,700	1,01,200	1,17,100	1,92,900	2,11,800	
15	87,200	1,04,200	1,20,600	1,98,700	2,18,200	
16	89,800	1,07,300	1,24,200	2,04,700		
17	92,500	1,10,500	1,27,900	2,10,800		
18	95,300	1,13,800	1,31,700	2,17,100		
19	98,200	1,17,200	1,35,700			
20	1,01,100	1,20,700	1,39,800			

21	1,04,100	1,24,300	1,44,000
22	1,07,200	1,28,000	1,48,300
23	1,10,400	1,31,800	1,52,700
24	1,13,700	1,35,800	1,57,300
25	1,17,100	1,39,900	1,62,000
26	1,20,600	1,44,100	1,66,900
27	1,24,200	1,48,400	1,71,900
28	1,27,900	1,52,900	1,77,100
29	1,31,700	1,57,500	1,82,400

30	1,35,700	1,62,200	1,87,900
31	1,39,800	1,67,100	1,93,500
32	1,44,000	1,72,100	1,99,300
33	1,48,300	1,77,300	2,05,300
34	1,52,700	1,82,600	2,11,500
35	1,57,300	1,88,100	
36	1,62,000	1,93,700	
37	1,66,900	1,99,500	
38	1,71,900	2,05,500	
39	1,77,100		
40	1,82,400		

**Accompaniment to Government Resolution,
Higher and Technical Education Department No. Resolution No. Misc- 2018/ C.R.56 / 18 /
UNI-1, dated 08 March, 2019.**

Appendix II

Table 1

Assessment Criteria and Methodology for University/College Teachers

S. No.	Activity	Grading Criteria
1.	Teaching: (Number of classes taught/total classes assigned)x100% (Classes taught includes sessions on tutorials, lab and other teaching related activities)	80% & above - Good Below 80% but 70% & above- Satisfactory Less than 70% - Not satisfactory
2	Involvement in the University/College students related activities/research activities: (a) Administrative responsibilities such as Head, Chairperson/ Dean/ Director/ Co-ordinator, Warden, etc. (b) Examination and evaluation duties assigned by the college / university or attending the examination paper evaluation. (c) Student related co-curricular, extension and field based activities such as student clubs, career counselling, study visits, student seminars and other events, cultural, sports, NCC, NSS and community services. (d) Organising seminars/ conferences/ workshops, other college/university activities. (e) Evidence of actively involved in guiding Ph.D. students. (f) Conducting minor or major research project sponsored by national or international agencies. (g) At least one single or joint publication in peer- reviewed or UGC list of Journals.	Good - Involved in at least 3 activities Satisfactory - 1-2 activities Not-satisfactory - Not involved/ undertaken any of the activities. Note: Number of activities can be within or across the broad categories of activities

Overall Grading:

Good: Good in teaching and satisfactory or good in activity at S.No.2.

Or

Satisfactory: Satisfactory in teaching and good or satisfactory in activity at S.No.2.

Not Satisfactory: If neither good nor satisfactory in overall grading.

Note: For the purpose of assessing the grading of Activity at Serial No. 1 and Serial No. 2, all such periods of duration which have been spent by the teacher on different kinds of paid leaves such as Maternity Leave, Child Care Leave, Study Leave, Medical Leave, Extraordinary Leave and Deputation shall be excluded from the grading assessment. The teacher shall be assessed for the remaining period of duration and the same shall be extrapolated for the entire period of assessment to arrive at the grading of the teacher. The teacher on such leaves or deputation as mentioned above shall not be put to any disadvantage for promotion under CAS due to his/her absence from his/her teaching responsibilities subject to the condition that such leave/deputation was undertaken with the prior approval of the competent authority following all procedures laid down in these regulations and as per the acts, statutes and ordinances of the parent institution.

Table 2

Methodology for University and College Teachers for calculating Academic/Research Score

(Assessment must be based on evidence produced by the teacher such as: copy of publications, project

sanction letter, utilization and completion certificates issued by the University and acknowledgements for patent filing and approval letters, students' Ph.D. award letter, etc.,)

S. N. Academic/Research Activity	Faculty of Sciences /Engineering /Agriculture / Medical /Veterinary Sciences	of	Faculty of Languages / Humanities / Arts / Social Sciences /Library /Education /Physical Education / Commerce / Management & other related disciplines	of
1. Research Papers in Peer-Reviewed or UGC listed Journals		08 per paper		10 per paper
2. Publications (other than Research papers)				
(a) Books authored which are published by:				
International publishers		12		12
National Publishers		10		10
Chapter in Edited Book		05		05
Editor of Book by International Publisher		10		10
Editor of Book by National Publisher		08		08
(b) Translation works in Indian and Foreign Languages by qualified faculties				
Chapter or Research paper		03		03
Book		08		08
3. Creation of ICT mediated Teaching Learning pedagogy and content and development of new and innovative courses and curricula				
(a) Development of Innovative pedagogy		05		05
(b) Design of new curricula and courses		02 per curricula/course		02 per curricula/course
(c) MOOCs				
Development of complete MOOCs in 4 quadrants (4 credit course) (In case of MOOCs of lesser credits 05 marks/credit)		20		20
MOOCs (developed in 4 quadrant) per module/lecture		05		05
Content writer/subject matter expert for each module of MOOCs (at least one quadrant)		02		02
Course Coordinator for MOOCs (4 credit course)(In case of MOOCs of lesser credits 02 marks/credit)		08		08

	(d) E-Content		
	Development of e-Content in 4 quadrants for a complete course/e-book	12	12
	e-Content (developed in 4 quadrants) per module	05	05
	Contribution to development of e-content module in complete course/paper/e-book (at least one quadrant)	02	02
	Editor of e-content for complete course/ paper /e-book	10	10
4.	(a) Research guidance		
	Ph.D.	10 per degree awarded	10 per degree awarded
		05 per thesis submitted	05 per thesis submitted
	M.Phil./P.G dissertation	02 per degree awarded	02 per degree awarded
	(b) Research Projects Completed		
	More than 10 lakhs	10	10
	Less than 10 lakhs	05	05
	(c) Research Projects Ongoing :		
	More than 10 lakhs	05	05
	Less than 10 lakhs	02	02
	(d) Consultancy	03	03
5.	(a) Patents		
	International	10	10
	National	07	07
	(b) *Policy Document (Submitted to an International body/organisation like UNO/UNESCO/World Bank/International Monetary Fund etc. or Central Government or State Government)		
	International	10	10
	National	07	07
	State	04	04
	(c) Awards/Fellowship		
	International	07	07
	National	05	05

presentation in Seminars/Conferences/full paper in Conference Proceedings (Paper presented in Seminars/Conferences and also published as full paper in Conference Proceedings will be counted only once)

International (Abroad)	07	07
International (within country)	05	05
National	03	03
State/University	02	02

The Research score for research papers would be augmented as follows:

Peer-Reviewed or UGC-listed Journals (Impact factor to be determined as per Thomson Reuters list):

- | | | | |
|------|--|---|-----------|
| i) | Paper in refereed journals without impact factor | - | 5 Points |
| ii) | Paper with impact factor less than 1 | - | 10 Points |
| iii) | Paper with impact factor between 1 and 2 | - | 15 Points |
| iv) | Paper with impact factor between 2 and 5 | - | 20 Points |
| v) | Paper with impact factor between 5 and 10 | - | 25 Points |
| vi) | Paper with impact factor >10 | - | 30 Points |

a) Two authors: 70% of total value of publication for each author.

b) More than two authors: 70% of total value of publication for the

First/Principal/Corresponding author and 30% of total value of publication for each of the joint authors.

Joint Projects: Principal Investigator and Co-investigator would get 50% each.

Note:

- Paper presented if part of edited book or proceeding then it can be claimed only once.
- For joint supervision of research students, the formula shall be 70% of the total score for Supervisor and Co-supervisor. Supervisor and Co-supervisor, both shall get 7 marks each.
- *For the purpose of calculating research score of the teacher, the combined research score from the categories of 5(b). Policy Document and 6. Invited lectures/Resource Person/Paper presentation shall have an upper capping of thirty percent of the total research score of the teacher concerned.
- The research score shall be from the minimum of three categories out of six categories.

Table: 3 A**Criteria for Short-listing of Candidates for Interview for the Post of Assistant Professors in Universities**

S.N.	Academic Record	Score			
1.	Graduation	80% & Above = 15	60% to less than 80% = 13	55% to less than 60% = 10	45% to less than 55% = 05
2.	Post Graduation	80% & Above = 25	60% to less than 80% = 23	55% (50% in case of SC/ST/OBC layer)/PWD) to less than 60% = 20	(non-creamy layer)/PWD) to less than 60% = 20
3.	M.Phil.	60% and above = 07	55% to less than 60% = 05		
4.	Ph.D.			30	
5.	NET with JRF			07	
	NET			05	
	SET			03	
6.	Research Publications (2 marks for each research publication published in Peer- Reviewed or UGC- listed Journals)			10	
7.	Teaching/Post Doctoral Experience (2 marks for one year each)#			10	
8.	Awards				
	International/ National Level (Award given by International Organizations/ Government of India/ Government of India recognized National Level Bodies)			03	
	State Level (Awards given by State Government)			02	

#However, if the period of teaching/Post-doctoral experience is less than one year then the marks shall be reduced proportionately.

Note:

- A) (i) M.Phil + Ph.D : Maximum - 30 Marks
(ii) JRF/NET/SET : Maximum - 07 Marks
(iii) In awards category: Maximum - 03 Marks

B) Number of candidates to be called for interview shall be decided by the concerned universities.

C) Academic Score	-	80
Research Publications	-	10
Teaching Experience	-	10
TOTAL	-	100

Table: 3 B

Criteria for Short-listing of candidates for Interview for the Post of Assistant Professors in Colleges

S.N.	Academic Record	Score			
1.	Graduation	80% & Above = 21	60% to less than 80% = 19	55% to less than 60% = 16	45% to less than 55% = 10
2.	Post Graduation	80% & Above = 25	60% to less than 80% = 23	55% (50% in case of SC/ST/OBC (non-creamy layer)/PWD) to less than 60% = 20	
3.	M.Phil.	60% and above = 07	55% to less than 60% = 05		
4.	Ph.D.	25			
5.	NET with JRF	10			
	NET	08			
	SET	05			
6.	Research Publications (2 marks for each research publication published in Peer- Reviewed or UGC- listed Journals)	06			
7.	Teaching/Post Doctoral Experience (2 marks for one year each)#	10			
8.	Awards				
	International/ National Level (Award given by International Organizations/ Government of India/ Government of India recognized National Level Bodies)	03			
	State Level (Awards given by State Government)	02			

#However, if the period of teaching/Post-doctoral experience is less than one year then the marks shall be reduced proportionately.

Note:

A) (i) M.Phil + Ph.D	:	Maximum - 25 Marks
(ii) JRF/NET/SET :		Maximum - 10 Marks
(iii) In awards category:		Maximum - 03 Marks
B) Number of candidates to be called for interview shall be decided by the college.		
C) Academic Score	-	84
Research Publications -		06
Teaching Experience -		10
TOTAL	-	100

Table 4

Assessment Criteria and Methodology for Librarians

Sr. No.	Activity	Grading Criteria
1.	<p>Regularity of attending library (calculated in terms of percentage of days attended to the total number of days he/she is expected to attend)</p> <p>While attending in the library, the individual is expected to undertake, inter alia, following items of work:</p> <ul style="list-style-type: none"> • Library Resource and Organization and maintenance of books, journals and reports. • Provision of Library reader services such as literature retrieval services to researchers and analysis of report. • Assistance towards updating institutional website. 	<p>90% and above – Good</p> <p>Below 90% but 80% and above – Satisfactory</p> <p>Less than 80% - Not satisfactory</p>
2.	<p>Conduct of seminars/workshops related to library activity or on specific books or genre of books.</p>	<p>Good – 1 National level seminar/workshop + 1 State/institution level workshop/Seminar</p> <p>Satisfactory - 1 National level seminar/ workshop or 1 State level seminar/ workshop + 1 institution level seminar/ workshop or 4 institution seminar / workshop</p> <p>Unsatisfactory – Not falling in above two categories</p>

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- | | | |
|----|---|---|
| 3. | <p>If library has a computerized database then
OR</p> <p>If library does not have a computerized
database</p> | <p>Good – 100% of physical books and journals
in computerized database.</p> <p>Satisfactory – At least 99% of physical books
and journals in computerized database.</p> <p>Unsatisfactory – Not falling under good or
satisfactory.</p> <p>OR</p> <p>Good – 100% Catalogue database made up to
date</p> <p>Satisfactory- 90% catalogue database made up
to date</p> <p>Unsatisfactory - Catalogue database not up to
mark.</p> <p>(To be verified in random by the CAS
Promotion Committee)</p> |
| 4. | <p>Checking inventory and extent of missing
books</p> | <p>Good : Checked inventory and missing book
less than 0.5%</p> <p>Satisfactory - Checked inventory and missing
book less than 1%</p> <p>Unsatisfactory - Did not check inventory
Or
Checked inventory and missing books 1% or
more.</p> |
| 5. | <p>i) Digitisation of books database in
institution having no computerized
database.</p> <p>(ii) Promotion of library network.</p> <p>iii) Systems in place for dissemination of
information relating to books and other
resources.</p> <p>iv) Assistance in college administration and
governance related work including work
done during admissions, examinations and
extracurricular activities.</p> <p>v) Design and offer short-term courses for
users.</p> <p>vi) Publications of at least one research
paper in UGC approved journals.</p> | <p>Good : Involved in any two activities</p> <p>Satisfactory : At least one activity</p> <p>Not Satisfactory: Not involved/ undertaken
any of the activities.</p> |

Overall Grading:

Good: Good in Item 1 and satisfactory/good in any two other items including Item 4.

Satisfactory: Satisfactory in Item 1 and satisfactory /good in any other two items including Item 4.

Not satisfactory: If neither good nor satisfactory in overall grading.

Note:

- 1) It is recommended to use ICT technology to monitor the attendance of library staff and compute the criteria of assessment.
- 2) The Librarian must submit evidence of published paper, participation certificate for refresher or methodology course, successful research guidance from Head of Department of the concerned department, project completion
- 3) The system of tracking user grievances and the extent of grievances redressal details may also be made available to the CAS promotion committee.

Table 5**Assessment Criteria and Methodology for Directors of Physical Education and Sports**

Sr. No.	Activity	Grading Criteria
1.	Attendance calculated in terms of percentage of days attended to the total number of days he is expected to attend.	90 and above - Good Above 80 but below 90- Satisfactory. Less than 80 - Not satisfactory.
2.	Organizing intra college competition	Good - Intra college competition in more than 5 disciplines. Satisfactory - Intra college competition in 3-5 disciplines. Unsatisfactory – neither good nor satisfactory
3.	Institution participating in external competitions	Good - National level competition in at least one discipline plus State/District level competition in at least 3 disciplines. Satisfactory- State level competition in at least one discipline plus district level competition in at least 3 disciplines. Or District level competition in at least 5 Disciplines Unsatisfactory – neither good nor satisfactory

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4.	Up-gradation of sports and physical training infrastructure with scientific and Technological inputs.	Good/Satisfactory/Not-Satisfactory to be assessed by the Promotion committee.
5	<p>Development and maintenance of playfields and sports and physical Education facilities.</p> <p>i) At least one student of the institution participating in national/ state/ university (for college levels only) teams. Organizing state/national/inter university/inter college level competition.</p> <p>ii) Being invited for coaching at state/national level.</p> <p>iii) Organizing at least three workshops in a year.</p> <p>iv) Publications of at least one research paper in UGC approved journal. Assistance in college administration and governance related work including work done during admissions, examinations and extracurricular college activities.</p>	<p>Good: Involved in any two activities.</p> <p>Satisfactory: 1 activity</p> <p>Not Satisfactory: Not involved/undertaken any of the activities.</p>
Overall Grading	<p>Good: Good in Item 1 and satisfactory/good in any two other items.</p> <p>Satisfactory: Satisfactory in Item 1 and satisfactory/good in any other two items.</p> <p>Not Satisfactory: If neither good nor satisfactory in overall grading.</p>	

Note:

- 1) It is recommended to use ICT technology to monitor the attendance of sports and physical education and compute the criteria of assessment.
- 2) The institution must obtain student feedback. The feed-backs must be shared with the concerned Director of Physical and Education and Sports and also the CAS Promotion committee.
- 3) The system of tracking user grievances and the extent of grievance redressal details may also be made available to the CAS Promotion Committee.

**Accompaniment to Government Resolution,
Higher and Technical Education Department No. Resolution No. Misc- 2018/ C.R.56 / 18 /
UNI-1, dated 08 March, 2019.**

Appendix III

TABLE – A

(Minimum API requirement for the promotion of teachers under CAS in university departments)

S.No.		Assistant Professor (Stage1/ AGP Rs. 6000 to Stage 2/ AGP Rs. 7000)	Assistant Professor (Stage2/ AGP Rs. 7000 to Stage 3/ AGP Rs. 8000)	Assistant Professor (Stage3/ AGP Rs. 8000) to Associate Professor (Stage 4/ AGP Rs. 9000)	Associate Professor (Stage4/ AGP Rs. 9000) to Professor (Stage 5/ AGP Rs. 10000)
1.	Research and Academic Contribution (Category III)	40/ assessment period	100/ assessment period	90/ assessment period	120/ assessment period
2.	Expert assessment System	Screening Committee	Screening Committee	Selection Committee	Selection Committee

TABLE – B

(Minimum API requirement for the promotion of teachers under CAS in colleges UG & PG))

S.No.		Assistant Professor (Stage1/ AGP Rs. 6000 to Stage 2/ AGP Rs. 7000)	Assistant Professor (Stage2/ AGP Rs. 7000 to Stage 3/ AGP Rs. 8000)	Assistant Professor (Stage3/ AGP Rs. 8000) to Associate Professor (Stage 4/ AGP Rs. 9000)	Associate Professor (Stage4/ AGP Rs. 9000) to Professor (Stage 5/ AGP Rs. 10000)
1.	Research and Academic Contribution (Category III)	20/ assessment period	50/ assessment period	45/ assessment period	60/ assessment period
2.	Expert assessment System	Screening Committee	Screening Committee	Selection Committee	Selection Committee

TABLE – C

(Minimum API requirement for the promotion of Library staff under CAS in Universities)

S.No.		Assistant Librarian (Stage1/ AGP Rs. 6000 to Stage 2/ AGP Rs. 7000)	Assistant Librarian (Stage2/ AGP Rs. 7000 to Stage 3/ AGP Rs. 8000)	Assistant Librarian (Selection Grade/ Deputy Librarian) (Stage3/ AGP Rs. 8000) to Deputy Librarian (Stage 4/ AGP Rs. 9000)	Deputy Librarian (Stage4/ AGP Rs. 9000) to Deputy Librarian (Stage 5/ AGP Rs. 10000)
1.	Research and Academic Contribution (Category III)	40/ assessment period	100/ assessment period	90/ assessment period	120/ assessment period
2.	Expert assessment System	Screening Committee	Screening Committee	Selection Committee	Selection Committee

TABLE – D

(Minimum API requirement for the promotion of Library staff under CAS in Colleges)

S.No.		Assistant Librarian (Stage1/ AGP Rs. 6000 to Stage 2/ AGP Rs. 7000)	Assistant Librarian (Stage2/ AGP Rs. 7000 to Stage 3/ AGP Rs. 8000)	Assistant Librarian (Selection Grade/ Deputy Librarian) (Stage3/ AGP Rs. 8000) to Deputy Librarian (Stage 4/ AGP Rs. 9000)
1.	Research and Academic Contribution (Category III)	20/ assessment period	50/ assessment period	45/ assessment period
2.	Expert assessment System	Screening Committee	Screening Committee	Selection Committee

TABLE – E

(Minimum API requirement for the promotion of University Director/Deputy Director, Assistant Director, Physical Education and Sports)

S.No.		Assistant Director (Stage1/ AGP Rs. 6000 to Stage 2/ AGP Rs. 7000)	Assistant Director (Stage2/ AGP Rs. 7000) to Assistant Director (Selection Grade/ Deputy Director) (Stage 3/ AGP Rs. 8000)	Assistant Director (Selection Grade/ Deputy Director) (Stage3/ AGP Rs. 8000) to Deputy Director (Stage 4/ AGP Rs. 9000)	Deputy Director (Stage4/ AGP Rs. 9000) to Deputy Director (Stage 5/ AGP Rs. 10000)
1.	Research and Academic Contribution (Category III)	40/ assessment period	100/ assessment period	90/ assessment period	120/ assessment period
2.	Expert assessment System	Screening Committee	Screening Committee	Selection Committee	Selection Committee

TABLE – F

(Minimum API requirement for the promotion of College Director, Physical Education and Sports)

S.No.		Assistant Director (Stage1/ AGP Rs. 6000 to Stage 2/ AGP Rs. 7000)	Assistant Director (Stage2/ AGP Rs. 7000 to Assistant Director (Selection Grade/ Deputy Director) (Stage 3/ AGP Rs. 8000)	Assistant Director (Selection Grade/ Deputy Director) (Stage3/ AGP Rs. 8000) to Deputy Director (Stage 4/ AGP Rs. 9000)

			8000 Rs.	
1.	Research and Academic Contribution (Category III)	20/ assessment period	50/ assessment period	45/ assessment period
2.	Expert assessment System	Screening Committee	Screening Committee	Selection Committee

**Accompaniment to Government Resolution,
Higher and Technical Education Department No. Resolution No. Misc- 2018/ C.R.56 / 18 /
UNI-1, dated 08 March, 2019.**

Appendix IV

Form of Option

1. I, _____ substantive / officiating holder of the post _____ in the scale of Rs. _____, AGP _____, in the College / Institution _____ hereby:

* (i) elect the revised scale of the post with effect from 1st January, 2016.

* (ii) elect to continue on the existing scale of pay of my substantive / officiating post mentioned below until:

* the date of my next increment

* the date of my subsequent increment

* raising my pay to Rs. _____

* I vacate or cease to draw pay in that scale.

2. The option hereby exercised is final and will not be modified at any subsequent date.

Date :

Signature :

Place :

Signed before me

Signature

(Principal of College)

(Received the above declaration)

Date :

Signature

(Head of the Institution)

*To be scored out, if not applicable.

**Accompaniment to Government Resolution,
Higher and Technical Education Department No. Resolution No. Misc- 2018/ C.R.56 / 18 /
UNI-1, dated 08 March, 2019.**

UNDERTAKING

[As per Ministry of Finance (Department of Expenditure) order O.M. No. 1-5/2016-IC dated 29th July, 2016]

I hereby undertake that any excess payment that may be found to have been made on account of incorrect fixation of pay in the revised Pay Level or grant of inappropriate Pay Level and Pay Cells or any other excess payment made to me shall be refunded by me to the Government either by adjustment against future payments due to me or otherwise.

Date :-

Signature:

Station:-

Name:

Designation:

College/Institution:

**Accompaniment to Government Resolution,
Higher and Technical Education Department No. Resolution No. Misc- 2018/ C.R.56 / 18 /
UNI-1, dated 08 March, 2019.**

AGREEMENT

THIS AGREEMENT made this _____ day of _____ two thousand nineteen between
Shri/Smt/Kum _____ Assistant Professor/Associate Professor/
Professor/Assistant Librarian/Deputy Librarian/Librarian/Assistant Director, Physical Education and
Sports/Deputy Director, Physical Education and Sports/Director , Physical Education and Sports/
Principal of _____ College/University. Established
by _____ hereinafter referred to as “the

Employee” (which expression shall unless the context does not so admit include his/her heirs, executors and administrators of the One Part and _____ College/University hereinafter referred to as “the said College/University” of the other part.

WHEREAS the Employee has been working as a Assistant Professor/Associate Professor/ Professor/Assistant Librarian/Deputy Librarian/Librarian/Assistant Director, Physical Education and Sports/Deputy Director, Physical Education and Sports/Director, Physical Education and Sports/ Principal of the said college/University from the _____ day of _____.

AND WHEREAS the Government of Maharashtra has by Government Resolution, Higher and Technical Education Department, being No. _____ (hereinafter referred to as “the said Resolution: a copy whereof is annexed hereto) sanctioned a scheme for revision of the pay-

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scales of the University and College teachers and other measures for improving standards in Higher Education.

AND WHEREAS accordingly the said College/University has agreed to revised the pay scale of the Employee on the Employee agreeing to accept and duly comply with the terms and conditions laid down by the Government of Maharashtra by the said resolution which the Employee has agree to do.

Now this Agreement witness and it is hereby agreed and decided by and between Parties hereto as follows:-

1. Agree, accept and duly comply with the terms and conditions specified in the said Government Resolution;
2. Agree to have these conditions, inserted in the contract of his appointment which he has already executed or which he may have to execute hereafter;
3. Agree that in the event of his failure to abide by these conditions he shall ceased to derive benefits of revised pay scales.

In witness whereof Shri/Smt/Kum _____ the employee above named has hereto set his/her hand and seal of University has been unto affixed.

Members of the Managing Committee/Governing Body of _____ have set their respective hands the day and year first hereinabove written.

Signed and Delivered by

Shri/Smt/Kum _____ the Employee above named in the presence of

1. _____ 2. _____

OR

Signed and delivered by

1. _____ 2. _____

5. Etc. the present Members _____ of the Managing Committee/Governing body

of _____

In the presence of-----

1. _____ 2. _____

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**Accompaniment to Government Resolution,
Higher and Technical Education Department No. Resolution No. Misc- 2018/ C.R.56 / 18 /
UNI-1, dated 08 March, 2019.**

PROFORMA FOR FIXATION OF PAY

Name of the College/Institution: _____

Name of the teacher: Shri/Smt. _____

Sr. No.	Description	Relevant Information
1.	Designation of the post in which pay is to be fixed as on January 1, 2016 or on _____ (latter date)	
2.	Status (Substantive/officiating)	
3.	Pre-revised Pay Band and Academic Grade Pay or Scale	
4.	Existing Emoluments as on 01.01.2016 (as per pre-revised scale)	
	a. Basic Pay (Pay in applicable Pay Band plus applicable Academic Grade Pay or Basic Pay)	
	b. Dearness Allowance	
	c. Existing emoluments (a + b)	
5.	Basic Pay (Pay in applicable Pay Band plus applicable Academic Grade Pay or Basic Pay) in the pre-revised structure as on January 1, 2016	
6.	Applicable Level in Pay Matrix corresponding to Pay Band and Grade Pay or Scale shown at Sr. No. 3	
7.	Amount arrived at by multiplying basic pay as at Sr. No. 5 by 2.57	
8.	Applicable Cell in the Level either equal to or just above the Amount at Sr. No. 7	
9.	Revised Basic Pay (as per Sr. No. 8)	
10.	Stepped up pay with reference to the revised pay of Junior, if	

applicable. Name and pay of the junior also to be indicated distinctly.

11. Revised pay with reference to the Substantive Pay in case where the pay fixed in the officiating post is lower than the pay fixed in the substantive post, if applicable.
12. Personal Pay, if any
13. Date of next increment and pay after grant of increment

Date of Increment

Pay after increment in applicable Level of Pay Matrix

14. Any other relevant information:

Date:

Signature & Designation of Head of Institution

Place:

Accompaniment to Government Resolution,

Higher and Technical Education Department No. Resolution No. Misc- 2018/ C.R.56 / 18 / UNI-1, dated 08 March, 2019.

Appendix VI

Fixation of Pay in the Revised Pay Structure: Illustrations

Illustration -1

An Assistant Professor drawing a Basic Pay of Rs. 22,250/- as on 01.07.2015 in the existing Pay Band Rs. 15,600-39,100, AGP Rs. 6,000. His date of appointment is 02.10.2014. His pay in the revised pay matrix as on 01.01.2016 shall be fixed as follows:

1. Existing Basic Pay (Pay in PB + AGP)	= Rs. 22, 250
2. $2.57 \times$ Basic Pay	= Rs. 57,182.50
3. Rounding off the resultant figure to the nearest Rs. 100	= Rs. 57,200
4. Level corresponding to AGP Rs. 6,000	: Level 10
5. Revised pay in Pay Matrix (Either equal to or next cell higher to Rs.57,200)	= Rs. 57,700

He shall be fixed at Basic Pay of Rs. 57,700/- The next date of annual increment shall be 1st July, 2016 and pay after increment is Rs. 59, 400/-

Illustration -2

An Assistant Professor drawing a Basic Pay of Rs. 23,610/- as on 01.07.2015 in the existing Pay Band Rs. 15,600-39,100, AGP Rs. 6,000. His date of appointment is 05.02.2012. His pay in the revised pay matrix as on 01.01.2016 shall be fixed as follows:

1. Existing Basic Pay (Pay in PB + AGP)	= Rs. 23,610
2. $2.57 \times$ Basic Pay	= Rs. 60,677.70
3. Rounding off the resultant figure to the nearest Rs. 100	= Rs. 60,700
4. Level corresponding to AGP Rs. 6,000	: Level 10
5. Revised pay in Pay Matrix (Either equal to or next cell higher to Rs.60,700)	= Rs. 61,200

He shall be fixed at Basic Pay of Rs. 61,200/- . His successive dates of increment and the basic pay shall be as under:

Date of Increment	Basic Pay (Rs.)
1.7.2016	63,000
1.7.2017	64,900

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He is eligible for promotion under CAS (AGP Rs. 6,000 to AGP Rs. 7,000/ Level 10 to Level 11) on 05.02.2018. On promotion, he shall be given a notional increment in Level 10 and his basic pay would be Rs. 66,800/-. Locating this figure Rs. 66,800 in Academic level 11, a cell identical to Rs. 66,800 or next higher cell in level 11 is cell no.1 with entry Rs. 68,900/-.

His revised basic pay as on 05.02.2018 shall be Rs. 68,900/- and date of increment shall be 1st January, 2019, and pay after increment is Rs. 71,000/-

Illustration -3

An Assistant Professor drawing a Basic Pay of Rs. 28,480/- as on 01.07.2015 in the existing Pay Band Rs. 15,600-39,10, AGP Rs. 7,000. His pay in the revised pay matrix as on 01.01.2016 shall be fixed as follows:

1. Existing Basic Pay (Pay in PB + AGP)	= Rs. 28,480
2. $2.57 \times$ Basic Pay	= Rs. 73,193.60
3. Rounding off the resultant figure to the nearest Rs. 100	= Rs. 73,200
4. Level corresponding to AGP Rs. 7,000	: Level 11
5. Revised pay in Pay Matrix (Either equal to or next cell higher to Rs.73,200)	= Rs. 75,300

He shall be fixed at Basic Pay of Rs. 75,300/- . His successive dates of increment and the basic pay shall be as under:

Date of Increment	Basic Pay (Rs.)
1.7.2016	77,600
1.7.2017	79,900

He is eligible for promotion under CAS (AGP Rs. 7,000 to AGP Rs. 8,000/ Level 11 to Level 12) on 12.08.2017. On promotion, he shall be given a notional increment in Level 11 and his basic pay would be Rs. 82,300/-. Locating this figure Rs. 82,300 in Academic level 12, a cell identical to Rs. 82,300 or next higher cell in level 12 is cell no.3 with entry Rs. 84,700/-.

His revised basic pay as on 12.08.2017 shall be Rs. 84,700/- and date of increment shall be 1st July, 2018, and pay after increment is Rs. 87, 200/-

Illustration -4

An Assistant Professor drawing a Basic Pay of Rs. 31,250 as on 01.07.2015 in the existing Pay Band Rs. 15,600-39,100, AGP Rs. 8,000. His pay in the revised pay matrix as on 01.01.2016 shall be fixed as follows:

1. Existing Basic Pay (Pay in PB + AGP)	= Rs. 31,250
2. $2.57 \times$ Basic Pay	= Rs. 80,312.50
3. Rounding off the resultant figure to the nearest Rs. 100	= Rs. 80,300
4. Level corresponding to AGP Rs. 8,000	: Level 12
5. Revised pay in Pay Matrix (Either equal to or next cell higher to Rs.80,300)	= Rs. 82,200

He shall be fixed at Basic Pay of Rs. 82,200/- The next date of annual increment shall be 1st July, 2016 and pay after increment is Rs. 84,700/-

He is eligible for promotion under CAS (AGP Rs. 8,000/- to AGP Rs. 9,000/- Level 12 to Level 13A) on 12.03.2018. On promotion, he shall be re-designated as Associate Professor, he shall be given a notional increment in Level 12 and his basic pay would be Rs. 92,500/-. Locating this figure Rs. 92,500 in Academic level 13A, a cell identical to Rs. 92,500 or next higher cell in level 13A is cell no.1 with entry Rs. 1,31,400/-.

His revised basic pay as on 12.03.2018 shall be Rs. 1, 31,400/- and date of increment shall be 1st January, 2019, and pay after increment is Rs. 1, 35,300/-

Illustration -5

An Associate Professor drawing a Basic Pay of Rs. 53,820/- as on 01.07.2015 in the existing Pay Band Rs.37,400-67,000, AGP Rs. 9,000. His pay in the revised pay matrix as on 01.01.2016 shall be fixed as follows:

1. Existing Basic Pay (Pay in PB + AGP)	= Rs. 53,820/-
2. $2.57 \times$ Basic Pay	= Rs. 1,38,317.40
3. Rounding off the resultant figure to the nearest Rs. 100	= Rs. 1,38,400
4. Level corresponding to AGP Rs. 9,000	: Level 13A
5. Revised pay in Pay Matrix (Either equal to or next cell higher to Rs. 1,38,400)	= Rs. 1,39,400

He shall be fixed at Basic Pay of Rs. 1, 39,400/-. The next date of annual increment shall be 1st July, 2016 and pay after increment is Rs. 1, 43,600/-

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He is eligible for promotion under CAS (AGP Rs. 9,000 to AGP Rs. 10,000/ Level 13A to Level 14) on 10.12.2018. On promotion, he shall be re-designated as Professor, he shall be given a notional increment in Level 13A and his basic pay would be Rs. 1,56,900/-. Locating this figure Rs. 1,56,900 in Academic level 14, a cell identical to Rs. 1,56,900 or next higher cell in level 14 is cell no.4 with entry Rs. 1,57,600/-.

His revised basic pay as on 10.12.2018 shall be Rs. 1, 57,600/- and the date of increment shall be 1st July, 2019, and pay after increment is Rs. 1, 62,300/-

Illustration -6

College Principal drawing a Basic Pay of Rs. 61,890/- as on 01.07.2015 in the existing Pay Band Rs.37,400-67,000, AGP Rs. 10,000. His pay in the revised pay matrix as on 01.01.2016 shall be fixed as follows:

1. Existing Basic Pay (Pay in PB + AGP)	= Rs. 61,890/-
2. $2.57 \times$ Basic Pay	= Rs. 1,59,057.30
3. Rounding off the resultant figure to the nearest Rs. 100	= Rs. 1,59,000

4. Level corresponding to AGP Rs. 10,000

: Level 14

5. Revised pay in Pay Matrix (Either equal to or next cell higher to

= Rs. 1,62,300

Rs. 1,59,000)

He shall be fixed at Basic Pay of Rs. 1, 62,300. The next date of annual increment shall be 1st July, 2016 and pay after increment is Rs. 1, 67,200/-.

Illustration -7

A Senior Professor drawing a Basic Pay of Rs. 75,420/- as on 01.07.2015 in the HAG Scale of Rs.67, 000-79,000. His pay in the revised pay matrix as on 01.01.2016 shall be fixed as follows:

1. Existing Basic Pay	= Rs. 75,420
2. $2.57 \times$ Basic Pay	= Rs. 1,93,829.40
3. Rounding off the resultant figure to the nearest Rs. 100	= Rs. 1,93,900
4. Level corresponding to AGP Rs. 10,000	: Level 15
5. Revised pay in Pay Matrix (Either equal to or next cell higher to	= Rs. 1,99,100
Rs. 1,93,900)	

He shall be fixed at Basic Pay of Rs. 1, 99,100. The next date of annual increment shall be 1st July, 2016 and pay after increment is Rs. 2, 05,100/-.

Illustration -8

An Associate Professor drawing a Basic Pay of Rs. 58,660/- as on 01.07.2015 in the existing Pay Band Rs.37,400-67,000, AGP Rs. 9,000. His pay in the revised pay matrix as on 01.01.2016 shall be fixed as follows:

1. Existing Basic Pay (Pay in PB + AGP)	= Rs. 58,660
2. $2.57 \times$ Basic Pay	= Rs. 1, 50,756.20
3. Rounding off the resultant figure to the nearest Rs. 100	= Rs. 1,50,800
4. Level corresponding to AGP Rs. 9,000	: Level 13A
5. Revised pay in Pay Matrix (Either equal to or next cell higher to Rs. 1,50,800)	= Rs. 1,52,300

He shall be fixed at Basic Pay of Rs. 1, 52, 300/-. The next date of annual increment shall be 1st July, 2016 and pay after increment is Rs. 1, 56, 900/-

He is appointed as under graduate college Principal as on 15.7.2019 when he was drawing a basic pay of Rs. 1, 71,400/- in Academic Level 13A. On appointment, he shall remain in Level 13A with a basic pay of Rs. 1, 71,400/-.

Hand Book for Code of Conduct

June 2019

By

Internal Quality and Assurance Cell (IQAC)

**Vivekanand Arts, Sardar Dalipsingh
Commerce and Science College, Aurangabad
(M.S.) India**

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Code of Conduct for Teachers
UGC
February, 2018
(<https://www.ugc.ac.in/oldpdf/pub/report/5.pdf>)

1. CODE OF PROFESSIONAL ETHICS FOR TEACHERS

TEACHERS AND THEIR RESPONSIBILITIES:

Whoever adopts teaching as a profession assumes the obligation to conduct himself / herself in accordance with the ideal of the profession. A teacher is constantly under the scrutiny of his students and the society at large. Therefore, every teacher should see that there is no incompatibility between his precepts and practice. The national ideals of education which have already been set forth and which he/she should seek to inculcate among students must be his/her own ideals. The profession further requires that the teachers should be calm, patient and communicative by temperament and amiable in disposition.

Teachers should:

- (i) Adhere to a responsible pattern of conduct and demeanour expected of them by the community;
- (ii) Manage their private affairs in a manner consistent with the dignity of the profession;
- (iii) Seek to make professional growth continuous through study and research;
- (iv) Express free and frank opinion by participation at professional meetings, seminars, conferences etc. towards the contribution of knowledge;
- (v) Maintain active membership of professional organizations and strive to improve education and profession through them;
- (vi) Perform their duties in the form of teaching, tutorial, practical, seminar and research work conscientiously and with dedication;
- (vii) Co-operate and assist in carrying out functions relating to the educational responsibilities of the college and the university such as: assisting in appraising applications for admission, advising and counseling students as well as assisting the conduct of university and college examinations, including supervision, invigilation and evaluation; and
- (viii) Participate in extension, co-curricular and extra-curricular activities including community service.

II. TEACHERS AND THE STUDENTS

Teachers should:

- (i) Respect the right and dignity of the student in expressing his/her opinion;
- (ii) Deal justly and impartially with students regardless of their religion, caste, political, economic, social and physical characteristics;
- (iii) Recognize the difference in aptitude and capabilities among students and strive to meet their individual needs;
- (iv) Encourage students to improve their attainments, develop their personalities and at the same time contribute to community welfare;
- (v) Inculcate among students scientific outlook and respect for physical labour and ideals of democracy, patriotism and peace;
- (vi) Be affectionate to the students and not behave in a vindictive manner towards any of them for any reason;
- (vii) Pay attention to only the attainment of the student in the assessment of merit;
- (viii) Make themselves available to the students even beyond their class hours and help and guide students without any remuneration or reward;
- (ix) Aid students to develop an understanding of our national heritage and national goals; and
- (x) Refrain from inciting students against other students, colleagues or administration

III. TEACHERS AND COLLEAGUES

Teachers should:

- (i) Treat other members of the profession in the same manner as they themselves wish to be treated.
- (ii) Speak respectfully of other teachers and render assistance for professional betterment;
- (iii) Refrain from lodging unsubstantiated allegations against colleagues to higher authorities; and
- (iv) Refrain from allowing considerations of caste, creed, religion, race or sex in their professional endeavour.

TEACHERS AND AUTHORITIES:

Teachers should:

Discharge their professional responsibilities according to the existing rules and adhere to procedures and methods consistent with their profession in initiating steps through their own institutional bodies and/or professional organizations for change of any such rule detrimental to the professional interest;

(ii) Refrain from undertaking any other employment and commitment including private tuitions and coaching classes which are likely to interfere with their professional responsibilities;

(iii) Co-operate in the formulation of policies of the institution by accepting various offices and discharge responsibilities which such offices may demand;

(iv) Co-operate through their organizations in the formulation of policies of the other institutions and accept offices;

(v) Co-operate with the authorities for the betterment of the institutions keeping in view the interest and in conformity with dignity of the profession;

(vi) Should adhere to the conditions of contract;

(vii) Give and expect due notice before a change of position is made; and

Refrain from availing themselves of leave except on unavoidable grounds and as far as practicable with prior intimation, keeping in view their particular responsibility for completion of academic schedule.

V. TEACHERS AND NON-TEACHING STAFF:

Teachers should treat the non-teaching staff as colleagues and equal partners in a cooperative undertaking, within every educational institution; and

Teachers should help in the function of joint staff-councils covering both teachers and the non-teaching staff.

VI. TEACHERS AND GUARDIANS

Teachers should:

Try to see through teachers' bodies and organizations, that institutions maintain contact with the guardians, their students, send reports of their performance to the guardians whenever necessary and meet the guardians in meetings convened for the purpose for mutual exchange of ideas and for the benefit of the institution.

VII. TEACHERS AND SOCIETY

Teachers should:

- (i) Recognize that education is a public service and strive to keep the public informed of the educational programmes which are being provided;
- (ii) (ii) Work to improve education in the community and strengthen the community's moral and intellectual life ;
- (iii) (iii) Be aware of social problems and take part in such activities as would be conducive to the progress of society and hence the country as a whole;
- (iv) (iv) Perform the duties of citizenship, participate in community activities and shoulder responsibilities of public offices;
- (v) Refrain from taking part in or subscribing to or assisting in any way activities, which tend to promote feeling of hatred or enmity among different communities, religions or linguistic groups but actively work for National Integration.

Code of Conduct for Students

1. Students should observe discipline on the campus. The College will not give admission to the student involved in ragging. If the same is noticed by the College authority, the concerned shall be immediately debarred from the College.
2. Taking Government facilities by submitting fake documents is an offence.
3. Insulting behaviour with students, teaching staff and non teaching staff is also an offence.
4. Damaging college property and official document, carrying weapons, explosives and other harmful articles, poisonous substances and narcotics are strictly prohibited.
5. Approaching any media without prior sanction of Principal, involvement in strike, riots, Gherao and bandh is an offence.
6. Undue use of mobile phone in the classroom and college premises is strictly prohibited; if found, the concerned will be penalized.
7. Students should carry their I-Card on the campus and produce the same on demand by the College authority.
8. Continuous absence, to enter and exit class without concerned teacher's permission will be treated as indiscipline behaviour.
9. 75% attendance is mandatory to appear for the examination.
10. Students should be in uniform except Thursday

Code of Conduct for Principal

(As per Government of Maharashtra, Higher & Technical Education Department Government Resolution No. Misc-2018/C.R.56/18/UNI-1 dated 08 March, 2019)

College Principal College Principal should:

- a) Provide inspirational and motivational value-based academic and executive leadership to the college through policy formation, operational management, organization of human resources and concern for environment and sustainability;
- b) Conduct himself/herself with transparency, fairness, honesty, highest degree of ethics and decision making that is in the best interest of the college;
- c) Act as steward of the college's assets in managing the resources responsibility, optimally, effectively and efficiently for providing a conducive working and learning environment;
- d) Promote the collaborative, shared and consultative work culture in the college, paving way for innovative thinking and ideas;
- e) Endeavour to promote a work culture and ethics that brings about quality, professionalism, satisfaction and service to the nation and society;
- f) Adhere to a responsible pattern of conduct and demeanor expected of them by the community;
- g) Manage their private affairs in a manner consistent with the dignity of the profession;
- h) Discourage and not indulge in plagiarism and other non ethical behavior in teaching and research;
- i) Participate in extension, co-curricular and extra-curricular activities, including the community service;
- j) Refrain from allowing consideration of caste, creed, religion, race, gender or sex in their professional Endeavour.

Code of Conduct for Management

(Governing body/College Development Committee)

(As per Maharashtra Public Universities Act, 2016 (Mah. Act No. VI of 2017))

The College Development Committee shall,-

- (a) prepare an overall comprehensive development plan of the college regarding academic, administrative and infrastructural growth, and enable college to foster excellence in curricular, co-curricular and extra-curricular activities ;
- (b) decide about the overall teaching programmes or annual calendar of the college ;
- (c) recommend to the management about introducing new academic courses and the creation of additional teaching and administrative posts ;
- (d) take review of the self-financing courses in the college, if any, and make recommendations for their improvement ;
- (e) make specific recommendations to the management to encourage and strengthen research culture, consultancy and extension activities in the college ;
- (f) make specific recommendations to the management to foster academic collaborations to strengthen teaching and research ;
- (g) make specific recommendations to the management to encourage the use of information and communication technology in teaching and learning process ;
- (h) make specific recommendations regarding the improvement in teaching and suitable training programmes for the employees of the college ;
- (i) prepare the annual financial estimates (budget) and financial statements of the college or institution and recommend the same to the management for approval ;
- (j) formulate proposals of new expenditure not provided for in the annual financial estimates (budget) ;
- (k) make recommendations regarding the students' and employees' welfare activities in the college or institution ;
- (l) discuss the reports of the Internal Quality Assurance Committee and make suitable recommendations ;
- (m) frame suitable admissions procedure for different programmes by following the statutory norms ;
- (n) plan major annual events in the college, such as annual day, sports events, cultural events, etc. ;

- (o) recommend the administration about appropriate steps to be taken regarding the discipline, safety and security issues of the college or institution ;
- (p) consider and make appropriate recommendations on inspection reports, local inquiry reports, audit report, report of National Assessment and Accreditation Council, etc. ;
- (q) recommend the distribution of different prizes, medals and awards to the students.
- (r) prepare the annual report on the work done by committee for the year ending on the 30th June and submit the same to the management of such college and the university ;
- (s) perform such other duties and exercise such other powers as may be entrusted by the management and the university.



महाराष्ट्र शासन राजपत्र

असाधारण भाग आठ

वर्ष ३, अंक ७ (३)]

बुधवार, जानेवारी ११, २०१७/पौष २१, शके १९३८

[पृष्ठे ११९, किंमत : रुपये २७.००

असाधारण क्रमांक ११

प्राधिकृत प्रकाशन

महाराष्ट्र विधानमंडळाचे अधिनियम व राज्यपालांनी प्रख्यापित केलेले अध्यादेश व केलेले विनियम आणि विधि व न्याय विभागाकडून आलेली विधेयके (इंग्रजी अनुवाद).

In pursuance of clause (3) of article 348 of the Constitution of India, the following translation in English of the Maharashtra Public Universities Act, 2016 (Mah. Act No. VI of 2017), is hereby published under the authority of the Governor.

By order and in the name of the Governor of Maharashtra,

PRAKASH H. MALI,
Principal Secretary to Government,
Law and Judiciary Department.

MAHARASHTRA ACT No. VI OF 2017

(First published, after having received the assent of the Governor in the "Maharashtra Government Gazette", on the 11th January 2017).

An Act to provide for academic autonomy and excellence, adequate representation through democratic process, transformation, strengthening and regulating higher education and for matters connected therewith or incidental thereto.

WHEREAS it is expedient to provide for academic autonomy to non-agricultural and non-medical universities in the State of Maharashtra and to make better provisions therefor;

AND WHEREAS the Government of Maharashtra had appointed committees under the Chairmanships of Dr. Arun Nigvekar, Dr. Anil Kakodkar, Dr. Ram Takwale and Late Mrs. Kumud Bansal with a view to consider and recommend on different aspects of higher education and learning and to suggest various measures to ensure such autonomy;

AND WHEREAS after considering the recommendations of the said committees the Government of Maharashtra considers it expedient to make a law to provide for academic autonomy and excellence, adequate representation through democratic process, transformation, strengthening and regulating higher education and to regulate the non-agricultural and non-medical universities in the State of Maharashtra in more effective manner, to provide for participation of universities in social and educational spheres, to establish Maharashtra State Commission for Higher Education and Development, to constitute various Boards, and to repeal the Maharashtra Universities Act, 1994; it is hereby enacted in the Sixty-Seventh Year of the Republic of India as follows:—

Mah.
XXXV
of
1994.

CHAPTER I PRELIMINARY

- Short title and Commencement. **1.** (1) This Act may be called the Maharashtra Public Universities Act, 2016.
(2) It shall come into force on such date as the State Government may, by notification in the *Official Gazette*, appoint.
- Definitions. **2.** In this Act, unless the context otherwise requires,—
- (1) "academic services unit" means university science and instrumentation centre, academic staff college, computer centre, university printing press or any other unit providing specialized services for the promotion of any of the objectives of the university ;
- (2) "adjunct professor", "adjunct associate professor" or "adjunct assistant professor" means a person from industry, trade, agriculture, commerce, social, cultural, academic or any other allied field who is so designated during the period of collaboration or association with the university ;
- (3) "affiliated college" means a college which has been granted affiliation by the university ;
- (4) "authorities" means the authorities of the university as specified by or under this Act;
- (5) "autonomy" means a privilege of the university conferred by the Statutes to permit a college, institution or a university department to conduct academic programmes and examinations, develop syllabus for the respective subjects and issue certificates of passing the examinations ;
- (6) "autonomous college", "autonomous institution" or "autonomous department" means a college, institution or department to which autonomy is granted and is designated to be so by the Statutes ;
- (7) "bodies" means the bodies of the university formed by the respective authorities ;
- (8) "Chancellor" and "Vice-Chancellor" means, respectively, the Chancellor and the Vice-Chancellor of the university ;
- (9) "choice based credit system" means the curricular system that offers multiple interdisciplinary choices for students to select from the courses (core, elective or minor or soft skill courses) to accumulate credits as prescribed in Statutes;
- (10) "cluster university " means the cluster university established under sub-section (6) of section 3 of the Act ;

(11) "collaboration" means collaborative academic activity of the university or college or institution with other universities, academic institutions including local, regional, national or international institutions, research institutions and organizations in the field of agriculture, industry, trade and commerce, sports, social, cultural, science, technology and any other field ;

(12) "college" means a college affiliated to the university, situated in the university area or jurisdiction ;

(13) "College Development Committee" means the College Development Committee constituted under section 97 of this Act ;

(14) "Collegium of Heads of Department of Affiliated Colleges and recognized institutions" means an electoral college consisting of heads of departments from affiliated colleges and recognized institutions who shall elect from amongst themselves as members to the concerned authorities;

(15) "Collegium of Graduates of the University" means an electoral college consisting of registered graduates of the university, who shall elect from amongst themselves as members to the different authorities ;

(16) "Collegium of Management Representatives" means an electoral college consisting of representatives of management committees of affiliated or autonomous colleges or institutions who shall elect from amongst themselves as members to the different authorities ;

(17) "Collegium of Principals" means an electoral college consisting of fulltime approved Principals and Directors of recognized institutions who shall elect from amongst themselves as members to the different authorities ;

(18) "Collegium of Teachers" means an electoral college consisting of fulltime approved teachers from affiliated and autonomous colleges and recognized institutions, who shall elect from amongst themselves as members to the different authorities ;

(19) "Collegium of University Teachers" means an electoral college consisting of fulltime teachers from University Departments, University Institutions, and Conducted Colleges appointed by university who shall elect from amongst themselves as members to the different authorities ;

(20) "Commission" means the Maharashtra State Commission for Higher Education and Development constituted under section 76 of this Act;

(21) "community college" means an institution providing skill-based academic programs as prescribed in the Statutes ;

(22) "conducted college" means a college maintained and managed by the university ;

(23) "De-notified Tribes (Vimukta Jatis)" means tribes declared as such by the State Government, from time to time;

(24) "department" means a department teaching a particular subject or a group of subjects in a college or an institution as prescribed in the Statutes;

(25) "Director" means a head of an institution including a centre or a school of the university as designated by the Management Council or a head of a recognized institution;

(26) "Director of Higher Education" and "Director of Technical Education" means respectively, Director of Higher Education, Maharashtra State and Director of Technical Education, Maharashtra State;

(27) "Empowered Autonomous College " means an autonomous college that is identified by the university Grants Commission as College with potential for Excellence or College Excellence, which has high level grade as specified by the Government by notification in the *Official Gazette* as has been given the status of Empowered Autonomous College by the Authority under the Statutes, with a power to grant degree of such College jointly with the affiliating University;

(28) "Empowered Autonomous Cluster Institutions " means a group of autonomous Colleges or institutions of the same management or educational society which includes the colleges or institutions, identified by the University Grants Commission as College with potential for excellence or College of excellence, which have high level grade as specified by the Government by notification in the *Official Gazette* as has been given the status of Empowered Autonomous Cluster Institution by the Authority under the Statutes, and is empowered to grant a joint degree with the affiliating University;

(29) "Empowered Autonomous Skills Development College " means a college which has been recognized by the university for conducting the skills development programmes as prescribed by the university as per the National, State Level policy regarding Skills Qualification and Education Framework and which is given the status of Empowered Autonomous Skills Development College by the university to which it is affiliated and is empowered to grant a joint degree, certificate, diploma and advanced diploma with the affiliating university;

(30) "fee" means tuition fees, other fees and charges, including developmental charges;

(31) "Head of the University Department", "Head of the Institution" and "Head of the College Department" means respectively, a Head of the University Department, a head of the recognized institution and a head of the college department, as prescribed in the Statutes;

(32) "higher education" means the pursuit of knowledge beyond learning at the stage of higher secondary school education;

(33) "Hostel" means a place of residence for the students of the university or a college or an institution, provided, established, maintained by the university or college or institution, as the case may be;

(34) "institution" means an academic institution of higher learning, not being a college, associated with and admitted to the privileges of the university;

(35) "inter-disciplinary studies" means the combined academic studies and research in different disciplines as prescribed by statutes;

(36) "Knowledge Resource Centre" means a library established by the university on the campus or sub-campuses of the university to hold in print, electronic and audio-video format material, monographs, reference volumes, text and review books, all types of journals and any other material in various format useful for education, research, extension services or for similar purposes;

(37) "management" means the trustees or the managing or governing body, by whatever name called, of any trust registered under the Maharashtra Public Trusts Act, or any society registered under the Societies Registration Act, 1860 or a Company registered under section 8 of the Companies Act, 2013, under the management of which one or more colleges or recognized institutions or other institutions of higher learning, are conducted and admitted to the privileges of the university;

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Provided that, in relation to any college or institution established or maintained by the Central Government or the State Government or a local authority like a Zilla Parishad, Municipal Council or Municipal Corporation, it means, respectively, the Central Government or the State Government or Zilla Parishad or the Municipal Council or the Municipal Corporation, as the case may be;

(38) "multi-disciplinary studies" means the combined academic studies and research in different streams of a particular discipline as prescribed by Statutes;

(39) "Nomadic Tribes" means tribes wandering from place to place in search of their livelihood, as declared by the State Government, from time to time;

(40) "non-vacational academic staff" means such staff as the State Government may classify to be non-vacational academic staff and includes all such staff which is complimentary to academic staff but, shall not include the staff engaged purely in discharging administrative functions ;

(41) "Other Backward Classes" means any socially and educationally backward classes of citizens as declared by the State Government and includes Other Backward Classes declared by the Government of India in relation to the State of Maharashtra;

(42) "post-graduate department" means a department in a college or institution of higher learning, research or specialized studies, recognized to be so by the university and imparting post-graduate instruction or guidance for research;

(43) "prescribed" means prescribed by Statutes or Ordinances or Regulations, as the case may be, made by or under this Act;

(44) "Principal" means a teacher who is duly approved as a Principal by the university;

(45) "Pro-Vice-Chancellor" means the academic and executive officer, next to the Vice-Chancellor having purview of the entire university;

(46) "recognized institution" means an institution of higher learning, research or specialized studies, other than a college, and recognized to be so by the university;

(47) "registered graduate" means a graduate of a university registered or deemed to be registered by or under this Act with one of the universities;

(48) "satellite centre" means an integral part of an affiliated or conducted college or recognized institution imparting academic programmes, co-curricular, research and extension activities in rural or tribal region, neighbouring the location of such college or institution, established with the object of reaching the unreached, on the terms and conditions specified by the State Government by an Order in the *Official Gazette*;

(49) "Schedule" means the Schedule to this Act;

(50) "Scheduled Castes" means such castes, races or tribes or parts of, or groups within, such castes, races or tribes as are deemed to be Scheduled Castes, in relation to the State of Maharashtra under article 341 of the Constitution of India;

(51) "Scheduled Tribes" means such tribes or tribal communities or parts of or groups within, such tribes or tribal communities as are deemed to be Scheduled Tribes in relation to the State of Maharashtra under article 342 of the Constitution of India residing in any part of the State of Maharashtra;

(52) "school" means a school of studies maintained by or recognized as such by the university or autonomous college, Empowered Autonomous College, Empowered Autonomous Cluster Institution;

(53) "Skills Knowledge Provider" means an institution which has been recognized by the university for conducting such courses as prescribed by the university as per the National, State Level policy regarding Skills Qualification Framework;

(54) "Special Backward Category" means socially and educationally backward classes of citizens declared as a Special Backward Category by the State Government;

(55) "State" means the State of Maharashtra;

(56) "State Government" or "Government" means the Government of Maharashtra;

(57) "Statutes", "Ordinances" and "Regulations" means, respectively, the Statutes, Ordinances and Regulations of the university, made by or under this Act;

(58) "Student" means an individual who is admitted and registered for an academic programme of the University or affiliated, conducted, autonomous colleges and recognized institutions of the University ;

(59) "Students' Council" means the Students' Council established under section 99 of the Act ;

(60) "Sub-Campus" means a comprehensive inherent independent unit of the university for a predetermined geographical jurisdiction for decentralization of academic, administrative, research and extension activities of that jurisdiction, with the objective of improving efficiency and effectiveness ;

(61) "teacher" means full-time approved professor, associate professor, assistant professor, reader, lecturer, librarian, principal, Director of an institution, Director of Knowledge Resource Centre, Director of Centre of Lifelong Learning and Extension, deputy or assistant librarian in the university, college librarian, Director or instructor of physical education in any university department, conducted, affiliated or autonomous college, autonomous institution or department or recognized institution of the university ;

(62) "Tribunal" means the tribunal established under section 80 of the Act;

(63) "university" means any of the public universities mentioned in the Schedule and includes a cluster university within the meaning of sub-section (6) of section 3;

(64)"university area" means the area specified against the name of the university in the Schedule;

(65) "university department" means a department established and maintained by the university as prescribed by the Statutes;

(66) "University Grants Commission" means the University Grants Commission established under the University Grants Commission Act, 1956; 3 of 1956.

(67) "university institution" means a centre, a school, or an institute established and maintained by the university as prescribed by the Statutes;

(68) "university teacher" means a full time teacher appointed by the university.

CHAPTER II
PUBLIC UNIVERSITIES

3. (1) Each of the existing public universities specified in column (1) of Part I of the Schedule, with effect from the date of commencement of this Act, shall be deemed to be constituted under this Act for the same area specified in column (2) of the said part, for which it was constituted immediately before the date of commencement of this Act. Incorporation of universities.

(2) The State Government may, from time to time, by notification in the *Official Gazette*, constitute any new university under this Act by such name, for such area and with effect from such date, as may be specified by it, and insert necessary entries in Part II of the Schedule; and may for that purpose or any other purposes specified in that behalf diminish, increase or alter the area of any existing or new university, by suitably amending the Schedule, by the said notification, and thereupon the entries in column (2) of Part I, or in column (2) of Part II, as the case may be, of the Schedule, shall stand amended accordingly, and all educational institutions, whether colleges, institutions, autonomous or empowered autonomous colleges, empowered autonomous cluster institutions, post-graduate departments, schools on the sub-campuses, by whatever name called, within the area of the new university, which are affiliated to or recognized by the existing university shall, from the date aforesaid, stand affiliated to or recognized by the new university:

Provided that, no such notification shall be issued except on a resolution passed by both Houses of the State Legislature.

(3) Notwithstanding anything contained in sub-section (2), if, in the exigency of circumstances the new university considers it expedient that certain privileges of the existing university to which such educational institutions as referred to in sub-section (2), were entitled immediately before the date specified under the said sub-section, should be continued for a certain period, not exceeding a period of five years in the aggregate, after the date aforesaid, the new university may accordingly forward its recommendations to the State Government and on receipt of such recommendations the State Government may, if it is satisfied that such privileges should be so continued, by notification in the *Official Gazette*, provide that for such period, as may be specified in the notification, such privileges shall continue.

(4) The Chancellor, Vice-Chancellor, Pro-Vice-Chancellor, Registrar, members of the Senate, Management Council and Academic Council for the time being holding office as such in each university are hereby constituted and declared to be a body corporate by the name specified therefor in the Schedule and shall have perpetual succession and a common seal and may by that name sue and be sued.

(5) Each university shall be competent to acquire and hold property, both movable and immovable, to lease, sell or otherwise transfer or dispose of any movable or immovable property, which may vest in or be acquired by it for the purposes of the university, and to contract and do all other things necessary for the purposes of this Act:

Provided that, no such lease, sale or transfer of such property shall be made without the valuation made thereof by the approved valuer appointed by the university and without the prior consent of the State Government.

(6) Notwithstanding anything contained in this Act, the State Government may, by notification in *Official Gazette*, constitute a cluster university comprising of a cluster of affiliated or autonomous colleges or institutions of a university. Such cluster university shall comprise of such university authorities and shall exercise such powers and perform such functions of university as may be specified in such notification:

Provided that, every such notification shall be laid as soon as may be, after it is issued, before each House of the State Legislature.

Object of University.

4. The objects of the university, in general, shall be to disseminate, create and preserve knowledge and understanding by teaching, research and development, skill development, training and education, extension and service and by effective demonstration and influence of its corporate life on society in general, and in particular, the objects shall be to,—

(1) carry out its responsibility of creation, preservation and dissemination of knowledge;

(2) promote discipline and the spirit of intellectual inquiry and to dedicate itself as a fearless academic community to the sustained pursuit of excellence;

(3) encourage individuality and diversity within a climate of tolerance and mutual understanding ;

(4) promote freedom, secularism, equality, social justice as enshrined in the Constitution of India, and to be catalyst in patriotic socio-economic transformation by promoting basic attitudes and values of essence to national development;

(5) promote the conducive environment for ensuring social harmony, co-existence, integral humanism and upliftment of the poorest of the poor;

(6) extend the benefits of knowledge and skills for development of individuals and society by associating the university closely with local, regional and national problems of development;

(7) carry out social responsibility as an informed and objective critic, to identify and cultivate talent, to train the right kind of leadership in all walks of life and to help younger generation to develop right attitudes, interests and values;

(8) promote equitable distribution of teaching, learning, training and other support services facilities of higher education;

(9) provide for efficient and responsive administration, scientific and technology management and develop organization of teaching, learning, training, research and extension ;

(10) devise motivational systems to ensure that individual cognitive abilities are not constrained but rather the innovative spirit and desire to make true contribution and realize self-achievement is nurtured;

(11) promote acquisition of knowledge in a rapidly developing and changing society and to continually offer opportunities of upgrading knowledge, training and skills in the context of innovations, research and discovery in all fields of human endeavour by developing a higher educational network with use of modern communication media, information and communication technology and other emerging and future technologies appropriate for a learning society ;

(12) promote national integration, fraternity and preserve cultural heritage and inculcate respect towards different religions and diverse cultures of India through the study of different religions, literature, history, science, art, civilizations and cultures;

(13) develop work culture and promote dignity of labour through applied components in the syllabi;

(14) build up financial self-sufficiency by undertaking academic teaching, training and allied programmes, research and development activities for public and private industries, Governmental organizations at local, regional, national and global level and resource generative services in a cost-effective manner;

(15) promote better interaction and co-ordination among different universities, institutions and colleges in the given university, other universities in the State, in the region, in the nation and at global level by all such means generally to improve the governance of the university and facility it provides for higher education;

(16) generate and promote a sense of self-respect and dignity amongst the weaker sections of the society;

(17) to promote gender equality and sensitivity in society;

(18) strive to promote competitive merit and excellence as the sole guiding criterion in all academic and other matters relating to students.

5. The university shall have the following powers and duties, namely:—

Powers and duties of university.

- (1) to provide for instructions, extension, teaching, learning and training in such branches or subjects or disciplines and courses of study including a choice based credit system and any other system that may emerge in future, as the university may, from time to time, determine;
 - (2) to make provision for research and for the advancement and dissemination of knowledge, and generally to cultivate and promote the arts (including fine arts and performing arts), humanities, social sciences, accounts and commerce, pure and applied sciences, technologies, managements, different forms of medicine, engineering, law, physical education and other branches of learning and culture and their multi-disciplinary and inter-disciplinary areas;
 - (3) to make provision to enable conducted and affiliated colleges and recognized institutions to undertake specialized studies;
 - (4) to make provisions for creation of autonomous, empowered autonomous and empowered autonomous cluster of institutions;
 - (5) to develop procedures and processes for recognition of private skills education providers and empowered autonomous skills development colleges;
 - (6) to organize, maintain and manage university departments, schools, institutions, laboratories, knowledge resource centers, learning resource centers, libraries, museums and equipment for teaching, learning, training, research and development or extension;
 - (7) to establish, maintain and manage departments, institutions of research, institutions of specialized studies or academic services unit;
 - (8) to establish, maintain and manage constituent, community and conducted colleges, institutions, hostels, health centers, auditoria and gymnasiums;
 - (9) to provide for establishment, on the university campus and Sub-Campuses, of autonomous institutions like multi-university and inter-university centers, research laboratories, modern instrumentation centers and like centers of learning, set up by the University Grants Commission, Central Government or the State Government, teaching or learning or training colleges or institutions at local, regional, national and global level, which may be used by a university or college or group of universities or colleges:
- Provided that, in the case of any industry or any non-Government organization availing themselves of such facility of a university or such organizations providing the facility to a university, prior approval of the State Government shall be obtained by the university concerned;
- (10) to provide for establishment of sub-campuses for serving a group of colleges, and also to provide for and maintain common resource centers in such sub-campuses in the form of post-graduate departments, multi-disciplinary or inter-disciplinary schools, knowledge resource centers, libraries, laboratories, computer centers, and the like centers of learning and skills training, as per the guidelines laid down by the State Government or the University Grants Commission;
 - (11) to create posts of directors, principals, university teachers, non-vacation academic staff, non-teaching skilled, administrative, ministerial staff and other posts required by the university, from its funds and from the funds received from other funding agencies, prescribe their qualifications, experience and pay-scales, and make appointments thereto;

(12) to make appointments to the posts of directors, principals, university teachers, non-vacation academic staff, non-teaching skilled, administrative, ministerial staff and other posts sanctioned by the State Government as per the qualifications and experience specified by the State Government and the University Grants Commission;

(13) to appoint or recognize persons working in any other university or organization as adjunct professors, adjunct associate professors, adjunct assistant professors, visiting professors of the university for specified periods;

(14) to facilitate mobility of teachers within the university and to other universities with the consent of the teacher concerned;

(15) to prescribe the courses of instruction and studies for the various examinations leading to specific degrees and diplomas or certificates;

(16) to prescribe the courses of instruction and studies in choice based credit system for the various examinations leading to specific degrees, diplomas or certificates in a stand-alone format or joint format with other State or national or global universities;

(17) to make provision, wherever feasible, in the university departments, colleges, institutions, recognized institutions and schools, for survey and collection of statistics, data and other particulars relevant to various developmental activities including State and National plans, evaluation of the developmental schemes with the participation of the students as a part of their curricular activities;

(18) to supervise, control and regulate admission of students for various courses of study in university departments, schools, multi-disciplinary and interdisciplinary schools, community, conducted and affiliated colleges, institutions and recognized institutions;

(19) to guide teaching in colleges by deputation of teachers from a pool of teachers of the university and supplement teaching in colleges for improving their standards;

(20) to institute degrees and post-graduate diplomas and post-higher secondary diplomas, certificates and other academic distinctions on the basis of examinations or by other tests or otherwise;

(21) to hold examinations or evaluations and confer degrees and post-graduate diplomas and award post-higher secondary diplomas and certificates and other academic distinctions on persons who,—

(a) unless exempted therefrom in the manner prescribed, have pursued approved courses of study in the university, or in a college or in an institution or a recognized institution or a school and have passed the examinations and earned the required credits or marks or grades prescribed by the university; or

(b) have pursued approved courses of study in the university, or in a college or in an institution or a recognized institution or in an autonomous college or an autonomous recognized institution or in empowered autonomous college or empowered autonomous cluster institutions or a school and have passed the examinations and earned the required credits or marks or grades prescribed by the university; or

(c) have engaged in research under conditions provided by Ordinances and Regulations;

(22) to confer and award such degrees, diplomas and certificates to, and provide for such lectures, instructions and training for external students, and the students under correspondence and distance education, online and continuing education courses;

(23) to confer honorary degrees or other academic distinctions as prescribed by the Statutes;

(24) to lay down the conditions of affiliation of colleges and recognition of institutions taking into account the credibility of the management and the norms of academic performance of colleges, faculties and subjects, as may be laid down, from time to time, and satisfy itself by periodical assessment or otherwise, that those conditions are fulfilled;

(25) to admit to the privileges of the university, affiliated colleges and institutions not maintained by the university and withdraw all or any of those privileges, temporarily or permanently;

(26) to designate a university department, conducted college, an affiliated college, institution or school as an autonomous university department, conducted college, affiliated college or institution or school, as the case may be, in accordance with the guidelines, if any, laid down by the State Government or University Grants Commission;

(27) to designate a conducted college, an affiliated college, institution or school as an empowered conducted college, affiliated college or institution or school, in a stand-alone or cluster form, as the case may be, in accordance with the guidelines, if any, laid down by the State Government or University Grants Commission;

(28) to monitor and evaluate the academic performance of university departments, university institutions, conducted colleges and of affiliated colleges, autonomous or empowered colleges in a stand-alone or cluster form and recognized institutions for affiliation or recognition, as the case may be, and for periodical accreditations;

(29) to inspect, where necessary, all types of colleges or institutions and recognized institutions through suitable machinery established for the purpose, and take measures to ensure that proper standards of instruction, teaching, learning, training and research, and extension are maintained by them and adequate library, class rooms, laboratory, hostel, workshop and other academic facilities are provided for;

(30) to hold and to manage trusts and endowments and institute and to award fellowship, travelling fellowship, scholarship, studentship, medals and prizes for teachers and students of the university and colleges;

(31) to fix, demand and receive or recover such fees and other charges, as may be regulated by the Ordinances, from time to time;

(32) to constitute a fee fixation committee;

(33) to supervise, control and regulate the conduct and discipline of the students of the university, colleges, institutions, recognized institutions, schools and hostels;

(34) to provide for mobility of students from formal to non-formal stream and vice-versa, and also among the other universities in the State and outside the State;

(35) to provide facilities for revision or in-service courses for teachers of the university, colleges, schools and institutions;

(36) to make arrangements for promoting the healthy atmosphere, corporate life and welfare of the students of the university, colleges, schools and institutions;

(37) to make arrangements for promoting welfare of the employees of the university;

(38) to co-ordinate and regulate teaching, learning, training and research and extension in the colleges and recognized institutions;

(39) to provide for the training and education in the domain of quality, intensive workshops or learning exercises on enhancing quality, and also mechanism for setting up of internal quality assurance for quality improvement of teachers and non-teaching employees;

(40) to provide for periodical assessment of the performance of teachers and non-teaching employees in the colleges, institutions and university in accordance with the norms prescribed by the University Grants Commission or the State Government;

(41) to regulate and provide for attendance of the teachers on the premises of the university or colleges or institutions during teaching hours and beyond teaching hours, as prescribed and to prohibit teachers from taking or conducting private tuitions or private coaching classes;

(42) to regulate and provide for attendance of the non-teaching employees on the premises of the university or colleges or institutions during working hours and beyond working hours, as prescribed;

(43) to enforce conduct and discipline rules for teachers and non-teaching employees prescribed by the State Government;

(44) to prescribe code of conduct for managements;

(45) to prescribe and enforce students charter;

(46) to establish, maintain and manage, whenever necessary,—

(a) Knowledge Resource Centre;

(b) university extension boards;

(c) information bureaus;

(d) employment guidance bureaus;

(e) Autonomous Evaluation Boards; and

(f) such other activities as may be necessary and possible to fulfill the objects of the university;

(47) to make provision for participation of students in,—

(a) the national service scheme;

(b) the national cadet corps;

(c) home guards and civil defense;

(d) the national sports organization;

(e) physical and military training;

(f) extra-mural teaching and research;

(g) programmes related to Lifelong Learning and Extension;

(h) any other programmes, services or activities directed towards cultural, economic and social betterment as may be necessary and possible, to fulfill the objects of the university;

(48) to provide for special training or coaching for competitive examinations, for recruitment to the public services, public sector undertakings and other competitive employment opportunities;

(49) to co-operate or collaborate with any other university, institution, authority or organization for research and advisory services and for such purposes to enter into appropriate arrangement with other universities, institutions, authorities, or organizations to conduct certain courses as the situation may demand;

(50) to rescind or suspend affiliation or recognition or empowered status granted to colleges or institutions or cluster of institutions;

(51) to borrow funds for the purposes of the university on the security of the property of the university, with the prior permission of the State Government;

(52) to explore the possibilities of augmenting the resources of the university by exploring or innovating activities such as research and development, consultancy, training programmes and providing services for different clients from industry, trade or any other non-government organizations;

(53) to transfer the management of an affiliated college, institution or autonomous college or empowered autonomous college or cluster of institutions in case where irregularities or commissions or omissions of criminal nature by the management of such college or institution or mismanagement of such college or institution are prima facie evident, to any other management;

(54) to undertake academic collaboration programmes, research and advisory services with universities and institutions abroad, with prior approval of the State Government;

(55) to receive funds for collaboration programmes from foreign agencies, subject to rules and regulations of the Central Government and State Government in that behalf;

(56) to create development corpus out of surplus that the university may generate through its teaching, learning, training, research and development, consultancy, and any other academic and support activities and to invest it in a professional manner and use the interest generated through it for the growth and development of academic, research and development, academic and physical infrastructure development and any other infrastructure;

(57) to lay down for teachers and university teachers, such instructions or directions as, in the opinion of the university, may be necessary in academic matters;

(58) to undertake development programmes in higher education, research, consultancy based projects and training programmes for outside agencies, by charging fees, so as to generate resources;

(59) to make special provisions for the benefit of university education to be made available to classes and communities which are socially and educationally backward;

(60) to make special provisions for such benefits of university education to be made available for women students and differently-abled students as the university may think necessary;

(61) to make special provision for higher education in rural and tribal areas;

(62) to take appropriate measures in order to increase the gross enrolment ratio;

(63) to implement the national literacy and adult education program through teachers and students on voluntary basis in the university system and to evolve measures to give due weightage to the efforts and performance of the students in this area in addition to their normal academic performance, and also to evaluate the performance of the teachers in this area;

(64) to promote by itself, or in co-operation with other universities, the study of Marathi and the use of Marathi as a medium of instruction, study, research and examination, in adherence to the policies of the State Government;

(65) to promote by itself, or in co-operation with other universities or organizations, the study of foreign languages in general and Asian languages in particular;

(66) to evolve an operational scheme for ensuring accountability of teachers, non-vacation academic and non-teaching staff of the university, institutions and colleges;

(67) to provide for joint appointments in single grade of pay in more than one department or administrative section in the university, as also between university departments and between the university-public or university-private or university public-private partnership research laboratories or university-industry or university- other bodies;

(68) to create knowledge and disseminate it and foster high quality research which is contemporary, globally competitive and locally as well as regionally and nationally relevant;

(69) to have a learner-centric approach and perform the role of being a knowledge creator;

(70) to strengthen education at under-graduate, post-graduate level, enhance research and development culture and relevant degree programmes and cultivate desire for entrepreneurship;

(71) to create a comprehensive digital university framework for both, e-learning and e-administrative services;

(72) to exploit the power of 'learning by collaboration' and 'participation' with use of information and communication technology;

(73) to cultivate research parks, technology incubators and other engagement entities to translate university research to commercial domain and coordinated projects involving multiple faculty groups from several disciplines that address some important issues before the State;

(74) to identify skills to which students need to be exposed to, by taking into account the local needs, training facilities available, emerging needs and new employment opportunities;

(75) to provide an environment for the all-round development of youth by exposing them to the rich cultural heritage of the country and creating opportunities for development of skills in sports;

(76) to ensure introduction of choice based credit system with transferable credit points from four streams, namely, the academic stream, the technology stream, the professional and social stream and the personality and cultural development stream;

(77) to facilitate mobility of teachers to collaborating institutions such as industries, research and development laboratories, non-Government organizations, engaged in societal development, to enable translation of knowledge to viable real life applications and in turn enrich university programmes;

(78) to establish centers or institutions in foreign countries with the permission of the Central and the State Government;

(79) to establish vocational or skills based community colleges in partnership with industry;

(80) to implement recommendations report of the Commission within the time-frame given by it;

(81) to comply with and carry out any directives issued by the State Government, from time to time, with reference to above powers, duties and responsibilities of the university;

(82) to conduct academic audit of university departments, conducted colleges, affiliated colleges, institutions or schools, at regular intervals;

(83) to do all such other acts and things as may be necessary for, or incidental or conducive to, the attainment of all or any of its objects.

6. (1) The territorial limits, within which the powers conferred upon the university by this Act shall be exercised, shall comprise the whole of the university area as specified against the name of such university in the Schedule:

Jurisdiction and admission to privileges of university.

Provided that, the benefit of distance-education courses, correspondence courses, open university courses or external degree courses of any university may, with the prior permission of the State Government, extend and cover the entire area of the State outside the university area:

Provided further that, if a university desires to establish sub-campus or centre or institution in any foreign country, on its own or in collaboration with any other Indian or foreign university or institution, it may do so with the prior sanction of the Central and the State Government.

(2) Subject to the provisions of sub-section (3) of section 3, no educational institution situated within the university area shall, except with the consent of the university and the sanction of the State Government, be associated in any way with, or seek admission to any privilege of, any other university established by law with the exception of the state open university and Research or Project collaborations of university, colleges with any other university or colleges:

Provided that, if an educational institution, public or private, Indian or foreign, seeks to be associated with or be admitted to the privileges of a university, jurisdiction of which is not restricted to any State or area, such association or admission may be permitted by the State Government:

Provided further that, if a university, the jurisdiction of which is not restricted to any State or area, wishes to establish a centre or other unit of research in the university area on its own or in collaboration with any public or private Indian or foreign university or institution, it may do so with the sanction of the State Government and also with the sanction of the Central Government, if the collaboration is with the foreign university or institution.

(3) If an educational institution, public or private, Indian or foreign, associated with or admitted to the privileges of any other university established by law, seeks to be associated with, or be admitted to the privileges of a university, such association or admission may be permitted with the sanction of the State Government and consent of the university concerned.

(4) Save as otherwise provided by or under this Act, any privilege enjoyed by any educational institution within the area of another university before the date on which this Act comes into force, shall not be withdrawn, without the sanction of the State Government.

(5) If a new district is created by the State Government, the area of such district shall be under the jurisdiction of such university, as may be declared by the State Government, by notification in the *Official Gazette*, for the purpose of admission to the privileges of such university.

7. (1) No citizen of India shall be excluded from any office of the university or from membership of any of its authorities, bodies or committees, or from appointment to any post, or from admission to any degree, diploma, certificate or other academic distinction or course of study on the ground only of sex, race, creed, class, caste, place of birth, religious belief or profession or political or other opinion:

University open to all irrespective of sex, race, creed, class, caste, place of birth, religion, or opinion.

Provided that, the university may maintain, accredit or recognize any college or institution exclusively for women, or reserved for women.

(2) The university shall adopt government policy and orders issued, from time to time, in regard to the reservation for Scheduled Castes, Scheduled Tribes, Denotified Tribes (Vimukta Jatis), Nomadic Tribes and Other Backward Classes for appointment to different posts of teachers and non-teaching employees and for the purpose of admission of students in the affiliated or conducted or community colleges, university departments, university institutions or recognized institutions.

(3) The university shall adopt with the general policy of the State Government in regard to the welfare of various categories of weaker sections of the society, minorities, women and persons with disability as directed by the State Government, from time to time.

Control of
State
Government
on universi-
ties.

- 8. (1)** Without prior approval of the State Government, the university shall not,—
- (a) create new posts of teachers, officers or other employees;
 - (b) revise the pay, allowances, post-retirement benefits and other benefits of its teachers, officers and other employees;
 - (c) grant any special pay, allowance or other extra remuneration of any description whatsoever, including ex-gratia payment or other benefits having financial implications, to any of its teachers, officers or other employees;
 - (d) divert any earmarked funds received for any purpose other than that for which it was received;
 - (e) transfer by sale or lease of immovable property ;
 - (f) incur expenditure on any development work from the funds received from the State Government or University Grants Commission or any person or body for the purposes other than the purposes for which the funds are received;
 - (g) take any decision regarding affiliated colleges resulting in increased financial liability, direct or indirect, for the State Government.
- (2)** The university shall be competent to incur expenditure, in consonance with the policies and directives of the State Government issued from time to time, from the funds received from,—
- (a) various funding agencies without any share or contribution from the State Government;
 - (b) contributions received from individuals, industries, institutions, organizations or any person whosoever, to further the objectives of the university;
 - (c) contributions or fees for academic or other services offered by the university for aided and self-supporting academic programmes;
 - (d) development fund, or any other fund established by the university; for the purposes of,—
 - (i) creation of posts in various cadres;
 - (ii) granting pay, allowances and other benefits to the posts created through its own funds provided those posts are not held by such persons, who are holding the posts for which government contribution is received;
 - (iii) starting any academic programmes on self-supporting basis;
 - (iv) granting remunerations or incentives to its employees for performing any task assigned to them other than their regular duties and responsibilities;
 - (v) incurring expenditure on any development work and on welfare activities of its students and employees:

Provided that, there is no financial liability, direct or indirect, immediate or in future, on the State Government.

(3) The State Government may, in accordance with the provisions contained in this Act, for the purpose of securing and maintaining uniform standards in all universities in the State, by notification in the *Official Gazette*, prescribe a Standard Code providing for the classification, manner and mode of selection, appointment, induction and advance training, field exposure, deputation and reservation of post in favour of members of the Scheduled Castes, Scheduled Tribes, De-notified Tribes (*Vimukta Jatis*), Nomadic Tribes, and Other Backward Classes, duties, workload, pay, allowances, post-retirement benefits, other benefits, conduct and disciplinary matters and other conditions of service of the officers, teachers and other employees of the universities and the teachers and other employees in the affiliated colleges and recognized institutions (other than those managed and maintained by the State Government, Central Government and the local authorities) and the provisions for absorption of teachers and employees in the university departments, affiliated or conducted colleges and institutions who are aided and rendered surplus. However, the unaided teachers and employees who are rendered surplus in university departments, affiliated or conducted colleges and institutions shall not be eligible, for absorption at the aided vacancies in university

departments, affiliated or conducted colleges and institutions. Where such Code is prescribed, the provisions made in the Code shall prevail, and the provisions made in the Statutes, Ordinances and Regulations made under this Act, for matters included in the Code shall, to the extent to which they are inconsistent with the provisions of the Code, be invalid.

(4) Qualifications and experience for the purpose of appointment of non-teaching employees in the universities, affiliated colleges and recognized institutions (other than those managed and maintained by the State Government, Central Government and the local authorities) shall be as may be specified by the Government, by an order published in the *Official Gazette*.

(5) Notwithstanding anything contained in this Act, if the circumstances so require and the State Government considers it necessary to do so, it may appoint, on deputation, a suitable person possessing the requisite qualifications to perform the duties of the Registrar, Finance and Accounts Officer or the Director of the Board of Examinations and Evaluation, for a period of not more than one year at a time and not more than three years in the aggregate.

(6) The State Government through any officer not below the rank of Joint Director, Higher Education or Technical Education shall have right to cause inspection of any affiliated, conducted, or autonomous college, recognized institution or university department.

(7) In case of failure of the university to exercise powers or perform duties specified in section 5, or where the university has not exercised such powers or performed such duties adequately, or where there has been a failure to comply with any order issued by the State Government, or under any other circumstances as the State Government may deem fit, the State Government may issue a directive to the university for proper exercise of such powers or performance of such duties or comply with the order; and it shall be the duty of the university to comply with such direction. In case the university fails to comply with the directives, the State Government shall call upon the University to give reasons in writing as to why the directives were not complied with. If the State Government is not satisfied with the explanation, it may refer the matter to the Chancellor for taking necessary action under sub-section (3) of section 9.

(8) The State Government shall carry out test audit or full audit of the accounts of a university, college, school or institution, a regularly at such intervals as it may deem fit.

CHAPTER III

OFFICERS OF THE UNIVERSITY

Chancellor
and his
Powers.

9. (1) The Governor of Maharashtra shall be the Chancellor of every university and the Chancellor, by virtue of his office, shall be the Head of the university.

(2) The Chancellor, when present, shall preside over the Convocation of the university and may issue directions to the Vice-Chancellor to convene the meeting of any authority of the university for specific purposes, whenever necessary, and the Vice-Chancellor shall submit the minutes of such meeting to the Chancellor for his perusal.

(3) The Chancellor,—

(a) shall, on receiving a reference from the State Government under the proviso to sub-section (7) of section 8 in such matter; or

(b) may, in any matter *suo motu* or otherwise,

call for a report or an explanation or such information and record relating to such matter or any matter or affairs of the university, and shall, after considering such report or explanation, or information or record, issue such directions thereupon as may be deemed fit in the interest of the university or student or larger interest of the public, and his directions shall be final and shall be complied with by the university forthwith.

(4) The Chancellor may, after taking report in writing from the Vice-Chancellor, suspend or modify any resolution, order or proceeding of any authority, body, committee or officer which, in his opinion, is not in conformity with this Act, Statutes, Ordinances or Regulations made thereunder, or is not in the interest of the university and the university, authority, body, committee and officer, shall comply with the same:

Provided that, before making any such order, the Chancellor shall call upon the university, authority, body, committee or, as the case may be, officer to show cause why such an order should not be made, and if any cause is shown, within the time fixed by the Chancellor, he shall consider the same and wherever he deems it necessary, after consulting the State Government, decide the action to be taken in the matter, and his decision shall be final.

(5) Where, in the opinion of the Chancellor, the conduct of any elected or nominated or appointed or co-opted member is detrimental to the smooth functioning of university or any authority or body or committee, he may, after giving such member an opportunity to offer his explanation in writing and after considering such explanation, if any, and satisfying himself that it is necessary so to do, disqualify such member or suspend him for such period, as he may deem fit.

(6) The Chancellor shall exercise such other powers and perform such other duties as may be conferred upon or vested in him by or under this Act.

Other
officers of
university.

10. The following shall be the other officers of the university, namely:—

- (1) the Vice-Chancellor;
- (2) the Pro-Vice-Chancellor;
- (3) the Registrar;
- (4) the Deans of Faculties;
- (5) the Director of Board of Examinations and Evaluation;
- (6) the Finance and Accounts Officer;
- (7) the Director of Sub-campus of the University;
- (8) the Director of Innovation, Incubation and Linkages;
- (9) the Director Knowledge Resource Center;
- (10) the Director of Lifelong Learning and Extension;

- (11) the Director of Students' Development;
- (12) the Director of Sports and Physical Education;
- (13) the Director of National Service Scheme;
- (14) such other officers in the service of the university as may be prescribed by Statutes.

11. (1) There shall be a Vice-Chancellor who shall be the principal academic and executive officer of the university and *ex-officio* Chairperson of the Management Council, Academic Council, Board of Examinations and Evaluation, Board of Lifelong Learning and Extension, Finance and Accounts Committee, Board of National and International Linkages and the Board for Innovation, Incubation and Enterprise, Board of Information Technology, Board of Students' Development, Board of Sports and Physical Education and Board of Research and shall preside in the absence of the Chancellor at any convocation for conferring degrees and also at any meeting of Senate. His powers and duties shall be as provided in section 12.

Appoint-
ment of
Vice-
Chancel-
lor.

(2) Save as otherwise provided, pay and allowances, terms and conditions of service of the Vice-Chancellor shall be such as may be determined by the State Government, from time to time.

(3) The Vice-Chancellor shall be appointed by the Chancellor in the manner stated hereunder :—

(a) There shall be a committee consisting of the following members to recommend suitable names to the Chancellor for appointment of Vice-Chancellor, namely:—

(i) a member nominated by the Chancellor, who shall be the retired Judge of the Supreme Court or retired Chief Justice of a High Court or an eminent scholar of national repute or a recipient of Padma Award in the field of education;

(ii) the Principal Secretary of Higher and Technical Education Department or any officer not below the rank of Principal Secretary to Government nominated by the State Government;

(iii) the Director or Head of an institute or organization of national repute established by an Act of Parliament, nominated by the Management Council and the Academic Council, jointly, in the manner specified by the State Government by an order published in the *Official Gazette*.

(b) The member nominated by the Chancellor shall be the Chairman of the committee.

(c) The members nominated on the committee shall be persons who are not connected with the university or any college or any recognized institution of the university.

(d) No meeting of the committee shall be held unless all the three members of the committee are present.

(e) The committee shall recommend a panel of not less than 5 suitable persons for the consideration of the Chancellor for being appointed as the Vice-Chancellor. The names of the persons so recommended shall be in alphabetical order without any preference being indicated. The report shall be accompanied by a detailed write-up on suitability of each person included in the panel.

(f) A person recommended by the committee for appointment as Vice-Chancellor shall,-

(i) be an eminent academician and an administrator of high caliber;

(ii) be able to provide leadership by his own example;

(iii) be able to provide vision; and have ability to translate the same into reality in the interest of students and society; and

(iv) possess such educational qualifications and experience as may be specified by the State Government, by an Order published in the *Official Gazette*, in consultation with the Chancellor.

(g) The eligibility conditions and the process for recommendation of names for appointment as Vice-Chancellor shall be given wide publicity to ensure the recommendation of most suitable candidates.

(4) The Chancellor may appoint one of the persons included in the panel to be the Vice-Chancellor:

Provided, that, if the Chancellor does not approve any of the persons so recommended, he may call for a fresh panel either from the same committee or after constitution of a new committee for the purpose, from such new committee.

(5) The process of preparing the panel of the suitable persons for being appointed as the Vice-Chancellor, shall begin at least six months before the probable date of occurrence of the vacancy of the Vice-Chancellor, and the process of appointment of the Vice-Chancellor shall be completed at least one month before the probable date of occurrence of the vacancy of the Vice-Chancellor.

(6) The person appointed as the Vice-Chancellor shall, subject to the terms and conditions of contract of service, hold office for a period of five years from the date on which he takes charge of his office or till he attains the age of sixty-five years, whichever is earlier and he shall not be eligible for re-appointment.

(7) The person appointed as the Vice-Chancellor shall hold a lien, if any, on the substantive post held by him prior to the appointment.

(8) In any of the following circumstances, the exigency whereof shall solely be judged by the Chancellor, namely :-

(i) where the committee appointed under clause (a) of sub-section (3) is unable to recommend any name within the time limit specified by the Chancellor;

(ii) where the vacancy occurs in the office of the Vice-Chancellor because of death, resignation or otherwise, and it cannot be conveniently and expeditiously filled in, in accordance with the provisions of sub-sections (3) and (4);

(iii) where the vacancy in the office of the Vice-Chancellor occurs temporarily because of leave, illness or other causes; or

(iv) where there is any other emergency;

the Chancellor may appoint any suitable person, to act as the Vice-Chancellor for a term not exceeding twelve months, in the aggregate as may be specified in his order :

Provided that, the person so appointed shall cease to hold such office on the date on which the person appointed as the Vice-Chancellor in accordance with the provisions of sub-sections (3) and (4) assumes office or the Vice-Chancellor resumes office.

(9) The Vice-Chancellor shall be a whole-time salaried officer of the university and shall receive pay and allowances, and other facilities as determined by the State Government. In addition, he shall be entitled to free furnished residence, a motor car including its maintenance, repairs and fuel required therefor, with the service of a chauffeur, free of charge.

(10) Such sumptuary allowance shall be placed at the disposal of the Vice-Chancellor, as the State Government may approve.

(11) If a person receiving an honorarium from the consolidated fund of the State, or if a principal of an affiliated college or a recognized institution or a university teacher is appointed as Vice-Chancellor, his terms and conditions of service shall not be altered to his disadvantage during his tenure as Vice-Chancellor.

(12) Notwithstanding anything contained in the foregoing sub-sections, the person referred to in sub-section (7) shall stand retired from his original post in accordance with the terms and conditions of service of that post.

(13) The Vice-Chancellor may, by writing under his signature addressed to the Chancellor, after giving one month's notice resign from his office and shall cease to hold his office on the acceptance of his resignation by the Chancellor or from the date of expiry of the said notice period, whichever is earlier.

(14) The Vice-Chancellor may be removed from his office if the Chancellor is satisfied that the incumbent,—

(a) has become insane and stands so declared by a competent court; or

(b) has been convicted by a court for any offence involving moral turpitude; or

(c) has become an undischarged insolvent and stands so declared by a competent court; or

(d) has been physically unfit and incapable of discharging functions due to protracted illness or physical disability; or

(e) has willfully omitted or refused to carry out the provisions of this Act or has committed breach of any of the terms and conditions of the service or any other conditions, prescribed by the State Government under sub-section (2), or has abused the powers vested in him or if the continuance of the Vice-Chancellor in the office is detrimental to the interests of the university ; or

(f) is a member of, or is otherwise associated with, any political party any organization which takes part in politics, or is taking part in, or subscribing in aid of, any political movement or activity.

Explanation.- For the purposes of this sub-clause, whether any party is a political party, or whether any organization takes part in politics or whether any movement or activity falls within the scope of this sub-clause, the decision of the Chancellor thereon shall be final :

Provided that, the Vice-Chancellor shall be given a reasonable opportunity to show cause by the Chancellor before taking recourse for his removal under sub-clauses (d), (e) and (f).

12. (1) The Vice-Chancellor shall be the principal academic and executive officer of the university responsible for the development of academic programmes of the university. He shall oversee and monitor the administration of the academic programmes and general administration of the university to ensure efficiency and good order of the university.

Powers and duties of Vice-Chancellor.

(2) He shall be entitled to be present, with the right to speak, at any meeting of any other authority or body or committee of the university, but shall not be entitled to vote thereat, unless he is the Chairperson or member of that authority or body.

(3) The Vice-Chancellor shall have the power to convene meetings of any of the authorities, bodies or committees, as and when he considers it necessary to do so.

(4) The Vice-Chancellor shall ensure that directions issued by the Chancellor are strictly complied with or, as the case may be, implemented.

(5) It shall be the duty of the Vice-Chancellor to ensure that the directives of the State Government, if any, and the provisions of this Act, Statutes, Ordinances and Regulations are strictly observed and that the decisions of the authorities, bodies and committees which are not inconsistent with this Act, Statutes, Ordinances and Regulations are properly implemented.

(6) The Vice-Chancellor may defer implementation of a decision taken or a resolution passed by any authority, body or committee of the university if, he is of the opinion that the same is not consistent with the directives of the State Government or with the provisions of the Act, Statutes, Ordinances and Regulations or that such decision or resolution is not in the interest of the university and at the earliest opportunity refer it back to the authority, body or committee concerned for reconsideration in its next meeting with reasons to be recorded in writing. If differences persist, he shall within a week, giving reasons submit it to the Chancellor for decision and inform about having done so to the members of the authority, body or committee concerned. After receipt of the decision of the Chancellor, the Vice-Chancellor shall take action as directed by the Chancellor and inform the authority, body or committee concerned, accordingly.

(7) If there are reasonable grounds for the Vice-Chancellor to believe that there is an emergency which requires immediate action to be taken, or if any action is required to be taken in the interest of the university, he shall take such action, as he thinks necessary, and shall at the earliest opportunity, report in writing the grounds for his belief that there was an emergency, and the action taken by him, to such authority or body as shall, in the ordinary course, have dealt with the matter. In the event of a difference arising between the Vice-Chancellor and the authority or body whether there was in fact an emergency, or on the action taken where such action does not affect any person in the service of the University, or on both, the matter shall be referred to the Chancellor whose decision shall be final :

Provided that, where any such action taken by the Vice-Chancellor affects any person in the service of the university, such person shall be entitled to prefer, within thirty days from the date on which he receives notice of such action, an appeal to the Management Council.

Explanation.- For purposes of this sub-section, action taken by the Vice-Chancellor shall not include disciplinary action taken against any employee of the university.

(8) Where any matter is required to be regulated by the Statutes, Ordinances or Regulations, but no Statutes, Ordinances or Regulations are made in that behalf or where there is an exigency to amend Statutes, Ordinances or Regulations, the Vice-Chancellor may, for the time being, regulate the matter by issuing such directions as he thinks necessary, and shall, at the earliest opportunity thereafter, place them before the Management Council or other authority or body concerned for approval. He shall, at the same time, place before such authority or body for consideration the draft of the Statutes, Ordinances or Regulations, as the case may be, required to be made in that behalf:

Provided that, such direction shall have to be converted into Statute, Ordinance or Regulations as the case may be, within six months of issuing of such direction failing which such direction shall automatically lapse.

(9) The Vice-Chancellor shall be the appointing and disciplinary authority for the university teachers.

(10) The Vice-Chancellor shall be the appointing and disciplinary authority for officers of the university of the rank of Assistant Registrar and of the rank equivalent thereto and above.

(11) As the Chairperson of the authorities or bodies or committees of the university, the Vice-Chancellor shall be empowered to suspend member from the meeting of the authority, body or committee for persisting to obstruct or stall the proceedings or for indulging in behaviour unbecoming of a member, and shall report the matter accordingly, to the Chancellor.

(12) The Vice-Chancellor shall place before the Management Council a report of the work of the university periodically as provided under the Ordinances.

(13) The Vice-Chancellor shall have the power to,-

(a) accord recognition to institutions of higher learning, research specialized studies in accordance with the provisions of this Act;

(b) accord recognition to autonomous colleges, empowered autonomous colleges or cluster of institutions and empowered skills development colleges in accordance with the provisions of this Act;

(c) accord recognition to private skills education providers in accordance with the provisions of this Act;

(d) accord recognition as qualified teachers to the experts from the field of application oriented industries or companies and domain specific experts in various professional skills, working as training experts in private skills education providers and empowered skills development colleges.

(e) approve the recommended panel of referees for thesis or dissertations for awarding post-graduate, doctorate and higher degrees.

(14) (a) The Vice-Chancellor shall have right to cause inspection to be made by the Pro-Vice-Chancellor or such person or persons or body of persons as he may direct, of the university, its buildings, laboratories, libraries, museums, workshops and equipment and of affiliated, conducted or autonomous college, empowered autonomous colleges or cluster of institutions, recognized or autonomous institutions, empowered skills development colleges or private skills education provider, hall or hostel maintained or recognized by the university, and of the examinations, teachings and other work conducted by or on behalf of the university, and to cause an inquiry to be made in a like manner regarding any matter connected with the administration or finance of the university, affiliated, conducted or community or autonomous college, empowered autonomous colleges or cluster of institutions, recognized or autonomous institutions, empowered skills development colleges or private skills education provider:

Provided that, the Vice-Chancellor shall, in the case of affiliated or autonomous college, empowered autonomous colleges or cluster of institutions, recognized or autonomous institutions, empowered skills development colleges or private skills education provider, give notice to the management of such affiliated or autonomous college, empowered autonomous colleges or cluster of institutions, recognized or autonomous institutions, empowered skills development colleges or private skills education provider of his intention to cause an inspection or an inquiry to be so made:

Provided further that, the management shall have the right to make such representation to the Vice-Chancellor as it thinks necessary before such inspection or inquiry is made;

(b) after considering such representation, if any, the Vice-Chancellor may cause such inspection or inquiry to be made or may drop the same;

(c) in the case of management when an inspection or inquiry has been caused to be made, the management, shall be entitled to appoint a representative, who shall have the right to be present and be heard at such inspection or inquiry;

(d) the Vice-Chancellor may, if the inspection or inquiry is made regarding any college or institution admitted to the privileges of the university, communicate to the management the result of such inspection or inquiry;

(e) the management shall communicate to the Vice-Chancellor such action, if any, as it proposes to take or has been taken by it;

(f) where the management, does not, within the time fixed by the Vice-Chancellor, take action to his satisfaction, the Vice-Chancellor shall be competent to impose a fine upon the management and direct the management to stop the fresh admissions to the colleges or institutions or to decide any other action to be taken in this behalf and the same shall be communicated to the management concerned for compliance.

(15) The Vice-Chancellor shall forward to the State Government report on the recommendation of the Management Council, regarding the temporary alternative arrangements, in the interest of students, to run the day to day academic and administrative activities, of the management of an affiliated college, institution or autonomous college or empowered autonomous college or cluster of institutions in case of dispute regarding the management of the affiliated college and where irregularities or commissions or omissions of criminal nature by the management of such college or institution or mismanagement of such college or institutions are, *prima facie*, evident to committee of inquiry appointed by the university and to make the necessary arrangements to run the day to day academic and administrative activities of such college till the dispute is statutorily resolved. The decision of the State Government in this behalf shall be final and binding.

(16) The Vice-Chancellor shall exercise such other powers and perform such other duties as may be conferred upon him by or under this Act.

Pro-Vice-Chancellor.

13. (1) The Pro-Vice-Chancellor shall be the academic and executive officer next to the Vice-Chancellor having purview of the entire university.

(2) The Pro-Vice-Chancellor shall be a person who has held the post of professor, or principal of a college or an institution with not less than fifteen years teaching or research experience.

(3) The Pro-Vice-Chancellor shall be the Chairperson of the Board of Deans, Board of Sub-campuses, Board of University Departments and Inter-Disciplinary Studies, Board of Post-Graduate Education in Colleges; and an ex-officio Chairperson of the Research and Recognition Committee.

(4) The Pro-Vice-Chancellor shall be a full time salaried officer of the university and shall work directly under the superintendence, direction and control of the Vice-Chancellor.

(5) Save as otherwise provided, pay and allowances admissible to him as well as the terms and conditions of his service shall be such as may be determined by the State Government, from time to time.

(6) The Chancellor shall, in consultation with the Vice-Chancellor, appoint a Pro-Vice-Chancellor for the university.

(7) The term of Pro-Vice-Chancellor shall be co-terminus with the term of office of the Vice-Chancellor or till he attains the age of sixty-five years, whichever is earlier.

(8) The provisions of sub-section (11) of section 11 shall, in regard to the conditions of service of Pro-Vice-Chancellor, mutadis-mutandis, apply.

(9) The Pro-Vice-Chancellor shall act as the chairperson of the authorities, bodies and committees, in the absence of the Vice-Chancellor.

(10) When the office of the Pro-Vice-Chancellor falls vacant or when the Pro-Vice-Chancellor is, by reason of illness or absence or any other cause, unable to perform the duties of his office, the Vice-Chancellor, may appoint a suitable person qualified to be appointed as Pro-Vice-Chancellor to officiate as Pro-Vice-Chancellor, till the Pro-Vice-Chancellor resumes office, or a new Pro-Vice-Chancellor assumes duty, as the case may be.

(11) The Pro-Vice-Chancellor may, by writing under his signature addressed to the Vice-Chancellor, after giving one month's notice resign from his office and shall cease to hold his office on the acceptance of his resignation by the Vice-Chancellor or from the date of expiry of the said notice period, whichever is earlier.

(12) The Pro-Vice-Chancellor may be removed from his office by the Chancellor on the recommendation of the Vice-Chancellor, if he is satisfied that the incumbent,—

(a) has become insane and stands so declared by a competent court; or

(b) has been convicted by a court for any offence involving moral turpitude; or

(c) has become an undischarged insolvent and stands so declared by a competent court; or

(d) has been physically unfit and incapable of discharging functions due to protracted illness or physical disability; or

(e) has willfully omitted or refused to carry out the provisions of this Act or has committed breach of any of the terms and conditions of service or any other conditions, prescribed by the State Government under sub-section (5) or has abused the powers vested in him or if, the continuance of the Pro-Vice-Chancellor in the office is detrimental to the interests of the university; or

(f) is a member of, or is otherwise associated with, any political party or any organization which takes part in politics, or is taking part in, or subscribing in aid of, any political movement or activity.

Explanation.- For the purposes of this clause, whether any party is a political party, or whether any organization takes part in politics or whether any movement or activity falls within the scope of this clause, the decision of the Vice-Chancellor thereon shall be final :

Provided that, the Pro-Vice-Chancellor shall be given a reasonable opportunity to show cause by the Vice-Chancellor before taking recourse for his removal under clauses (d), (e) and (f).

(13) The Pro-Vice-Chancellor shall,—

(a) be the principal academic planning and academic audit officer for the academic development programmes, including post-graduate teaching, research and extension programmes and collaborative programmes of the university;

(b) ensure that quality in education and central academic services is maintained by the university;

(c) be responsible for fostering intellectual interaction across the university and for ensuring that there is research and development and industry linkages;

(d) ensure that the long-term and short-term development plans of the university and its colleges in their academic programmes are duly processed and implemented through relevant authorities, bodies, committees and officers;

(e) monitor appointment of principals and teachers of affiliated colleges and institutions, autonomous colleges and institutions, empowered autonomous colleges, cluster of institutions and recognized institutions or post-graduate centers;

(f) accord approval to the appointments of principals and teachers of affiliated colleges and institutions, autonomous colleges and institutions, empowered autonomous colleges, cluster of institutions and recognized institutions or withdraw the same in accordance with the procedure as prescribed in the Ordinances;

(g) accord approvals to selection committees for appointment of teachers in the colleges as per the norms of the University Grants Commission and the State Government;

(h) recommend proposals to the Management Council for the establishment of conducted colleges, schools, departments, institutions of higher learning, research and specialized studies, knowledge resource centre, academic services units, libraries, laboratories and museums in the university;

(i) consider and recommend proposals to the Management Council for creation of the posts of directors, principals, university teachers, non-vacation academic staff, non-teaching employees and other posts required by the university, from the funds of the university and from the funds received from other funding agencies, and qualifications, experience and pay-scales for such posts;

(j) be the principal liaison officer with the external funding agencies for generating funds for the collaborative and development programmes of the university and monitor their proper utilization;

(k) be responsible for preparation of the comprehensive perspective plan, annual plan, and undertaking the systematic field survey within geographical jurisdiction under section 107;

(l) be responsible for establishing liaison for fostering and promoting collaboration between the university, colleges and national and international institutions and scientific, industrial and commercial organizations;

(m) be responsible for submission of an annual report on the progress achieved in different developmental and collaborative programmes to the Vice-Chancellor who shall place the same before the Management Council;

(n) exercise such other powers and perform such other duties as prescribed under this Act or assigned to him, from time to time, by the Vice-Chancellor.

Registrar.

14. (1) The Registrar shall, be the Chief Administrative Officer of the university. He shall be a full-time salaried officer and shall work directly under the superintendence, direction and control of the Vice-Chancellor.

(2) The qualifications and experience for the purpose of selection of the Registrar shall be as laid down by the University Grants Commission and approved by the State Government.

(3) The Registrar shall be appointed by the Vice-Chancellor on the recommendation of a selection committee constituted for the purpose under this Act.

(4) Appointment of the Registrar shall be for a term of five years or till he attains the age of superannuation whichever is earlier and he shall be eligible for re-appointment by selection on the recommendation of a selection committee constituted for the purpose, for only one more term of five years in the university in which he is serving;

(5) When the office of the Registrar falls vacant or the Registrar is, by reason of illness or absence or any other cause, unable to perform the duties of his office for a period not exceeding six months, the Vice-Chancellor shall appoint a suitable person to officiate as the Registrar until the new Registrar assumes duty or the Registrar resumes duty, as the case may be.

(6) The Registrar shall,—

(a) act as a Member-Secretary of the Senate, Management Council, Academic Council and such other authorities, bodies and committees, as prescribed by or under this Act;

(b) be the appointing and the disciplinary authority of the employees of the university other than the teachers, non-vacation academic staff and officers of the rank of Assistant Registrar and other officers holding posts equivalent thereto or above. An appeal by a person aggrieved by the decision of the Registrar may be preferred within thirty days from the date of communication of such decision, to the Vice-Chancellor;

(c) be the custodian of the records, the common seal and such other property of the university as the Management Council may, commit to his charge;

(d) conduct elections to various authorities and bodies of the university as per the programme approved by the Vice-Chancellor;

(e) prepare and update the Handbook of the Statutes and Regulations approved by the authorities, bodies or committees, from time to time, and make them available to all members of the authorities and officers of the university;

(f) receive complaints and suggestions in regard to the improvement of administration and consider them for appropriate action;

(g) render necessary assistance for inspection of the university, its buildings, class rooms, laboratories, libraries, knowledge resource centre, museums, workshops and equipment is made by such person or persons or body of persons, as directed by the Vice-Chancellor;

(h) organise training and orientation of non-teaching employees in the university and affiliated colleges;

(i) have the power to enter into agreements, sign documents and authenticate records on behalf of the university, subject to the decision of the authorities of the university;

(j) place before the Management Council a report of the development activities of the university every six months;

(k) have the power to seek information in regard to any matter of the university, from the Deans, Finance and Accounts Officer and any other officer of the university for submission to the State Government and other external agencies;

(l) exercise such other powers and perform such other duties, as prescribed by or under this Act or assigned to him, by the Vice-Chancellor and Pro-Vice-Chancellor, from time to time.

15. (1) There shall be a Dean for each faculty, who shall be a full time salaried officer. Dean of Faculty.

(2) The Dean shall be appointed by the Vice-Chancellor on the recommendations of the selection committee for the purpose under this Act.

(3) The term of Dean shall be co-terminus with the term of office of the Vice-Chancellor or till he attains the age of superannuation, whichever is earlier:

Provided that, the new Vice-Chancellor may continue his services as a Dean till the new Dean is duly appointed:

Provided further that, in case vacancy occurs in the office of the Vice-Chancellor because of death, resignation or otherwise, the dean shall continue to hold the post till the end of that academic year.

(4) The qualification and experience for the purpose of selection of the Dean shall be the qualification and experience of the Professor or principal having aggregate minimum teaching or research experience of not less than fifteen years.

(5) The Vice-Chancellor may nominate Associate Dean for the particular group of related board of studies, as may be required, for assistance, support and coordination and the minimum qualifications and experience for such nomination shall be at par with the post of Dean :

Provided that, the salary, allowances and other pecuniary benefits payable to the Associate Dean shall be met by the University out of its own resources and there shall not be any liability, direct or indirect, on the State Government for the said purpose.

16. The Dean shall,—

Power and duties of Dean.

(a) be responsible for academic planning and academic audit of the programmes and implementation of academic policies approved by the Academic Council in respect of academic development, maintenance of quality of education including standards of teaching and research and training of teachers within his faculty. He shall work directly under the superintendence, direction and control of the Vice-Chancellor;

(b) be responsible for development and application of quality benchmarks or parameters for various academic and administrative activities of higher education;

(c) facilitate the creation of a learner-centric environment conducive for quality education;

(d) arrange for feedback responses from the students, the teachers, non-teaching staff, the parents and the other stakeholders on quality-related institutional processes;

(e) ensure appropriate actions, as are needed for maintenance of quality of teaching spelt out by the Internal Quality Assurance Cell;

(f) ensure that the teachers' appraisal by students is carried out and the reports thereof are sent to the university authorities concerned;

(g) be responsible for dissemination of information on the various quality parameters of higher education, as may be defined by various national level bodies dealing with assessment and accreditation of quality in educational institutions;

(h) organize inter-institutional and intra-institutional workshops, seminars on quality related themes and promotion of quality circles;

(i) co-ordinate quality-related activities, including adoption and dissemination of good practices, development and maintenance of institutional database, through management information system for the purposes of maintaining or enhancing the institutional quality;

(j) be responsible for development of quality culture in higher education;

(k) prepare Annual Quality Assurance Report of programmes within his faculty, based on the quality parameters or assessment criteria, developed by the relevant quality assurance bodies, in the prescribed format;

(l) be responsible for bi-annual development of quality parameters and ranking of integral units of higher education based on the Annual Quality Assurance Report;

(m) interact with State Quality Assurance Cell in the pre-accreditation and post-accreditation quality assessment, sustenance and enhancement endeavours;

(n) recommend to the Management Council proposals for the institution of fellowship, travelling fellowship, scholarship, studentship, medals and prizes and making Regulations for their award;

(o) recommend to the Management Council through the Academic Council, proposals for the conduct of inter-faculty and area or regional studies, common facilities, such as instrumentation centers, knowledge resource centers, Science and Technology Parks, entrepreneurship development and industry incubation center, intellectual property rights center, workshops, hobby centers, museums, etc.;

(p) control, regulate and co-ordinate research activities to maintain standards of teaching and research in the university departments, post-graduate departments in colleges and recognized institutions;

(q) recommend to the Academic Council proposals for conduct of post-graduate courses in university departments, post-graduate departments in colleges and recognized institutions;

(r) recommend to the Academic Council the norms of recognition of postgraduate teachers and research guides in post-graduate departments in colleges, autonomous colleges and institutions, empowered autonomous colleges, cluster of institutions and recognized institutions;

(s) recommend to the Academic Council the norms of recognition of undergraduate teachers and project guides in under-graduate departments in colleges, autonomous colleges and institutions, empowered autonomous colleges, cluster of institutions and recognized institutions;

(t) recommend to the Academic Council the norms of recognition of experts working in industries or private professional skills development companies or private skills development institutions, as recognized teachers for the certificate or diploma or advanced diploma or associate degree programmes which may be run by colleges, institutions, autonomous colleges and institutions, empowered autonomous colleges or cluster of institutions, empowered skills development colleges and private skills education provider, as recommended by the university authorities;

(u) be responsible for ensuring standards of under-graduate and post-graduate teaching and research in the faculty;

(v) be responsible for ensuring academic development of the faculty under his purview and proper implementation of the decisions of the Board of Studies, Faculty, Academic Council, Management Council and the Board of Examinations and Evaluation in respect of his faculty;

(w) be responsible for creation of a repository of questions with model answers which shall be continuously updated and expanded;

(x) enquire into any malpractices committed in any academic programmes in the faculty by a university department, affiliated or conducted or community or autonomous, empowered autonomous colleges or cluster of institutions or recognized institutions, on being directed by the Academic Council and submit a report of the findings to the Academic Council;

(y) render necessary assistance for redressal of grievances of the students in the faculty;

(z) prepare proposals for award of fellowship, scholarship and other distinctions in the faculty for submission to the Academic Council;

(za) prepare reports as required by the various authorities or bodies of the university, the State Government, the Central Government, the Central Educational Commissions or Councils, Commission and any such other body;

(zb) exercise such other powers and perform such other duties as prescribed by or under this Act or assigned to him by the Vice-Chancellor or Pro-Vice-Chancellor from time to time.

17. (1) The Director, Board of Examinations and Evaluation shall be a full time salaried officer and shall work directly under the directions and control of the Vice-Chancellor. He shall discharge his functions under the superintendence, direction and guidance of the Board of Examinations and Evaluation, and shall be concerned with the implementation of the policies and directives given by the Board of Examinations and Evaluation.

Director of Board of Examinations and Evaluation.

(2) The qualifications and experience for the purpose of selection of the Director, Board of Examinations and Evaluation shall be as may be specified by the State Government, by an order published in the Official Gazette.

(3) The Director, Board of Examinations and Evaluation shall be appointed by the Vice-Chancellor on the recommendation of the selection committee constituted for the purpose under this Act:

Provided that, in appointing the Director, Board of Examinations and Evaluation preference shall be given to the persons with proven capacity of use of technology in delivery of education.

(4) Appointment of the Director, Board of Examinations and Evaluation shall be for a term of five years or till he attains the age of superannuation, whichever is earlier and he shall be eligible for re-appointment by selection on the recommendation of a selection committee constituted for the purpose, for only one more term of five years in the university in which he is serving.

(5) The Director, Board of Examinations and Evaluation shall,—

(a) be the principal officer-in-charge of the conduct of university examinations, tests and evaluation, and declaration of their results;

(b) be the Member-Secretary of the Board of Examinations and Evaluation and of the committees appointed by the Board except the committees constituted for appointment of paper-setters, examiners and moderators;

(c) be responsible for making all arrangements necessary for holding examinations, tests and evaluation, and for timely declaration of results;

(d) evolve and implement in consultation with the Board of Examinations and Evaluation, processes for proper and smooth conduct of examinations and evaluation;

(e) prepare and announce in advance the programme of examinations, after seeking approval of the Board of Examinations and Evaluation;

(f) arrange for printing of question papers;

(g) postpone or cancel examinations, in part or in whole, in the event of malpractices or if the circumstances so warrant, and take disciplinary action or initiate any civil or criminal proceedings against any person or a group of persons or a college or an institution alleged to have committed malpractices, in consultation with the Vice-Chancellor;

(h) take disciplinary action where necessary against the candidates, paper setters, examiners, moderators, or any other persons connected with examinations and evaluation, found guilty of malpractices in relation to the examinations and evaluation;

(i) review, from time to time, the results of university examinations and evaluation, and forward reports thereon to the Board of Examinations and Evaluation;

(j) strive to declare the results of every examination and evaluation conducted by the University within thirty days from the last date of the examination for that particular course and shall in any case declare the results latest within forty-five days as provided in section 89 and in case of delay, prepare a detailed report outlining the reasons;

(k) take all steps for implementation of all academic and administrative decisions taken by the Board of Examinations and Evaluation;

(l) implement decisions taken by the various university authorities, connected with the examination and evaluation process;

(m) implement all policy and operative decisions with reference to the choice based credit system, both at the under-graduate, post-graduate levels and in other teaching programmes;

(n) organize workshops for teachers in the subjects concerned, in order to acquaint them with new trends in the assessment processes, such as cognitive and summative assessment, creation and use of repository of questions, use of technology in paper setting and conduct of examinations, tests and evaluation ;

(o) ensure innovative and effective use of information and communication technology in the entire process of the conduct of examinations and evaluation;

(p) arrange for proper assessment of performance of candidates at the examinations and process the results;

(q) ensure that answer books for all degree examinations are assessed through the central assessment system;

(r) ensure that every teacher and non-teaching employee in the university, affiliated or conducted college or recognized institution renders necessary assistance and service in respect of examinations of the university and in evaluation process;

(s) carry out all other duties and functions assigned to him by the Board of Examinations and Evaluation;

(t) undertake any other task assigned to him by the university authorities to carry out the objectives of the Board of Examinations and Evaluation, and to ensure that the objects of the university are accomplished;

(u) exercise such other powers and perform such other duties as prescribed by or under this Act or assigned to him by the Vice-Chancellor and Pro-Vice-Chancellor, from time to time.

18. (1) The Finance and Accounts Officer shall be the principal finance, accounts and audit officer of the university. He shall be a full-time salaried officer and shall work directly under the superintendence, direction and control of the Vice-Chancellor. Finance and Accounts Officer.

(2) The Finance and Accounts Officer shall be a person who is a chartered accountant or a cost accountant, with professional experience of not less than five years.

(3) In case the person possessing the qualifications and experience as specified in sub-section (2) cannot be appointed, the Finance and Accounts Officer may be appointed from amongst the Government Officers of the State Finance and Accounts Service, holding the post not below the rank of Deputy Director.

(4) The Finance and Accounts Officer shall be appointed by the Vice-Chancellor on the recommendation of the Selection Committee constituted for the purpose under this Act.

(5) The appointment of the Finance and Accounts Officer shall be for a term of five years or till the age of superannuation, whichever is earlier, and he shall not be eligible for re-appointment in that university.

(6) The Finance and Accounts Officer shall,—

(a) exercise general supervision over the funds of the university and advise the Vice-Chancellor as regards the finances of the university;

(b) hold and manage the funds, property and investments, including trust and endowed property, for furthering the objects of the university, with the approval of the Vice-Chancellor;

(c) ensure that the limits fixed by the university for recurring and nonrecurring expenditure for a year are not exceeded, and that all allocations are expended for the purposes for which they are granted or allotted;

(d) keep watch on the state of the cash and bank balances and investments;

(e) ensure effective revenue management by keeping watch on the process and progress of collection of revenue, and advise the Vice-Chancellor on the methods to be employed in this regard;

(f) perform the duties under clauses (a) to (e) as per the Maharashtra Universities Account Code;

(g) get the accounts of the university audited, regularly;

(h) ensure that the registers of buildings, land, equipment, machinery and other assets are maintained up-to-date and that the physical verification and reconciliation of these assets and other consumable material in all offices, conducted colleges, workshops and stores of the university are conducted regularly;

(i) propose to the Vice-Chancellor that explanation be called for unauthorized expenditure or other financial irregularities from any academic member or non-vacation academic staff or an officer of the university of the rank of Assistant Registrar or equivalent and above;

(j) propose to the Registrar that explanation be called from any non-academic member of the university, other than the teacher, non-vacation academic staff and an officer of the university of the rank of Assistant Registrar or equivalent and above, for unauthorized expenditure or irregularities in any particular case, and recommend disciplinary action against the persons in default;

(k) call for, from any office, centre, laboratory, conducted college, department of the university or university institution, any information and returns that he thinks necessary for the proper discharge of his financial responsibilities;

(l) maintain the minutes of the meetings of the Finance and Accounts Committee;

(m) be responsible for preparation and maintenance of accounts by double entry accounting system, on accrual basis, presenting the annual financial estimates (budget), statement of accounts and audit reports, to the Finance and Accounts Committee and to the Management Council;

(n) prepare financial reports as required by the various authorities or bodies of the university, the State Government, the Central Government, the Central Educational Commissions or Councils, Commission, University Grants, Commission and All India Council for Technical Education and any such body providing funds to the university;

(o) exercise such other powers and perform such other duties as prescribed by or under this Act or assigned to him by the Vice-Chancellor and Pro-Vice-Chancellor, from time to time.

Director of
Sub-
Campus
university.

19. (1) The Director of Sub-campus shall be a full time officer who shall work under the superintendence, direction and control of the Vice-Chancellor.

(2) The Director of Sub-campus shall be a person who is holding the post of professor or principal or equivalent position in any university or institute of national repute engaged in teaching, research and development activities, with not less than fifteen years teaching or research or administrative experience.

(3) The appointment of the Director of Sub-Campus shall be made by the Vice-Chancellor on the recommendation of the selection committee constituted for the purpose under this Act.

(4) The Appointment of the Director of Sub-Campus shall be for a term of five years or till the age of super-annuation, whichever is earlier, and he shall be eligible for re-appointment, by selection on the recommendation of a selection committee constituted for the purpose, for only one more term of five years in the university in which he is serving.

(5) The Director of Sub-Campus shall,—

(a) be the chief academic and administrative officer of the Sub-Campus;

(b) oversee and monitor the administration of the academic programmes of the colleges and recognized institutions in the district;

(c) oversee and monitor general administration of the Sub-Campus of the university and ensure efficiency and good order of the university departments or schools or institutions on the Sub-Campus;

(d) act as a link between the university, colleges and recognized institutions in the district, as well as departments, schools or institutions on the Sub-Campus of the university;

(e) ensure that appropriate actions as are needed for maintenance of quality of teaching, as specified by the Internal Quality Assurance Cell and the university authorities, are initiated, records thereof are maintained, teachers' appraisal by students is carried out and reports thereof are sent to university authorities;

(f) co-ordinate evaluation, academic training workshops or seminars, quality measurement and other academic, administrative, financial and related activities in the district and on the Sub-campus;

(g) ensure establishment of inter-institutional and intra-institutional information and communication technology linkages among the affiliated colleges and recognized institutions in the district;

(h) ensure that the decisions of the colleges or university departments, schools, institutions on the Sub-Campus and their functioning is not inconsistent with this Act, Statutes and Regulations;

(i) organize workshops and training programmes for the benefit of the teaching and support staff in the district and on the Sub-Campus;

(j) ensure that financial discipline is maintained and expenditures of the campus are within the budgetary provisions recommended by the Sub-Campus committee and sanctioned by the Finance and Accounts Committee of the university;

(k) ensure that the annual audited accounts related to the Sub-Campus are prepared and sent to the university at the end of each financial year;

(l) undertake any other task that may be assigned to him by the university authorities to ensure that the objectives of the university are accomplished;

(m) exercise such other powers and perform such other duties as prescribed by or under this Act or assigned to him by the Vice-Chancellor and Pro-Vice-Chancellor, from time to time.

20. (1) The Director of Innovation, Incubation and Linkages shall be a full time salaried officer who shall be responsible for creation and cultivation of an enabling environment to propagate the concept of innovation, for converting innovative ideas into working models through a process of incubation which shall finally lead to creation of an enterprise and to cultivate, establish, maintain and strengthen the link of the university with premier national and international universities and institutions. He shall work directly under the superintendence, direction and control of the Vice-Chancellor.

Director of
Innovation,
Incubation
and
Linkages.

(2) The qualifications and experience for the purpose of selection of the Director of the Innovation, Incubation and Linkages shall be as may be specified by the State Government, by an Order published in the *Official Gazette*.

(3) The Appointment of Director of Innovation, Incubation and Linkages shall be made by the Vice-Chancellor on the recommendation of the selection committee constituted for the purpose under this Act.

(4) The Appointment of the Director of Innovation, Incubation and Linkages shall be for a term of five years or the age of superannuation, whichever is earlier, and he shall be eligible for re-appointment by selection on the recommendation of a selection committee constituted for the purpose, for only one more term of five years in the university in which he is serving.

(5) The Director of Innovation, Incubation and Linkages shall,—

(a) be the principal officer who shall lead and provide vision to the Centre for Innovation, Incubation and Enterprise with his dynamism and enterprise;

(b) spearhead the awareness and training programmes for imparting education on intellectual property rights and aspects associated therewith;

(c) organize training programmes for creating awareness on the importance of entrepreneurship;

(d) organize and create support system for cultivation and incubation of good ideas into a scalable mode that would eventually culminate into the establishment of small, medium and large industry;

(e) work towards creating a liaison with national and international bodies and agencies involved in creating and developing entrepreneurial skills in students;

(f) take all steps to facilitate colleges to establish linkages with knowledge based and other types of industries;

(g) conduct training programmes to guide the young entrepreneurs in operational aspects, legal aspects, intellectual property rights, patent related issues, business model creation and financial aspects;

(h) implement the policies and strategies for promotion of international linkages with premier national and international universities and institutions,

as envisaged by the Board of National and International Linkages and the university authorities;

(i) process applications for visits of teachers and students from university departments, institutions, conducted colleges, colleges and recognized institutions to national and international universities or institutions and assist them on logistic support for such visits;

(j) oversee and monitor administration of Foreign Students' Assistance Cell which gives facility of a Single Window Operation to the foreign students;

(k) process the applications received from foreign students for their visits to other parts of India;

(l) supervise the working of the Migrant Indian Students' Cell established for providing Single Window Operation for students coming from other parts of the country;

(m) undertake any other task that may be assigned to him by the university authorities, to ensure that the objectives of the Board for Innovation, Incubation and Enterprise and Board of National and International Linkages are accomplished;

(n) exercise such other powers and perform such other duties, as prescribed by or under this Act or assigned to him by the Vice-Chancellor and Pro-Vice-Chancellor, from time to time.

Director
Knowledge
Resource
Center.

21. (1) Director Knowledge Resource Center shall be a full time salaried officer of the university and shall be in-charge of the Knowledge Resource Centre in the university. He shall work directly under the superintendence, direction and control of the Vice-Chancellor.

(2) The qualifications, experience, emoluments and terms and conditions of service of the Director, Knowledge Resource Center shall be as recommended by the University Grants Commission, in the case of university librarian and adopted by the State Government.

(3) The appointment of the Director Knowledge Resource Center shall be made by the Vice-Chancellor on the recommendation of the selection committee constituted for the purpose.

(4) The Director Knowledge Resource Center shall,—

(a) be a Member-Secretary of the Knowledge Resource Centre Committee and shall ensure proper implementation of the decisions taken by the Knowledge Resource Centre Committee;

(b) be the custodian of all books, periodicals, manuscripts, journals in print, audio and digital format, and equipment in the Knowledge Resource Center;

(c) evolve and implement such processes and procedures to ensure that the books, periodical, manuscripts, journals and equipment in the Knowledge Resource Centre are not lost or damaged, and no irregularities take place in the Knowledge Resource Center;

(d) cause periodical verification of stock, prepare appropriate report that includes losses, and place it before the Knowledge Resource Centre Committee;

(e) be responsible for the development, modernization, up keeping and management of university Knowledge Resource Center;

(f) render assistance and guidance to the concerned officer at Knowledge Resource Centre on the Sub-Campus of the university;

(g) render assistance and advice to libraries and librarians of affiliated colleges and recognized institutions by conducting annual meeting of the librarians of affiliated colleges and recognized institutions;

(h) conduct training programmes and workshops to update the skills and knowledge of librarians of affiliated colleges and recognized institutions;

(i) create awareness among the students of various departments of the university regarding the availability of resources, information, search techniques and databases through the information literacy programme;

(j) undertake any other task assigned to him by the university authorities to ensure that the objectives of Knowledge Resource Centre are accomplished;

(k) exercise such other powers and perform such other duties as prescribed by or under this Act or assigned to him by the Vice-Chancellor and Pro-Vice-Chancellor, from time to time.

22. (1) The Director of Lifelong Learning and Extension shall be a full time salaried officer of the university and shall be responsible to carry out the activities of the Board of Lifelong Learning and Extension. He shall work directly under the superintendence, direction and control of the Vice-Chancellor.

Director of Lifelong Learning and Extension.

(2) The qualifications, experience, emoluments and terms and conditions of service of the Director of Lifelong Learning and Extension shall be as recommended by the University Grants Commission and adopted by the State Government.

(3) The Director of Lifelong Learning and Extension shall be appointed by the Vice-Chancellor on the recommendation of the selection committee constituted for the purpose under this Act.

(4) The appointment shall be for a term of five years or till the age of superannuation, whichever is earlier and he shall be eligible for reappointment in the manner provided in sub-section (3) for only one more term of five years in the university in which he is serving.

(5) The Director of Lifelong Learning and Extension shall be the *ex-officio* head of the Department of Lifelong Learning and Extension.

(6) The Director of Lifelong Learning and Extension shall,—

(a) be responsible for implementation of policies and recommendations of the Board of Lifelong Learning and Extension;

(b) promote research in the field of lifelong learning, value education, life skills for adults and senior citizens, and for longevity;

(c) organize lower level skills development programmes for training female and male nurses to handle elderly patients or terminally ill patients;

(d) organize the teaching programmes which include certificate and diploma programmes for graduate students and advanced diploma programmes at post-graduate level in value education and longevity;

(e) organize post-graduate teaching programmes exclusively in the domain of value education and life skills for adults and senior citizens;

(f) organize and co-ordinate awareness activities for adults and senior citizens on life skills for coping with old age, information on social organization and Government Schemes for elderly persons and briefing on home for the aged;

(g) undertake any other task as may be assigned by the university authorities so as to carry out objectives of the Board for Lifelong Learning and Extension;

(h) exercise such other powers and perform such other duties as prescribed by or under this Act or assigned to him by the Vice-Chancellor and Pro-Vice-Chancellor, from time to time.

23. (a) (1) The Director of Students' Development shall be nominated by the Vice-Chancellor, from amongst the teachers having minimum aggregate teaching experience of ten years and desired exposure in the field of extra-curricular and extension activities. He shall work directly under the superintendence, directions and control of the Vice-Chancellor.

Director of Students' Development and Director of National Service Scheme.

(2) The emoluments, tenure, and terms and conditions of service shall be as prescribed by the Statutes.

(3) The Director of Students' Development shall,—

(a) work towards promotion of cultural, recreational and welfare activities of students in colleges, institutions and university departments;

(b) conduct leadership training programmes for students;

(c) ensure that there are mentors and counselling cells for the young students in colleges, institutions and university departments;

(d) organize anti-ragging committees and squads and ensure that all necessary measures are taken to prevent ragging in the university, colleges and the institutions;

(e) look into the grievances and general welfare of the students;

(f) help in building-up the all-round personality of students and to groom them to be future leaders and confident adults;

(g) organize cultural and recreational activities jointly with regional, national and international bodies;

(h) promote the interest of the youth and develop their skills for appreciation of the fine and performing arts, pure arts and literary skills;

(i) organize university, state, national and international level competitions, skills development workshops and interactive programmes in various fields for the students;

(j) train the students for state, national and international level competitions in various cultural activities;

(k) conduct elections to the University Students' Council;

(l) to prepare the report of the Board of Students' Development to be submitted before the Senate ;

(m) undertake any other task assigned to him by the university authorities to carry out objectives of the Board of Students' Development;

(n) exercise such other powers and perform such other duties as prescribed by or under this Act or assigned to him, by the Vice-Chancellor and Pro-Vice-Chancellor, from time to time.

(b) (1) the Director of National Service Scheme shall be nominated by the Vice-Chancellor from amongst the teachers having minimum aggregate teaching experience of ten years, experience of at least three years as NSS Programme Officer and desired exposure in the field of National Service Scheme activities.

(2) The emoluments tenure and terms and conditions of service shall be as prescribed by the Statutes.

(3) The Director of National Service Scheme shall,—

(i) work towards promotion, co-ordination and conduct of different activities under National Service Scheme in colleges, institutions and university departments;

(ii) organize university, State, National and International level workshops, seminars, camps, competitions for National Service Scheme volunteers;

(iii) train the students for State, National and International competition;

(iv) undertake any other task assigned to him by the State National Service Scheme co-ordinator and the university authorities to carry out the objectives of National Service Scheme;

(v) exercise such other powers and perform such other duties as prescribed by or under this Act or assigned to him by the Vice-Chancellor and Pro Vice-Chancellor, from time to time.

24. (1) The Director of Sports and Physical Education shall be a full time salaried officer responsible for promoting the culture of sports and supervising sports related activities in the university, colleges and recognized institutions. He shall work under the superintendence, direction and control of the Vice-Chancellor.

Director of Sports and Physical Education.

(2) The qualifications and experience for the purpose of selection of the Director of Sports and Physical Education shall be such as may be specified by the State Government, by an order published in the Official Gazette.

(3) The Director of Sports and Physical Education shall be appointed by the Vice-Chancellor on the recommendation of the selection committee constituted for the purpose under this Act.

(4) The appointment of the Director of Sports and Physical Education shall be for a term of five years or the age of superannuation, whichever is earlier, and he shall be eligible for re-appointment by selection on the recommendation of a selection committee constituted for the purpose, for only one more term of five years in the university in which he is serving.

(5) The Director of Sports and Physical Education shall,—

(a) cultivate excellence in various domains of sports and also to promote a spirit of healthy competition;

(b) promote sports, culture and organize activities in the field of sports in colleges, institutions and university departments;

(c) co-ordinate and organize activities related to various sports jointly with regional and national bodies;

(d) organize university level competitions, sports skill development camps in various sports on the university campus;

(e) train students for regional, national and international competitions in various sports;

(f) to prepare the report of the Board of Sports and Physical education to be submitted before the Senate;

(g) undertake any other task that may be assigned to him by the university authorities, so as to carry out objectives of the Board of Sports and Physical education;

(h) exercise such other powers and perform such other duties as prescribed by or under this Act or assigned to him by the Vice-Chancellor and Pro-Vice-Chancellor, from time to time.

25. All salaried officers, members of the authorities, committees or bodies, teachers of the university and other employees of the university, shall be deemed to be public servants within the meaning of section 21 of the Indian Penal Code.

Officers, members of authorities, bodies and employees of university to be public servants.

CHAPTER IV

AUTHORITIES OF THE UNIVERSITY

Authority of university.

26. The following shall be the authorities of the university, namely:

- (1) the Senate;
- (2) the Management Council;
- (3) the Academic Council;
- (4) the Faculty;
- (5) the Board of Deans;
- (6) the Board of Sub-campuses of the university;
- (7) the Board of Studies;
- (8) the Board of University Departments and Inter-disciplinary studies;
- (9) the Board of Post-Graduate Education in Colleges;
- (10) the Board of Lifelong Learning and Extension;
- (11) the Board of Examinations and Evaluation;
- (12) the Board of Information Technology;
- (13) the Board of National and International Linkages;
- (14) the Board for Innovation, Incubation and Enterprise;
- (15) the Board of Students' Development;
- (16) the Board of Sports and Physical Education;
- (17) the Board of Research;
- (18) such other bodies of the university as are designated by the Statutes, to be the authorities of the university.

Power of State Government to specify eligibility conditions for being member of any authority of university.

27. Notwithstanding anything contained in any other provisions of this Act, in consultation with the Chancellor, the State Government shall, by an order published in the *Official Gazette*, specify the eligibility conditions for being elected, nominated or co-opted as a member of any authority of the university.

Senate.

28. (1) The Senate shall be the principal authority for all financial estimates and budgetary appropriations and for providing social feedback to the university on current and future academic programmes.

(2) The Senate shall consist of the following members, namely:—

- (a) the Chancellor - Chairperson;
- (b) the Vice-Chancellor;
- (c) the Pro-Vice-Chancellor;
- (d) the Deans of Faculties;
- (e) the Director of Board of Examinations and Evaluation;
- (f) the Finance and Accounts Officer;
- (g) the Directors of Sub-campuses of the university;
- (h) the Director, Innovation, Incubation and Linkages;
- (i) the Director of Higher Education or his nominee not below the rank of Joint Director;

(j) the Director of Technical Education or his nominee not below the rank of Joint Director;

(k) the Director Knowledge Resource Center of the university;

(l) the Director of Board of Students' Development;

(m) the Director of Sports and Physical Education;

(n) the Director of Board of Lifelong Learning and Extension;

(o) ten Principals of affiliated, conducted, autonomous colleges which are accredited by National Assessment and Accreditation Council (NAAC) or National Board of Accreditation, (NBA), as the case may be, to be elected by the collegium of principals from amongst themselves; of whom one each shall be a person belonging to Scheduled Castes, Scheduled Tribes, De-notified Tribes (*Vimukta Jatis*) or Nomadic Tribes, Other Backward Classes, and one shall be a woman;

(p) six representatives of Management - to be elected from among the collegium of management representatives of the affiliated colleges or institutions out of whom one shall be from Scheduled Castes or Scheduled Tribes or Denotified Tribes (*Vimukta Jatis*) or Nomadic Tribes or Other Backward Classes category, by rotation, and one shall be woman :

Provided that, such representatives of management to be elected shall be the representatives of management of colleges which are accredited by National Assessment and Accreditation Council or National Board of Accreditation as the case may be :

Provided further that, where a management conducts one or more Colleges or institutions, only one representative of such management shall be eligible for being included in collegium of Management Representatives;

(q) the president and the secretary of the University Students' Council;

(r) ten teachers other than principals and directors of recognised institutions to be elected by the collegium of teachers from amongst themselves of whom one each shall be a person belonging to Scheduled Castes, Scheduled Tribes, De-notified Tribes (*Vimukta Jatis*) or Nomadic Tribes, Other Backward Classes, and one shall be a woman;

(s) three teachers to be elected by the collegium of University teachers from amongst themselves, of whom one shall be a person belonging to the Scheduled Castes or Scheduled Tribes or De-notified Tribes (*Vimukta Jatis*) or Nomadic Tribes or Other Backward Classes, by rotation, and one shall be a woman;

(t) ten registered graduates having graduated at least five years prior to the date of nomination, to be elected from amongst the collegium of registered graduates, of whom one each shall be a person belonging to Scheduled Castes, Scheduled Tribes, De-notified Tribes (*Vimukta Jatis*) or Nomadic Tribes, Other Backward Classes, and one shall be a woman :

Provided that, the registered graduates shall not include the graduates falling in or covered by the category of teachers (regular or on contract basis, irrespective of their teaching experience), principals, heads of the departments, management or any other categories mentioned in this sub-section;

(u) ten persons nominated by the Chancellor, of whom four shall be from the field of agriculture, social work, co-operative movement, legal, financial, banking and cultural activities and of the remaining six persons, one is from the industry, one is an educationist, one is a scientist, one is a person from performing and fine arts or literature or sports, one is from an organization involved in Environment or Preservation of Nature related tasks, and one is from an organization involved in women's development or senior citizens welfare or communications and media;

(v) two persons, nominated by the Vice-Chancellor one shall be a non-teaching employee of the university and one shall be from amongst the non-teaching employees of the affiliated colleges or recognized institutions;

(w) two Members of Legislative Assembly nominated by Speaker of Legislative Assembly for a tenure of two and half years;

(x) one Member of Legislative Council nominated by Chairman of Legislative Council for a tenure of two and half years;

(y) one Member of Municipal Council or Municipal Corporation to be nominated by Vice-Chancellor by rotation for a tenure of one year;

(z) one representative of the Education Committees of Zilla Parishads within the university area, nominated by the Education Committee for the term of one year, by rotation;

(za) the Registrar - Member-Secretary.

(3) The Chancellor shall normally preside over the senate and in his absence the Vice-Chancellor shall preside.

(4) The Senate shall meet at least twice a year on the date to be fixed by the Chancellor. One of the meetings shall be the annual meeting.

Functions
and duties
of Senate.

29. The Senate shall transact the following business at its meeting, namely:—

(a) to give suggestions to the university authorities on improvements that can be made in all areas and domains that are an integral part of the university, namely, academics, research and development, administration and governance;

(b) to review current academic programmes and collaborative programmes;

(c) to suggest new academic programmes consistent with the societal requirements in higher education;

(d) to suggest measures for improvement and development of the university;

(e) to confer, on the recommendation of the Management Council, honorary degrees or other academic distinctions;

(f) to review broad policies and programmes of the university and suggest measures for its improvement and development;

(g) to receive, discuss and approve the annual financial estimate (budget), the annual report, accounts, audit reports and their satisfactory compliances along with its certification by the auditor and the disciplinary or otherwise action taken report in this regard by the University;

(h) to approve comprehensive perspective plan and annual plan for the location of colleges and institutions of higher learning, as recommended by the Academic Council;

(i) to review and adopt the report of students' grievance redressal report to be presented by Registrar of the University;

(j) to review and adopt the reports of the Board of Students' Development and Board of Sports to be presented by the concerned directors;

(k) to give suggestions to the University authorities on improvements that can be made in the area and domains of student welfare, sports, cultural activities of the University;

(l) to make, amend or repeal statutes.

Management
Council.

30. (1) The Management Council shall be the principal executive and policy making authority of the university and shall be responsible for administering the affairs of the university and carrying out such duties, which are not specifically assigned to any other authority.

(2) There shall be not less than four meetings of the Management Council in a year.

(3) The procedure for conduct of business to be followed at a meeting including the quorum at the meeting and such other matters in relation to meetings as may be necessary, shall be such as may be prescribed by the Statutes.

(4) The Management Council shall consist of following members, namely:—

(a) the Vice-Chancellor-Chairperson;

(b) the Pro-Vice-Chancellor;

(c) one eminent person from the field of education, industry, agriculture, commerce, banking, finance, social, cultural and other allied fields to be nominated by the Chancellor;

(d) two Deans to be nominated by the Vice-Chancellor for tenure of two and half year.

(e) One head or Director, nominated by the Vice-Chancellor from amongst the heads or Directors of University Departments or University institutions for a tenure of one year, by rotation:

Provided that, in rotating the heads or Directors amongst Departments or University institutions, the earlier Departments or University institutions, which were given an opportunity of representation shall be ignored;

(f) two principals to be elected by the Senate from amongst the principals who are the members of the Senate, out of whom one shall be elected from amongst the principals who have been elected from Scheduled Castes or Scheduled Tribes or De-notified Tribes (*Vimukta Jatis*) or Nomadic Tribes or Other Backward Class categories, by rotation;

(g) two teachers who are not principals or directors of recognised institutions to be elected by the Senate from amongst the teachers and university teachers who are the members of the Senate, out of whom one shall be elected from amongst the teachers and university teachers who have been elected from Scheduled Castes or Scheduled Tribes or De-notified Tribes (*Vimukta Jatis*) or Nomadic Tribes or Other Backward Class categories, by rotation ;

(h) two representatives of managements to be elected by Senate from amongst the representatives of management who are members of Senate, and further provided that same managements shall not have second consecutive institutional representation:

Provided that, out of the two representatives under this clause, one member shall be elected, by rotation, from amongst the Scheduled Castes or Scheduled Tribes, or De-notified Tribes (*Vimukata Jatis*) or Other Backward Class;

(i) two registered graduates elected by Senate from amongst elected registered graduate members of Senate, out of whom one shall be elected from amongst the registered graduates who have been elected from Scheduled Castes or Scheduled Tribes or De-notified Tribes (*Vimukta Jatis*) or Nomadic Tribes or Other Backward Class categories, by rotation;

(j) two members elected by the Academic Council form amongst its members, one of whom shall be from amongst the elected teachers who are members of the Council and another shall be a woman;

(k) one eminent-expert from the institute or organization of National repute to be nominated by the Vice-Chancellor in consultation with the Chancellor ;

(l) the Secretary, Higher Education or his nominee not below the rank of Deputy Secretary or Joint Director of Higher Education;

(m) the Director of Higher Education or his nominee, not below the rank of Joint Director of Higher Education;

(n) the Director of Technical Education or his nominee not below the rank of Joint Director of Technical Education;

(o) the Registrar - Member-Secretary.

(5) The Finance and Accounts Officer and the Director, Board of Examinations and Evaluation shall be invitees of the Management Council, but they shall have no right to vote.

(6) President of the university students council shall be invitee, who shall attend the meeting as and when invited:

Provided that, such President shall be invited at least in every three months to discuss the issues related to the students' development, welfare and grievances.

Powers and
duties of
Management
Council.

31. The Management Council shall have the following powers and duties, namely:—

(a) to review and deliberate on short and long term reforms in academic, research and development activities, finances, management and governance that are taking place at the national and global level with a view to allow them to percolate into the university;

(b) to study and decide upon the operative mechanism for the reforms that would be recommended by the Commission in all the domains of the university;

(c) to make such provisions, as may enable colleges and institutions to undertake specialized studies and courses, and where necessary or desirable, organize and make provision for common laboratories, libraries, museums and equipment for teaching and research;

(d) to establish departments, colleges, schools, centres, institutions of higher learning, research and specialized studies, on the recommendation of the Academic Council;

(e) to recommend to the senate, the draft of statutes or amendment or repealment of statutes for approval;

(f) to make, amend or repeal ordinances and regulations;

(g) to control and arrange for administration of assets and properties of the university;

(h) to discuss and approve with modifications, if any, the annual financial estimates or budget, that is to say the fund which may be received from State Government, university funds and other funding agencies separately, as received from the Finance and Accounts Committee;

(i) to consider proposals to enter into, amend, carry out and cancel contracts on behalf of the university;

(j) to determine the form of common seal for the university and provide for its use;

(k) to accept, on behalf of the university the transfer of any trusts, bequests, donations and transfer of any movable, immovable and intellectual property to the university;

(l) to transfer by sale or otherwise, any movable or intellectual property rights on behalf of the university;

(m) to transfer by sale or lease or contract any immovable property to other organization with the prior permission of the State Government:

Provided that, any immovable property may be permitted to be used for the specific period, for the purpose of providing essential physical facilities for accomplishment of objects of the university, such as bank, canteen, post office, mobile towers, etc., without prior approval of the State Government;

(n) to create immovable assets in the form of land, building and other infrastructure out of reserve funds, for its campus and sub-campuses;

(o) to borrow, lend or invest funds on behalf of the university as recommended by the Finance and Accounts Committee;

(p) to lay down policy for administering funds at the disposal of the university for specific purposes;

(q) to provide buildings, premises, furniture, equipment and other resources needed for the conduct of the work of the university;

(r) to recommend the conferment of honorary degrees and academic distinctions;

(s) to institute and confer such degrees, diplomas, certificates and other academic distinctions as recommended by the Academic Council and arrange for convocation for conferment of the same, as provided by the Ordinances;

(t) to institute fellowship, travelling fellowship, scholarship, studentship, exhibitions, awards, medals and prizes, and prescribe Regulations for their award;

(u) to make Regulations for collaborations with other universities, institutions and organizations for mutually beneficial academic programmes recommended by the Board of Deans;

(v) to create posts of university teachers and non-vacation academic staff from the funds of the university and from the funds received from other funding agencies, on the recommendation of the Academic Council, as and when required, and prescribe their qualifications, experience and pay-scales;

(w) to create posts of officers, non-teaching skilled, administrative, ministerial staff and other posts from the funds of the university and from the funds received from other funding agencies, as and when required, and prescribe their qualifications, experience and pay-scales;

(x) to prescribe honoraria, remunerations, fees and travelling and other allowances for paper-setters and other examination staff, visiting faculty, and fees or charges for any other services rendered to the university;

(y) to recommend to the Academic Council the comprehensive perspective plan and annual plan for the location of colleges and institutions of higher learning, as prepared by the Board of Deans;

(z) to consider and approve proposals for change or transfer of management and shifting of locations of colleges and institutions, as prescribed in the Statutes;

(za) to receive and consider report of the development activities of the university received from the Registrar every six months;

(zb) to confer autonomous status on university departments, university institutions, affiliated colleges and recognized institutions on the recommendation of the Academic Council, as per the Statutes;

(zc) to assess and approve proposals for academic programmes received from the Academic Council;

(zd) to consider and adopt the annual report, annual accounts and audit report in respect of State Government funds, university funds and funds received from other agencies separately;

(ze) to cause an inquiry to be made in respect of any matter concerning the proper conduct, working and finances of colleges, institutions or departments of the university ;

(zf) to delegate, any of its powers, except the power to make, amend or repeal Statutes and Ordinances, to the Vice-Chancellor or such officer or authority of the university or a committee appointed by it, as it thinks fit ;

(zg) to define the functions, duties, powers and responsibilities of non-teaching employees in the university, in respect of the posts created from the funds of the university and from the funds received from other funding agencies ;

(zh) to deal with the cases related to the violation of prescribed fees according to the provisions of the Maharashtra Educational Institutions (Prohibition of Capitation Fee) Act, 1987 and other relevant Acts; Mah. VI of 1988.

(zi) to accept donations, gifts and other forms of financial support from alumni, philanthropists, industries and other stakeholders and prescribe the procedure to be followed by the university for accepting such donations, gifts, etc ;

(zj) to impose penalties upon the erring colleges or recognized institutions after following the procedure laid down by the Statutes;

(zk) to recommend to the State Government through the Vice Chancellor to appoint an Administrative Board for the affiliated college to run the management of such college in case of disputes regarding the management of such colleges, till the dispute is statutorily resolved. The constitution of this board and the process of its appointment shall be as prescribe by the Statutes. The decision of the State Government in this regard shall be final and binding ;

(zl) to develop and adopt students' charter.

Academic Council.

32. (1) The Academic Council shall be the principal academic authority of the university and shall be responsible for regulating and maintaining the standards of teaching, research and evaluation in the university. It shall also be responsible for laying down the academic policies in regard to maintenance and improvement of standards of teaching, research, extension, collaboration programmes in academic matters and evaluation of workload of the teachers.

(2) The Academic Council shall meet not less than four times in a year.

(3) The Academic Council shall consist of the following members, namely:—

(a) the Vice-Chancellor, Chairperson;

(b) the Pro-Vice-Chancellor;

(c) Deans of Faculties and Associate Deans (if any);

(d) Directors of Sub-campuses;

(e) Director Innovation, Incubation and Linkages;

(f) the Vice-Chancellor shall nominate the following members, as per the recommendations of the search committee appointed by him for this purpose, in consultation with the Chancellor, namely:—

(i) eight Principals of conducted, autonomous or affiliated colleges which are accredited by the National Assessment and Accrediation Council (NAAC) or National Board of Accreditation (NBA), as the case may be of whom one shall be woman and one shall be a person belonging Scheduled Castes or Scheduled Tribes or De-notified Tribes (*Vimukta Jatis*) or Nomadic Tribes or Other Backward Class, by rotation;

(ii) two professors out of whom one shall be a person belonging Scheduled Castes or Scheduled Tribes or De-notified Tribes (*Vimukta Jatis*) or Nomadic Tribes or Other Backward Class, by rotation;

(iii) one head of a recognized institution;

(g) two teachers, representing each faculty, with not less than fifteen years of teaching experience to be elected by the collegiums of teachers from amongst themselves out of whom one each shall be a person belonging Scheduled Castes or Scheduled Tribes or De-notified Tribes (Vimukta Jaties)/ Nomadic Tribes or Other Backward Class provided that the reservation per faculty shall be decided by drawing lots:

Provided that, out of the teachers representing each faculties, under this clause, one shall be a woman, to be decided by drawing lots.

(h) one representative of management nominated by the Senate, from amongst the representatives of managements, who are the members of Senate;

(i) Eight eminent experts from the institutes or organizations of national repute, such as Indian Institute of Technology, Indian Institute of Science Education and Research, Indian Institute of Management, Indian Space Research Organization, Institute of Chartered Accountants of India, Institute of Cost Accountants of India, Institute of Company Secretaries of India, Indian Council for Social Research, Industrial Associations, Indian Olympic Association and allied fields and as much as possible representing all the faculties, nominated by the Chancellor;

(j) the Director of Higher Education or his nominee, not below the rank of the Joint Director, Higher Education;

(k) the Director of Technical Education or his nominee, not below the rank of the Joint Director, Technical Education;

(l) Director, Board of Examinations and Evaluation;

(m) Chairpersons of Board of Studies;

(n) Registrar-Member Secretary.

33. (1) The Academic Council shall have the following powers and duties, namely:— Powers and duties of Academic Council.

(a) to ensure that the university becomes a vibrant hub for promotion of research and development, interactions and linkages with industries, cultivation of intellectual property rights and entrepreneurship and incubation of knowledge linked industries;

(b) to consider and approve with modifications, if any, the matters referred to it by the Board of Studies through the faculty;

(c) to ensure that there are choice based credit systems for all certificates diplomas, degrees, post-graduate programmes and other academic distinctions;

(d) to ensure that the spirit of research and entrepreneurship percolates to all colleges and recognized institutions of the university;

(e) to approve fees, other fees and charges as recommended by the Board of Deans through the fee fixation committee;

(f) to recommend to the Management Council, the institution of degrees, diplomas, certificates and other academic distinctions;

(g) to propose draft of Ordinances relating to the academic matter to the Management Council;

(h) to make amend or repeal Ordinances and Regulations relating to academic matters;

(i) to allocate subjects to the faculties;

(j) to prescribe qualifications and norms for appointment of paper-setters, examiners, moderators and others, concerned with the conduct of examinations and evaluation;

(k) to consider and make recommendations to the Management Council for creation of posts of university teachers and non-vacation academic staff, required by the university from the funds of the university and from the funds received from other funding agencies and prescribe their qualifications, experience and pay-scales;

(l) to prescribe norms for recognition of any member of the staff of an affiliated college or recognized institution as a teacher of the university, in consonance with the norms of the University Grants Commission and the State Government;

(m) to prescribe norms for granting affiliation, continuation of affiliation, extension of affiliation to colleges, and recognition, continuation of recognition, extension of recognition to institutions of higher learning and research or specialized studies;

(n) To grant affiliation to colleges or institutions in accordance with the provisions of this Act, the Statutes, Ordinances and Regulations;

(o) to accord recognition to various certificate, diploma, advanced diploma and degrees programmes run by private skills education providers and empowered autonomous skills development colleges, in consonance with the norms of the University Grants Commission and the State Government;

(p) to recommend to the senate the comprehensive perspective plan as prepared by the Board of Deans and recommended by the Management Council;

(q) to approve annual plan for the location of colleges and institutions of higher learning, as prepared by the Board of Deans and recommended by the Management Council;

(r) to recommend to the Management Council conferment of autonomous status on institutions, departments, affiliated or conducted colleges and recognized institutions in accordance with the provisions of the Statutes;

(s) to approve new courses, inter-disciplinary courses and short-term training programmes referred to it by the Board of Deans;

(t) to approve the course syllabi, paper-setters, examiners and moderators paper-setters, and evaluation schemes of various courses recommended by the faculty concerned;

(u) to advise the university on all academic matters and submit to the Management Council feasibility reports on academic programmes recommended by the Senate at its previous annual meeting;

(v) to create policy, procedure and practice for choice based credit system for all academic programmes;

(w) to create policy for mobility of students among various universities of the State and also lay down the policy for giving flexibility to choose and learn different course modules among different faculties in a university or other universities in the State;

(x) to work out the procedures, policies and practices to introduce more flexible approach to education and of 'adaptive pace of learning' with minimum and maximum duration for completion of a degree and other academic programmes;

(y) to ensure that the research projects are an integral part of choice based modules for post-graduate programmes;

(z) to prepare academic calendar of the university for the subsequent academic year as per the guidelines from the University Grants Commission and the State Government, three months before the expiry of the current academic year;

(za) to recommend to the Management Council establishment of departments, colleges, schools, centres, institutions of higher learning, research and specialized studies;

(zb) to exercise such other powers and perform such other duties as may be conferred or imposed on it by or under this Act, the Statutes, Ordinances and Regulations.

(2) The Academic Council shall refer all matters or decisions involving financial implications to the Management Council for approval.

34. (1) The faculty shall be the principal academic coordinating authority of the university in respect of studies and research in relation to the subjects included in the respective faculty and also in respect of studies and research in multi-faculties. Faculty.

(2) The university shall have the following faculties, namely:—

(i) Faculty of Science and Technology;

(ii) Faculty of Commerce and Management;

(iii) Faculty of Humanities;

(iv) Faculty of Inter-disciplinary Studies.

(3) Each faculty shall comprise of such subjects as prescribed by the Statutes.

(4) A faculty shall consist of the following members, namely :—

(a) the Dean of the faculty - ex-officio Chairperson;

(b) the Associate Dean, if nominated under sub-section (5) of section 15;

(c) Chairpersons of each Board of Studies for the subjects comprised in the faculty;

(d) one person, nominated by each Board of Studies, who is an approved teacher and is otherwise eligible to be nominated as a member of the Board of Studies;

(e) five special invitees, who are eminent scholars with proven academic achievements and industrial or professional exposure in the subjects within the faculty, to be nominated by the Pro-Vice-Chancellor in consultation with the Dean of the faculty.

35. The faculty shall have the following powers and duties, namely:—

Powers and duties of Faculty.

(a) to consider the report on any matter referred to it by the Management Council, Academic Council or Board of Deans;

(b) to create time bound operative mechanism for implementation of the academic policy decisions;

(c) to consider and recommend with modifications, if any, to the Academic Council, the matters referred to it by the Board of Studies;

(d) to recommend to the Academic Council the course syllabi, course structures and evaluation schemes of various courses, as forwarded by the Board of Studies;

(e) to study and certify the curricula made by the autonomous colleges, empowered autonomous colleges or cluster of institutions;

(f) to recommend to the Board of Deans the requirements regarding the conduct of post-graduate or under-graduate teaching, research, training and instruction, in university departments or institutions, affiliated colleges and recognized institutions, including the manpower requirement;

(g) to consider and recommend to the Board of Deans, new courses, interdisciplinary courses and short-term training programmes referred to it by the Boards of Studies or the Board of University Departments and Inter-disciplinary Studies;

(h) to ensure that guidelines framed by the Academic Council in relation to teaching, research, training and instruction are implemented;

(i) to plan and organize inter-departmental and inter-faculty programmes in consultation with the Board of Deans, Boards of Studies and the Board of University Departments and Inter-disciplinary Studies;

(j) to recommend to the Academic Staff College and the Academic Council, conduct of refresher and orientation programmes for teachers of affiliated colleges and university departments, especially for the revised or newly introduced or inter-disciplinary courses of study, training and advance training, field exposure and deputation;

(k) to prepare and submit the annual report of the functioning of the faculty to the Vice-Chancellor;

(l) to undertake any other task in respect of studies and research in relation to the subjects included in the faculty and also in multi-faculties, as may be assigned to it by the university authorities.

Board of
Deans.

36. (1) There shall be a Board of Deans to co-ordinate, oversee, implement and to supervise the academic activities of the university. It shall be responsible to plan the development of the university in academics, research and development, entrepreneurship, intellectual property rights, incubation of industries and linkages with industries for integrated planning. It shall also plan, monitor, guide and coordinate under-graduate and post-graduate academic programmes and development of affiliated colleges.

(2) The Board of Deans shall consist of the following members, namely:—

- (a) the Pro-Vice-Chancellor, Chairperson;
- (b) the Deans of faculties;
- (c) the Director of Innovation, Incubation and Linkages.

Powers
and Duties
of Board of
Deans.

37. (1) The Board of Deans shall have the following powers and duties, namely:—

(a) to make recommendations to the Academic Council for the conduct of post-graduate courses in university departments and post-graduate departments in colleges and recognized institutions;

(b) to consider and recommend to the Academic Council, new courses, inter-disciplinary courses and short-term training programmes referred to it by the faculty;

(c) to control, regulate and co-ordinate research activities to maintain standards of teaching and research in the university departments and post-graduate departments in colleges and recognized institutions;

(d) to recommend to the Academic Council, the norms of recognition of post-graduate teachers and research guides in colleges and recognized institutions;

(e) to grant recognition to the post-graduate teachers and research guides as recommended by the Research and Recognition Committee in accordance with the norms prescribed by the Academic Council;

(f) to recommend to the Vice-Chancellor recognition of private skills education providers and empowered autonomous skills education colleges by following the procedure as prescribed under this Act;

(g) to consider and recommend to the Academic Council the proposals submitted by the private skills education providers and empowered autonomous skills development colleges in respect of starting new certificate, diploma, advanced diploma and degree programmes and designing the curricula thereof;

(h) to prepare a comprehensive perspective plan of five years for integrating therein the plan of Development in a manner ensuring equitable distribution of facilities for higher education, as per the guidelines framed by the Commission;

(i) to prepare the annual plan for the location of colleges and institutions of higher learning, in consonance with the perspective plan;

(j) to conduct academic audit of the university departments, institutions, affiliated colleges, autonomous university departments and institutions, empowered autonomous colleges, cluster of institutions, empowered autonomous skills development colleges and recognized institutions, which shall be carried out by an Academic Audit Committee, having an equal number of internal and external members;

(k) to oversee the continuation of affiliation to colleges and continuation of recognition to institutions through a system of academic audit;

(l) to recommend proposals to the Academic Council for the establishment of conducted colleges, schools, departments, institutions of higher learning, research and specialized studies, academic services units, libraries, laboratories and museums in the university;

(m) to consider and make recommendations to the Academic Council for creation of posts of university teachers and non-vacational academic staff required by the university, from the funds of the university and from the funds received from other funding agencies, and prescribe their qualifications, experience and pay-scales;

(n) to make proposal to the Management Council for the institution of fellowship, travelling fellowship, scholarship, studentship, medals and prizes and make regulations for their award;

(o) to recommend to the Management Council through the Academic Council, the proposal for the conduct of inter-faculty and area or regional studies, common facilities, such as instrumentation centers, workshops, hobby centers, museums, etc.;

(p) to recommend to the Academic Council the proposals to prescribe fees, other fees and charges through a Fee Fixation Committee;

(q) to draft Ordinances and place them before the Management ;

(r) to draft regulations and place them before the Management Council and the Academic Council, as the case may be, for its approval.

(2) The Board of Deans shall appoint a Research and Recognition Committee for each Board of Studies, -

(a) The Research and Recognition Committee shall consist of the following members, namely :-

(i) the Pro-Vice-Chancellor, Ex-officio Chairman;

(ii) Dean of the faculty concerned and Associate Dean of the concerned group of subjects, if any;

(iii) the Chairperson, Board of Studies;

(iv) two experts in the subject, to be nominated by the Vice-Chancellor, not below the rank of Professor, who have successfully guided at least three Doctorate of Philosophy (Ph.D.) students and have published research work in recognized or reputed national or international journals, anthologies, etc., one of whom shall be from outside the university;

(b) the Research and Recognition Committee shall have the following powers and duties, namely:—

(i) to approve the topic of thesis or dissertation in the subject;

(ii) to recommend to the Vice-Chancellor a panel of referees for thesis or dissertations for awarding post-graduate, doctorate and higher degrees, based on the criteria as approved by the Academic Council;

(iii) to recommend to the Board of Deans, by following appropriate process, names of post-graduate teachers, research scientists in the recognized research and other institutions, active research and development experts having of not less than ten years' experience in research and development laboratories or centres in variety of industries, for recognition as approved research guides;

(iv) to undertake any other task in academic and research and development matters, as may be assigned to it by the Board of Deans, the Faculty and the Academic Council.

Board of
Sub-
campuses
of
university.

38. (1) There shall be a Board of sub-campuses of the university to organize the task and activities of the sub-campuses. It shall consist of the following members, namely:—

(a) the Pro-Vice-Chancellor, Chairperson;

(b) the Deans of faculties;

(c) the Finance and Accounts Officer;

(d) the Directors of all Sub-Campuses;

(e) the Director, Innovation, Incubation and Linkages;

(f) two members of the Management Council, to be nominated by the Vice-Chancellor, one of whom shall be a principal and the other shall be a representative of the management;

(g) the Director, Board of Examinations and Evaluation;

(h) the Director, Board of Students' Development;

(i) the Director, Sports and Physical Education;

(j) one Principal, one Teacher, one management representative from the affiliated, autonomous colleges within the jurisdiction of each sub-campus to be nominated by the Management Council;

(k) the Registrar - Member-Secretary.

(2) The Board of Sub-Campuses of the university shall meet at least three times in a year.

Powers
and Duties
of Board of
Sub-
Campuses
of the
university.

39. The Board of Sub-Campuses of the university shall have the following powers and duties, namely:—

(a) to co-ordinate the under-graduate and post-graduate educational activities in the district;

(b) to ensure implementation of various academic, administrative and governance mechanisms of the parent university;

(c) to co-ordinate the intra-institutional and inter-institutional information and communication technology linkages among the institutions of higher education in the district;

(d) to carry out in association with colleges workshops and training programmes for the benefit of teachers and non-teaching employees;

(e) to co-ordinate the examination and evaluation related activities in the district;

(f) to co-ordinate creation of research plans, development plans and other fund raising activities for the colleges and institutions in the district and establish links with the central office of the parent university;

(g) to co-ordinate teaching and learning activities at post-graduate level amongst the colleges and institutions, and render necessary assistance in this regard;

(h) to work as a district level gateway of the university for all academic and administrative tasks of students, research students, teachers, supporting staff and other members of the society;

(i) to prepare financial needs and annual financial estimates (budget) for the financial year and submit it to the central office of the parent university;

(j) to undertake any other task as may be assigned by the university authorities so as to carry out objectives of the university.

40. (1) There shall be a Board of Studies for every subject or group of subjects prescribed by the Statutes. The Board of Studies shall be the primary academic body of the university. Board of Studies.

(2) The Board of Studies shall consist of the following members, namely:—

(a) head of the university department or institution in the relevant subject :

Provided that, where there is no university department in the subject, the Board shall, at its first meeting co-opt the head of the department who is recognized for imparting teaching to post graduate students in an affiliated college or a recognized institution having post graduate teaching in that subject;

(b) six teachers having minimum ten years teaching experience, nominated by the Vice-Chancellor in consultation with the Dean of the respective faculty, from the following categories, namely :—

(i) one teacher from amongst the full time teachers of the university departments in the relevant subject;

(ii) two teachers from amongst recognized post-graduate teachers in affiliated colleges, or recognized institutions or post-graduate centers offering post-graduate programme in the concerned subject;

(iii) three teachers from affiliated colleges and recognized institutions other than heads of departments;

(c) three heads of departments from affiliated colleges and recognized institutions to be elected from amongst the collegiums of heads of departments of affiliated colleges and recognized institutions.

(d) the Board of Studies, at its first meeting, shall,-

(i) Subject to the provisions of section 65, elect one of the members as a chairperson of the board of the studies from amongst its members :

Provided that the member to be elected as a chairperson of Board of Studies shall be a post graduate recognized teacher imparting teaching to post graduate students; and thereafter co-opt -

(ii) one professor from other universities; and

(iii) four experts as under :-

(A) a person holding a rank not lower than that of Assistant Director, in national laboratories or institutions; or recognized institutions or industry or experts in the related field having published at least one reference book in the subject; or at least three research papers in recognized national or international journals;

(B) an eminent scholar in the subject;

(C) an eminent person from the subject-related industries or association or professional body;

(D) person having at least ten years working or ownership or advisory or consultancy experience in the field relevant to the subject.

(e) top rankers of the Final Year Graduate and Final Year Post Graduate examination of previous year of the concerned subject as invitee members for discussions on framing or revision of syllabus of that subject or group of subjects for one year.

41. The Board of Studies shall have the following powers and duties, namely:—

(a) to recommend to the Management Council through the faculty or faculties concerned and the Academic Council, the introduction of new diplomas and degrees;

(b) to recommend to the Management Council through the faculty or faculties concerned and the Academic Council, the discontinuation of diplomas and degrees which have become irrelevant;

(c) to recommend to the faculty concerned, the course syllabi, course structures and evaluation schemes of various courses;

(d) to recommend to the reference books or supplementary reading books and such other material useful for study of the course;

(e) to recommend to the faculty, modifications in respect of addition or deletion or updating of courses;

(f) to prepare the panels of paper-setters, examiners and moderators for the university examinations and evaluation, based on the criteria laid down by the Academic Council and recommend them to the Board of Examination and Evaluation ;

(g) to suggest to the Dean of the faculty concerned, organization of orientation and refresher courses in the subject in the summer or winter vacations;

(h) to prepare the requirements with regard to library, laboratory, equipment in respect of courses concerned;

(i) to suggest extension programmes with respect to the courses introduced;

(j) to understand the requirements of industry or corporate or society at large and to incorporate them into the syllabi to make the teaching-learning process relevant to the needs of the time;

(k) to encourage learning by collaboration and participation by using information and communication technology tools;

(l) to design curricula, add vocational content to every discipline and to prescribe the minimum period to pursue skill development programme and the level of proficiency expected;

(m) to ratify curricula, all processes and practices developed by the autonomous colleges, university departments or institutions, autonomous recognized institutions, empowered autonomous colleges or cluster of institutions, empowered skills development colleges, and recommendations in respect of recognition of teachers or experts.

42. (1) There shall be a Board of University Departments and Interdisciplinary Studies to promote interdisciplinary education and research on campus and also network with national and international institutions and create an academic and research and development environment that allows free flow of ideas amongst several disciplines.

Board of University Departments and Interdisciplinary studies.

(2) The Board of University Departments and Interdisciplinary Studies shall consist of the following members, namely:-

(a) the Pro-Vice-Chancellor, Chairperson;

(b) the Deans of faculties and Associate Deans, if any ;

(c) four experts, to be nominated by the Vice-Chancellor from other universities or national level research and development laboratories, one each having minimum experience of five years as a professor or equivalent position in research and development laboratories, in each of the disciplines of science, technology, humanities, commerce and management and interdisciplinary studies;

(d) four heads of departments or senior professors representing various subjects or disciplines in an equitable manner, to be nominated by the Vice-Chancellor.

(3) The Dean of Faculty of Interdisciplinary Studies shall act as a Member-Secretary.

(4) The Board shall meet at least three times a year.

43. The Board of University Departments and Interdisciplinary Studies shall have the following powers and duties, namely:—

Powers and duties of Board of University Departments and Interdisciplinary studies.

(a) to devise long term policy and strategy for promotion of quality postgraduate education on university campus;

(b) to prepare a comprehensive development plan for post-graduate education in university departments;

(c) to work on annual financial estimates (budget) for university departments;

(d) to co-ordinate the research and development activities with the Board of Research;

(e) to establish linkages with foreign and Indian premier teaching and research and development institutions or universities for strengthening of teaching and research and development activities on the campus of the university;

(f) to work in tandem with the Board of National and International Linkages to collaborate with national and international agencies, universities (including deemed or self-financed universities) and institutions for sharing of academic resources, running joint teaching programmes, running joint degree programmes with national and international universities or institutions;

(g) to promote interdisciplinary teaching programmes on the campus by coordinating amongst teachers and also to make policy for sharing of academic and research and development infrastructure;

(h) to promote the choice based credit system in the university departments, the affiliated colleges and recognized institutions;

(i) to work out and initiate use of technology in delivery of education;

(j) to promote the face-to-face and e-learning process in classroom teaching, use of mini-research and maxi research projects as an integral part of post-graduate learning;

(k) to initiate new approaches and methodology for assessing learning by students as a continuous online process;

(l) to recommend to the Vice-Chancellor,—

(i) the posts of university teachers (including aided posts and the posts for the purposes of sub-section (2) of section 8) to be filled by selection, who possess the prescribed minimum and additional qualification ;

(ii) emoluments and the number of posts to be filled ; and

(iii) the number of posts under sub-clause (i), which may be reserved for the persons belonging to the Scheduled Castes or Scheduled Tribes, Vimukta Jatis (De-Notified Tribes) or Nomadic Tribes or Other Backward Classes.

(m) to undertake any other task as may be assigned by the university authorities to carry out the objectives of the Board of University Departments and Interdisciplinary Studies and of the university.

Board of
Post-
Graduate
Education
in Colleges.

44. (1) There shall be a Board of Post-Graduate Education in Colleges with broad objectives of initiating and strengthening of quality post-graduate programmes in various disciplines of learning in colleges.

(2) The Board of Post-Graduate Education in Colleges shall meet not less than four times in a year, two of which shall necessarily be in the month of September or October and December or January, each year.

(3) The Board of Post-Graduate Education in Colleges shall consist of the following members, namely:—

(a) the Pro-Vice-Chancellor - Chairperson;

(b) the Deans of faculties and Associate Deans, if any;

(c) one faculty-wise expert from other universities, nominated by the Vice-Chancellor, each having minimum experience of five years as a professor;

(d) three faculty-wise heads of departments in colleges, with minimum experience of five years as a recognized post-graduate teacher, from post-graduate centres in colleges, preferably from different districts to be nominated by the Vice-Chancellor ;

(e) Directors of all sub-campuses;

(f) Deputy Registrar of the administrative section concerned, shall act as the Secretary of the Board.

(4) The Board of Post-Graduate Education in Colleges shall have the following powers and duties, namely :—

(a) to recommend creation of a new post-graduate centre in a particular discipline or a new course in the existing post-graduate centre in an affiliated college ;

(b) to create synergy for the growth of the post-graduate centers at district level through district sub-campuses ;

(c) to initiate and encourage the use of technology in a blended form of education in the post-graduate centers;

(d) to propagate and keep track of quality enhancement in post-graduate centers by initiating teachers capacity enhancement activities;

(e) to initiate research and development activities in post-graduate centers;

(f) to undertake any other task as may be assigned by the university authorities so as to carry out objectives of the Board of Post-Graduate Education in Colleges.

45. (1) There shall be a Board for Lifelong Learning and Extension to create skilled and learned human power through its various degree level programmes and skills development programmes.

Board of Lifelong Learning and Extension.

(2) The Board for Lifelong Learning and Extension shall meet at least twice in a year.

(3) The Board for Lifelong Learning and Extension shall consist of the following members, namely:—

- (a) the Vice-Chancellor - Chairperson;
- (b) the Pro-Vice-Chancellor;
- (c) the Deans of faculties;
- (d) three eminent experts, nominated by the Vice-Chancellor, working in the domain of lifelong learning skills, value education and in field of longevity;
- (e) two teachers from university departments, nominated by the Vice-Chancellor, who are actively engaged in innovation, research and development;
- (f) two teachers from the colleges, nominated by the Vice-Chancellor, who are actively engaged in innovation, research and development and extension;
- (g) the Director, Centre of Lifelong Learning and Extension- Member-Secretary.

46. (1) The Board of Lifelong Learning and Extension shall have the following powers and duties, namely:-

Powers and duties of Board of Lifelong Learning and Extension.

- (a) to create synergy at policy and operative level mechanism for co-existence and co-operation between various teaching, research and development institutions and various regional and national bodies and governmental agencies in the domain of lifelong learning, value education and life skills for senior citizens;
- (b) to supervise and monitor the activities of an independent Centre for Lifelong Learning and Extension that shall be set up by the university to carry out the objectives of the Board;
- (c) to look into budgets and financial needs of the Centre for Lifelong Learning and Extension;
- (d) to prepare an annual programme of activities of the Centre for Lifelong Learning and Extension and to review the same periodically;
- (e) to submit an annual report to the Management Council;
- (f) to undertake any other task that may be assigned by the university authorities to carry out the objectives of the Board of Lifelong Learning and Extension.

(2) There shall be a Department of Lifelong Learning and Extension headed by the Director, to carry out the objectives of the Board of Lifelong Learning and Extension.

47. (1) The Board of Examinations and Evaluation shall be the authority to deal with all matters relating to examinations and evaluation. The Board of Examinations and Evaluation shall also oversee the conduct of examinations in the autonomous colleges, institutions, university departments and university institutions.

Board of Examinations and Evaluation.

(2) The Board of Examinations and Evaluation shall meet at least twice in an academic year.

(3) The Board of Examinations and Evaluation shall consist of the following members, namely:—

- (a) the Vice-Chancellor - Chairperson;

(b) the Pro-Vice-Chancellor;

(c) the Deans of Faculties and Associate Deans, if any ;

(d) two Principals other than Dean, nominated by the Management Council;

(e) one professor of the university departments, to be nominated by the Management Council;

(f) one teacher from affiliated Colleges other than heads of Departments or Principals with the minimum teaching experience of fifteen years to be nominated by Management Council;

(g) one expert in the field of evaluation in computerized environment, nominated by the Vice-Chancellor;

(h) one expert not below the rank of Deputy Registrar of other Statutory University from the State of Maharashtra who has experience related to examination work in computerized environment as an invitee to be nominated by Vice-Chancellor;

(i) Director of Higher Education or his nominee not below the rank of Joint Director;

(j) Director, Board of Examinations and Evaluation - Member- Secretary.

48. (1) The Board of Examinations and Evaluation shall have the following powers and duties, namely:—

(a) to devise policy, mechanism and operational strategies to do the tasks relating to assessment of performance of students efficiently and in a time bound manner;

(b) to ensure proper organization of examinations and tests of the university, including moderation, tabulation, evaluation and timely declaration of results:

Provided that, the Board of Examination and Evaluation shall, for the purposes of this clause, give effect to the recommendations of the Board of Students' Development and the Board of Sports and Physical Education, regarding alternative arrangements.

(c) to prepare the financial estimates relating to examinations and evaluation for incorporation in the annual financial estimates (budget) of the university and shall submit the same to the Finance and Accounts Committee;

(d) to arrange for strict vigilance during the conduct of examinations so as to avoid use of unfair means by the students, teachers, invigilators, supervisors, etc.;

(e) to establish procedures and devise operative mechanism for credit assessment in the modular structure by the teachers and use computer technology for the entire process of assessment and evaluation including creating and effectively using a repository of question banks;

(f) to ensure that the assessment of answer books for award of degrees, diplomas or certificates shall be done centrally through central assessment system by following system of masking and de-masking of answer books or any other alternative system for ensuring the objective of secrecy;

(g) to undertake examination and evaluation reforms in order to make examination and evaluation system more efficient;

(h) to appoint paper-setters, examiners and moderators from amongst the persons included in the panels prepared by the respective Boards of Studies and, where necessary, having regard to the recommendations made by the committee under clause (b) of sub-section (5), remove them or debar them;

(i) to approve detailed programme of examinations and evaluation as prepared by the Director, Board of Examinations and Evaluation;

(j) to consider the reports of review of results of university examinations forwarded by the Director, Board of Examinations and Evaluation;

(k) to hear and decide the complaints relating to conduct of examinations and evaluation;

(l) to exercise such other powers in relation to examinations and evaluation as may be assigned to it by or under this Act.

(2) In case of any emergency requiring immediate action to be taken, the Chairperson of the Board of Examinations and Evaluation or any other officer or person authorized by him in that behalf, shall take such action as he thinks fit and necessary, and shall report the action taken by him at the next meeting of the Board.

(3) (a) In order to appoint paper-setters, examiners and moderators, the Board of Examinations and Evaluation shall constitute committees for every subject consisting of, -

(i) the Dean of the concerned faculty - Chairperson;

(ii) Associate Dean, if any ;

(iii) the Chairperson of the Board of Studies concerned;

(iv) two members of the Board of Studies, nominated by it from amongst its members of whom at least one shall be a post-graduate teacher;

(v) the Director of Board of Examinations and Evaluation shall act as a Secretary of such committee.

(b) The committee shall prepare lists of persons for various examinations and tests, included in the panels to be prepared by the Board of Studies and shall submit them to the Pro- Vice- Chancellor, who shall submit the same with his recommendations, if any, to the Board of Examinations and Evaluation, which shall then appoint paper-setters, examiners and moderators, and where necessary referees.

(c) No member of the Board of Examinations and Evaluation or the committees constituted under this section shall be appointed as a paper-setter, examiner, moderator or referee:

Provided that, the Pro-Vice-Chancellor shall have power to appoint a member of the Board of Examinations and Evaluation or the committees constituted under this section, as a paper-setter, examiner, moderator or referee where no teacher relating to such subject who is not a member of the Board of Examinations and Evaluation or the committees is available.

(4) It shall be obligatory on every teacher and on the non-teaching employee of the University, affiliated, conducted colleges, community colleges or recognized institutions to render necessary assistance and service in respect of examinations of the university and evaluation of students as prescribed by statutes. If any teacher or non-teaching employee fails to comply with the order of the university or college or institution, in this respect, it shall be treated as misconduct and the employee shall be liable for disciplinary action. In case of failure on the part of the teacher or non-teaching employee of any affiliated college, conducted college, community college or recognized institution, to comply with the order of the university in this respect, the Vice-Chancellor shall have power to take an appropriate action against them, which may include imposing penalties including suspension of approval to the appointment of a teacher, as may be prescribed by the Statutes.

(5) (a) In order to investigate and take disciplinary action for failure to comply with the order of the university for rendering assistance or service in respect of examinations by or on behalf of the university or evaluation of students or formal-practices and lapses on the part of candidates, paper-setters, examiners, moderators, referees, teachers or any other persons connected with the conduct of examinations including the pre-examination stage and the post-examination stage or at any stage whatsoever, the Board of Examinations and Evaluation shall constitute a committee of not more than five persons of whom one shall be the Chairperson;

(b) Such committee shall submit its report and recommendations to the Vice-Chancellor, who may direct the Director, Board of Examinations and Evaluation, the disciplinary action to be taken against the person or persons involved in the malpractices, directly or indirectly, and the Director, Board of Examinations and Evaluation shall proceed to implement the decision of the Vice-Chancellor.

Board of
Information
Technology.

49. (1) There shall be a Board of Information Technology to create an umbrella structure to professionally manage the selection, deployment and use of application software and technology in Academics, Finances and Administration, address the issues relating to use of the right kind of technology, software, hardware and connectivity to deploy technology in all domains of activities and associated tasks of the university and to project the funds required for that purpose.

(2) The Board of Information Technology shall meet at least three times in a year.

(3) The Board of Information Technology shall consist of the following members, namely:—

(a) the Vice-Chancellor - Chairperson;

(b) the Pro-Vice-Chancellor;

(c) the Deans of faculties and Associate Deans, if any;

(d) the Director of Board of Examinations and Evaluation;

(e) the Finance and Accounts Officer;

(f) one professor from university departments having knowledge and expertise in the domain of software and hardware, nominated by the Vice-Chancellor;

(g) two experts in the field of information and communication technology, nominated by the Vice-Chancellor, one of whom shall be an expert in software and the other in the field of hardware;

(h) the Registrar;

(i) the Dean of Faculty of Science and Technology shall act as a Member-Secretary.

Powers and
duties of
Board of
Information
Technology.

50. The Board of Information Technology shall have the following powers and duties, namely: —

(a) to plan information technology services through information technology infrastructure;

(b) to decide the annual budget of the university for creating technology related infrastructure;

(c) to devise strategy for creation of virtual classrooms and laboratory infrastructure;

(d) to lay down the policy for networking in the various campuses of the university;

(e) to lay down the policy for generating financial resources in the field of higher education, research and development and allied projects or programmes;

(f) to advise and assist the university to create inter-university and intra-university networks for connecting university administration, departments and colleges;

(g) to assist the university to be part of the national knowledge grid;

(h) to assist the university network, for connecting it with other universities in the State;

(i) to ensure quality and efficiency in the various levels of information technology infrastructure and services within parameters defined by the university;

(j) to devise a policy and strategy plan for use of technology in all aspects connected with academics, evaluation, finances and administration;

(k) to monitor use of technology in administration, finances and evaluation activities of the university;

(l) to devise strategy and technology, financial requirement and operative level mechanism for use of information-flow-line for integrating face-to-face and e-learning objects and also for creation of virtual lecture and laboratory infrastructure;

(m) to work out an approach and operating plan for creation of a repository of data on students, teachers, technical and other staff and other relevant information;

(n) to advise on purchase of software, hardware and networking for university departments and university system as a whole;

(o) to assist and advise the use of technology in blended learning, making of e-learning objects, and teachers training in use of multi-media;

(p) to work out appropriate policy and procedure for creation of a Data Repository Cell for creation, up-gradation and maintenance of data on students, teachers as well as other staff members in the institutions and give a Unique Identification Number;

(q) to undertake any other task as may be assigned by the university authorities so as to carry out objectives of the Board of Information Technology.

51. (1) There shall be a Board of National and International Linkages to cultivate, establish, maintain and strengthen the link of the university with premier national and international universities and institutions.

Board of
National and
International
Linkages.

(2) The Board shall meet at least three times in a year.

(3) The Board of National and International Linkages shall consist of the following members, namely:-

(a) the Vice-Chancellor - Chairperson;

(b) the Pro-Vice-Chancellor;

(c) the Deans of faculties and Associate Deans, if any ;

(d) one member of the Management Council, from amongst its elected members, nominated by the Vice-Chancellor;

(e) one senior professor, nominated by the Vice-Chancellor from the university post-graduate Department;

(f) two principals, of whom one shall be from autonomous or empowered autonomous colleges or empowered autonomous institutions and one shall be from affiliated colleges to be nominated by the Vice-Chancellor;

(g) one expert from industries having proven expertise about National and International linkages to be nominated by Commission;

(h) the Director, Innovation, Incubation and Linkages -Member-Secretary.

Powers and
Duties of
Board of
National and
International
Linkage.

52. The Board of National and International Linkages shall have the following powers and duties, namely:—

(a) to work on long term policy and strategy for promotion of inter-linkages with premier national and international universities and institutions;

(b) to evolve a process to collaborate with national and international agencies, universities, colleges and institutions for sharing of academic resources, running joint research and development and teaching programmes, running joint degree programmes with national and international universities, colleges and institutions;

(c) to evolve mechanism for visits of teachers or research and development scientists or experts from industry and other entities, to the university departments, colleges and institutions and vice-versa, and also to work out the details on logistic support for such visitors;

(d) to evolve mechanism for visits of teachers and students from [university departments to national and international universities or institutions] university departments, colleges and institutions to national and international universities, colleges or institutions and vice-versa, and also to work out details on budgetary provisions and logistic support for such visits;

(e) to evolve a mechanism to assist foreign students and migrant Indian students, their admissions and completion of other statutory formalities;

(f) to organize cultural and other activities such as visits of foreign students and migrant Indian students to other parts of India;

(g) to make arrangements for other logistic infrastructure, if any, created by the university for foreign students and migrant Indian students;

(h) to work out budgetary provision for activities of the Board and for providing various services to foreign students and migrant Indian students;

(i) to undertake any other task as may be assigned by the university authorities so as to carry out objectives of the Board of National and International Linkages.

53. (1) There shall be a Board of Innovation, Incubation and Enterprise for creation and cultivation of an enabling environment to propagate the concept of innovation and to convert the innovative ideas into working models through a process of incubation which shall finally lead to the creation of enterprise.

Board of
Innovation,
Incubation
and
Enterprise.

(2) The university shall establish an independent Centre for Innovation, Incubation and Enterprise to carry out the objectives of the Board for Innovation, Incubation and Enterprise. The Centre shall exercise the powers and perform the duties as may be assigned by the Board, from time to time.

(3) The Board for Innovation, Incubation and Enterprise shall consist of the following members, namely:-

(a) the Vice-Chancellor - Chairperson;

(b) the Pro-Vice-Chancellor;

(c) the Deans of faculties and Associate Deans, if any ;

(d) five prominent industrialists, nominated by Commission from manufacturing, information and communication technology, bio-sciences and technology, agro - industries and service industries;

(e) one senior manager from the lead bank of the District in which head quarter of the University is located to be nominated by Vice-Chancellor;

(f) two teachers from university departments or university institutions, who are active in innovation, research and development nominated by the Vice-Chancellor;

(g) two teachers, nominated by the Vice-Chancellor, from colleges who are active in innovation, research and development;

(h) the representative of Department of Information and Technology, not below the rank of the Deputy Secretary;

(i) the Director, Innovation, Incubation and Linkages - Member-Secretary.

(4) There shall be minimum three meetings of the Board to be conducted in the year.

54. The Board of Innovation, Incubation and Enterprise shall have the following powers and duties, namely:-

Powers and
duties of
Board of
Innovation,
Incubation
and
Enterprise.

(a) to create synergy at policy and operative level mechanism for co-existence and co-operation between various research and development activities in university departments, colleges and various industries in the State and in other States;

(b) to create synergy through operative policy mechanism and support system for incubation of good ideas such as product, process, service and innovation, into a scalable mode so as to establish small, medium and large industries;

(c) to establish a system to support protection of intellectual property rights at national and global level;

(d) to establish a system so as to guide and help young entrepreneurs in operational, legal, business model creation and financial support;

(e) to project and plan the activities to be carried out by the Centre for Innovation, Incubation and Enterprise;

(f) to prepare annual programmes of activities of the Centre for Innovation, Incubation and Enterprise and review the same periodically;

(g) to prepare the annual budget of the Centre for Innovation, Incubation and Enterprise;

(h) to oversee and monitor the activities of the Centre for Innovation, Incubation and Enterprise;

(i) to submit an annual report of working of Centre for Innovation, Incubation and Enterprise to the Management Council;

(j) to undertake any other task as may be assigned by the university authorities to carry out the objectives of the Board for Innovation, Incubation and Enterprise.

Board of
Students'
Develop-
ment.

55. (1) There shall be a Board of Students' Development to plan and oversee the various cultural and welfare activities of the students in colleges, institutions and university departments. The activities of the Board of Student's Development shall be carried out by the Director of Students' Development.

(2) The Board of Students' Development shall consist of the following members, namely:-

(a) the Vice-Chancellor - Chairperson;

(b) the Pro-Vice-Chancellor;

(c) one professional, nominated by the Vice-Chancellor, in the field of Performing Arts;

(d) one professional, nominated by the Vice-Chancellor in the field of Art and Fine Arts;

(e) Two teachers, nominated by the Vice-Chancellor involved in cultural or welfare activities out of whom one shall be woman ;

(f) office bearers of University Students Council;

(g) District Co-ordinators of Culture and Student Welfare for each district to be nominated by Management Council;

(h) Director of National Service Scheme (NSS) of the University;

(i) the Director, Board of Students' Development, Member- Secretary.

Powers
and
Duties of
Board of
Student's
Develop-
ment.

56. (1) The Board of Students' Development shall have the following powers and duties, namely :-

(a) to take necessary steps for promotion of culture and students' development activities in colleges and university departments;

(b) to establish links with regional and national bodies in the various cultural activities and to promote various activities jointly with them;

(c) to take up activities in colleges and university departments to promote interest and skills for appreciation in the field of performing arts, pure art and painting skills;

(d) to hold university level competitions, skills development workshops, interactive activities in order to bring the society closer to the colleges, institutions and university;

(e) to establish rapport with groups (excluding political parties), societies and other professional bodies so as to involve them in the activities of Board of Students' Development;

(f) to devise, develop and implement innovative schemes of students' development including Earn and Learn Scheme, Education Loan, Vice-Chancellors Aid Fund, Endowment Schemes, Student Exchange Schemes, etc.

(g) to devise a mechanism of grievance redressal of student and prevention of sexual harassment and ragging of students and to prepare and submit the Annual Report of the Board to Senate for approval.

(h) to devise a mechanism to implement recommendations of the Commission as regards students' development and culture.

(i) to take necessary measures to ensure participation of well-trained teams in various regional, national and international level competitions, and cultural, recreational and other activities.

(j) to devise, develop and implement schemes of career counselling, psychological counselling and rehabilitation and upliftment of differently-abled students.

(k) to co-ordinate activities of National Service Scheme(NSS)and National Cadet Corps (NCC) in university and affiliated Colleges.

(l) to recommend to competent authority to make alternative arrangements regarding examinations for students participating in the inter-university or national or international sports, cultural competitions or NCC, NSS events during the relevant schedules of examinations as prescribed by Ordinances.

(m) to undertake any other task as may be assigned by the university authorities so as to carry out objectives of the Board of Students' Development and Students' Development Cell.

(2) There shall be a Students' Development Cell and Students Grievance Redressal Cell in the university and in the colleges and recognized institutes to devise an operational level mechanism to assist the Students and provide for prompt redressal of students grievances. These Cells shall be as under,-

(a) Students' Development Cell,-

to assist students on the issues and difficulties in various facets related to their day to day life and other aspects connected with their academic world, personality development and healthy campus life. Such cell in the university shall be headed by Director, Students' Development. The Cell shall consist of other seven members nominated by Vice-Chancellor from amongst the Teachers on the Campus and President and Secretary of the Students Council to be the ex-officio members. There shall be Students' Development Cell in each college and recognized Institution which shall be headed by Vice-Principal or Senior Teacher Nominated by the Principal and other four members shall be nominated by the Principal to include Teachers, Female Teacher, Social Worker, Counselor and office bearers of College Students Council to be the ex-officio members.

(b) Students Grievance Redressal Cell,-

There shall be Students Grievance Redressal Cell at the University and each college and recognized institutions to resolve the Grievances of Students and to suggest to the higher authorities different ways and means to minimize and prevent such grievances. The functional mechanism of working of Students Grievance Redressal Cell shall be as prescribed by Statutes, prepared in accordance with the provisions of the University Grants Commission (Grievance Redressal) Regulations, 2012, or any other regulations for the time being in force.

57. (1) There shall be a Board of Sports and Physical Education in the university to promote the culture of sports and look after sports related activities. The activities of the Board shall be carried out by the Director of Sports and Physical Education.

Board of
Sports and
Physical
Education.

(2) The Board of Sports and Physical Education shall consist of the following members, namely:-

(a) the Vice-Chancellor - Chairperson;

(b) the Pro-Vice-Chancellor;

(c) three professionals, nominated by the Vice-Chancellor with established credibility in different fields of sports;

(d) District Sports Officer of the district where the University Head Quarter is located.

(e) one teacher from the university department of Physical Education, nominated by the Management Council;

(f) two sports teachers, from affiliated, conducted or autonomous colleges, nominated by the Management Council;

(g) Zonal or Divisional president (principal of the host college) and secretary(director physical education of the host college) with the tenure of one year;

(h) the President, Secretary of the University Student Council;

(i) one student member from sports of University Student Council nominated by the President of University Students Council under sub-sub clause (v) of sub-clause (b) of sub-section (4) of section 99;

(j) the Director, Sports and Physical Education - Member-Secretary.

Powers and duties of Board of Sports and Physical Education.

58. The Board of Sports and Physical Education shall have the following powers and duties, namely:-

(a) to take necessary steps for promotion of sports culture and activities in the field of sports in colleges and university departments;

(b) to establish links with regional and national bodies in the various sports and to promote various activities jointly with them;

(c) to establish rapport with groups, societies and other professional bodies so as to involve them in the activities of Board of Sports and Physical Education;

(d) to take up activities in colleges, recognized institutions and university departments to promote interest and also skills in various sports as per the policy of the university and also national policies in the field of sports;

(e) to hold university level competitions, sports skills development camps, interactive activities and also training workshops in various sports in order to bring the society closer to the colleges, institutions and university;

(f) to encourage participation in regional, national and international level activities and competitions through well trained teams in various sports;

(g) to recommend to competent authority to make alternative arrangements regarding examinations of students participating in the inter-university or national or international sports tournaments or events during the relevant schedules of examinations as prescribed by Ordinances;

(h) to undertake any other task as may be assigned by the university authorities so as to carry out the objectives of the Board of Sports and Physical Education.

Board of Research.

59. (1) There shall be a Board of Research to cultivate, promote and strengthen research activities and also to plan, co-ordinate, supervise and to raise finances for research activities in university departments, colleges and recognized institutions.

(2) The Board of Research shall consist of the following members, namely :

(a) the Vice-Chancellor - Chairperson;

(b) the Pro-Vice-Chancellor;

- (c) the Deans of faculties and Associate Deans, if any ;
- (d) four eminent researchers, of national or international repute nominated by the Vice-Chancellor, with proven experience; one each from pure and applied sciences and technology, humanities, commerce, accounts and finances, and interdisciplinary studies;
- (e) two teachers, nominated by the Vice-Chancellor from university departments;
- (f) two teachers, nominated by the Vice-Chancellor, from colleges or recognized institutions having a strong base in research culture;
- (g) eight eminent persons from different areas of Science, Commerce, Agriculture, Banking , Finance, Industry, Intellectual Property Rights, etc., who are conversant with the global trends as well as regional issues to be nominated by Chancellor ;
- (h) the Director, Innovation, Incubation and Linkages -Member-Secretary.

(3) The Board of Research shall meet at least three times in a year.

60. The Board of Research shall have the following powers and duties, namely:-

Powers and duties of Board of Research.

- (a) to work on long term policy and strategy for promotion of research culture in the university, colleges and recognized institutions;
- (b) to advise and encourage the teachers to take up research in emerging areas at individual and group level;
- (c) to promote inter-disciplinary research programmes by co-ordinating amongst teachers and also to make and articulate policies for sharing of research and development infrastructure;
- (d) to encourage the university departments, colleges and recognized institutions to hold research seminars in all disciplines for the research students;
- (e) to publish research journals, monographs for different disciplines;
- (f) to decide upon policy for maintenance of standards of research for Ph.D. degrees, in consonance with the norms of the University Grants Commission and other regulatory bodies;
- (g) to work on creation of research and development data base for work done in university departments, colleges and recognized institutions in a stand-alone mode or as group activity or in collaboration with industries and other research and development laboratories;
- (h) to work out and initiate research in delivery of education, pedagogy of face-to-face and e-learning, impact of e-learning and virtual classrooms on learning and understanding of students, open distance learning and conventional education;
- (i) to make efforts and also assist the teachers, university departments, colleges and recognized institutions to raise the funds for research activities;
- (j) to work out the budget for research activities of the university;
- (k) to mobilize money from the industry for enhancing research activities;
- (l) to identify problems and issues related to the region within the jurisdiction of the university and to take special initiative to address such issues through systematic research;
- (m) to work on long-term policies and strategies for creating synergy between researchers and industries resulting into promotion of knowledge and technology transfer and productive conversion of research;
- (n) to encourage industries to promote, adopt and participate in the basic and applied research projects;

(o) to establish central research laboratories with the help of participation of national and international industries;

(p) to undertake any other task as may be assigned by the university authorities so as to carry out objectives of the Board of Research.

Powers, functions and duties of Authorities.

61. The constitution, powers, functions and duties of the authorities of the university, not laid down under any of the provisions of this Act shall be as prescribed by the Statutes.

Term of office of members of authority.

62. (1) The term of every authority constituted under this Act shall commence on 1st September and shall be of five years from the said date and the term of the members of every authority shall expire on the expiry of the said period of five years, irrespective of the date on which a member has entered upon his office.

(2) The process of election, nomination and co-option shall be commenced at least three months before expiry of the term of the authority and shall be completed not later than 30th November in that year.

Cessation of membership.

63. Notwithstanding anything contained in this Act or the Statutes made thereunder, where a person, elected, nominated, appointed or co-opted, as the case may be, as an officer of university or a member of any of the authority or bodies of the university by virtue of his being eligible to be so elected, nominated, appointed or co-opted as such an officer or a member under any of the categories of officers or members specified by or under the relevant provisions of this Act in relation to such office, authority or body, he shall cease to be such an officer of the university or a member of such an authority or a body as soon as he ceases to belong to such category and shall be deemed to have vacated his office as such officer or member.

Disqualification for membership of authority.

64. A person shall be disqualified for being a member of any of the authorities, bodies and committee of university and voting to the authorities, bodies and committees, if he-

(a) is of unsound mind and stands so declared by a competent court; or

(b) is an undischarged insolvent; or

(c) has been convicted of any offence involving moral turpitude; or

(d) is conducting or engaging himself in private tuitions or private coaching classes; or

(e) has been punished for indulging in or promoting unfair practices in the conduct of any examination and evaluation, in any form, anywhere; or

(f) has willfully omitted or refused to carry out the provisions of this Act, Statutes or Ordinances, or has acted in any manner detrimental to the interests of the university; or

(g) has been punished in any form, by the competent authority for committing a misconduct; or

(h) discloses or causes to disclose to the public, in any manner whatsoever, any confidential matter, in relation to the examination and evaluation, the knowledge of which he has come to be in possession, due to his official position:

Provided that, the right of voting of the person in respect of clauses (e) and (g) shall remain suspended during the term of punishment under the said clauses.

65. No person shall be a member of Management Council or Chairman of Board of Studies, for a second consecutive term whether, as an elected, nominated or co-opted member, as the case may be:

Ineligibility for second consecutive term.

Provided that, any person who was the member of the Management Council of the university or Chairman of the Board of Studies, for the first time whether as elected, nominated or co-opted member, as the case may be, on the date of commencement of this Act, shall not be deemed to have enjoyed the consecutive term if he is nominated or elected or co-opted for the first time after the commencement of this Act.

66. Save as otherwise provided by or under the provisions of this Act, each authority of the university while acting and exercising its powers and discharging functions or duties assigned to it by or under the provisions of this Act, shall have the exclusive jurisdiction to deal with and decide the matters assigned to it and discharging functions or duties assigned to it by or under the provisions of this Act.

Conclusiveness of decision of authority.

67. (1) Every election to any authority or body of the university under this Act, except the elections to the post referred in clauses (a) to (e) of sub-section (2) and clauses (a) to (e) of sub-section (3) of section 99, shall be held by ballot in accordance with the system of proportional representation by means of the single transferable vote and as prescribed by the Statutes.

Election to be by proportional representation.

(2) The other details relating to elections not specified in the Act shall be as prescribed by the Statutes.

68. (1) A member, other than an ex-officio member, may resign by writing under his signature. A nominee of the Chancellor may resign by addressing to the Chancellor, and any other member may resign by addressing to the Vice-Chancellor. The person shall cease to be a member upon his resignation being accepted by the Chancellor or the Vice-Chancellor, as the case may be, or upon expiry of thirty days from the date of resignation, whichever is earlier.

Resignation of membership.

(2) If a person nominated, elected, appointed or co-opted to any authority or body remains absent without prior permission of the authority or body for three consecutive meetings, he shall be deemed to have vacated his membership and he shall cease to be a member from the date of the third such meeting in which he has remained absent:

Provided that, such member should have attended at least one meeting in the previous year.

69. (1) Save as otherwise provided by this Act, all matters with regard to the conduct of meetings of the authorities, bodies or committees, if any, constituted by the university, shall be such as may be prescribed by the Statutes.

Meeting of authorities.

(2) A meeting of an authority or body shall be convened on the date determined by the Chairperson by a notice issued by its Secretary.

(3) Except as otherwise provided, the quorum for a meeting shall ordinarily be one-third of the number of the sitting members. If there is no quorum, the meeting shall be adjourned by the Chairperson to a specific time on the same day, or on a later date and no quorum shall be necessary for such adjourned meeting. No quorum shall be necessary on the following day of the continued meeting.

(4) Where no provision is made by or under the Statutes for a President or Chairperson to preside over a meeting of any authority or body of the university or when the President or the Chairperson so provided for is absent and no provision is made for any other person to preside, the members present shall elect a person from amongst themselves to preside at the meeting.

(5) Save as otherwise provided, all items, questions, matters or proposals on the agenda shall be decided by a majority of votes of members present. The Chairperson shall have a vote. In case of equality of votes, the Chairperson shall have the casting vote. The secretary, if not a member, shall have the right to participate in the deliberations but shall not have the right to vote.

Casual
vacancy
and
Standing
Committee
to fill
vacancies.

70. (1) When any vacancy occurs in the office of a member, other than an *ex-officio* member or, a member nominated by the Chancellor, of any authority or other body of the university except Management Council before the expiry of his normal term, the vacancy shall be filled by nomination of a person by the Standing Committee constituted under sub-section (3) who is otherwise eligible to be elected on the said authority or body from the same category.

(2) In case, any vacancy occurs in the office of a member, other than an *ex-officio* member of Management Council of the university, it shall be filled as soon as possible, by nomination or election or co-option, as the case may be, of a person by the authority, body or the officer concerned. The person so nominated, elected or co-opted shall be a person who is otherwise eligible to be nominated, elected or co-opted on the said authority or body from the same category. The person so nominated, elected or co-opted shall hold office only so long as the member in whose place he has been nominated, elected or co-opted shall have held it, if the vacancy had not occurred.

(3) The constitution of the Standing Committee for filling in the vacancies mentioned in sub-section (1) shall be as follows, namely :-

- (a) Pro-Vice-Chancellor - Chairman;
- (b) Chancellor's nominee on Management Council;
- (c) one dean nominated by Management Council;
- (d) one elected member of the Management Council nominated by that Council;
- (e) one principal nominated by Senate from amongst its members;
- (f) one teacher nominated by Senate from amongst its members;
- (g) one graduate nominated by Senate from amongst its members;
- (h) Registrar - Member-Secretary.

(4) The term of the Standing Committee shall commence on 1st September and shall be of five years from the said date. The term of the members shall expire on the expiry of the said period of five years, irrespective of the date on which a member has entered upon his office.

CHAPTER V

THE STATUTES, ORDINANCES AND REGULATIONS

Statutes
and
their
subject
matters.

71. Subject to the provisions of this Act, the Statutes may provide for all or any of the following matters, namely:-

- (1) conferment of honorary degrees and academic distinctions;
- (2) establishment and maintenance of the sub-campuses university departments, institutions, conducted colleges, institutions of higher learning, research or specialized studies and hostels;
- (3) constitution, powers, duties and functions of authorities of the university not laid down under any of the provisions of this Act;
- (4) abolition of university departments or institutions and conducted colleges;
- (5) rules of procedure for conduct of business at the meetings of authorities of the university;

(6) appropriation of funds of the university for furtherance of the objects of the university;

(7) norms for grant of autonomy to university departments or institutions, affiliated colleges and recognized institutions, subject to the approval of the State Government;

(8) acceptance and management of trusts, bequests, donations, endowments and grants from individuals or organizations;

(9) disciplinary action against defaulting teachers, officers and other employees of the university, affiliated colleges and recognized institutions other than the colleges or institutions managed and maintained by the State Government or Central Government or local authorities;

(10) conditions of residence, conduct and discipline of the students of the university, colleges and recognized institutions, and the action to be taken against them for breach of discipline or misconduct, including the following :-

(a) use of unfair means in an examination, or abetment thereof ;

(b) refusal to appear or give evidence in any authorized inquiry by an officer in charge of an evaluation and examination, or by any officer or authority of the university ; or

(c) disorderly or otherwise objectionable conduct, whether within or outside the university ;

(11) mechanism and procedure for redressal of grievances of the students;

(12) functions and duties of Students' Council in university, colleges and recognized institutions ;

(13) procedure for conduct of elections to various authorities and bodies;

(14) conditions and procedure for grant of approval to the appointments of the teachers in the colleges and recognized institutions and suspension or withdrawal thereof ;

(15) inspection of colleges, recognized institutions, halls and hostels;

(16) procedure to be followed while granting permission for transfer of management ;

(17) Norms and Procedure to be followed while nominating members on authorities, boards and committees by the Vice-Chancellor under this Act ;

(18) norms of grant and withdrawal of affiliations to colleges and institutions ;

(19) transferring, in public interest, of the management of a college or institution by the university and the conditions for such transferring, subject to the approval of the State Government;

(20) qualifications, recruitment, code of conduct, terms of office, duties and conditions of service including periodic training and advance training, field exposure, deputation, assessment of teachers, officers and other employees of the university and affiliated colleges except those colleges or institutions which are

maintained by the State or Central Government or local authority, retirement benefits and the manner of termination of their services as approved by the State Government, provided that these shall not be in contravention of State Government policies in this regard ;

(21) procedure to be followed for purchases under sub-section (7) of section 98;

(22) any matter which is to be prescribed by Statutes or which is necessary to give effect to the provisions of this Act.

Statutes
how
made.

72. (1) The Statutes may be made, amended or repealed by the Senate in the manner hereinafter provided.

(2) The Statute Committee shall be constituted by Management Council as under :-

(a) One member of Management Council from amongst the elected members of that Council - as Chairman,

(b) One Dean,

(c) One Professor of university department or affiliated colleges,

(d) One Principal of affiliated college,

(e) Registrar of the university,

(f) Law Officer of the university as Member-Secretary.

Such Statute Committee shall prepare and propose draft Statutes concerning the matters referred to in the last preceding section and shall present to the Management Council for its recommendations to senate.

(3) The Management Council, if it thinks necessary, may obtain the opinion of any officer, authority or body of the university with regard to any draft Statute which is before it for consideration.

(4) Every Statute passed by the Senate shall be submitted to the Chancellor who may give or withhold his assent thereto or send it back to the Management Council for reconsideration. The Chancellor may send the draft Statutes to the State Government for its views, if there are implications, financial or otherwise, on the part of the State Government in the implementation of such Statutes.

(5) No Statute passed by the Senate shall be valid or shall come into force until assented to by the Chancellor.

(6) Notwithstanding anything contained in the foregoing sub-sections, the Chancellor, either suomotu or on the advice of the State Government, may, direct the university to make provisions in the Statutes in respect of any matter specified by him and if the Senate fails to initiate adopt the direction within sixty days of its receipt, the Chancellor may, after considering the reasons, if any, communicated by the Senate for its inability to comply with such direction, make or amend the Statutes in that respect, suitably.

(7) The Senate may take into consideration the draft of a statute either of its own motion or on a proposal by the management council. In the case of a draft which is not proposed by the management council, the senate, before considering the same, shall obtain the opinion of the management council :

Provided that, if the management council fails to submit its opinion within three months from the date it receives the draft, the senate may proceed to take the draft into consideration.

(8) The Senate if it thinks necessary may also obtain the opinion of any officer, authority or body of the university in regard to any draft statute which is before it for consideration :

Provided that, any such draft statute pertains to academic matters, the senate shall obtain the opinion of the academic council before considering the same.

(9) The Management Council shall recommend the draft statutes to senate for approval and every statute passed by the senate shall be submitted to the Chancellor.

(10) Notwithstanding anything contained in the foregoing sub-sections, the State Government shall have power to prescribe uniform Statutes on the subjects through publication in the Official Gazette, which shall be binding on the universities.

73. Subject to the provisions of this Act, the Ordinances may provide for all or any of the following matters, namely :-

Ordinances and their subject matters.

(1) conditions under which students shall be admitted to courses of study for degrees, diplomas, certificates and other academic distinctions ;

(2) Norms and process of fixation of fees, other fees and charges for courses and programs to be adopted by fee fixation committee under this Act ;

(3) fees for affiliation and recognition to colleges and institutions ;

(4) conditions governing the appointment and duties of examiners ;

(5) conduct of examinations, other tests and evaluation, and the manner in which the candidates may be assessed or examined by the examiners ;

(6) recognition of teachers of the university and the conditions subject to which persons may be recognized as qualified to give instruction in the university departments, colleges and recognized institutions ;

(7) norms to be observed and enforced by colleges and recognized institutions regarding transfer of students ;

(8) The constitution, powers, duties and functions of the Equal Opportunity Cell including provisions for establishing a Cell in accordance with the provision of the Persons with Disabilities (Equal Opportunity, Protection of Rights and Full Participation) Act, 1995 and the guidelines and directives of the University Grants Commission issued from time to time ;

1 of 1996.

(9) Mechanism for prevention of ragging of students of university and affiliated colleges ;

(10) Mechanism for prevention of sexual harassment of teachers, employees, students of university and affiliated colleges and redressal of grievances relating to sexual harassment, incidences and penalty for those who indulge in sexual harassment, in accordance with the provisions of the Sexual Harassment of Women at Work place (Prevention, Prohibition and Redressal) Act, 2013;

14 of 2013.

(11) any academic matter which, by or under this Act or the Statutes is to be prescribed by the Ordinance or which is necessary to give effect to the provisions of this Act.

Ordinances and their making.

74. (1) The Management Council may make, amend or repeal Ordinances in the manner hereinafter provided.

(2) The Board of Deans shall prepare and propose draft Ordinances concerning the matters referred to in section 73.

(3) No Ordinance concerning academic matters shall be made, amended or repealed by the Management Council unless a draft thereof has been proposed by the Academic Council.

(4) All Ordinances made by the Management Council shall have effect from the date of the meeting or from such date as it may direct, but every Ordinance so made shall be submitted to the Chancellor within two weeks from the date of the meeting. The Chancellor shall have the power to direct the Management Council, within four weeks of the receipt of the Ordinance, to suspend its operation, and he shall, as soon as possible, inform the Management Council of his objection to it. He may, after receiving the comments of the Management Council, either withdraw the order suspending the Ordinance or disallow the Ordinance, and his decision shall be final.

Regulations.

75. (1) Subject to the provisions prescribed by or under this Act, Management Council may make Regulations consistent with this Act, Statutes and Ordinances, for,-

(a) institution of fellowship, travelling fellowship, scholarship, studentship, medals and prizes and for their award;

(b) collaborations with other universities, institutions and organizations for mutually beneficial academic programmes;

(c) the conditions under which students shall be admitted to courses of study for degrees, diplomas, certificates and other academic distinctions;

(d) preservation of record of the university;

(e) providing for all or any of the matters which, by or under this Act, Statutes or Ordinances, are to be or may be provided by Regulations ;

(f) all non- academic matters for which provision is, in the opinion of the Management Council, necessary for the purposes of this Act, Statutes or Ordinances.

(2) Subject to the provisions prescribed by or under this Act, the Academic Council may make Regulations relating to the academic matters, consistent with this Act, Statutes and Ordinances.

(3) The Board of Deans shall draft and place for approval of the Management Council or the Academic Council, as the case may be, the Regulations, providing for the matters referred to in sub-sections (1) and (2) and for all or any of the matters which, by or under this Act, Statutes or Ordinances, are to be or may be provided by Regulations.

CHAPTER VI

**MAHARASHTRA STATE COMMISSION FOR HIGHER
EDUCATION AND DEVELOPMENT**

- 76.** (1) There shall be established the Maharashtra State Commission for Higher Education and Development. Maharashtra State Commission for Higher Education and Development.
- (2) The composition of the Commission shall be as follows, namely:-
- (a) the Chief Minister Chairperson ;
- (b) the Minister for Higher and Technical Education Vice-Chairperson ;
- (c) the Minister for Finance Member ;
- (d) the Minister for Medical Education Member ;
- (e) the Minister for Industries Member ;
- (f) the Minister for Skill Development and Entrepreneurship Member ;
- (g) the Minister of State for Higher and Technical Education Member ;
- (h) the Leaders of Opposition in the State Legislative Council and Assembly Members;
- (i) three members of the Maharashtra Legislative Assembly, nominated by the Speaker of the Maharashtra Legislative Assembly Members
- (j) two members of the Maharashtra Legislative Council, nominated by the Chairman of the Maharashtra Legislative Council Members;
- (k) two eminent industrialists to be nominated by Chancellor Members ;
- (l) one eminent professional from the domain of finance or commerce or education or law and judiciary, having experience of creation of education linkages with real life situations, nominated by the Chancellor Member ;
- (m) two Scientists or Technocrats or Social Leaders for their eminence in Techno-social-Development work nominated by the Chancellor Members;
- (n) one educationist having experience in reforms in the nature, role and delivery of education, nominated by the Chancellor Member;
- (o) two Vice-Chancellors of the Public and Private Universities in the State nominated by the Chancellor Members ;
- (p) two Principals nominated by the Chancellor for their contributions in linking of education with social development, Members ;
- (q) two senior eminent teachers from universities or colleges with the minimum Teaching and Research experience of fifteen years nominated by the Chancellor. Members ;

(r) the Secretary, Higher and Technical Education Department	Member ;
(s) the Secretary, Medical Education and Drugs Department	Member ;
(t) the Secretary, Planning Department	Member ;
(u) the Secretary, Finance Department	Member ;
(v) the Secretary, School Education Department	Member;
(w) the Secretary, Industries Department	Member;
(x) the Secretary, Skill Development and Entrepreneurship Development Department	Member;
(y) the Director of Technical Education	Member ;
(z) the Director of Higher Education	Member ;
(za) the Director of Medical Education and Research	Member;
(zb) the Joint Secretary, Western Regional Office of University Grants Commission	Member;
(zc) the Chief Executive Officer of the Commission	Member-Secretary :

Provided that, if the Chief Minister holds the portfolio of Higher and Technical Education, Industries, Medical Education, Skill Development and Entrepreneurship or Finance he may appoint any other Minister as a member.

(3) Term of office of the appointed members of the Commission shall be of five years and shall be co-terminus with the term of the Legislative Assembly.

(4) The Commission shall meet at least twice in a year.

(5) The Commission shall be the authority of the State Government in charge of, and responsible for, the higher education in the State. The Commission shall be the planning, monitoring, co-ordinating and evaluating authority and shall act as a think-tank for higher education, including technical, medical, management, professional education and emerging fields in the education such as Bio-Sciences and Technology and those which would emerge on the horizon of knowledge in future. The Commission shall create synergy between various stakeholders namely, the State Government, public and private universities, private skills education providers and industries.

Functions and duties of the Commission.

77. (1) The functions and duties of the Commission shall be as follows, namely:-

(a) to prepare guidelines for perspective plan of five years for each university for the location of colleges and institutions of higher learning in a manner ensuring equitable distribution of facilities for higher education, in consultation with the respective university ;

(b) to approve comprehensive perspective plan submitted by the university ;

(c) to advise the State Government on exploring new ways and means for raising of additional resources and allocation of funds for public and private universities, and for education information and communication technology network ;

(d) to create synergy at policy and operative level mechanism for co-existence and co-operation between different types of educational institutions in the domain of pure, technical and professional education at core and domain specific skills level in the State ;

(e) to understand and keep track of developments that are taking place at national and global level in delivery of education, use of technology in education, administration and governance of education and evolve an appropriate policy and strategy for the educational systems in the State to be in phase with these changes ;

(f) to create synergy through operative policy for research culture in pure and applied domains in all subjects in various disciplines and across different disciplines in educational institutions and also research culture needs and demands of industries ;

(g) to create a policy and strategy for sharing of academic and knowledge resources infrastructure amongst various educational institutions and the State, Central and industry research and development laboratories ;

(h) to establish and maintain educational information communication network in tandem with the national grid and also enhance the geographical reach so as to bring each and every educational institution into the educational information communication network and to keep track of technology changes and upgrade the network from time to time ;

(i) to establish linkages with National Knowledge Commission, the Ministry of Information and Communication Technology and Human Resources Development ;

(j) to create a repository of e-learning objects and virtual experiments and support material in digital format for teaching-learning processes in frontline environment ;

(k) to develop a policy and strategy for percolation of use of technology for administration, evaluation and governance of educational institutions and to promote establishment of an e-platform to carry out these tasks by use of information and communication technology ;

(l) to explore the scope for sharing research journals, research and technology reviews and other such material that enhances scope and quality of research by use of Information and Communication Technology through creation of network of various knowledge resource centers in educational and research and development institutions in the State and also at national level ;

(m) to prepare programmes in the various subjects in the sphere of higher education, keeping in view the overall priorities, perspectives and needs of the society and expectations from higher education ;

(n) to advise the State Government in respect of determining and maintaining uniformity of standards of education in the universities ;

(o) to advise on promoting co-operation and co-ordination of the various educational institutions among themselves and explore the scope for interaction between the universities on the one hand, and industry and other organizations on the other hand ;

(p) to suggest ways and means of raising additional resources for higher education from industry and other sources ;

(q) to advise on inter-university programmes for various activities undertaken by the universities ;

(r) to advise on programmes for greater co-operation and interaction and exchange of university teachers, college teachers and the teachers of university departments ;

(s) to initiate inter-university programme for various activities related to teaching, research and extension in the field of higher education ;

(t) to take into consideration various suggestions, advises and specific recommendations for making academic, administrative, governance and financial synergy more conducive for growth and sustenance of quality in colleges, educational institutions and universities, and to devise mechanisms to bring them into practice ;

(u) to devise and implement approaches for enhancing of knowledge and use of technology in teaching-learning processes for teachers ;

(v) to create platform for academicians with experience in education and research that would form a core for reforms and also operating mechanism in academic framework, course work, delivery methodologies, evaluation of students ;

(w) to make recommendations regarding performance based appraisal system using key performance indicators for principals, heads of institutions and departments and academic performance indicators for teachers in the university and institutions of higher education ;

(x) to recommend necessary steps to restructure institutions of higher learning whose performance is consistently poor in the areas of academic, governance and infrastructure ;

(y) to interact with national and global assessment and accreditation agencies and to carry systemic total quality assessment and programme-wise assessment processes in colleges, educational institutions and universities ;

(z) to create a data base of teachers, academic and industry experts, colleges, educational institutions and universities in the State ;

(za) to create a data base of Indian students by making use of the unique identification number when they join a college at entry level ;

(zb) to establish information collection and data creation cell for foreign students ;

(zc) to keep information on annual financial estimates of the universities, their generation of finances through other streams, research and development, consultancy, training-cum-skills development programmes, special programmes for foreign students and any other similar activities and to devise various streams for generation of financial resources so as to strengthen their financial position ;

(zd) to take steps and recommend to the State Government and to the universities the steps that may be taken to remove the regional imbalance, and to make higher education available to backward classes, rural and tribal communities, women and any such specified groups;

(ze) to review co-operation and interaction among all educational institutions in the State for sharing of academic and other support infrastructure and suggest ways and means to make it more efficient and effective;

(zf) to review the approach and methods adopted by the colleges and universities, both public and private, for integrating education with social development and to study the impact of such an approach on social development and suggest ways and means to make it more efficient and effective;

(zg) to consider the report of the Maharashtra State Rashtriya Uchchar Shiksha Abhiyan Council, made under sub-section (4) of section 78 ;

(zh) develop the vision plan with specific annual outcomes keeping in view the goals of academic excellence, administrative reforms and financial improvements.

(2) There shall be Board of Management to carry out the functions and duties of Commission as under

(a) Minister, Higher and Technical Education - Chairperson ;

(b) Minister of State, Higher and Technical Education - Vice-Chairperson ;

(c) Secretary, Higher Education and Technical Education Department - Member ;

- (d) Eminent Educationist of National and Global Repute nominated by the Chancellor - Member ;
- (e) Advisor, Planning and Coordination - Member ;
- (f) Advisor, Quality and Excellence Assurance - Member ;
- (g) Advisor, Open Education Resources and Teacher Training - Member ;
- (h) Advisor, Networking and Support Services - Member ;
- (i) Advisor, Finances and Resources Generation - Member ;
- (j) Advisor, Examination and Evaluation - Member ;
- (k) one renowned Industrialist nominated by Chancellor - Member ;
- (l) one Vice-Chancellor of Public Universities nominated by Chancellor - Member ;
- (m) one Professional Expert from the field of Finance, Accounting, Legal and other allied area nominated by Chancellor - Member ;
- (n) one Principal of NAAC accredited A graded College with proven excellence nominated by Chancellor - Member ;
- (o) one Professor from University or College nominated by Chancellor - Member ;
- (p) the Director of Higher Education - Member ;
- (q) the Director of Technical Education - Member ;
- (r) the Chief Executive Officer of Commission - Member-Secretary.

(3) There shall be a Secretariat of the Commission which shall be responsible for administration of the Commission and for execution of the policies, plans and recommendations of the Commission. The Secretariat shall consist of the Chief Executive Officer, other officers and staff as may be required.

(4) The Chief Executive Officer of the commission shall be appointed by the Government and work directly under the superintendence, direction and control of the State Government.

(5) The emoluments, terms and conditions of service qualification and mode of appointment of the Chief Executive Officer and the staff of the Secretariat shall be such as may be determined by the State Government.

(6) The Chief Executive Officer shall,-

(i) be the principal executive officer of the Secretariat of the Commission responsible for carrying out all functions and duties of the Commission;

(ii) lead, oversee and monitor the administration and entire activities of the Secretariat and the Commission;

(iii) be responsible for execution of the policies, plans and recommendations of the Commission;

(iv) establish technology driven operational mechanism for execution of policies, plans and recommendations of the Commission;

(v) establish linkages and co-ordination with Vice-Chancellors of public and private universities, principals and management of all educational institutions in the State ;

(vi) convene meeting of the Commission as per the directions of the Chancellor;

(vii) convene seminars, workshops, meetings as may be necessary to fulfill and carry out the function and duties of the Commission;

(viii) prepare annual financial estimates and statement of financial requirements for the Commission for submission to the Department of Higher Education.

(ix) prepare annual report, annual audit reports of the Commission;

(x) get accounts of the Secretariat and the Commission audited regularly;

(xi) be the appointing and disciplinary authority of the officers and other staff of the Secretariat working under him;

(xii) prepare rules of terms and conditions of service for employees of the Secretariat;

(xiii) exercise such other functions, powers and duties as may be conferred upon him by the Chancellor;

(xiv) do all such activities so as to fulfill objectives, functions and duties of the Commission;

(xv) undertake any other task as may be assigned by the Commission and the State.

(7) The selection and appointment of Advisors on the Board of Management shall be as specified by the State Government by an order published in the OfficialGazette.

(8) Nothing in this section shall empower the Commission to carry out any executive functions in the management of the affairs of the university.

Maharashtra
State
Rashtriya
Uchhatar
Shiksha
Abhiyan
Council.

78. (1) There shall be a Council to be called as the Maharashtra State RashtriyaUchhatrarShikshaAbhiyan Council (hereinafter referred to as "RUSA").

(2) The Council under sub-section (1) shall be a body corporate, having perpetual succession and a common Seal and may by the name sue or be sued.

(3) The State Government may, by notification in the OfficialGazette specify the composition, functions and responsibilities of the council under sub-section (1), which shall be in conformity with the guidelines of RUSA of the Government of India :

Provided that, every such notification shall be laid as soon as may be, after it is issued, before each House of the State Legislature.

(4) The Council under sub-section (1) shall forward a yearly report of its activities, to the Commission under section 76.

CHAPTER VII

GRIEVANCES OF TEACHERS AND EMPLOYEES

79. (1) There shall be a Grievances Committee in each university to deal with all types of grievances ; except grievances against the State Government including its officials, of teachers and other employees of the university, affiliated and autonomous colleges and recognized institutions, other than those managed and maintained by the State Government, Central Government or a local authority ; which are not within the jurisdiction of the University and College Tribunal. Grievances Committee.

(2) The university shall establish a Grievances Redressal Cell headed by the officer of the university not below the rank of the Assistant Registrar for providing administrative assistance to the Grievances Committee.

(3) The Grievances Committee shall consist of the following members, namely :-

(a) retired Judge not below the rank of the District Judge, nominated by the Vice-Chancellor - Chairperson ;

(b) one Dean, nominated by the Vice-Chancellor;

(c) Chancellor's nominee on the Management Council;

(d) Registrar;

(e) one teacher belonging to Scheduled Castes or Scheduled Tribes or De-notified Tribes (Vimukta Jatis) or Nomadic Tribes or Other Backward Classes and one non-teaching employee nominated by the Senate from amongst its members;

(f) Law Officer of the University - Member-Secretary.

(4) The nomination of a retired Judge as the Chairperson and of a Dean as the member of the Grievances Committee, shall be for such period, not exceeding three years in aggregate, as the Vice-Chancellor may from time to time, in each case decide.

(5) The retired judge nominated as the Chairperson of the Grievances Committee shall be entitled for remuneration and conveyance charges, as may be determined by the university.

(6) The Grievances Committee shall hear, settle and decide grievances as per the law, as far as may be practicable, within three months, from the date of filing of the complaint.

(7) It shall be lawful for the Grievances Committee to entertain and decide grievances or complaints relating to service of the employees, which are not within the jurisdiction of the Tribunal, after giving reasonable opportunity of being heard to both the parties.

80. (1) There shall be one or more university and college tribunals for one or more universities in the State, governed by this Act as well as the Maharashtra Agricultural Universities (Krishi Vidyapeeths) Act, 1983, the Maharashtra Animal and Fishery Sciences University Act, 1998 and the Maharashtra University of Health Sciences Act, 1998, for adjudication of disputes between the employees of these universities and their respective university and between the employees of the affiliated or autonomous colleges or recognized institutions of these universities, other than those managed and maintained by the State Government, Central Government or local authority and their respective managements, with regard to the matters specified in sub-section (1) of section 81. University and College Tribunal.

(2) The Tribunal shall consist of the Presiding Officer, to be appointed by the State Government.

(3) A person shall not be qualified to be appointed as a Presiding Officer of a Tribunal, unless,-

(a) he is or has been a Judge of High Court; or

(b) is qualified to be appointed as a Judge of High Court:

Provided that, a person to be appointed under clause (b) shall be from amongst the panel of three persons recommended by the Chief Justice of High Court of Judicature at Bombay.

(4) The appointment of a person as a Presiding Officer of the Tribunal shall be on a full time basis and for such period not exceeding three years in aggregate, as the State Government may, from time to time, in each case decide.

(5) The remuneration and other conditions of service of the Presiding Officer shall be as determined by the State Government.

(6) The university shall make available to the Tribunal such ministerial staff as may be necessary for the discharge of its functions under this Act.

(7) All expenditure on account of the remuneration, pension, provident fund contribution, leave allowance and other allowances and facilities which may be admissible to the Presiding Officer and the staff placed at his disposal shall be borne by the university or universities in such proportion as the State Government may by order specify.

(8) The Presiding Officer may, by writing under his signature resign from his office and shall cease to hold his office on the acceptance of his resignation by the State Government or from the date of expiry of thirty days from the date of resignation, whichever is earlier.

(9) If any vacancy other than a temporary vacancy, occurs in the office of Presiding Officer of a Tribunal, the State Government shall, as soon as possible but in any case within three months, appoint another qualified person to fill the vacancy. In case of a temporary vacancy, the State Government may give the charge to the Presiding Officer of the other Tribunal until the Presiding Officer resumes duty. Any proceedings pending before the former Presiding Officer may be continued and disposed of by his successor from the stage at which they were when the vacancy occurred.

Right of appeal.

81. (1) Notwithstanding anything contained in any law or contract for the time being in force, any teacher or other employee in the university governed by this Act or in affiliated college or recognized institution of any of these universities, other than that managed and maintained by the State Government, Central Government or a local authority, who is-

(a) dismissed or removed or whose services are otherwise terminated or who is compulsorily retired or who is reduced in rank by the university or management and who is aggrieved; or

(b) aggrieved by the decision of the Grievances Committee established under this Act;

shall have a right of appeal and any appeal against any such order or decision shall lie to the Tribunal:

Provided that, no such appeal shall lie to the Tribunal in any case where the matter has already been decided or pending before a court or Tribunal on the date of commencement of this Act or where the order of dismissal, removal, otherwise termination of service, compulsory retirement or reduction in rank, or decision of the Grievances Committee was passed at any time before the date on which this Act comes into force and in which case the period for filing an appeal has expired.

(2) Such appeal shall be made by the employee to the Tribunal, within thirty days from the date of receipt by him of the order of dismissal, removal, otherwise termination of services, compulsory retirement or reduction in rank, or of decision of the Grievances Committee, as the case may be:

Provided that, where such order was made before the date of commencement of this Act, such appeal may be made if the period of thirty days from the date of receipt of such order or decision has not expired.

(3) Notwithstanding anything contained in sub-section (2), the Tribunal may entertain an appeal made to it after the expiry of the said period of thirty days, if it is satisfied that the appellant had sufficient cause for not preferring the appeal within that period.

(4) Every appeal shall be accompanied by a fee as prescribed which shall not be refundable and shall be credited to the university fund:

Provided that, it shall be lawful for the State Government to revise, by notification in the *Official Gazette*, such fees as it may deem fit, from time to time.

82. (1) For the purposes of hearing and disposal of appeals, the Tribunal shall have the same powers as are vested in an appellate court under the Code of Civil Procedure, 1908, and shall also have the power to stay the operation of any order against which an appeal is made, on such conditions as it may think fit to impose and such other powers as are conferred on it by or under this Act.

General power and procedure of Tribunal.

(2) The Presiding Officer of the Tribunal shall decide the procedure to be followed by the Tribunal for the disposal of its business including the place or places at which and the hours during which it shall hold its sittings.

(3) Every appeal shall be decided as expeditiously as possible. In every case, endeavor shall be made by the Tribunal to decide an appeal within three months from the date on which the Tribunal receives it. If the Tribunal is unable to dispose of any appeal within this period, it shall record the reasons therefor.

83. (1) On receipt of an appeal, where the Tribunal after giving reasonable opportunity of being heard to both parties, is satisfied that the appeal does not pertain to any of the matters specified in sub-section (1) of section 81 or is not maintainable, or there is no sufficient ground for interfering with the order of the university or management or decision of the Grievances Committee, it may dismiss the appeal.

Powers of Tribunal to give appropriate relief and directions.

(2) Where the Tribunal, after giving reasonable opportunity to both the parties of being heard, decides in any appeal that the order of dismissal, removal, otherwise termination of service, compulsory retirement or reduction in rank, or the decision of the Grievances Committee, was in contravention of any law, contract or conditions of service for the time being in force or was otherwise illegal or improper, the Tribunal may set aside the order of the university or the management, or decision of the Grievances Committee, as the case may be, partially or wholly, and direct the university or the management,-

(a) to reinstate the employee on the same post or on a lower post as it may specify;

(b) to restore the employee to the rank which he held before reduction or to any lower rank as it may specify;

(c) to give arrears of emoluments, dues and other monetary benefits to the employee for such period as it may specify;

(d) to award such lesser punishment as it may specify in lieu of dismissal, removal, otherwise termination of service, compulsory retirement or reduction in rank, as the case may be;

(e) where it is decided not to reinstate the employee or in any other appropriate case, to give such sum to the employee, not exceeding his emoluments for six months, by way of compensation, regard being had to loss of employment and possibility of getting or not getting suitable employment thereafter, as it may specify; or

(f) to give such other relief to the employee and to observe such other conditions as it may specify, having regard to the circumstances of the case.

(3) It shall be lawful for the Tribunal to recommend to the State Government that any dues directed by it to be paid to the employee may be deducted from the grant payable to the university or, as the case may be, the management and be paid to the employee directly.

(4) Any direction issued by the Tribunal under sub-section (2) shall be communicated to both parties in writing and shall be complied with by the university or management within the period specified in the direction, which shall not be less than two months from the date of its receipt by the university or management.

Decision of Tribunal to be final and binding

84. Notwithstanding anything contained in any law or contract for the time being in force, the decision of the Tribunal on an appeal entertained and disposed of by it shall be final and binding on the employee and the university or management, as the case may be, and no suit, appeal or other legal proceeding shall lie in any court or before any other Tribunal or authority, in respect of the matters decided by the Tribunal.

Penalty to management for failure to comply with directions of Tribunal.

85. (1) If the university or management, as the case may be, fails, without any reasonable cause, to comply with any direction issued by the Tribunal under section 83 within the period specified in the direction, or within such further period as may be allowed by the Tribunal, the university or management, as the case may be, shall on conviction, be punished-

(a) for the first contravention, with fine which may extend to one lakh rupees:

Provided that, in the absence of special and adequate reasons to the contrary to be recorded in the judgment of the Tribunal, the fine shall not be less than ten thousand rupees;

(b) for the second and subsequent contraventions, with fine which may extend to five lakh rupees for each such contravention:

Provided that, in the absence of special and adequate reasons to the contrary to be recorded in the judgment of the Tribunal, the fine shall not be less than five thousand rupees:

Provided further that, when the direction issued by the Tribunal is not complied with, within the period stipulated in the direction or within such further period as allowed by the Tribunal, and when the contravention is a continuing one, the convicted person shall be punished with a further fine of rupees five hundred per day during which such contravention continues after conviction.

(2) (a) Where the university or, as the case may be, management committing the contravention under this section is a society, every person who at the time such contravention has been committed, was in charge of and was responsible to the society, for the conduct of the affairs of the society, as well as the society, shall be deemed to be guilty of the contravention and shall be liable to be proceeded against and punished accordingly:

Provided that, nothing contained in this sub-section shall render any person liable to the punishment, if he proves that the contravention was committed without his knowledge or that he had exercised all the diligence to prevent commission of such contravention.

(b) Notwithstanding anything contained in clause (a), where the contravention has been committed by a society and it is proved that the contravention has been committed with the consent or connivance of, or is attributable to any neglect on the part of the Management Council of the university or any president, chairperson, secretary, member, principal or manager or other officer or servant of the society, such Management Council, president, chairperson, secretary, member, principal or manager or other officer or servant concerned, shall be deemed to be guilty of the contravention and shall be liable to be proceeded against and punished accordingly.

Explanation.- For the purposes of this section, society means a society registered under the Societies Registration Act, 1860 or a public trust registered under the Maharashtra Public Trusts Act, or any other body corporate, and includes an association or body of persons, by whatever name called, under whose management one or more colleges or institutions are conducted and admitted to the privileges of the university.

CHAPTER VIII

**ADMISSIONS, EXAMINATIONS, EVALUATION AND
OTHER MATTERS RELATING TO STUDENTS**

86. Subject to the reservation policy of the State Government for the weaker sections of the society, admissions to all courses in the university departments, affiliated colleges and recognized institutions shall be made on the basis of competitive merit in accordance with the rules, if any, made by the State Government and published in the *Official Gazette*, or Ordinances made by the university: Admissions.

Provided that, where model rules have been framed by the State Government in the interest of students throughout the State, the university shall adopt the same and such rules shall be published by the university before the commencement of the academic session:

Provided further that, having regard to the maintenance of discipline, the authority concerned shall have the power to refuse admission to a student, except at the entry point of any academic programme.

87. All the disputes relating to admissions to University Departments, affiliated colleges or recognized institutions shall be adjudicated by the University Students Grievance Redressal Cell as per sub-clause (b) of sub-section (2) of section 56. Disputes Relating to Admission.

88. Before the end of each academic year, the university shall prepare and publish a schedule of examinations for the next academic year and choice based credit system of evaluations for each and every course where ever applicable, conducted by itself or by any affiliated college or recognized institutions within its jurisdiction and shall strictly adhere to the schedule. Failing which the concerned authority or officer of the university shall have to make a reasoned report to Chancellor's Office within thirty days and the directions or decisions of the Chancellor in this regard shall be final and binding. Examinations and evaluation.

Explanation. I.- "Schedule of Examinations" means a table giving details about the time, day and date of the commencement of each paper which is a part of a scheme of examinations and shall also include the details about the practical examinations.

Explanation. II.- "Choice based credit system" means an evaluation wherein modules taken by students shall be assessed immediately upon completion of required academic work as a part of continuous assessment or at the end of a semester:

Provided that, in case the university is unable to follow the said schedule due to reasons and circumstances beyond its control it shall, as soon as practicable, submit a report to the Chancellor and to the State Government incorporating the detailed reasons for making a deviation from the published schedule.

89. The university shall strive to declare the results of every examination conducted by it within thirty days from the last date of the examination for that particular course and shall in any case declare the results latest within forty-five days thereof : Declaration of results

Provided that, if for any reasons whatsoever, the university is unable to finally declare the results of any examination and evaluation within the aforesaid period of forty-five days, Director, Board of Examinations and Evaluation shall prepare a detailed report incorporating the reasons for such delay submit the same through Vice-Chancellor to Chancellor and to the State Government, and the direction of the Chancellor in this regard shall be final and binding.

90. No examination or evaluation or the results of an examination or evaluation shall be held invalid only for the reasons that the university has not followed the schedule as stipulated in sections 88 and 89, as the case may be. Examinations and evaluation not invalid for non-compliance with schedule.

91. The university shall frame appropriate Statutes, Ordinances and Regulations to ensure that the students selected to represent their classes, colleges or the university, as the case may be, for sports, culture and all other extra-curricular activities are selected entirely on the basis of merit, through open merit competition alone and on no other basis. Sports and extra-curricular activities.

CHAPTER IX**COMMITTEES AND COUNCILS**

Committees and Councils. **92.** The following shall be the Committees and Councils constituted under this Act, namely:-

- (i) Advisory Council;
- (ii) Finance and Accounts Committee ;
- (iii) Internal Quality Assurance Committee;
- (iv) Knowledge Resource Committee ;
- (v) College Development Committee ;
- (vi) Purchase Committee ;
- (vii) Students' Council ;
- (viii) Buildings and Works Committee ;
- (ix) Fee Fixation Committee; and
- (x) Alumina Committee.

Advisory Council.

93 . (1) The Advisory Council shall consist of following members -

(a) to be nominated by the Chancellor,-

(i) An eminent industrialist who has proven wide experience in the changing scenario of opportunities for youth and global trends in academy - industry interaction - Chairman;

(ii) An eminent scientist of repute with experience of working with national and global entities that deal with policy and approaches in research and development - Member;

(iii) An eminent social leader who has experience of working with the masses and understands the linkages between education and social transformations - Member;

(iv) An eminent educationist who is conversant with new trends in the world of higher education - Member;

(v) An Information Communication Technology (ICT) expert who has wide experience at the national and international level in the in higher and professional education - Member;

(b) ex-officio :

(vi) the Vice-Chancellor - Member;

(vii) the Pro Vice-Chancellor -Member- Secretary;

(2) The powers and duties of the Council shall be as follows:-

(i) to advise to the Vice-Chancellor through generation of reports and action plans in academic, research and development, administration, generation of financial resources and governance so as to make a University academically vibrant, administratively efficient and financially a strong system;

(ii) to devise a mechanism and approach for monitoring of the working of the University system as a whole and to keep track of the activities and provide information and critical analysis and comments on the progress and impact of the activities on the working of Universities and its identity in the Society;

(iii) to advise the University regarding strategic perspective planning ;

(iv) to take up any other task that the Chairman of the Council shall find of importance for the growth of the University;

(v) to make periodic report on the development, progress, working of University to the Chancellor ;

(vi) to keep track of various reforms and policies thereon as devised by the Commission.

(3) The Advisory Council shall meet at least two times in a year.

94. (1) There shall be a Finance and Accounts Committee to plan, coordinate and oversee the financial operations of the university. It shall examine the accounts, the progress of expenditure and all new proposals involving fresh expenditure in the light of the provisions available.

Finance and
Accounts
Committee.

(2) The Finance and Accounts Committee shall consist of the following members, namely:-

(a) the Vice-Chancellor-Chairperson ;

(b) the Pro-Vice-Chancellor ;

(c) the Director of Accounts and Treasuries or his representative, not below the rank of Deputy Director of Accounts and Treasuries ;

(d) the Chancellor's nominee from the Management Council ;

(e) one person from the Academic Council, nominated by the Vice-Chancellor ;

(f) two experts nominated by the Management Council, one of whom shall be a Chartered Accountant who is an expert in the field of accounting and auditing and the other shall be an expert in the area of finance ;

(g) the Registrar ;

(h) the Finance and Accounts Officer - Member-Secretary.

(3) The quorum for a meeting of the committee shall be four.

(4) All members of the committee other than ex-officio members shall hold office for a term of five years and shall not be eligible for a second consecutive term.

(5) The committee shall meet at least four times in a year

(6) The Finance and Accounts Committee shall,-

(a) examine and consider Annual Statement of Accounts, Audited final statement of accounts and Audit Report and its compliance report, and the annual financial estimates to be presented by the Finance and Accounts Officer and recommend the same to the Management Council and thereafter to the Senate for Approval ;

(b) examine the progress of expenditure and all new proposals involving fresh expenditure in the light of the provisions available ;

(c) recommend to the Management Council the limits for the total recurring and non-recurring expenditure for the year, based on the income and resources of the university, including the proceeds of loans for productive work ;

(d) recommend to the Management Council productive investment and management of university assets and resources ;

(e) explore the possibilities of, augmenting further the resources for the development of the university ;

(f) take necessary steps to have the university accounts audited by auditors appointed by the Management Council ;

(g) advise the Management Council on matters related to the administration of the property and the funds of the university ;

(h) ensure proper implementation of the orders issued by the State Government from time to time, in respect of funds, assets, and other resources received from the State Government ;

(i) advise on financial matters referred to it by the Management Council, Academic Council or any other authority, body or committee or any officer of the university ;

(j) report to the Vice-Chancellor any lapse or irregularity in financial matters which comes to its notice so that he may take suitable prompt actions after assessing the seriousness of the matter or refer it to the Management Council ;

(k) ensure that the annual accounts of the university, colleges and institutions are open for audit by the auditors appointed by the State Government ;

(l) study various reforms suggested by the Commission for management of financial resources, maintenance of accounts and use of modern technologies to enhance the efficiency in accounts maintenance and audit procedures ;

(m) carry out any other functions and tasks as may be assigned by the university authorities.

Internal
Quality
Assurance
Committee.

95. (1) There shall be an Internal Quality Assurance Committee in the university to plan, guide and monitor quality assurance and quality enhancement in all the academic activities of the university.

(2) The Internal Quality Assurance Committee in the university shall be constituted and function as per the guidelines of the University Grants Commission and State Government issued, from time to time.

(3) The Annual Quality Assurance Report shall be approved by the Management Council of the University for the follow up action for the necessary quality enhancement measures. The university shall regularly submit the Annual Quality Assurance Report to the National Assessment and Accreditation Council or other accreditation bodies.

(4) There shall be an Internal Quality Assurance Committee in each college and recognized institution that shall be constituted and function as per the guidelines of the University Grants Commission and State Government issued, from time to time.

(5) The colleges and recognized institutions shall regularly submit their Annual Quality Assurance Reports to the affiliating university, State level quality assurance bodies and national accreditation bodies.

(6) The university shall monitor the functioning of Internal Quality Assurance Committees in the colleges and recognized institutions within its jurisdiction.

Knowledge
Resource
Committee.

96. (1) There shall be a Knowledge Resource Committee for administering, organizing and maintaining the Knowledge Resource Centre, print and electronic material and related services of the university.

(2) The Knowledge Resource Committee shall consist of the following members, namely :-

(a) the Vice-Chancellor - Chairperson ;

(b) one Dean of faculty, nominated by the Vice-Chancellor ;

(c) one head of the university department or university institution nominated by the Vice-Chancellor ;

(d) two members nominated by the Vice-Chancellor, of whom one shall be from industry and the other shall be librarian from a national level organization ;

(e) the Registrar ;

(f) the Finance and Accounts Officer ;

(g) the Director Knowledge Resource Center - Member - Secretary.

(3) All nominated members of the Knowledge Resource Committee, other than the ex-officio members, shall hold office for a period of three years.

(4) The Knowledge Resource Committee shall meet at least three times in a year.

(5) The Knowledge Resource Committee shall,-

(a) provide for proper organization and support for the functioning of the Knowledge Resource Centre, documentation services and maintenance of records in analogue and digital form ;

(b) provide the approach and operational plan for modernization and improvement of Knowledge Resource Centre and documentation services in both analogue and digital format ;

(c) recommend to the Academic Council fees and other charges for the services and use of the Knowledge Resource Centre by students and others ;

(d) prepare the annual budget and proposal for development of the Knowledge Resource Centre for approval of the Management Council ;

(e) submit the annual report on the functioning of the Knowledge Resource Centre to the Vice-Chancellor ;

(f) establish a network with regional, national and international libraries and information centers ;

(g) hold the information pertaining to all administrative, governance, academic and other documents and information and data pertaining to the working of colleges, university departments or institutions and administrative offices of the university and related to assessment and accreditation of colleges, recognized institutions and the university ;

(h) undertake any other task as may be assigned by the university authorities so as to carry out objectives of the Knowledge Resource Centre.

97. (1) There shall be a separate College Development Committee for every affiliated, autonomous, empowered autonomous college or recognized institution, consisting of the following members, namely :-

College
Development
Committee.

(a) Chairperson of the management or his nominee ex-officio Chairperson ;

(b) Secretary of the management or his nominee ;

(c) one head of department, to be nominated by the principal or the head of the institution ;

(d) three teachers in the college or recognized institution, elected by the full-time amongst themselves out of whom atleast one shall be woman ;

(e) one non-teaching employee, elected by regular non-teaching staff from amongst themselves ;

(f) four local members, nominated by the management in consultation with the principal, from the fields of education, industry, research and social service of whom at least one shall be alumnus;

(g) Co-ordinator, Internal Quality Assurance Committee of the college ;

(h) President and Secretary of the College Students' Council;

(i) Principal of the college or head of the institution - Member - Secretary.

(2) For a college or institution managed and maintained by the State Government, the College Development Committee shall consist of the following members, namely:-

(a) Principal of the college or head of the institution - Chairman.

(b) Joint Director designated by the Director of Higher Education, ex-officio Member ;

(c) three teachers in the college or recognized institutions, elected by the full-time approved teachers from amongst themselves;

(d) one non-teaching employee, elected by the regular non-teaching staff from amongst themselves ;

(e) four local members, nominated by the Director of Higher Education in consultation with the principal, from the fields of education, industry, research and social service and having minimum post-graduate degree of whom at least one shall be alumnus;

(f) Co-ordinator, Internal Quality Assurance Committee of the college, ex-officio;

(g) President and Secretary of the College Students' Council ; and

(h) one head of department, nominated by the principal or the head of the institution - Member Secretary .

(3) The College Development Committee shall meet at least four times in a year.

(4) Elected and Nominated members shall have a term of five years from the date of election or nomination. If any vacancy occurs in the office of such member, the vacancy shall be filled within three months by the Principal and the member so appointed shall hold office for the residual term for which the earlier member shall have held the office if the vacancy had not occurred.

(5) The College Development Committee shall,-

(a) prepare an overall comprehensive development plan of the college regarding academic, administrative and infrastructural growth, and enable college to foster excellence in curricular, co-curricular and extra-curricular activities ;

(b) decide about the overall teaching programmes or annual calendar of the college ;

(c) recommend to the management about introducing new academic courses and the creation of additional teaching and administrative posts ;

(d) take review of the self-financing courses in the college, if any, and make recommendations for their improvement ;

(e) make specific recommendations to the management to encourage and strengthen research culture, consultancy and extension activities in the college ;

(f) make specific recommendations to the management to foster academic collaborations to strengthen teaching and research ;

(g) make specific recommendations to the management to encourage the use of information and communication technology in teaching and learning process ;

(h) make specific recommendations regarding the improvement in teaching and suitable training programmes for the employees of the college ;

(i) prepare the annual financial estimates (budget) and financial statements of the college or institution and recommend the same to the management for approval ;

(j) formulate proposals of new expenditure not provided for in the annual financial estimates (budget) ;

(k) make recommendations regarding the students' and employees' welfare activities in the college or institution ;

(l) discuss the reports of the Internal Quality Assurance Committee and make suitable recommendations ;

(m) frame suitable admissions procedure for different programmes by following the statutory norms ;

(n) plan major annual events in the college, such as annual day, sports events, cultural events, etc. ;

(o) recommend the administration about appropriate steps to be taken regarding the discipline, safety and security issues of the college or institution ;

(p) consider and make appropriate recommendations on inspection reports, local inquiry reports, audit report, report of National Assessment and Accreditation Council, etc. ;

(q) recommend the distribution of different prizes, medals and awards to the students.

(r) prepare the annual report on the work done by committee for the year ending on the 30th June and submit the same to the management of such college and the university ;

(s) perform such other duties and exercise such other powers as may be entrusted by the management and the university.

98. (1) There shall be a Purchase Committee for dealing with all matters pertaining to all purchases of the university, in respect of such items where individual cost of each item exceeds rupees ten lakhs at a time. Purchase Committee.

(2) The committee shall consist of the following members, namely:-

(a) the Vice-Chancellor - Chairperson ;

(b) the Pro-Vice-Chancellor ;

(c) Chancellor's nominee on Management Council ;

(d) two heads of university departments or university institutions nominated by the Management Council ;

(e) one member of the Management Council nominated by the Council from amongst the elected members of the Council.

(f) one expert, nominated by the Vice-Chancellor preferably in the area of Material Management from the Industry ;

(g) the Registrar ; and

(h) the Finance and Accounts Officer - Member - Secretary.

(3) During the absence of the Finance and Accounts Officer, the Registrar shall act as the Secretary of the Committee.

(4) The Purchase Committee shall invite the head of the university department or university institution, for which the purchases are to be made.

(5) All members of the committee, other than ex-officio members shall hold office for a term of three years and shall not be eligible for a second consecutive term in the same university.

(6) All matters pertaining to all purchases of the University in respect of such items where individual cost of each item is not more than rupees ten lakhs at a time, shall be as prescribed by the Statutes.

(7) The powers and duties of the Purchase Committee and the procedure for its meetings shall be as prescribed by the Statutes.

99. (1) There shall be a University Students' Council as specified in clause (b) of sub-section (4), a university department Students' Council for the departments of the university and a college Students' Council for each conducted college or institution of the University and each affiliated college, to look after the welfare of the students and to promote and co-ordinate the extra-curricular activities of different student's associations for better corporate life. The Councils shall not engage in political activities. Students Council.

(2) The University Department Students' Council shall consist of the following members, namely :-

(a) President, elected by an electoral college consisting of students who are engaged in full time studies in all university departments ;

(b) Secretary, elected by an electoral college consisting of students who are engaged in full time studies in all university departments ;

(c) one lady representative, elected by an electoral college consisting of students who are engaged in full time studies in all university departments ;

(d) one representative belonging to Scheduled Castes or Scheduled Tribes or De-notified Tribes (VimuktaJatis) or Nomadic Tribes or Other Backward Classes, elected by an electoral college consisting of students who are engaged in full time studies in all university departments;

(e) one student from each department, elected by an electoral college consisting of students who are engaged in full time studies in that department ;

(f) one student each from (a) National Service Scheme, (b) National Cadet Corps, (c) Sports and (d) Cultural activities, nominated by the Vice-Chancellor from the students who are engaged in National Service Scheme, National Cadet Corps, Sports and Cultural activities, respectively, on the basis of prescribed criteria ;

(g) Director, Students' Development shall be an ex-officio member.

(3) The College Students' Council for each institution, conducted college or affiliated college shall consist of the following members, namely :-

(a) President, elected by an electoral college consisting of students who are engaged in full time studies in that college ;

(b) Secretary, elected by an electoral college consisting of students who are engaged in full time studies in that college ;

(c) one lady representative, elected by an electoral college consisting of students who are engaged in full time studies in that college ;

(d) one representative belonging to Scheduled Castes or Scheduled Tribes or De-notified Tribes (Vimukta-Jatis) or Nomadic Tribes or Other Backward Classes, by rotation, elected by an electoral college consisting of students who are engaged in full time studies in that college:

Provided that the University shall decide the category of reservation for each college for the purpose of this clause by drawing lots;

(e) one student from each class, elected by an electoral college consisting of students who are engaged in full time studies in that class;

(f) one student each from (a) National Service Scheme, (b) National Cadet Corps, (c) Sports and (d) Cultural activities, nominated by the Principal from the students who are engaged in National Service Scheme, National Cadet Corps, Sports and Cultural activities, respectively, on the basis of prescribed criteria ;

(g) one senior teacher as coordinator of the Students' Council appointed by the principal of the college and Director, Sports and Physical Education, NSS Programme Officer and NCC Officer as permanent invitees.

(4) (a) There shall be University Students' Association consisting of the following members, namely :-

(i) Presidents of the University Department Students' Council and each College Students' Council ;

(ii) Secretaries of the University Department Students' Council and each College Students' Council ;

(iii) Lady representatives of the University Department Students' Council and each College Students' Council ;

(iv) Student representatives, belonging to Scheduled Castes or Scheduled Tribes or De-notified Tribes (VimuktaJatis) or Nomadic Tribes or Other Backward Classes of the University Department Students' Council and each College Students' Council.

(b) The University Students' Council shall consist of the following members, namely :-

(i) President, elected by the members of University Students' Association from amongst themselves ;

(ii) Secretary, elected by the members of University Students' Association from amongst themselves ;

(iii) one Lady Representative, elected by the members of University Students' Association from amongst themselves ;

(iv) one Representative belonging to Scheduled Castes or Scheduled Tribes or Denotified Tribes (Vimukta Jatis) or Nomadic Tribes or Other Backward Classes or Special Backward Category, by rotation, elected by the members of University Students' Association from amongst themselves ;

(v) one student each from (a) National Service Scheme, (b) National Cadet Corps (c) Sports and (d) Cultural activities nominated by the President of the University Students' Council in consultation with the Director, Students' Development from amongst the students of the University Departments and affiliated colleges who are engaged in National Service Scheme, National Cadet Corps, Sports and Cultural activities respectively on the basis of prescribed criteria ;

(vi) Director Board of Student Development, Director Sports and Physical Education, Director Board of Lifelong Learning and extension shall be permanent invitees.

(5) The first meeting of the University Students' Council shall be presided over by the Vice-Chancellor and shall be attended by such other officers as he may deem fit.

(6) A student shall be eligible to be, or continue to be, a member of any of the Students' Councils, only if he is enrolled as a full time student.

(7) During the period of election no person, other than a student on the rolls of college or institutions or University, shall be permitted to take part in the election process in any capacity. Any student or a candidate violating this condition shall be liable for disciplinary action against him in addition to the revocation of his candidature.

(8) The budget, frequency of meeting of the University Department Students' Council, Students' Council for each institution, conducted college or affiliated college and University Students' Council shall be as may be prescribed by the Statutes.

(9) The election of the student members of the Students' Councils shall be made every year, as soon as possible after the commencement of the academic year, on a date as may be prescribed. The term of office of the elected student members shall begin with effect from the date of election and shall extend up to the last day of the academic year, unless they have, in the meantime, incurred any of the disqualifications specified by or under the Act, and shall then expire.

(10) One third of the members of the Students' Council shall constitute the quorum. The procedure for conduct of business of the meetings and such other matters shall be such as may be prescribed by the Statutes. The Council shall meet at least once in every three months.

(11) The procedure for election, the powers and duties, authority for the conduct of election, mechanism for conduct of such elections, code of conduct for the candidates and election administrators and grievances redressal mechanism in respect of such election shall be such as may be specified by the State Government, by orders published in the *Official Gazette*.

(12) The provisions of this sections shall come into effect from such date after issuing the order under sub-section (11), as specified by the State Government in such order.

100. (1) There shall be a Buildings and Works Committee to carry out several minor and major infrastructure development activities of the university efficiently and in a time bound manner. Building and Works Committee.

(2) The Buildings and Works Committee shall consist of the following members namely :-

(a) the Vice-Chancellor - Chairperson ;

(b) the Pro - Vice - Chancellor ;

(c) Chancellor's nominee on the Management Council ;

(d) Chief Engineer of the Public Works Department in charge of the region in which the university is situated, or his nominee not below the rank of Executive Engineer from that region ;

(e) one eminent engineer, nominated by the Vice-Chancellor from the private sector ;

(f) an eminent Architect, nominated by the Vice-Chancellor from the private sector ;

(g) the Registrar ;

(h) the Finance and Accounts Officer ;

(i) the Executive Engineer of the University - Member-Secretary.

(3) All members of the committee, other than ex- officio members shall hold office for a term of five years and shall not be eligible for a second consecutive term.

(4) If any vacancy occurs in the office of a member, the same shall be filled within one month by the Vice-Chancellor and the member so appointed shall hold office for the residual term for which the earlier member shall have held the office if the vacancy had not occurred.

(5) The Buildings and Works committee shall,-

(a) under direction and overall superintendence of the Management Council, be responsible for the execution of all types of works, including major works to be executed through the agency of the Public Works Department ;

(b) accord administrative approval and financial sanction, subject to availability of funds in the budget, to the maintenance work ;

(c) recommend and obtain administrative approval and expenditure sanction of the Management Council in respect of all minor and major works ;

(d) recommend to the Management Council through the Finance and Accounts Committee, a 'Programme of Works' to be executed in the ensuing year, specifying maintenance works, minor works and major works, separately;

(e) prepare a panel of ten to twelve Architects and other specialized consultants of proven experience and merit for the university works and get the same approved by Management Council. Such panel shall be subject to the approval of the Chancellor who may make such modifications in it as he deems fit ;

(f) on getting administrative approval and expenditure sanction of the Management Council to minor and major works, to get the plans and estimates of such works prepared from the Executive Engineer of the university or the Architect selected for a project, borne on the panel of approved Architects of the university ;

(g) maintain a list of approved contractors on the basis of their technical experience and financial capability for execution of maintenance works and minor works ;

(h) be responsible for making technical scrutiny as may be considered necessary by it ;

(i) be responsible, after careful scrutiny, for the acceptance of tenders received for maintenance works and major works ;

(j) exercise general supervision over the work of the technical staff of the university, and in particular, ensure that essential records and data are maintained up-to-date and that the rejected tenders are retained for a reasonable period ;

(k) ensure that the Executive Engineer of the university certifies the completion of works in accordance with the designs finally approved by the architect, if appointed, in respect of maintenance works and minor works ;

(l) associate and deliberate with the consulting Architects, as and when necessary;

(m) settle rates not covered by the tender and settle claims and disputes with contractors in respect of maintenance works and minor works :

Provided that, the rates or claims or disputes shall be settled by the Public Works Department in respect of major works entrusted to that Department, subject to the condition that if the decision in respect of any such claims or disputes is likely to cause excess over the approved estimated cost of the project, prior sanction of the Management Council shall be obtained to such an excess amount ;

(n) exercise such other powers and perform such other duties as may be conferred upon it by the Statutes.

(6) The Chairperson of the committee shall, in respect of maintenance and minor works, have the power to sanction the payment of monthly Running Account Bills of a work, subject to such bill having been examined by the Architect, where appointed, and certified as 'fit for payment' by the Executive Engineer of the university. The bills so paid shall be put up for approval of the committee at its next meeting.

(7) If there are reasonable grounds for the Chairperson of the committee to believe that there is an emergency which requires immediate action to be taken, he may exercise the powers of the committee. Such cases shall be reported by the Chairperson at the next meeting of the committee.

(8) Procedure for the execution of all types of works in the university and procedure for conduct of business at the meetings of the committee shall be as prescribed by the Statutes.

101. (1) There shall be a Fee Fixation Committee to work out the real cost of delivery of each and every under-graduate and post-graduate courses or programmes run by the university, colleges and recognized institutions, other than autonomous colleges and autonomous institutions and those managed and maintained by the State Government, Central Government and local authorities. Fee fixation Committee.

(2) The Fee Fixation Committee shall decide the tuition fees, other fees and charges for various courses or programmes as recommended by the board of Deans, and recommend it to the academic Council for approval.

(3) The Fee Fixation Committee shall consist of the following members, namely :-

(a) a retired Vice-Chancellor or an eminent educationist having wide experience in the field of education, who shall not be connected with the university or any college or institution under its jurisdiction as the Chairperson ;

(b) the Dean of the faculty concerned ;

(c) Chancellor's nominee on the Management Council ;

(d) one finance expert nominated by the Vice-Chancellor, preferably a Chartered Accountant, not connected with the university or college or institutions under its jurisdiction ;

(e) one legal expert nominated by the Vice-Chancellor, not connected with the university or college or institution under its jurisdiction ;

(f) Registrar or his nominee not below the rank of Deputy Registrar - Member Secretary.

(4) The quorum for a meeting of the committee shall be three.

(5) All members of the committee, other than ex-officio members shall hold office for a term of five years and shall not be eligible for a second consecutive term.

(6) Notwithstanding anything contained above, the State Government may evolve the Statutory Mechanism of fixation and regulation of fees which shall be binding on different types of colleges and recognized institutions as specified by the State Govt. in this regard.

(7) The tuition fees, other fees, and charges for various courses or programmes as recommended by fee fixation committee and finally approved by the Academic Council

shall be applicable in general. Provided that, any college or recognized institution other than autonomous college and autonomous institution and those managed and maintained by the State Government, Central Government and Local Authorities which intends to charge different fees other than those prescribed and approved by Academic Council may submit the proposal to the fee fixation committee and the fee fixation committee shall decide the tuition fee, other fees and charges for the specific course or programme for such college or institution on the basis of assessment and evaluation of different additional facilities provided by such applicant college or recognized institutions. The decision of fee fixation committee in this regard shall be final and binding on the applicant college or institution.

(8) The committee shall meet at least twice a year to examine and consider the fee fixation proposals on the basis of the norms as prescribed in Ordinance, and shall hold as many meetings as needed. The committee shall decide tuition fees, other fees and charges for various courses or programmes, at least six months before the commencement of academic year.

Selection
and appoint-
ment of
university
teachers.

102. (1) Subject to the provisions of this Act, Statutes and Ordinances, the Vice-Chancellor shall appoint according to the order of merit and recommendations made by the selection committee, a university teacher.

(2) The selection committee for making recommendations for appointment of university teachers shall consist of the following members :-

(a) the Vice-Chancellor or the Pro-Vice-Chancellor upon directions of the Vice-Chancellor-Chairman ;

(b) one person, not below the rank of professor, nominated by the Chancellor ;

(c) the Dean of the Faculty concerned as a Member Secretary ;

(d) the Head of the university department or a head of the concerned School of multidisciplinary institution, nominated by the Vice-Chancellor ;

(e) not less than three experts nominated by the Management Council out of a panel of not less than six names of experts not connected with the university recommended by the Academic Council, who have special knowledge of the subject for which the teacher is to be selected ;

(f) one person not below the rank of Professor or Principal belonging to Scheduled Castes or Scheduled Tribes or De-notified Tribes (VimuktaJatis) or Nomadic Tribes or Other Backward Classes, nominated by the Chancellor ;

(g) one principal who is a member of Management Council to be nominated by the Management Council;

(h) Director, Higher Education or his nominee not below the rank of Joint Director ;

(i) Director, Technical Education or his nominee not below the rank of Joint Director :

Provided that, a head referred to in clause (d), who is an Associate Professor shall be a member of the selection committee for the selection to the Assistant Professor.

(3) Every post of a university teacher, to be filled by selection, shall be duly and widely advertised, according to the draft approved by the Vice-Chancellor, together with particulars of the minimum and additional qualifications, as prescribed, the emoluments and number of posts to be filled, the number of posts which are reserved for the members of the Scheduled castes or Scheduled Tribes or De-notified Tribes (VimuktaJatis) or Nomadic Tribes or Other Backward Classes, to be determined by the Vice-Chancellor on the recommendation of the Board of University Department and Inter Disciplinary Studies, and reasonable time, shall be allowed within which the applicants may, in response to the advertisement, submit their applications.

(4) The date of the meeting of every selection committee shall be so fixed as to allow a notice of at least thirty days of such meeting, be in given to each member; and the particulars of each candidate shall be sent to each member of the selection committee so as to reach him at least seven days before the date of meeting :

Provided that, for the post of professor, the selection committee may in preference to the candidates who have applied and appeared before it, recommend for appointment, with all the requisite details, the name of any other person who may not have applied or appeared before it, but who is duly qualified and has to his credit exceptionally high academic achievements or proficiency in the specialization or has extraordinary academic contribution, to be recorded in writing.

(5) The quorum to constitute a meeting of every selection committee shall be four members, of whom at least two shall be persons nominated under clause (e) of sub-section (2).

(6) If, on petition by any person directly affected, or suomotu, the Chancellor, after making or having made such inquiries or obtaining or having obtained such explanations, including explanations from the teachers whose appointments are likely to be affected, as may be or may have been necessary, made by any authority or officer of the university at any time was not in accordance with the law at that time in force, the Chancellor, may, by order, notwithstanding anything contained in the contract relating to the conditions of service of such teacher, direct the Vice-Chancellor to terminate his appointment after giving him one month's notice or one month's salary in lieu of such notice, and the Vice-Chancellor shall forthwith comply and take steps for a fresh selection to be made. The person whose appointment has been so terminated shall be eligible to apply again for the same post.

(7) Any order made by the Chancellor, under the last preceding sub-section shall be final and a copy of the order shall be served on the teacher concerned by the Vice-Chancellor within three days from its receipts.

(8) It shall be the duty of the Vice-Chancellor, to ensure that no payment whatsoever is made to any person, by way of salary or allowance, from the funds of the university, for any period after the termination of his services, and any authority or officer authorizing or making any such payment shall be liable to reimburse the amount so paid to the university.

(9) The Vice Chancellor shall before proceeding to fill in the vacancies of aided University Teachers in accordance with the prescribed procedure shall ascertain from Director of Higher Education whether there is any suitable person available on the list of surplus aided University teachers as maintained by the Director of Higher Education for absorption in other Universities and in the event of such aided teacher being available, the Vice chancellor shall appoint that teacher.

103. (1) Where an appointment is to be made on a temporary vacancy of teacher of the university because of resignation, leave or any reason, whatsoever, the appointment shall be made, if the vacancy is for a period of more than one year, on the recommendation of the selection committee in accordance with the provisions of section 102. The quorum for the selection committee shall be three:

Filling temporary vacancies of university teachers.

Provided that, if, the vacancy is for a period of less than one year or if, the Vice-Chancellor is satisfied that in the interest of teaching, it is necessary to fill in the vacancy immediately, he may make the appointment of person duly qualified, for a period not exceeding one year on the recommendation of a local selection committee.

(2) Local selection committee shall consist of the following members, namely:-

- (a) the Vice-Chancellor, Chairperson;
- (b) the Dean of the faculty concerned;
- (c) the head of the department concerned;

(d) one expert nominated by the Vice-Chancellor :

Provided that, where the head of the department is also the Dean, the Vice-Chancellor shall nominate two persons instead of one;

(e) one member, belonging to Scheduled Castes or Scheduled Tribes or De-notified Tribes (Vimukta Jatis) or Nomadic Tribes or Other Backward Classes or Special Backward Category, not below the rank of Principal or Professor nominated by the Vice-Chancellor;

(f) one principal or professor who is a member of Management Council to be nominated by the Management Council ;

(g) the Director, Higher Education or his nominee, not below the rank of Joint Director of Higher Education; and

(h) the Director, Technical Education or his nominee, not below the rank of Joint Director of Technical Education:

Provided that, before the expiry of one year as aforesaid, the Vice-Chancellor shall take steps to fill up the post by appointment in accordance with the provisions of section 102.

Appointment and selection of principal of principal of conducted colleges.

104. The selection committee for selection of Principals of conducted colleges or directors or heads of university institutions or post-graduate centres or sub-centres maintained by the university, shall consist of the following members, namely:-

(a) the Vice-Chancellor - Chairperson;

(b) Chancellor's nominee on the Management Council;

(c) two experts, nominated by the Management Council and one expert nominated by the Academic Council, who are not connected with the university, colleges or institutions under its jurisdiction;

(d) one member belonging to Scheduled Castes or Scheduled Tribes or De-notified Tribes (Vimukta Jatis) or Nomadic Tribes or Other Backward Classes not below the rank of Principal or Professor nominated by the Vice-Chancellor;

(e) one principal who is a member of Management Council to be nominated by the Management Council;

(f) the Director, Higher Education or his nominee, not below the rank of Joint Director of Higher Education;

(g) the Director, Technical Education or his nominee, not below the rank of Joint Director of Technical Education.

Selection committees for officers and employees of university principals, teachers and other employees of affiliated colleges.

105. (1) There shall be a selection committee for making recommendations of suitable candidates for appointment to the posts of-

(a) Deans;

(b) Directors of Sub-Campuses of the university;

(c) Registrar;

(d) Director, Board of Examinations and Evaluation;

(e) Finance and Accounts officer;

(f) Director of Sports and Physical Education;

(g) Director of Innovation, Incubation and Linkages;

(h) Director of Lifelong Learning and Extension.

(2) The Selection Committee shall consist of-

(a) the Vice-Chancellor, Chairperson;

(b) the Chancellor's nominee on the Management Council;

(c) two experts having special knowledge in the field related to the post to be filled, who are not connected with the university or affiliated college or recognized institution under its jurisdiction, nominated by the Chancellor;

(d) one person belonging to Scheduled Castes or Scheduled Tribes or De-notified Tribes (Vimukta Jatis) or Nomadic Tribes, or Other Backward Classes, not below the rank of Principal or Professor nominated by the Vice-Chancellor;

(e) one elected principal or teacher who is a member of Management Council to be nominated by the Management Council;

(f) the Director of Higher Education or his nominee, not below the rank of the Joint Director of Higher Education;

(g) the Registrar, Member-Secretary :

Provided that, where he himself is a candidate for the post then in such case, the Pro-Vice-Chancellor shall be the Member-Secretary.

(3) All posts, mentioned in sub-section (1) shall be duly and widely advertised.

(4) The date of the meeting of every selection committee shall be so fixed as to allow a notice of at least thirty days of such meeting, being given to each member; and the particulars of each candidate shall be sent to each member of the selection committee so as to reach him at least seven days before the date of meeting.

(5) In case of appointment to the post referred to in sub-section (1), if, on petition by any person directly affected, or suomotu, the Chancellor, after making or having made such inquiries or obtaining or having obtained such explanations, including explanations from the person whose appointments are likely to be affected, as may be or may have been necessary, made by any authority or officer of the university at any time was not in accordance with the law at that time in force, the Chancellor, may, by order, notwithstanding anything contained in the contract relating to the conditions of service of such person, direct the Vice-Chancellor to terminate his appointment after giving him one month's notice or one month's salary in lieu of such notice, and the Vice-Chancellor shall forthwith comply and take steps for a fresh selection to be made. The person whose appointment has been so terminated shall be eligible to apply again for the same post.

(6) Any order made by the Chancellor, under the last preceding sub-section shall be final and a copy of the order shall be served on the person concerned by the Vice-Chancellor within three days from its receipts.

(7) It shall be the duty of the Vice-Chancellor, to ensure that no payment whatsoever is made to any person, by way of salary or allowance, from the funds of the university, for any period after the termination of his services, and any authority or officer authorizing or making any such payment shall be liable to reimburse the amount so paid to the university.

(8) The Selection Committee and mode of appointment of other officers of the university shall be prescribed by the State Government in the *Official Gazette*.

(9) The management of any affiliated college shall before proceeding to fill in vacancies of aided teachers and other aided employees in accordance with the prescribed procedure shall ascertain from the Director of Higher Education whether there is any suitable person available on the list of aided surplus persons maintained by the Director of Higher Education for absorption in other colleges and in the event of such person being available, the management shall appoint that person in accordance with the direction issued by Director of Higher Education:

Provided that, this process of absorption of surplus teachers and other employees shall be applicable to only aided teachers and aided other employees.

(10) The Selection Committee, selection process and mode of appointment of principals and teachers of affiliated colleges and recognized institutions shall be as per the guidelines, directions of the University Grants Commission as may be prescribed by the State Government in the *Official Gazette*.

106. In addition to the committees constituted under this Act, the authorities of the university may appoint committee with suitable terms and reference for any specific task, and such committee shall consist of members of the same authority constituting such a committee and also of such other persons as that authority may nominate.

other
Committees.

CHAPTER X

PERMISSION, AFFILIATION AND RECOGNITION

Perspective
Plan.

107. (1) The university shall prepare a comprehensive perspective plan for every five years and get the same approved by Commission. Such plan shall be prepared for the location of colleges and institutions of higher learning in a manner ensuring comprehensive equitable distribution of facilities for higher education having due regard, in particular, to the needs of unserved and under-developed areas within the jurisdiction of the university. Such plan shall be prepared by the Board of Deans and shall be placed before the Academic Council and the Senate through the Management Council.

(2) The perspective plan shall include the new courses and faculties to be permitted which shall be determined by studying the social and economic needs of the region, job opportunities available and requirements of the industry and should be as per policies of and in conformity with the plans of the State Government and the National Policy for Higher Education for achieving National and State objectives of higher access, equity, excellence, research, relevance and quality.

(3) The perspective plan shall make provision for the subjects, number of new divisions and satellite centres to be permitted to the colleges and institutions of higher learning in different regions after factoring in the demand for the same and shall be in conformity with the plans of and after the approval of Commission under section 76.

(4) While preparing the perspective plan preference shall be given to the districts where Gross Enrolment Ratio is less than the national average and also to the tribal, hilly and inaccessible areas besides quality benchmarks, inclusive growth, social relevance and value education.

(5) The university shall initiate a time bound programme to prepare an annual plan every year for the location of colleges and institutions of higher learning, in consonance with the perspective plan and shall publish it before the end of academic year preceding the year in which the proposals for the opening of new colleges or institutions of higher learning are to be invited.

(6) The University shall undertake the systematic field survey within the geographical jurisdiction of the University every five years regarding the requirements of the facilities of Higher Education, types of skills needed for the local industries, trade and commerce, aspirations of youth of the region, needs of socially and economically deprived youth like female students, backward and tribal communities and such other related factors. The university shall use the findings of such field survey and develop the scientific database while preparing the perspective plan of the university.

Conditions
of affiliation
and recogni-
tion.

108. (1) The management applying for affiliation or recognition, and the management whose college or institution has been granted affiliation or recognition, shall give the following undertaking and shall comply with the following conditions,-

(a) that the provisions of the Act and Statutes, Ordinances, and Regulations made thereunder and the standing orders and directions of the university and State Government shall be complied with;

(b) that there shall be a separate College Development Committee provided for an affiliated college as provided by section 97 of the Act ;

(c) that the number of students admitted for courses of study shall not exceed the limits prescribed by the university and the State Government, from time to time;

(d) that there shall be suitable and adequate physical facilities such as buildings, laboratories, libraries, books, equipment required for teaching and research, hostels, gymnasium, etc. as may be prescribed;

(e) that the financial resources of the college or institution shall be such as to make due provision for its continued maintenance and working;

(f) that the strength and qualifications of teachers and non-teaching employees of the affiliated colleges and recognized institutions and the emoluments and the terms and conditions of service of the staff of affiliated colleges and recognized institutions shall be such as may be specified by the university and the State Government and which shall be sufficient to make due provision for courses of study, teaching or training or research, efficiently;

(g) that the services of all teachers and non-teaching employees and the facilities of the college to be affiliated shall be made available for conducting examinations and evaluation and for promoting other activities of the university;

(h) that the directions and orders issued by the Chancellor, Vice-Chancellor and other officers of the university in exercise of the powers conferred on them under the provisions of this Act, Statutes, Ordinances and Regulations shall be mandatorily complied with;

(i) that there shall be no change or transfer of the management or shifting of location of college or institution, without prior permission of the university;

(j) that the college or institution shall not be closed without prior permission of the university;

(k) That in the event of disaffiliation or de-recognition or closure of the college or institution under section 121, the management shall abide by and execute the decision of Academic Council regarding the damages or compensation to be recovered from management.

(2) No college or institution of higher learning which is part of another university shall be considered for affiliation or recognition, as the case may be, unless a "no objection certificate" is given by the parent university.

109. (1) The proposal for opening of new colleges or institutions of higher learning or for starting new courses of study, subjects, faculties, additional divisions or satellite centers, shall be invited and considered by the university.

Procedure for permission for opening new college or new course, subject, faculty, division.

(2) No application for opening a new college or institution of higher learning, which is not in conformity with the perspective plan prepared under section 107 shall be considered by the university.

(3)(a) The Management seeking a Letter of Intent for opening a new college or institution of higher learning shall apply in a prescribed format to the Registrar of the university before the last day of September of the year preceding the year in which the Letter of Intent is sought;

(b) only those applications complying with the requirements and received within the prescribed time limit, shall be accepted and considered by the university;

(c) all such applications received within the aforesaid prescribed time limit, shall be scrutinized by the Board of Deans and be forwarded to the State Government with the approval of the Management Council on or before 30th November of the year in which such application is received by the university. The university shall submit alongwith the application, its recommendation, duly supported by relevant reasons, as are deemed appropriate by the Management Council;

(d) out of the applications recommended by the university, the State Government may grant a Letter of Intent on or before 31st January of the immediately following year after the recommendations of the university under clause (c). The Letter of Intent may be granted to such institutions as the State Government may consider fit and proper in its absolute discretion, taking into account the relevant factors, the suitability of the management seeking Letter of Intent, state level priority with regard to location of institutions of higher learning, etc. The Letter of Intent shall be communicated by the State Government to the university, on or before the date specified in this clause:

Provided, however, that in exceptional cases and for the reasons to be recorded in writing any application not recommended by the university may be approved by the State Government for grant of a Letter of Intent to college or institutions of higher learning;

(e) such Letter of Intent granted by the State Government shall be valid up to 31st January of the next following year. The management shall have to comply with the necessary conditions mentioned in the Letter of Intent, within such period and submit compliance report to the university with the present status of the academic and infrastructure facilities and readiness to start the institutions with required documents for final approval;

(f) Such compliance report received within aforesaid time-limit, shall be scrutinized by the Board of Deans and be forwarded to the State Government with the approval of the Management Council on or before, 1st day of May in which the compliance report has been received. The recommendation of the Board of Deans and approved by the Management Council shall be duly supported by relevant reasons as are deemed appropriate by Management Council:

Provided that, if the management fails to comply with the conditions of Letter of Intent, within the time limit as specified in clause (e), the Letter of Intent shall be deemed to have been lapsed:

Provided however that, in exceptional cases and reasons to be recorded in writing, the State Government may, on application by the management duly processed by the university, extend from time to time, the validity of Letter of Intent for further period which shall not exceed twelve months in the aggregate;

(g) after considering the report of the university under clause (f), the State Government may grant final approval to such management as it may consider fit and proper in its absolute discretion, taking into account the State Government's budgetary resources, and other relevant factors, the suitability of management seeking permission to open new institution, etc. The final approval under this clause may be granted on or before 15th June, of the year in which such new college or institutions are proposed to be started. Such approval from the State Government shall be communicated to the university. Approvals granted thereafter shall be given effect by the university only in the subsequent academic year:

Provided however that, in exceptional cases and for the reasons to be recorded in writing any compliance report on the Letter of Intent, which is not recommended by the university, may be approved by the State Government.

(4)(a) The management seeking permission to start a new course of study, subjects, faculties, additional divisions or satellite centers shall apply in a prescribed format to the Registrar of the University before the last day of the September, of the year preceding the year in which the permission is sought;

(b) only those applications complying with the requirement and received within the prescribed time limit shall be accepted and considered by the university;

(c) all such applications received within the aforesaid prescribed time limit, shall be scrutinized by the Board of Deans and be forwarded to the State Government with the approval of Management Council on or before the 1st day of April of the year, with such recommendation duly supported by relevant reasons as are deemed appropriate by the Management Council;

(d) out of the applications recommended by the university, the State Government may grant permission on or before 15th June of the year to such institutions as it may consider fit and proper in its absolute discretion, taking into account other relevant factors, the budgetary resources of the State Government and other relevant factors, the suitability of the management seeking permission, etc. The permission shall be communicated by the State Government to the university, on or before the date specified in this clause:

Provided however that, in exceptional cases and for the reasons to be recorded in writing any application not recommended by the university may be approved by the State Government.

(5) No application shall be entertained directly by the State Government for grant of Letter of Intent, under sub-section (3) or final approval under sub-section (4), as the case may be.

(6) The application for starting new course of study, subject, faculty or additional division or satellite center by existing colleges or institutions of Higher learning, shall not be forwarded to the State Government by the university, if,-

(a) they have not been accredited or re-accredited either from National Assessment and Accreditation Council or National Board of Accreditation even though they are eligible and due for being accredited or re-accredited as per the norms of accreditation agencies; and

(b) they have not complied with the conditions laid down by the State Government.

(7) Notwithstanding anything contained in this Act or any other law for the time being in force,-

(a) no management shall establish or open a new college or an institution of higher learning in the State, except with the prior permission of the State Government;

(b) no management shall start a new course of study or subjects, faculty, additional division or satellite centers except with the prior permission of the State Government.

Explanation.- For the purpose of this sub-section, the expressions "establish or open a new college or an institution of higher learning" and "start a new course of study, subject, faculty, additional division or satellite center" shall include establishing or opening of such college or institution of higher learning, and starting of any such course of study, subject, faculty, additional division, or satellite center, on the basis of no grant-in aid from the State Government.

(8) In case of extraordinary situations which warrant starting of new divisions of particular faculties, the State Government, with reasons to be recorded in writing, shall have the authority to declare and adopt the fast track system of grant of permission to start such new divisions and the norms and procedures related thereto:

Provided that, the procedure for grant of permission in such extraordinary situations shall be completed not later than 31st August of the Academic Year in which such new divisions are to be started:

Provided further that, the applications for starting of new divisions under the fast track system shall be duly processed by the university. On the compliance of necessary conditions, if the University recommends to the Government the proposal for starting such new divisions, then such permission shall be deemed to have been accorded by the State Government if no adverse communication of any nature is issued by the State Government up to 31st August of the Academic Year in which such new divisions are to be started.

(9) The State Government, for the purpose of giving effect to the provisions of sub-section (3) or sub-section (4), as the case may be, may by notification in the *Official Gazette*, lay down the procedure to be followed for the purposes under the said sub-sections.

110. (1) On receipt of the permission from the State Government, the Academic Council of the university shall consider grant of first time affiliation to the new college or institution of higher learning or to the new courses of study, subjects, faculties, additional divisions, or satellite centers as the case may be: Procedure for affiliation.

(2) The Academic Council shall decide,-

(a) whether affiliation should be granted or rejected;

(b) whether affiliation should be granted in whole or part;

(c) subjects, courses of study, the number of students to be admitted;

(d) conditions, if any, which may be stipulated while granting or for granting the affiliation to be complied within reasonable time :

Provided that, in case of failure to comply with such conditions within such period, the affiliation granted shall be deemed to have been cancelled and no communication in this regard by the university to the management concerned shall be necessary.

(3) The Pro-Vice-Chancellor shall communicate the decision of Academic Council to the management with a copy to the Director of Higher Education, within one month from the date of communication of sanction by the State Government in respect of opening the new college or institution of higher learning or starting a new course of study, subjects, faculties or additional divisions, or satellite centers and if the application for affiliation is granted, along with an intimation regarding,-

(a) the courses of study, subjects, faculties or additional divisions for which affiliation is granted;

(b) the number of students to be admitted ;

(c) the conditions, if any, subject to the fulfillment of which the affiliation is granted and time stipulated for compliance of such conditions.

(4) Where the college or institution is eligible and due for accreditation or re-accreditation, as the case may be, and such college fails to comply with the requirements of accreditation or re-accreditation, then no affiliation shall be granted by the university to such college or institution:

Provided that, nothing in this sub-section shall apply in respect of the affiliation for natural growth of the faculty, additional division, course of study, subject or satellite centre.

(5) No student shall be admitted by the college or institution unless the university has granted the affiliation to the college or institution of higher learning or to a new course of study, subject, faculty or additional division.

Procedure
of recogni-
tion of
institu-
tions.

111. (1) The management of an institution actively engaged in conducting research or specialized studies for a period of not less than five years, and seeking recognition shall apply to the Registrar of the university before the last day of September of the year preceding the year from which the recognition is sought, with full information regarding the following matters, namely:-

(a) the constitution and personnel of the management;

(b) the subjects and courses of study and research Programmes for which recognition is sought;

(c) the accommodation, equipment and the number of students for whom provision has been made;

(d) the permanent, visiting and honorary staff of the institution, recognized for guiding research or recognizable for the purpose by the university; their experience, evidence of research work carried out at the institution, publications, report, monographs, books published by the institution;

(e) the fees levied, or proposed to be levied, and the provisions made for capital expenditure on buildings, equipment and for the continued maintenance and efficient working of the institution.

(2) Only those applications complying with the requirements shall be accepted and considered by the university.

(3) All such applications shall be scrutinized by the Board of Deans. The Board of Deans may call for any further information, which it thinks necessary and shall ask the management to comply with the requirements.

(4) If the Board of Deans decides to consider the application, it shall cause an inspection by a committee of persons having specialized knowledge in the subject or field concerned, for physical verification of all requirements for grant of recognition.

(5) The committee shall visit the institution and submit a report thereof to the Board of Deans, with such recommendations duly supported by relevant reasons as are deemed appropriate.

(6) After considering the report of such inquiry, and making such further inquiry, as it may think necessary, the Board of Deans shall submit to the Vice- Chancellor the proposal to grant or reject the application, in part or in whole, with such recommendations duly supported by relevant reasons as are deemed appropriate and the report of the inquiry committee.

(7) The Vice-Chancellor shall after considering the proposal submitted by the Board of Deans, may, either grant or reject it. The decision of the Vice-Chancellor in this regard shall be final and binding.

(8) The Pro-Vice-Chancellor shall communicate the decision of the Vice-Chancellor to the management with a copy to the Director of Higher Education.

(9) The process laid down in sub-sections (1) to (8) shall be completed within six months.

112. (1) The management of private skills education provider seeking recognition from the university to various degree, diploma, advanced diploma and certificate courses as prescribed by the University as per the National, State level policy regarding skill qualification and education framework and to the experts engaged for conducting such courses shall apply to the Registrar in the prescribed format, with full information on the programmes run by the private skills education provider and other data as sought in the format, before the last day of September of the year preceding the year from which the recognition is sought.

Procedure for recognition of private education provider.

(2) Only those applications complying with the requirements and received within the prescribed time-limit, shall be accepted and considered by the university.

(3) All such applications shall be scrutinized by the Board of Deans. The Board of Deans shall inform the management the discrepancies in the application or documents submitted for seeking recognition, and shall ask the management to comply with the requirements.

(4) The Board of Deans after being satisfied with the authenticity of the private skills education providers shall cause an inspection by the committee of experts in skills education, industry and academia, for the purpose of grant of recognition.

(5) The committee shall visit the institution and submit a report thereof to the Board of Deans, with such recommendations duly supported by relevant reasons as are deemed appropriate.

(6) After considering the report of such inquiry, and making such further inquiry as it may think necessary, the Board of Deans shall submit to the Vice-Chancellor the proposal to grant or reject the application, in part or in whole, with such recommendations duly supported by relevant reasons as are deemed appropriate and the report of the inquiry committee.

(7) The Vice-Chancellor shall after considering the proposal submitted by the Board of Deans, may, either grant or reject it and the decision of the Vice-Chancellor in this regard shall be final and binding.

(8) The Pro-Vice-Chancellor shall communicate the decision of the Vice-Chancellor to the management.

(9) The time schedule for the process laid down in sub-sections (2) to (8) shall be published and completed by the University up to 30th April of the year, in which private skills education provider intends to start various degree, diploma, advance diploma and certificate courses.

(10) The recognition shall be valid for a period of five years. The procedure referred to in sub-sections (1) to (8) shall apply mutatis-mutandis, for continuation of such recognition, from time to time.

(11) The recognized private skills education provider shall conduct assessment, declare results and recommend to the University for Award of certificate, diploma, advanced diploma and degree for different programmes.

(12) The management desirous of closing down the institution providing private skills education shall apply to the Registrar on or before the first day of August of the preceding year, stating fully the grounds for closure, and pointing out the assets in the form of buildings and equipment, their original cost, the prevailing market value and the grants so far received by it either from the University Grants Commission, the State Government or from public funding agencies.

(13) On receipt of such an application, the Vice-Chancellor shall cause to make enquiries as it may deem fit, to assess and determine whether the private skills education provider be permitted to effect the closure. The Vice-Chancellor may examine whether the closure should be avoided by transferring it to another management.

(14) If the Vice-Chancellor decides to recommend the closure, the Board of Deans shall prepare and submit to the Management Council, a report on the extent of damages or compensation to be recovered from the management and whether the assets created utilizing the funds provided by the University Grants Commission, the State Government or other public funding agencies, be transferred to other management.

(15) The Vice-Chancellor shall, with prior concurrence of the Management Council, decide whether private skills education provider be permitted the closure.

(16) The procedure to give effect to the closure shall be in phases, so as to ensure that the students already admitted to the private skills education provider are not affected, and that the first year shall be closed first and no new admission shall be effected. The procedure to phase out the closure shall be such as may be prescribed.

Recognition to empowered autonomous skills development colleges. **113.** (1) The management of the empowered autonomous skills development college applying for recognition shall give and comply with the following undertakings, namely:-

(a) that the provisions of this Act and Statutes, Ordinances and Regulations made thereunder and the standing orders and directions of the university shall be observed;

(b) that there shall be suitable and adequate physical facilities such as buildings, classrooms with modern delivery facilities, skills development laboratories with necessary equipment, if needed, library and knowledge access facilities, information and communication technology connectivity and other facilities as may be prescribed by the university;

(c) that the financial resources of the college shall be such as to make provision for its continued maintenance and working;

(d) that there shall be core academic and technical staff, as prescribed by the university, and the emoluments and the terms and conditions of services of the staff of the college shall be such as prescribed by the university;

(e) that there shall be linkages with the industries or businesses as may be necessary to give professional experiences and also a panel of experts from industries or businesses which shall work as visiting teachers or trainers as demanded by the various programmes of that college which intends to run;

(f) that the services of all teaching staff, visiting teachers or experts, supporting and technical staff and the facilities of the college shall be made available for conducting examinations, evaluation and for promoting other activities of the university;

(g) that there shall be no change or transfer of the management without previous permission of the university;

(h) that the college shall not be closed without permission of the university;

(i) that in the event of disqualification or de-recognition or closure of the college, the college shall continue to function and discharge its duties till last batch of student's registered for various programmes are trained, assessed or evaluated, their results are declared by the university and they are given appropriate certificate of completion of the programme.

(2) The management of college seeking recognition from the university shall apply to the Registrar of the university in the prescribed format, before the last day of September of the year preceding the year from which the recognition is sought, to various degree, diploma, advanced diploma and certificate courses as prescribed by the University as per the National, State level policy regarding skills qualification and education framework providing information on the programmes proposed to be conducted in college, which shall include relevant data on curriculum, delivery

process, creation of necessary academic and skills training infrastructure, linkages with appropriate industries or business, faculty and experts with their academic qualifications and domain experience and other supporting information on assessment of students and the financial details of the college seeking recognition.

(3) Only those applications complying with the requirements and received within the prescribed time-limit, shall be accepted and considered by the university.

(4) All such applications shall be scrutinized by the Board of Deans and a report thereof be forwarded to the Vice-Chancellor and the university shall inform the management, of the discrepancies in the application or documents submitted for seeking recognition and shall ask the management to comply with the requirements.

(5) The Board of Deans after being satisfied with the authenticity of the proposal, shall cause an inspection by the committee of experts in skills education, industry and academia for the purpose of grant of recognition.

(6) The committee shall visit the institution and submit a report thereof to the Board of Deans, with such recommendations duly supported by relevant reasons as are deemed appropriate.

(7) After considering the report of such inquiry, and making such further inquiry as it may think necessary, the Board of Deans shall submit to the Vice-Chancellor the proposal to grant or reject the application, in part or in whole, with such recommendations duly supported by relevant reasons as are deemed appropriate and the report of the inquiry committee.

(8) The Vice-Chancellor shall after considering the proposal submitted by the Board of Deans, may, either grant or reject it and the decision of the Vice-Chancellor in this regard shall be final and binding.

(9) The time schedule for the process laid down in sub-sections (2) to (8) shall be published and completed by the University up to 30th April of the year, in which empowered autonomous skills development college intends to start various degree, diploma, advance diploma and certificate courses.

(10) The Pro-Vice-Chancellor shall communicate the decision of the Vice-Chancellor to the management, on or before the 30th April of the year, in which the management desires to seek recognition.

(11) The recognition shall be valid for a period of five years. The procedure referred to in sub-sections (1) to (10) shall apply mutatis-mutandis, for continuation of recognition, from time to time.

(12) The recognized empowered autonomous skills development college shall conduct assessment, declare results and recommend to the university award of joint certificate, diploma, advanced diploma and degree for different programmes.

(13) The management desirous of closing down the empowered autonomous skills development college shall apply to the Registrar on or before the first day of August of the preceding year, stating fully the grounds for closure, and specifying the assets in the form of buildings and equipment, their original cost, the prevailing market value and the grants so far received by it either from the University Grants Commission, the State Government or from public funding agencies.

(14) On receipt of such an application, the Vice-Chancellor shall cause to make enquiries as it may deem fit, to assess and determine whether the college be permitted to effect the closure. The Vice-Chancellor may, examine whether the closure should be avoided by making provisions for transferring it to another management.

(15) If the Vice-Chancellor decides to recommend the closure, it shall prepare and submit to the Management Council, a report on the extent of damages or compensation to be recovered from the management and whether the assets created utilizing the funds provided by the University Grants Commission, the State Government or other public funding agencies, be transferred to other management.

(16) The Vice-Chancellor shall, with prior concurrence of the Management Council, decide whether the college be permitted the closure.

(17) The procedure to effect the closure shall be in phases, so as to ensure that the students already admitted to the college are not affected, and that the first year shall be closed first and no new admission shall be effected. The procedure to phase out the closure shall be such as may be prescribed.

Continuation of affiliation or recognition.

114. (1) The procedure prescribed in sub-sections (1) to (3) of section 110 shall apply, *mutatis mutandis*, for the consideration of continuation of affiliation, from time to time.

(2) The procedure prescribed in section 111, for grant of recognition shall apply, *mutatis-mutandis*, for the consideration of continuation of recognition.

Extension of affiliation or recognition.

115. The affiliated college or recognized institution may apply for affiliation or recognition for additional courses of study. The university shall follow the procedure as prescribed in sections 108, 109, 110 and 111, so far as may be applicable.

Permanent affiliation and recognition.

116. The affiliated college or institution or recognized institution with at least five years standing as an affiliated or recognized institution shall apply for permanent affiliation or recognition. The Board of Deans shall consider and scrutinize the applications and make recommendation to the Academic Council. If the Academic Council is satisfied that the affiliated college or institution or recognized institution has fulfilled all the conditions of affiliation or recognition satisfactorily and has attained high academic and administrative standards as prescribed by the university and concerned regulatory bodies, from time to time, the Academic Council shall grant permanent affiliation or recognition to the college or institution, as the case may be.

Inspection of colleges and recognized institutions and report.

117. (1) Every affiliated college and recognized institution shall furnish such reports, returns and other particulars as the university may require for enabling it to judge the academic standards and standards of academic administration of the college or recognized institution.

(2) The Pro-Vice-Chancellor shall cause every university department or institution, affiliated college or recognized institution to be inspected, at least once in every three years, by one or more committees appointed by him in that behalf which shall consist of the following members, namely:-

(a) the Dean of the faculty concerned - Chairperson;

(b) one expert, not connected with the university or with any affiliated college or recognized institution under its jurisdiction, nominated by the Academic Council;

(c) one expert, to be nominated by the Management Council;

(d) one expert, to be nominated by the Senate:

Provided that, no member on such committee shall be connected with the management of college or institution concerned.

(3) The committee shall submit its report to the Pro-Vice-Chancellor for his consideration and for further action as may be necessary.

Shifting college location.

118. (1) The permission for shifting of location of a college or institution of higher learning only within the same district shall be granted.

(2) The Management Council of the university shall consider the points referred to in sub-section (3) before granting permission for shifting of location of a college.

(3) Permission shall be granted by the university after the concurrence of the State Government:

Provided that,-

(a) such shifting of location does not result in disturbing the educational development of the location from where the college is being shifted;

(b) such shifting to a new location is allowed only if such location is within the periphery of five kilometres of the location for opening a new college or institution of higher learning, as indicated in the annual perspective plan; and

(c) the infrastructure and other facilities in the new location are adequate as per the prescribed norms.

(4) If the college is being shifted from one location to another for reason of natural calamity, emergent permission shall be granted by the university and shall in due course of time be approved by the State Government.

119. The Management Council of the university shall consider the proposals for transfer of management of colleges and institutions, as prescribed in the Statutes subject to the permission of the State Government.

Transfer of management.

120. (1) If an affiliated college or recognized institution fails to comply with the conditions of affiliation or recognition as provided in section 108 or to allow the College Development Committee as provided in section 97 to function properly or to take action as per directions issued under the Act, or if it is conducting the college or recognized institution in a manner prejudicial to the interest of the university or the standards laid down by it, the Board of Deans may issue a notice to the management to show cause as to why the privileges conferred on the college or recognized institution by affiliation or recognition should not be withdrawn in part or in whole or modified.

withdrawal of affiliation or recognition.

(2) The Board of Deans shall mention the grounds on which it proposes to take the action and shall send a copy of the notice to the principal of the college, or head of recognized institution. It shall also specify in the notice, the period, being a period which shall not be less than thirty days within which the management should file its written statement in reply to the notice.

(3) On receipt of such written statement or on expiry of the period specified in the notice issued under sub-section (1), the Board of Deans shall place before the Academic Council, the notice and the written statement, if any, with or without the motion for withdrawal or modification of such privileges.

(4) The Academic Council shall, having regard to the interest of students studying in the colleges or recognized institutions, shall recommend an action in this behalf to the Vice-Chancellor and the Vice-Chancellor shall pass the necessary order.

121. (1) No management of an affiliated college or recognized institution shall be allowed to close down the affiliated college or recognized institution without prior permission of the State Government.

Closure of affiliated college or recognized institutions.

(2) The management desirous of closing down the college or recognized institution shall apply to the university on or before the first day of August of the preceding year, stating fully the grounds for closure, and pointing out the assets in the form of buildings and equipment, their original cost, the prevailing market value and the grants so far received by it either from the University Grants Commission, the State Government or from public funding agencies.

(3) On receipt of such an application, the Academic Council shall cause to make inquiries as it may deem fit, to assess and determine whether the affiliated college or recognized institution be permitted to effect the closure. The Academic Council may examine whether the closure should be avoided by [providing necessary assistance or taking over the college or institution by the university or] transferring it to another management.

(4) If the Academic Council decides to recommend the closure, it shall prepare and submit to the Management Council, a report on the extent of damages or compensation to be recovered from the management for the assets created utilizing the funds provided by the University Grants Commission, the State Government or other public funding agencies.

(5) The Academic Council shall, with prior concurrence of the Management Council and approval of the State Government decide whether the affiliated college or recognized institution be permitted the closure.

(6) The university may transfer the college or a recognized institution to another management with prior approval of the State Government and after following the procedure prescribed in that behalf.

(7) The procedure to effect the closure shall be in phases, to ensure that the students already admitted to the affiliated college or recognized institution are not affected, and that the first year shall be closed first and no new admissions shall be effected. The procedure to phase out the closure shall be such as may be prescribed.

(8) The procedure for closure of affiliated colleges, or recognized institutions, referred to in sub-sections (1) to (7) shall, mutatis-mutandis apply in the case of closure of faculties, courses of studies or satellite centres.

Autonomous
university
department
or institu-
tions,
college or
recognized
institution.

122. (1) A university department or institution, affiliated college or recognized institution may apply to the university for grant of autonomous status. The Management Council on the recommendation of the Academic Council may confer the autonomous status.

(2) Autonomous university department or institution or affiliated college or recognized institution shall function with the objectives of promoting academic freedom and scholarship on the part of teachers and students which are essential to the fostering and development of an intellectual climate conducive to the pursuit of scholarship and excellence.

(3) The autonomous university department or institution or affiliated college or recognized institution, may constitute its authorities or bodies and exercise the powers and perform the functions and carry out the administrative, academic and other activities of the university, as may be prescribed by the Statutes.

(4) The autonomous university department or institution or affiliated college or recognized institution may prescribe its own courses of study, evolve its own teaching methods and hold examinations and tests for students receiving instruction in it, and recommend the university for award degrees, diplomas or certificates, after following the procedure as prescribed in the Statutes. The autonomous university department or institution or affiliated college or recognized institution shall have full academic and administrative autonomy subject to the provisions of this Act and Statutes and the guidelines issued by the University Grant Commission, from time to time.

Empowered
autonomous
colleges.

123. (1) Affiliated autonomous colleges that are identified by University Grants Commission as College with Potential for Excellence or College of Excellence which have a high level grade to be prescribed by the State Government through Official Gazette may apply to the university for grant of empowered autonomous status. The Management Council on the recommendation of the Academic Council may confer the empowered autonomous status upon such college.

(2) Norms and procedure for grant of the empowered autonomous status and continuation thereof, shall be as may be prescribed by the Statutes.

(3) The empowered autonomous college may constitute its authorities or bodies and exercise the powers and perform the functions and carry out the administrative, academic, financial and other activities of the university, as may be prescribed by the Statutes.

(4) The empowered autonomous college shall enjoy all such privileges in addition to the privileges enjoyed by autonomous college as may be prescribed by the statutes and guidelines of State Government and University Grants Commission.

Empowered
autonomous
cluster
institutions.

124. (1) A group of affiliated autonomous colleges or recognized institutions of the same management or educational society which includes the colleges or institutions, identified by the University Grants Commission as Potential for Excellence or College of Excellence or which have a high level grade to be prescribed by the State Government through Official Gazette may apply to the university for grant of status of empowered autonomous cluster institutions. The Management Council on the recommendation of the Academic Council may confer the status of empowered autonomous cluster institutions upon such group of colleges or institutions.

(2) Norms and procedure for grant status of empowered autonomous cluster institutions and continuation thereof, shall be as may be prescribed by the Statutes.

(3) The empowered autonomous cluster institutions may constitute its authorities or bodies and exercise the powers and perform the functions and carry out the administrative, academic, financial and other activities of the university, as may be prescribed by the Statutes and guidelines of State Government and University Grants Commission.

CHAPTER XI

ENROLMENT, DEGREES AND CONVOCATIONS

125. All post-graduate instruction, teaching, training, research, research collaborations and partnerships, shall normally be conducted within the university area by the university, affiliated colleges and the recognized institutions in such manner as may be prescribed. Post-graduate teaching and research.

126. A person to be enrolled as student of the university shall possess such qualifications and fulfill such conditions as may be prescribed. Enrolment of students.

127. (1) All powers relating to discipline and disciplinary action in relation to the students of the university departments and institutions and colleges maintained by the university, shall vest in the Vice-Chancellor. Disciplinary powers and discipline amongst students.

(2) The Vice-Chancellor may, by an order, delegate all or any of his powers under sub-section (1), as he deems fit, to such other officer as he may nominate in that behalf.

(3) The Vice-Chancellor may, in the exercise of his powers, by an order, direct that any student or students be expelled or rusticated for a specified period, or be not admitted to a course or courses of study in conducted college, institution or department of the university for a specified period, or be punished with fine, as prescribed by the university, or be debarred from taking an examination or evaluation conducted by the department, conducted college or institution maintained by the university for a specified period not exceeding five years or that the result of the student or students concerned in the examination or evaluation in which he or they have appeared, be cancelled:

Provided that, the Vice-Chancellor shall give reasonable opportunity of being heard to the student concerned, if expulsion is for a period exceeding one year.

(4) Without prejudice to the powers of the Vice-Chancellor, the principals of conducted colleges, heads of university institutions and the heads of departments of the university shall have authority to exercise all such powers over the student in their respective charge as may be necessary for the maintenance of proper discipline.

(5) Provisions as regards discipline and proper conduct for students of the university and the action to be taken against them for breach of discipline or misconduct, shall be as may be prescribed by the Statutes, which shall apply to the students of all its conducted colleges and university departments or institutions, affiliated colleges and recognized institutions.

(6) Statutes relating to discipline and proper conduct for students, and the action to be taken against them for breach of discipline or misconduct, shall also be published in the prospectus of the university, affiliated college or recognized institution and every student shall be supplied with a copy of the same. The principals of the colleges and heads of the institutions, maintained by the university and affiliated colleges, may, prescribe additional norms of discipline and proper conduct, not inconsistent with the Statutes, as they think necessary and every student shall be supplied with a copy of such norms.

(7) At the time of admission, every student shall sign a declaration to the effect that he submits himself to the disciplinary jurisdiction of the Vice-Chancellor and the other officers and authorities or bodies of the university and the authorities or bodies of the conducted colleges, affiliated colleges and recognized institutions, and shall observe and abide by the Statutes made in that behalf and in so far as they may apply, the additional norms made by the principals of conducted colleges and heads of university institutions and affiliated colleges.

(8) All powers relating to disciplinary action against students of an affiliated college or recognized institution not maintained by the university, shall vest in the principal of the affiliated college or head of the recognized institution, and the provisions of the sub-sections (6) and (7) including the Statutes made thereunder, shall mutatis-mutandis apply to such colleges, institutions and students therein.

Degrees,
diplomas,
certificates &
other
academic
distinctions.

128. (1) The Management Council may institute and confer such degrees, diplomas, certificates and other academic distinctions as may be recommended by the Academic Council.

(2) The Management Council may institute and confer post- doctoral degrees such as D.Sc. and D.Litt. - by Research, as may be recommended by Academic Council.

(3) The Chancellor may, on the recommendation of the Management Council and the Academic Council, supported by a majority of not less than two-third members of each such authority, present at its meeting, such majority comprising not less than one-half of the members of each such authority, withdraw the degree or diploma or certificate or any other academic distinction permanently or for such period as the Chancellor thinks fit, if such a person is convicted by a court of law for any offence involving moral turpitude or has been found to have sought admission to any degree or diploma or certificate course by fraudulent means or has been found to have obtained such degree or diploma or certificate or any other academic distinction by fraudulent means. No such action under this section shall be taken unless the person concerned is given an opportunity to defend himself.

129. (1) The Management Council may consider and recommend to the Senate the conferment of an honorary degree or other academic distinction on any person, without requiring him to undergo any test or examination or evaluation, on the ground solely that he, by reason of his eminent position, attainments and public service, is a fit and proper person to receive such degree or other academic distinction, and such recommendation shall be deemed to have been duly passed if supported by a majority of not less than two-thirds of the members present at the meeting of the Senate, being not less than one-half of its total membership:

Provided that, the Management Council shall not entertain or consider any proposal in that behalf without the Vice-Chancellor having obtained the previous approval of the Chancellor.

(2) The Management Council may take a decision on the proposal of the Senate:

Provided that, the Senate shall not entertain or consider any proposal in that behalf without the Vice-Chancellor having obtained prior approval of the Chancellor.

Convocation.

130. The convocation of the university shall be held at least once during an academic year in the manner prescribed by the Statutes for conferring degrees, post-graduate diplomas or for any other purpose.

Registered
graduates.

131. (1) Subject to the provisions of sub-section (2), the following persons shall be entitled to have their names entered in the register of registered graduates or deemed to be registered graduates, maintained by the university, namely:-

(a) who are graduates of the university;

(b) who are graduates of the parent university from which corresponding new university is established:

Provided that, the graduates registered in the parent university as registered graduates but residing in the jurisdiction of the new university will have to apply for registration, as registered graduates, to the new university and once registered with the new university, they will automatically cease to be the registered graduates of the parent university.

(2) A person who -

(a) is of unsound mind and stands so declared by a competent court; or

(b) is an un-discharged insolvent; or

(c) is convicted for an offence involving moral turpitude; or

(d) has obtained a degree by fraudulent means; or

(e) is a registered graduate of any other university established by law in the State, shall not be qualified to have his name entered in the register of graduates, or be a registered graduate.

(3) Every person who intends to be a registered graduate shall make an application to the Registrar in such form and make payment of such fees as may be prescribed by the Statutes.

(4) The Vice-Chancellor shall, after making such inquiry as he thinks fit, decide whether the person is entitled to be a registered graduate. If any question arises whether a person is entitled to have his name entered in the register of graduates or be a registered graduate or is not qualified to be a registered graduate, it shall be decided by the Vice-Chancellor after making such inquiry as he thinks fit and his decision shall be final.

(5) From amongst the persons registered as registered graduates, an electoral college shall be constituted for election of members of the Senate under clause (t) of sub-section (2) of section 28, and for that purpose, an electoral roll shall be prepared as prescribed by publishing a public notice, requiring the registered graduates desirous of enrolling themselves in such electoral roll to fill in the prescribed form for such enrolment.

132. (1) The Vice-Chancellor may, on the recommendation of the Management Council, supported by a majority of not less than two-third of its members present at its meeting, such majority comprising not less than one-half of its members, remove the name of any person from the register of graduates for such period as the Vice-Chancellor thinks fit, for any of the reasons mentioned in sub-section (2) of section 131.

Removal of name from register of graduates.

(2) No action under this section shall be taken unless the person concerned is, as prescribed by the Statutes, given an opportunity of being heard in his defence.

CHAPTER XII

UNIVERSITY FUNDS, ACCOUNTS AND AUDIT

133. (1) The annual financial estimates (budget) of the university for ensuing financial year shall be prepared by the Finance and Accounts Officer under the direction of the Finance and Accounts Committee, at least two months before the commencement of the financial year.

Annual financial estimates.

(2) The Finance and Accounts Officer shall thereafter forward copies of annual financial estimates (budget) as approved by the Management Council and the Senate to the Chancellor, the Maharashtra State Commission for Higher Education and Development and the State Government.

(3) The Financial year of the university shall be the same as that of the State Government.

134. (1) The university shall establish the following funds, namely :-

University funds.

(a) general fund ;

(b) salary fund,-

(i) for all posts approved by the State Government;

(ii) for all other posts separately;

(c) trust fund;

(d) development and programme fund;

(e) contingency fund;

(f) any other fund which, in the opinion of the university, is deemed necessary to establish.

(2) The following shall form part of, or be paid into, the general fund:

(a) non-salary contribution or grant, received from the State Government or Central Government or University Grants Commission ;

(b) all incomes of the university from any source whatsoever, including income from fees, other fees and charges;

(c) any sums borrowed from the banks or any other agency, with the permission of the State Government;

(d) sums received from any other source or agency.

(3) The salary fund shall consist of all amounts received from the State Government, Central Government or University Grants Commission or any other endowment or contribution received towards full or part payment of the salary and allowances. No amount from this fund shall be utilized for the purpose other than payment of salary and allowances.

(4) All income or moneys from trusts, bequests, donations, endowments, subventions and similar grants shall form part of the trust fund.

(5) (a) The development and programme fund of the university shall consist of all infrastructure development grants received from the State Government, all contributions made by the University Grants Commission for development and research grants received from other funding agencies of the Central Government, United Nations and its affiliates, other international agencies, industry, banks and financial institutions or any person or institution;

(b) no amount from this fund shall be appropriated to any other fund of the university or expended for any other purpose ;

(c) the development and programme fund shall be utilized in the manner consistent with the object of the programme and as per guidelines of the funding agency on expenditure and audit, to be granted and approved by the Management Council.

(6) The university shall have and maintain a contingency fund under a separate head of the university accounts which shall be used only for the purpose of meeting any unforeseen expenditure.

(7) Surplus money at the credit of these funds, including accruals thereto, which cannot immediately or at any early date be applied for the purposes aforesaid shall, from time to time, be deposited in the Nationalized or Scheduled Banks or invested in any other Equity or securities issued by the Corporations having financial participation of the State Government.

Annual
accounts and
Audit.

135. (1) The accounts of the University shall be maintained on the basis and principles of double entry accounting system, and the method of accounting to be followed shall be the mercantile system by following the Maharashtra Universities Account Code as prescribed by State Government.

(2) The accounts of the university shall be audited at least once every year and in any case within four months of the close of the financial year by the auditors appointed by the Management Council from amongst the firms of Chartered Accountants whose partners have no interest in any of the authorities or affairs of the university. The university shall comply with the remarks and discrepancies as shown in the audit report in any case within one month of the receipt of such audit report, audited accounts shall be published by the university and a copy thereof, together with the copy of the auditor's report shall be submitted to the Chancellor and the State Government within one year of the close of the financial year.

(3) The audited accounts shall be published by the university and a copy thereof, together with the copy of the auditor's report and compliance report shall be submitted to the Chancellor and the State Government and shall be submitted for approval before the senate in any case within six months from the close of the financial year.

(4) The State Government shall cause the audited annual accounts of the university, received by it, to be laid before each House of the State Legislature.

(5) The State Government shall provide for conduct of the test audit or full audit of the accounts of the university at regular intervals by the auditors appointed by the State Government.

136. (1) The Board of Deans shall prepare the Annual Report containing the administrative, academic, research and development and other activities of the university, colleges and institutions under its jurisdiction, for each academic year and submit it to the Management Council for consideration. The Senate shall discuss and approve the Annual Report as received from the Management Council. Such report as approved by the Senate shall be submitted to the Chancellor and the State Government, within one year from the conclusion of the academic year. Annual Report.

(2) The State Government shall cause the Annual Report to be laid before each House of the State Legislature.

CHAPTER XIII

SPECIAL PROVISIONS FOR SHREEMATI NATHIBAI DAMODAR THACKERSEY WOMEN'S UNIVERSITY

137. (1) In addition to the other provisions of this Act and Statutes, the provisions set out in this section shall apply to the Shreemati Nathibai Damodar Thackersey Women's University. Special provisions for Shreemati Nathibai Damodar Thackersey Women's university.

(2) The territorial limits, within which the powers conferred upon the university by this Act shall be exercised, shall comprise the entire State:

Provided that, the university may, subject to such conditions and restrictions as it and the State Government may think fit to impose, admit any women's educational institution in any other territory to the privileges of the university, with the approval of the Government concerned.

(3) Any female student from any part of the State of Maharashtra or any other territory may register as a private student of the university or join correspondence course or any other external degree or diploma course of the university.

(4) Any society, association or body in the State seeking affiliation or recognition by the university to the college or institution started or conducted by it exclusively for women students need not seek the permission of any other university in the area of which the college or the institution, as the case may be, is to be or is located. On an application of any such society or association or body, the university may, notwithstanding anything contained in any other law for the time being in force, grant the affiliation, with the previous sanction of the State Government, or the recognition, as the case may be, without seeking permission of any other university in the area of which the college or institution, as the case may be, is to be or is located.

(5) The university may, in the interest of women's education, start or conduct a college or research institution in any territory outside the State of Maharashtra, with the approval of the Government concerned.

(6) No educational institution affiliated to or recognized by the university shall be associated in any way with, or seek admission to any privileges of, any other university established by law, except, with the permission of the university and the State Government.

(7) The Senate of the university shall have the following additional members, namely:-

(a) two representatives of women's educational associations or bodies in the State of Maharashtra, nominated by the Vice-Chancellor;

(b) two representatives of women's educational associations or bodies from outside the State admitted to the privileges of the Shreemati Nathibai Damodar Thackersey Women's University, nominated by the Vice-Chancellor;

(c) one representative of women's educational associations or bodies in other territories, nominated by the Vice-Chancellor.

(8) The university shall have powers to draw up Statutes or Ordinances or Regulations or to undertake other activities, such as running schools, polytechnics, etc.

(9) No member of the Board of Examinations or the Committees of the University shall be appointed as paper setter, examiner, moderator or referee except with the written approval of the Board under exceptional circumstances to be recorded in writing.

CHAPTER XIV

MISCELLANEOUS

Authorities and officers responsible for damages.

138. (1) It shall be the duty of every authority or body and officer of the university to ensure that the interests of the university are duly safeguarded.

(2) If it is found that a damage or loss has been caused to the university by any action on the part of any authority or body or officer of the university, not in conformity with the provisions of this Act, Statutes, Ordinances or Regulations, except when done in good faith, or any failure so as to act in conformity thereof, by willful neglect or default on its or his part, such damage or loss shall be liable to be recovered from the authority or body or the concerned members thereof, jointly or severally, or from the officer concerned, as the case may be, in accordance with the procedure prescribed by the Statutes.

Membership of State Legislature and of Parliament.

139. (1) A teacher or a non-teaching employee shall not be disqualified for continuing as such teacher or a non-teaching employee merely on the ground that he has been elected or nominated as a member of the Legislative Assembly or of the Legislative Council of the State or of the Parliament.

(2) A teacher or a non-teaching employee elected or nominated as a member of the Legislative Assembly or of the Legislative Council of the State, or of the Parliament shall be entitled to treat the period of his membership of the Legislative Assembly or of the Legislative Council or of the Parliament as on leave without salary and allowances.

(3) A teacher or a non-teaching employee referred to in sub-section (2) shall also be entitled to count the period of his membership of the Legislative Assembly or of the Legislative Council or of the Parliament for the purposes of pension, seniority and increments.

Questions regarding interpretation and disputes regarding constitution of university authority or body, etc.

140. If any question arises regarding the interpretation of any provision of this Act, or of any Statutes, Ordinance or Regulation or Rule, or whether a person has been duly elected or appointed or nominated or co-opted as a member or is entitled to be a member of any authority or body of the university, the matter may, be referred, on petition by any person or body directly affected or suomotu by the Vice-Chancellor to the Chancellor, who shall after taking such advice as he thinks necessary, decide the question, and his decision shall be final:

Provided that, such reference shall be made by the Vice-Chancellor upon a requisition signed by not less than one fourth members of the senate.

Protection of Acts and orders.

141. All acts and orders done or passed in good faith by the university or any of its officers, authorities or bodies, shall subject to the other provisions of this Act, be final; and accordingly, no suit or other legal proceedings shall be instituted against, or maintained, or damages claimed from the university or its officers, authorities or bodies for anything done or passed, or purporting to have been done or passed in good faith and in pursuance of the provisions of this Act and the Statutes, Ordinances and Regulations.

Delegation of powers.

142. Subject to the provisions of this Act and the Statutes, any officer or authority of the university may, by order, delegate his or its powers, except the power to make Statutes, Ordinances and Regulations to any other officer or authority under his or its control, and subject to the condition that the ultimate responsibility for the exercise of the powers so delegated shall continue to vest in the officer or authority delegating them.

143. No act or proceeding of the Senate or the Management Council or the Academic Council or any other authority or anybody or committee of the university, including a committee appointed by the Chancellor for the appointment of a Vice-Chancellor, shall be deemed to be invalid at any time merely on the ground that -

Acts and proceedings not invalid merely on ground of defect in constitution, vacancies, irregularity in procedure, etc.

(a) any of the members of any such authority, body or committee are not elected, appointed, nominated or co-opted or for any other reason are not available to take office at the time of the constitution or to attend any meeting thereof or any person is a member in more than one capacity or there is any other defect in the constitution thereof or there are one or more vacancies in the offices of members thereof;

(b) there is any irregularity in the procedure of any such authority, body or committee not affecting the merits of the matter under consideration, and the validity of such act or proceeding shall not be questioned in any court or before any authority or officer merely on any such ground.

CHAPTER XV

ESTABLISHMENT OF NEW UNIVERSITIES

144. When any new university is constituted by a notification in the Official Gazette under sub-section (2) of section 3, or a cluster university under sub-section (6) of that section, the State Government may, notwithstanding anything contained in this Act, by one or more orders published in the *Official Gazette*, provide for all or any of the following matters, namely:-

Issue of order providing for matters when a new university is constituted.

(a) the appointment of the first Vice-Chancellor and other officers of the university and the term for which they shall be appointed;

(b) the constitution of the first Management Council and Academic Council in such manner as it thinks fit and the term for which it shall function;

(c) the continuance or application of such Statutes, Ordinances and Regulations with such modifications as it may specify:

Provided that, the Competent Authority of the new university shall adopt such statutes, ordinances and regulations, either in toto or with such modifications as deemed fit, within a period of two years from its establishment.

(d) the exercise of option by the registered graduates of any of the then existing universities to continue to remain registered graduates of the same universities or to get registered with the new university;

(e) the continuance or discontinuance of membership of the Management Council, the Academic Council and other authorities, bodies and committees of the existing universities constituted under this Act;

(f) the filling in the vacancies caused by discontinuance of the members of authorities or bodies or committees of the existing university;

(g) the continuance of affiliation of the colleges or the recognition of the institutions by the new university to which the area is added and discontinuance of the same by the existing university from which the area is carved out;

(h) the transfer of any of the employees of the existing university to the new university and the terms and conditions of service applicable to such employees or termination of the service of the employees of the existing university by giving such terminal benefits as the State Government deems fit:

Provided that, the terms and conditions of service of any employee so transferred shall not be varied to his disadvantage;

(i) transfer of assets, that is to say, the property, movable or immovable, right, interest of whatsoever kind acquired, and the liabilities and obligations incurred, before the issue of any such order; and

(j) such other supplemental, incidental and consequential provisions as the State Government may deem necessary.

CHAPTER XVI

TRANSITORY PROVISIONS

Continuance
of existing
officers and
employees of
university.

145. Save as otherwise provided by or under this Act, every person holding office either as an officer or the employee, whether teaching or other employee, of any university on the date immediately before the commencement of this Act shall continue to hold office on the same terms and conditions as were applicable to him immediately before such date, and shall exercise such powers and perform such duties as are conferred on them by or under this Act.

Provisions
relating to
continuance
and constitu-
tion of
authorities.

146. (1) Every authority of an existing university shall, as soon as practicable, but within a period of six months or immediately following 31st August, from the date of commencement of this Act, whichever is later, be re-constituted in accordance with the provisions of this Act. Every such authority shall, be deemed to be reconstituted with effect from such date as the Vice-Chancellor may, from time to time, specify by notification.

(2) Every person holding office as a member of any authority immediately before the commencement of this Act shall, on the date of such commencement, continue to hold the said office and the authority with such members shall exercise the powers and perform the duties conferred on it by or under this Act, until the date on which the authority is deemed to be re-constituted or a period of six months from the date of commencement of this Act expires, whichever is later.

(3) On the date on which any authority is deemed to be re-constituted or on which a period of six month expires, whichever is earlier, every member of an authority of an existing university who is continued in office under this section shall be deemed to have vacated his office.

(4) If on the date of commencement of this Act, any authority or body cannot be constituted in accordance with the provisions of this Act, the Vice-Chancellor may, after approval of the Chancellor take such measures for interim constitution of such authority or body.

(5) The term of such authority or body constituted under sub-section (4) shall be for a period of one year from its constitution or till such authority or body is duly constituted under this Act, whichever is earlier.

(6) For the removal of doubt, it is hereby declared that on expiry of a period of one year of the interim constitution of such authority or body, such authority or body shall cease to function.

Repeal and
savings.

147. (1) On and from the date of commencement of this Act, the Maharashtra Universities Act, 1994 shall stand repealed.

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of
1994.

(2) Notwithstanding the repeal of the said Act,-

(a) any person holding office immediately before the commencement of this Act as Vice-Chancellor of the university shall, on such commencement, continue to hold the said office till his term of office as Vice-Chancellor of that university would have expired had he continued to be as such unless he ceases to be the Vice-Chancellor by reason of death, resignation or otherwise before the expiry of his term of office as aforesaid and shall exercise all the powers and perform all the duties conferred and imposed on the Vice-Chancellor of the respective university by or under this Act;

(b) all colleges which stood affiliated to the university immediately before the commencement of this Act, shall be deemed to be affiliated to that university under this Act till their affiliation is withdrawn by that university under this Act;

(c) all other educational institutions which were entitled to any privileges of the university shall be entitled to similar privileges of that university;

(d) all property, movable or immovable, and all rights, interest of whatsoever kind, powers and privileges of the university shall stand transferred to and shall, without further assurance, vest in, that university and be applied to the objects and purposes for which that university is constituted;

(e) all benefactions accepted or received by the university and held by it immediately before the commencement of this Act, shall be deemed to have been accepted or received or held by that university under this Act, and all the conditions on which such benefactions were accepted or received or held shall be deemed to be valid under this Act, notwithstanding that such conditions may be inconsistent with any of the provisions of this Act;

(f) all debts, liabilities and obligations incurred before the commencement of this Act, and lawfully subsisting against the university, shall be discharged and satisfied by that university;

(g) any will, deed or other document made before the commencement of this Act, which contains any bequest, gift, term or trust in favour of the university shall be deemed to have been made thereunder and for the purposes of this Act in favour of that university;

(h) all references in any enactment or other instruments issued under any enactment to the university before the commencement of this Act, shall be deemed to have been construed under and for the purposes of this Act;

(i) the appointment of examiners validly made under the said Act and subsisting immediately before the commencement of this Act, shall be deemed to have been made under and for the purposes of this Act for the respective university, and such examiners shall continue to hold office and to act until fresh appointments are made under this Act;

(j) the teachers, who were recognized teachers of the university under the said Act immediately before the commencement of this Act, shall be deemed to be recognized teachers of that university under and for the purposes of this Act and shall continue to be such recognized teachers until fresh recognitions are granted under this Act;

(k) the registered graduates, whose names were entered in the register of graduates maintained by the university immediately before the commencement of this Act, shall be deemed to be the registered graduates of that university under and for the purposes of this Act and the register so maintained and the registered graduates whose names are so entered therein, shall continue to be the register maintained by that university, and the registered graduates to be the registered graduates of that university;

(l) all Statutes and Ordinances made under the said Act in respect of the university shall, in so far as they are not inconsistent with the provisions of this Act, continue to be in force and be deemed to have been made under this Act in respect of that university, until they are superseded or modified by the Statutes or Ordinances, as the case may be, made under this Act;

(m) all Regulations made under the said Act in respect of the university shall, in so far as they are not inconsistent with the provisions of this Act, continue to be in force and be deemed to have been made under this Act by the that university, until they are superseded or modified by the Regulations, made under this Act;

(n) a standard code, if any, prescribed under the said Acts shall be deemed to have been prescribed under this Act and shall, save as otherwise provided by or under this Act, continue to remain in force, until it is superseded in accordance with the provisions of this Act;

(o) all notices and orders made or issued by any authority under the said Act or by the State Government shall, in so far as they are not inconsistent with the provisions of this Act, continue to be in force and be deemed to have been made or issued by that authority or by the State Government until they are superseded or modified under this Act;

(p) the Tribunal constituted under the said Act and existing on the date of commencement of this Act shall continue to function as such under this Act and all the disputes or matters or appeals pending before such Tribunal shall be dealt with and disposed of by such Tribunal:

Provided that, no Statutes, Ordinances, Regulations, Notices or orders made or issued under the said Act, repealed by this section and in force immediately before the commencement of this Act, shall be deemed to be inconsistent with the provisions of this Act by reason only that the power to make or issue such Statute, Ordinance, Regulation, Notice or Order under this Act vests in a different authority or body or officer, or that the subject matter thereof is permissible only under a different form of subordinate legislation or instrument to be made, under this Act.

Removal of difficulties.

148. (1) If any difficulty arises in giving effect to the provisions of this Act, the State Government may, as occasion arises, by Order published in the Official Gazette, do anything, not inconsistent with the provisions of this Act, which appears to it to be necessary or expedient for the purpose of removing the difficulty:

Provided that, no such Order shall be made after the expiry of the period of two years from the date of commencement of this Act.

(2) Every Order made under sub-section (1) shall be laid, as soon as may be, after it is made, before each House of the State Legislature.

SCHEDULE

PART I

[See sections 3 (1) and 6(1)]

Name of the University (1)	University Area (2)
1. The University of Mumbai, Mumbai	Districts of - (1) City of Mumbai (2) Mumbai Suburban (3) Raigad (4) Thane (5) Palghar (6) Ratnagiri (7) Sindhudurg
2. The Savitribai Phule Pune University, Pune	Districts of - (1) Pune (2) Ahmednagar (3) Nashik
3. The Shivaji University, Kolhapur	Districts of - (1) Kolhapur (2) Sangli (3) Satara
4. The Dr. Babasaheb Ambedkar Marathwada University, Aurangabad	Districts of - (1) Aurangabad (2) Jalna (3) Beed (4) Osmanabad

Name of the University (1)	University Area (2)
5. The Rashtra Sant Tukdoji Maharaj University, Nagpur	Districts of - (1) Nagpur (2) Bhandara (3) Gondia (4) Wardha
6. The Shreemati Nathibai Damodar Thackersey Women's University, Mumbai	The State of Maharashtra
7. The Sant Gadge Baba University, Amravati	Districts of - (1) Amravati (2) Akola (3) Buldhana (4) Yavatmal (5) Washim
8. The North Maharashtra University, Jalgaon	Districts of - (1) Jalgaon (2) Dhule (3) Nandurbar.
9. The Swami Ramananda Teerth Marathwada University, Nanded	Districts of - (1) Nanded (2) Parbhani (3) Latur (4) Hingoli
10. The Solapur University, Solapur	District of Solapur
11. The Gondwana University, Gadchiroli	Districts of - (1) Gadchiroli (2) Chandrapur

PART II

[See section 3 (2)]

Name of the University (1)	University Area (2)
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Report
of
The Task Force
on
Code of Professional Ethics
for
University & College Teachers

**Considered and as adopted by the Commission in its meeting
held on 27th Dec. 1988**

**UNIVERSITY GRANTS COMMISSION
NEW DELHI
1989**

Yash Pal
CHAIRMAN

PHONE : 331-7143
GRAMS : UNIGRANTS
TELEX : 3165913

विश्वविद्यालय अनुदान आयोग
बहादुरशाह ज़फर मार्ग
नई दिल्ली-११० ००२

UNIVERSITY GRANTS COMMISSION
BAHADURSHAH ZAFAR MARG
NEW DELHI - 110 002

D.O.No.F.1-4/87(P.S-CELL)

17th February, 1989

Dear Vice-Chancellor/Principal,

You will recall that on November 12, 1988 I had sent you a report of the Task Force on performance appraisal of college and university teachers. The other part of the Task Force was to prepare a Code of Ethics for University and College teachers.

The Task Force with participation of AIFUCTO (All India Federation of University and College Teachers Organisation) has also now prepared a code of Professional Ethics of University and College Teachers. The report of the Task Force has been adopted by the Commission in its meeting on 27th December, 1988 and the same is sent herewith for your perusal and action as you deem fit.

With regards,

Yours sincerely,

Yash Pal
(Yash Pal)

List of Members of the Task Force on Code of Professional
Ethics for University and College Teachers

1. Shri Kireet Joshi
10, Talkatora Road
New Delhi.
2. Prof. G. Padmanabhan
Department of Bio-Chemistry
Indian Institute of Science
Bangalore.
3. Prof. V.G. Bhide
Vice-chancellor
Poona University
Poona.
4. Dr. A. Gnanam
Vice-Chancellor
Madras University
Madras-600005.
5. Shri Devendra Kumar
Vice-Chancellor
Gandhigram Rural Institute
Gandhigram
Madurai - 624302.
6. Prof. Irfan Habib
Chairman
Indian Council of Historical Research
35, Feroz Shah Road
New Delhi.
7. Dr. Sudhir Roy
President
AIFUCTO
Khalbil Para Lane
P.O. & Distt. Burdwan
(West Bengal)
8. Dr. Mrinmoy Bhattacharya
General Secretary
AIFUCTO
15, Brindaban Mallik Lane
Calcutta - 700 009.
9. Prof. P.S. Madan
AIFUCTO, NLC
8/76, R Block Patna
Bihar.
10. Shah Kanubahi Anbalani Shah
Secretary, AIFUCTO
80/979, Vijay Nagar
Maran Pura
Ahmedabad - 380 013.
11. Prof. B. Parthasarathy
Vice-President
AIFUCTO
11, West Perumal Maistry Street
Madurai - 625001.
Tamil Nadu
12. Sister K.M. Braganza
C/O Fr. Jopseph Mina
St. Joseph's College
Torpa
Ranchi Distt.
Pin 835227.
Bihar.
13. Sh. J.D. Gupta
Joint Secretary
Ministry of Human Resource Development
Department of Education
New Delhi.
14. Prof. S.K. Khanna
Secretary
UGC.

Report of the Task Force

CODE OF PROFESSIONAL ETHICS FOR UNIVERSITY AND COLLEGE TEACHERS

PREAMBLE

I. GOAL OF HIGHER EDUCATION IN OUR COUNTRY:

The basic purpose of education is to create skill and knowledge and awareness of our glorious national heritage and the achievements of human civilisation, possessing a basic scientific outlook and commitment to the ideals of patriotism, democracy, secularism, socialism and peace, and the principles enunciated in the Preamble to our constitution.

Higher education has to produce leaders of society and economy in all areas of manifold activities with a commitment to the aforesaid ideals.

Higher education should strive for academic excellence, and progress of arts and science. Education, research and extension should be conducted in conformity with our national needs and priorities and ensure that our best talents make befitting contributions to international endeavour on societal needs.

II. TEACHERS AND THEIR RIGHTS:

Teachers should enjoy full civic and political rights of our democratic country. Teachers have a right to adequate emoluments, social position, just conditions of service, professional independence and adequate social insurance.

THE CODE OF PROFESSIONAL ETHICS

I. TEACHERS AND THEIR RESPONSIBILITIES:

Whoever adopts teaching as a profession assumes the obligation to conduct himself in accordance with the ideals

of the profession. A teacher is constantly under the scrutiny of his students and the society at large. Therefore, every teacher should see that there is no incompatibility between his precepts and practice. The national ideals of education which have already been set forth and which he/she should seek to inculcate among students must be his/her own ideals. The profession further requires that the teachers should be calm, patient and communicative by temperament and amiable in disposition.

Teachers should :

- (i) adhere to a responsible pattern of conduct and demeanour expected of them by the community;
- (ii) manage their private affairs in a manner consistent with the dignity of the profession;
- (iii) seek to make professional growth continuous through study and research;
- (iv) express free and frank opinion by participation at professional meetings, seminars, conferences etc. towards the contribution of knowledge;
- (v) maintain active membership of professional organisations and strive to improve education and profession through them;
- (vi) perform their duties in the form of teaching, tutorial, practical and seminar work conscientiously and with dedication;
- (vii) co-operate and assist in carrying out functions relating to the educational responsibilities of the college and the university such as: assisting in appraising applications for admission, advising and counselling students as well as assisting in the

conduct of university and college examinations, including supervision, invigilation and evaluation; and

- (viii) participate in extension, co-curricular and extra-curricular activities including community service.

II. TEACHERS AND THE STUDENTS

Teachers should

- (i) respect the right and dignity of the student in expressing his/her opinion;
- (ii) deal justly and impartially with students regardless of their religion, caste, political, economic, social and physical characteristics;
- (iii) recognise the difference in aptitude and capabilities among students and strive to meet their individual needs;
- (iv) encourage students to improve their attainments, develop their personalities and at the same time contribute to community welfare;
- (v) inculcate among students scientific outlook and respect for physical labour and ideals of democracy, patriotism and peace;
- (vi) be affectionate to the students and not behave in a vindictive manner towards any of them for any reason;
- (vii) pay attention to only the attainment of the student in the assessment of merit;
- (viii) make themselves available to the students even beyond their class hours and help and guide students without any remuneration or reward;

- (ix) aid students to develop an understanding of our national heritage and national goals and
- (x) refrain from inciting students against other students, colleagues or administration.

III. TEACHERS AND COLLEAGUES

Teachers should

- (i) treat other members of the profession in the same manner as they themselves wish to be treated;
- (ii) speak respectfully of other teachers and render assistance for professional betterment;
- (iii) refrain from lodging unsubstantiated allegations against colleagues to higher authorities;
- (iv) refrain from allowing considerations of caste, creed, religion, race or sex in their professional endeavour.

IV. TEACHERS AND AUTHORITIES:

Teachers should

- (i) discharge their professional responsibilities according to the existing rules and adhere to procedures and methods consistent with their profession in initiating steps through their own institutional bodies and/or professional organisations for change of any such rule detrimental to the professional interest;
- (ii) refrain from undertaking any other employment and commitment including private tuitions and coaching classes which are likely to interfere with their professional responsibilities;

- (iii) co-operate in the formulation of policies of the institution by accepting various offices and discharge responsibilities which such offices may demand;
- (iv) co-operate through their organisations in the formulation of policies of the other institutions and accept offices;
- (v) co-operate with the authorities for the betterment of the institutions keeping in view the interest and in conformity with dignity of the profession;
- (vi) should adhere to the conditions of contract;
- (vii) give and expect due notice before a change of position is made and
- (viii) refrain from availing themselves of leave except on unavoidable grounds and as far as practicable with prior intimation, keeping in view their particular responsibility for completion of academic schedule.

v. TEACHERS AND NON-TEACHING STAFF:

- (i) Teachers should treat the non-teaching staff as colleagues and equal partners in a cooperative undertaking, within every educational institution;
- (ii) Teachers should help in the function of joint staff-councils covering both teachers and the non-teaching staff.

VI. TEACHERS AND GUARDIANS

Teachers Should

try to see through teachers' bodies and organisations that institutions maintain contact with the guardians of their

students, send reports of their performance to the guardians whenever necessary and meet the guardians in meetings convened for the purpose for mutual exchange of ideas and for the benefit of the institution.

VII. TEACHERS AND SOCIETY

Teachers Should

- (i) recognise that education is a public service and strive to keep the public informed of the educational programmes which are being provided;
- (ii) work to improve education in the community and strengthen the community's moral and intellectual life ;
- (iii) be aware of social problems and take part in such activities as would be conducive to the progress of society and hence the country as a whole;
- (iv) perform the duties of citizenship, participate in community activities and shoulder responsibilities of public offices;
- (v) refrain from taking part in or subscribing to or assisting in any way activities which tend to promote feeling of hatred or enmity among different communities, religions or linguistic groups but actively work for National Integration.

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Vivekanand Shikshan Sanstha's

Vivekanand Arts, Sardar Dalipsingh Commerce & Science College,

Samarthnagar, Aurangabad - 431 001.
Post Box No. 129 Ph. : 0240-2365802 Fax : 0240-2365801
www.viveknandcollege.edu.in



SENIOR COLLEGE

PROSPECTUS

2017-2018

• *Published By* •

Principal Dr. B. S. Solunke

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&

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- B.A., B.Com., B.Sc., B.S.W., B.C.A., M.A., M.Com., P.G. Diplomas,
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COURSES OFFERED

1. Preparation for 10th Passed / Failed Candidates
2. B.A./B.Com. I, II & III year
3. Bachelor of Library Science (B.Lib.)
4. Master of Library Science (M.Lib.)
5. M. A. Marathi

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DOCUMENTS REQUIRED FOR ADMISSION

The following original documents and four Xerox copies of each are to be submitted by the student at the time of admission :

1. Mark sheet of 10th Std.
2. Leaving Certificate (T.C.)
3. Marks sheet of last Examination
4. Eligibility Certificate / Form
5. Migration Certificate for other university students
6. One Passport size Photograph
7. Scholarship form / E.B.C. Form / Free ship form, etc.
8. Caste Certificate for Reserved Category Students
9. Parent's income Certificate of last year (2014-15) (Issued by Tehsildar only)
10. E.B.C. Sanction number of last year for students availing EBC facility.

Note:

1. It is not possible to return original documents immediately after admission, hence students are advised to retain adequate number of Xerox copies of documents. Any demand of document for photocopying will not be entertained.
2. Refund of fees after cancellation of admission :
 - a. Before the end of I Term :- 50% of Tuition Fee.
 - b. After the end of I Term - No Refund.
 - c. Only Tuition Fee will be refunded.
3. Fee structure & the rules of scholarship will be in accordance with the decision taken by the govt. and the University.

Faculty of Arts and Social Sciences

B A I, II & III YEAR

Duration ;

Three years

Eligibility :

Any candidate qualifying 10+2 level examination or examination equivalent is eligible for seeking admission to B.A.-I year. The course of study for BA examination shall consist of following subjects:

I. Compulsory subjects

1) English

II. One second language from the following languages:

1) Marathi

2) Hindi

3) English

III. Three optional subjects to be opted not more than one from each of the following groups :

a) Marathi/Hindi/English

b) Psychology/Music/History

c) Political Science/ Sociology

d) Economics / Public Administration.

Note :

i) B.A. I, II & III year will have two semesters in an academic year. Each Semester will be of 50% of marks.

ii) Compulsory Computer Course

There will be compulsory Computer Course of 100 hrs. for the First Year students. The following students will be exempted from this examination :-

a] Those who have passed std. XII Science with "Computer Science" or IT subject.

b] Those who have opted "Computer Science" or IT as an optional subject at degree level and passed MS-CIT examination.

c] Those who have completed Diploma course in computer or its equivalent examination.

d] The course examination will be conducted by University.

iii) Environmental Science (6 month course) only for second year.

Optional Marathi

B.A. I Year

Semester I

- I काव्यात्म साहित्य
II नाट्यात्म साहित्य

Semester II

- III कथात्म साहित्य
IV मुद्रित माध्यमासाठी लेखन कौशल्ये

B.A. II Year

Semester III

- V आधुनिक मराठी वाङ्मयाचा इतिहास (इ.स. १८०० ते १९२०)
VI दृक-श्राव्य माध्यमांसाठी लेखन कौशल्ये.

Semester IV

- VII आधुनिक मराठी वाङ्मयाचा इतिहास (इ.स. १८०० ते १९२०)
VIII साहित्य प्रकारांतर आणि साहित्याचे माध्यमांतर

B.A. II Year

Semester V

- IX भारतीय साहित्य व विचार.
X भाषा विज्ञान
XI वस्तुनिष्ठ मराठी भाग-१ (मेन पेपर)
XII आधुनिक मराठी वाङ्मयाचा इतिहास १८०० ते १८७४ (मेन पेपर)

Semester VI

- XIII पाश्चात्य साहित्यविचार
XIV व्याकरण व निबंधलेखन
XV वस्तुनिष्ठ मराठी भाग-२ (मेन पेपर)
XVI आधुनिक मराठी वाङ्मयाचा इतिहास १८७५ ते १९२० (मेन पेपर)

Optional Hindi

B.A. I Year

Semester I

- I उपन्यास साहित्य
II नाटक साहित्य

Semester II

- III हिंदी गद्य साहित्य
IV एकांकी साहित्य

B.A. II Year

Semester III

- V कथेत्तर गद्य साहित्य
VI प्रयोजनमुलक हिंदी

Semester IV

- VII कथेत्तर गद्य साहित्य
VIII प्रयोजनमुलक हिंदी

B.A. III Year

Semester V

- IX प्रादेशिक भाषा साहित्य
- X हिंदी साहित्य का इतिहास
- XI वस्तुनिष्ठ हिंदी (Main Hindi)
- XII साहित्य शास्त्र (Main Hindi)

Semester VI

- XIII प्रादेशिक भाषा साहित्य (Opt.Hindi)
- XIV हिंदी साहित्य का इतिहास (Opt.Hindi)
- XV वस्तुनिष्ठ हिंदी (Main Hindi)
- XVI साहित्य शास्त्र (Main Hindi)

Optional English

B.A. I Year

Semester I

- I The Structure of English
- II Reading Literature

Semester II

- III The Structure of English
- IV Reading Literature

B.A. II Year

Semester III

- V Literature in English (1550-1750)
- VI Literature in English (1750-1900)

Semester IV

- VII Literature in English (1550-1750)
- VIII Literature in English (1750-1900)

B.A. III Year

Semester V

- IX Twentieth Century English Literature (Subsidiary)
- X Critical Approaches to Literature (Subsidiary)
- XI An Objective Study of English Literature and Literary History 1550-2000 (Main)
- XII Indian Writing in English (Main)

Semester VI

- XIII Twentieth Century English Literature (Subsidiary)
- XIV Critical Approaches to Literature (Subsidiary)
- XV An Objective Study of English Literature and Literary History 1550-2000 (Main)
- XVI Indian Writing in English (Main)

Public Administration

B.A. I Year

Semester I

- I Principles and concepts of Public Administration
- II Public Administration In Indian

Semester II

- III Maharashtra Administration
- IV District Administration

B.A. II Year (Wef - 2014-15)

Semester III

- Paper V - Personal Administration.
- Paper VI - Panchayat Raj and Rural Development

Semester IV

- Paper VII - Financial Administration.
- Paper VIII - Urban Local Self Government & Urban Development.

B.A. III Year**Semester V**

- IX Maharashtra Administration
- X Management Thinkers
- XI Recent Trends in Public Administration
- XII Development Administrative

Semester VI

- XIII Maharashtra Administration
- XIV Administrative Thinkers
- XV Recent Trends in Public Administration
- XVI Development Administration

Economics**B.A. I Year****Semester I**

- I Micro Economics
- II Indian Economy

Semester II

- III Theory of Price
- IV Money and Banking in India

B.A. II Year**Semester III**

- V Macro Economics
- VI Development & Planning

Semester IV

- VII Public Finance
- VIII Statistical Methods

B.A. III Year**Semester V**

- I X International Economics (Compulsory)
- X Environmental Economics (Compulsory)
- X I History of Economic Thought (Optional)

OR

- Mathematical Economics
- X II Agricultural Economics (Optional)
- X III Labour Economics
- XIV Demography

Semester VI

- XV Research Methodology (Compulsory)
- XVI Industrial Economics (Compulsory)
- XVII Indian Economic Thinkers
- XVIII Econometrics

OR

- Foreign Trade and International Institutions
- XIX Economy of Maharashtra

Political Science

B.A. I Year

Semester I

- I Basic Concepts of Political Science
- II Government and Politics of Maharashtra

Semester II

- III Basic Concepts of Political Science
- IV Government and Politics of Maharashtra

B.A. II Year

Semester III

- V Indian Government and Politics
- VI International Relations

Semester IV

- VII Indian Government and Politics
- VIII International Relations

B.A. III Year

Semester V

- IX Indian Political Thinkers
- X Western Political Thinkers
- XI Political Ideologies
- XII Major Issues in Contemporary World Politics

Semester VI

- XV Indian Political Thinkers
- XVI Western Political Thinkers
- XVII Political Ideologies
- XVIII Major Issues in Contemporary World Politics

Sociology

B.A. I Year

Semester I

- I Introduction to Sociology
- II Individual and Society

Semester II

- III Introduction to subfields of Sociology
- IV Indian Social Composition

B.A. II Year

Semester III

- V Problems of Rural India
- VI Contemporary Urban Issues

Semester IV

- VII Population in India
- VIII Sociology of Developments

B.A. III Year

Semester V

- IX Sociological Tradition (Subsidiary Paper)
- X Introduction to Research Methodology (Subsidiary Paper)
- XI Social Problems in Contemporary India (Main Paper)
- XII Urban Sociology (Main Paper)

Semester VI

- XIII Sociological Theories (Subsidiary Paper)
- XIV Social Research Methods (Subsidiary Paper)
- XV Social Disorganization in Contemporary India (Main Paper)
- XVI Urban Society in India (Main Paper)

Music

B.A. I Year

Indian classical Music

(Vocal & Instrumental)

Semester - I

Paper - I Music Paper (Theory) (3 - 13)

Paper - II Music Paper (Practical) (4-13)

Semester - II

Paper - I Music Paper (Theory) (3 - 13)

Paper - II Music Paper (Practical) (4-13)

B.A. II Year

Indian Classical Music

Semester - III

Paper - 106 Music Paper (Theory)

Paper - 107 Music Paper (Practical)

Semester - IV

Paper - 108 Music Paper (Theory)

Paper - 109 Music Paper (Practical) (7-13)

Semester - V

Paper - 501 Music Paper (Theory) (Subsidiary)

Paper - 502 Music Paper (Practical) (Subsidiary)

Paper - 503 Music Paper (Theory) (Main)

Paper - 504 (R) Music Paper (Practical) (Main)

Semester - VI

Paper - 604 (R) Music Paper (Practical) (Main)

Paper - 603 - Music Paper (Theory) (Main)

Paper - 602 (R) Music Paper (Practical) (Subsidiary)

Paper - 601 Music Paper (Theory) (Subsidiary)

History

B.A. I Year

Semester I

I Shivaji & his Times (1630-1707A.D.)

II History of Modern Maharashtra (1818-1905 A.D.)

Semester II

III History of Marathas (1707-1818 A.D.)

IV 20th Century Maharashtra (1905-1960 A.D.)

B.A. II Year

Semester III

V History of Early India (up to 300 B.C.)

VI British Rule In India (1757A.D. to 1857 A.D.)

Semester IV

VII History of Mughal India (1526 A.D. to 1707 A.D.)

VIII History of India (300 B.C. to 650 A.D.)

B.A. III Year

Semester V

- IX Fields of History
- X History of Indian National Movement (1885 A.D.-1947 A.D.)
- XI History of Ideas
- XII Women's Struggle in Modern India

Semester VI

- XIII Historiography
- XIV Landmarks in the History of Modern World
- XV Socio-Religious Reform Movements in Modern India
- XVII Glimpses of the History of Marathwada

Psychology

B.A. I Year

Semester I

- I General Psychology
- II Social Psychology
- III Psychology Practical's

Semester II

- IV Basic Concepts in Psychology
- V Basic Concepts in Social Psychology
- VI Psychology Practical's

B.A. II Year

Semester III

- VII Psychology of Adjustment
- VIII Psychological Testing
- I X Psychology Practical's

Semester IV

- X Psychology for Living
- XI Psychological Statistics
- XII Psychology Practical

B.A. III Year

Semester V

- XIII Abnormal Psychology
- XIV Organizational Psychology
- XV Experiment / Practicum
- XVI Introduction to counselling (Main)
- XVII Basic Concepts in Research Methodology (Main)
- XVIII Experiment / Practicum (Main)

Semester VI

- X I X Psychopathology
- X X Organizational Behaviour
- X X I Testing / Practicum (Main)
- X X I I Counselling in Action (Main)
- XXIII Fundamentals of Behaviour Research (Main)
- XXIV Testing / Practicum (Main)

Certificate Courses

Certificate Course in Spoken English & Personality Development.
Duration - 3 Months Marks - 200 Fees : Rs. 3000

Honours / Awards / Prizes :

1. In the memory of **Late Bhaskarrao Gopalrao Patil** Prize of Rs.1001 Sponsored by Mr. Subhash Bhaskarrao Patil to the student of our College standing first in BA III year in the University Examination.
2. In the memory of **Late Manikrao Jalabarao Murambikar** Prize of Rs. 501 sponsored by Smt. Mangal Murambikar for securing highest marks in optional Hindi from the College in University Examination.
3. **Kautiyya Lokprashasan Puraskar** is sponsored by Public Administration Department. It's of Rs 501 for securing highest marks in Public Administration for B.A. from our College.
4. In the memory of **Late Kalyanrao Patil** Prize of Rs. 501 for the best player (boy) in the College sponsored by Prof. Devichand More.
5. In the Memory of **Late Laxmibai Parasram More** Prize of Rs. 501 for the best player (girl) in the College sponsored by Prof. Devichand More.
6. **Late Smt Parvatibai Narayan Bhagwat Award** of Rs. 201 and certificate for highest marks in English Literature for BA III year.
7. **Late Prof. Ulhas Koppa Award** of Rs.101 and certificate for securing highest marks in B A III year in Psychology.
8. Scholarships in the Dept. Of Economics.

I. Kautiyya Merit Scholarship :

- a. The merit Scholarship is given to the student of B.A. I year, securing highest marks in Economics as an optional subject for degree course. Marks of the 12th standard will be the basis to determine the merit in first year and it will be continued in successive year of the course.
- b. The merit scholarship will be given in the form of book or any sort of reading material.
- c. To continue the merit scholarship the student must maintain-
 - i) at least first class;
 - ii) 75% attendance in the class

II. Tanhai Asaram Award :

- a) **Tanhai Asaram Award** to the student of B.A. Economics securing highest marks in B.A. III year.
- b) Only that student will get the award who continues his admission in M.A. Economics.
- c) If this top ranker does not take admission in M.A. Economics anywhere, the student whose rank is second / third will get the award.

Faculty of Commerce

Eligibility :

A candidate shall be admitted to the first year of B.Com. only if he/she passes the Higher Secondary (multipurpose) Examination with commerce as elective or optional subject conducted by the Higher School Secondary Board in Maharashtra.

OR

He/She must have passed the examination prescribed at the end of the second year of the Junior college conducted by the Government of Maharashtra with

1. English as one of the passing subjects.
2. Second language as a compulsory subject or vocational subject and
3. The optional subject prescribed at any stream or an examination recognized as equivalent.

OR

Three year Diploma Course in Engineering conducted by the Board of Technical Examination, Maharashtra State.

The B.Com. course shall consist of the following subjects :

B.Com I Year

Semester I

I	English
II	Second Language
III	IT App. in Business I
IV	Entrepreneurship Development I
V	Business & Industrial Economics - I
VI	Business Mathematics & Statistics I
VII	Financial Accounting I

Semester II

VIII	English
IX	Second Language
X	IT App. in Business II
XI	Entrepreneurship Development-II
XII	Business Mathematics & Statistics – II
XIV	Financial Accounting II

B.Com. II Year

Semester III

XV	English
XVI	Second Language (Marathi/Hindi/English)
XVII	IT Applications in Business III
XVIII	Principles of Business Management I
XIX	Corporate Accounting I
XX	Business Regulatory Framework I
XXI	Optional-I (Financial Management)

Semester IV

XXII	English
XXIII	Second Language (Marathi/Hindi/English)
XXIV	IT Applications in Business IV
XXV	Principles of Business Management II
XXVI	Corporate Accounting II
XXVII	Business Regulatory Framework II
XXVIII	Optional II (Financial Management)

B. Com. III Year

Semester V

XXIX	Advanced Financial Accounting -I
------	----------------------------------

XXX	Management Accounting-I
XXXI	Cost Accounting-I
XXXII	Indirect Taxes & Direct Taxes - I
XXXIII	New Auditing Trends-I
XXXIV	Optional-I (Information & Communication Technology)

Semester VI

XXXV	Advanced Financial Accounting-II
XXXVI	Management Accounting-II
XXXVII	Cost Accounting-II
XXXVIII	Indirect Taxes & Direct Taxes - II
XXXIX	New Auditing Trends-II
XXX	Optional-II (Information & Communication Technology)

Note :

1. Theory Uni. exam of 50 marks for each paper
2. IT Applications in Business
Theory 50 marks
Practical 50 marks

Faculty of Commerce (UGC Career Oriented Programmes) **Certificate Course in E-Commerce & E-Banking**

Eligibility :

A candidate who has passed Std. XII or H.S.C. Examination from Maharashtra State or any other examination equivalent thereto shall be eligible to take admission to this course. Student pursuing other Degrees or Diploma of this University may simultaneously take admission to this course.

A) Certificate Course in E-Commerce :

Paper No.	Paper Name	
I	Information & Communication Technology	100 Marks
II	E-Commerce Essentials	100 Marks
III	Internet & www (Practical)	200 Marks

B) Certificate Course in E-Banking :

Paper No.	Paper Name	
I	Information & Communication Technology	100 Marks
II	E-Banking Essentials	100 Marks
III	Practical & Project on E-Banking	200 Marks

Honours / Awards / Prizes :

1. In the memory of **Late Pandharinath Patil Dhakephalkar alias Bhau** Prize of Rs 1001 sponsored by Vivekanand Arts, Sardar Dalipsingh Commerce and Science College, Aurangabad to the student of our College for standing first in B.Com.III year in the University Examination.

Faculty of Science

Duration : Three Years

Eligibility : A candidate shall be admitted in B.Sc. I year who has passed 12th Sci. examination conducted by Maharashtra State Secondary and Higher Secondary board, Central Board of Examination, Delhi Board with subjects Physics and Chemistry.

A] Compulsory Subjects

1. English
2. Environmental Science (Six-month course) only for Second year.
3. Second Language- Select any one of the following
languages : Marathi / Hindi / English

B] Optional Subjects:

Select any **one** of the following groups:

1. Physics, Mathematic, Computer Application
2. Physics, Chemistry, Computer Application
3. Physics, Mathematic, Computer Science
4. Physics, Chemistry, Computer Science
5. Physics, Chemistry, Mathematic
6. Chemistry, Botany, Zoology
7. Chemistry, Botany, Dairy Science & Technology
8. Chemistry, Zoology, Dairy Science & Technology
9. Chemistry, Botany, Microbiology
10. Chemistry, Zoology, Microbiology
11. Chemistry, Dairy Science & Technology, Microbiology

Note 1 :-

There will be compulsory Computer Course of 100 hrs for the first year student. The following students will be exempted from this examination :-

- a. Those who have passed std. XII Science with Computer Science or IT subject.
- b. Those who have opted Computer Science or IT as an optional subject at degree level and passed MS-CIT examination.
- c. Those who have completed Diploma course in computer or its equivalent examination.
- d. The course examination will be conducted by University.

Note 2 :-

- i) B.S.C. I, II & III year will have two semesters in an academic year. Each Semester will be of 50% marks. For II & III year out of 50 marks internal evaluation of 20 marks will be there during a Semester. The University examination will be of 30 marks in each semester.
- ii) Third year Students are exempted from offering compulsory English and second language.

Mathematics

B.Sc. I Year

Semester I

- I Differential Calculus - I
- II Differential Equations

Semester II

- III Integral Calculus - II
- IV Geometry

B. Sc. II Year

Semester III

- V Number Theory
- VI Integral Transform
- VII Mechanics – I

Semester IV

- VIII Numerical Analysis
- I X Partial Differential Equation - II
- X Mechanics – II

B. Sc. III Year

Semester V

- X I Analysis - I
- X II Abstract Algebra – I
- XIII Mathematical Statistics – I

Semester VI

- XVI Analysis – II
- XVII Abstract Algebra – II
- XVIII Mathematical Statistics – II

Physics

B. Sc. I Year

Semester I

- I Mechanics, Properties of Matter & Sound
- II Heat and Thermodynamics
- III Practical Paper

Semester II

- IV Geometrical and Physical Optics
- V Electricity and Magnetism
- VI Practical Paper

B. Sc. II Year

Semester III

- IX Mathematical and Statistical Physics
- X Modern Physics & Lasers
- XI Practical Paper
- XII Practical Paper

Semester IV

- XIII Geometrical Optics & Physical Optics
- XIV Electrodynamics and Relativity
- XV Practical Paper
- XVI Practical Paper

B. Sc. III Year

Semester V

- XVII Classical & Quantum Mechanics
- XVIII Solid State Physics and Semiconductor Devices
- XIX Practical Paper
- XX Practical Paper

Semester VI

- XXI Atomic and Molecular Spectra, Nuclear Physics
- XXII Solid State and Nano-Physics
- XXIII Practical Paper
- XXIV Practical Paper

Computer Application

B.Sc. I Year

Semester I

- I Computer Fundamentals
- II Digital Electronics
- III Office Suite
- IV Digital Electronics

Semester II

- I Operating System I
- II Programming in C
- III Operating System
- IV Programming in C

B.Sc. II Year

Semester III

- I Advance C Programming & Introduction to OOP
- II Data Structures
- III Practical based on Paper I
- IV Practical based on Paper II

Semester IV

- I GUI Programming using visual BASIC
- II Database Management System using SQL
- III Practical based on Paper I
- IV Practical based on Paper II

B.Sc. III Year

Semester V

- I Software Project Management
- II* E-Business
- III* Multimedia Technology
- IV Practical based on Paper I
- V Practical based on Paper II

Semester VI

- I Software Testing & Q.A.
- II* Internet Prog. using PHP
- III* Ethics & Cyber Law
- IV Project
- V Seminar

Note : *Select any one of the subjects from paper II / III

Chemistry

B.Sc. I Year

Semester I

- I Inorganic Chemistry
- II Organic Chemistry
- III Lab Course I

Semester II

- IV Physical Chemistry
- V Inorganic Chemistry
- VI Lab Course II

B.Sc. II Year

Semester III

- VII Organic Chemistry
- VIII Physical Chemistry
- IX Lab Course III

Semester IV

- X Inorganic Chemistry
- XI Physical Chemistry
- XII Lab Course IV

B.Sc. III Year

Semester V

- XIII Physical Chemistry
- XIV Organic Chemistry
- XV Lab Course V

Semester VI

- XVI Inorganic Chemistry
- XVII Organic Chemistry
- XVIII Lab Course - VI

Botany

B.Sc. I Year

Semester I

- I Diversity of Cryptogams I
- II Morphology of Angiosperms
- III Practical based on Paper I
- IV Practical based on Paper II

Semester II

- V Diversity of Cryptogams II
- VI Histology, Anatomy & Embryology
- VII Practical based on Paper V
- VIII Practical based on Paper VI

B.Sc. II Year

Semester III

- IX Taxonomy of Angiosperms

- X Plant Ecology
- XI Practical based on Paper IX
- XII Practical based on Paper X

Semester IV

- XIII Gymnosperms & Utilization of Plants
- XIV Plant Physiology
- XV Practical based on Paper XIII
- XVI Practical based on Paper XIV

B.Sc. III Year

Semester V

- XVII Cell Biology & Molecular Biology
- XVIII Diversity of Angiosperms I
- XIX Practical based on XVII
- XX Practical based on XVIII

Semester VI

- XXI Genetics & Biotechnology
- XXII Diversity of Angiosperms II
- XXIII Practical based on XXII
- XXIV Practical based on XXIII

Career Oriented Programmes

Plant - Biotechnology for B.Sc. I, II & III year

Course	Fees
1) Certificate Course	1000/-
2) Diploma Course	1500/-
3) Advanced Diploma Course	2000/-

Zoology

B.Sc. I Year

Semester I

- I Protozoa to Annelida
- II Cell Biology
- III Practical based on Paper I & II

Semester II

- IV Arthropoda to Echinodermata & Protochordata
- V Genetics I
- VI Practical based on Paper IV & V

B.Sc. II Year

Semester III

- VII Vertebrate Zoology
- VIII Genetics -II
- IX Practical based upon Paper VII
- X Practical based upon Paper VIII

Semester IV

- XI Animal Physiology (Special Emphasis on Mammals)
- XII Biochemistry & Endocrinology
- XIII Practical based upon Paper XI
- XIV Practical based upon Paper XII

B.Sc. III Year

Semester V

- XV Ecology
A) Fishery sciences -I B) Animal culture - I
C) Entomology -I D) Parasitic protozoa & heiminthes-I
- XVI (Elective) E) Computer Application & Laboratory Technology-I
F) Biotechnology-I G) Dairy sciences - I H) Poultry Sciences - I
- XVII Practical based on Paper XV
XVIII Practical based on Paper XVI

Semester VI

- XIX Evolution
A) Fishery sciences -II B) Animal culture - II
C) Entomology -II D) Parasitic protozoa & helminths -II
- XX E) Computer Application & Laboratory Technology-II
F) Biotechnology-II G) Dairy sciences – II H) Poultry Sciences - II
- XXI Practical based upon Paper XIX
XXII Practical based upon Paper XX

Dairy Science & Technology

B.Sc. I Year

Semester I

- I Dairy Farm Management
II Market Milk Industry
III Practical based on Paper I & II

Semester II

- IV Live Stock Health & Hygiene
V Dairy Processing & Engineering
VI Practical based on Paper IV & V

B.Sc. II Year

Semester III

- VII Animals Nutrition
VIII Indian Dairy Products
IX Practical based on Paper VII
X Practical based on Paper VIII

Semester IV

- XI Fodder Processing & Feed Processing
XII Cheese & Fermented Milk Products
XIII Practical based on Paper XI
XIV Practical based on Paper XII

B.Sc. III Year

Semester V

- XV Animal Reproduction & A.I.
XVI Ice-cream & Fat rich Dairy Products
XVII Practical based on Paper XV
XVII Practical based on Paper XVI

Semester VI

- XIX Genetics & Breeding
- XX Condensed dried Milks & By-products
- XXI Practical based on Paper XIX
- XXII Practical based on Paper XX

Diploma Under UGC Community College Scheme

Diploma in Dairy & Food Processing

Eligibility - The Student must have passed out 10+2 class

Duration : 1 year

Fee : Rs. 2000

Microbiology

B.Sc. I Year

Semester I

- I Fundamentals of Microbiology
- II General Microbiology
- III Practical based on paper I
- IV Practical based on paper II

Semester II

- V Cytology and general Microbiology
- VI Basic biochemistry and Microbial Physiology
- VII Practical based on Paper V
- VII Practical based on paper VI

B.Sc. II Year

Semester - III

- IX Environmental Microbiology
- X Immunology
- XI Practical Based on Paper IX
- XII Practical based on Paper X

Semester IV

- XIII Applied Microbiology
- XIV Clinical Microbiology
- XV Practical Based on Paper XIII
- XVI Practical Based on Paper XIV

B.Sc. III

Semester V

- XVII Microbial Genetics
- XVIII Microbial Metabolism
- XIX Practical based on paper XVII
- XIV Practical based on Paper XVIII

Semester VI

- XXI Recombinant DNA technology
- XXII Industrial Microbiology
- XXIII Practical based on paper XXI
- XXIV Practical Based on paper XXII

Honours / Awards / Prizes :

1. In memory of **Late Principal Dr. Gangadharrao Pathrikar**, cash award of Rs. 1001 sponsored by Vivekanand Arts, Sardar Dalipsingh Commerce & Science College, Auragnabad to the student in B.Sc. III Year in the University Examination, scoring highest marks.
2. **Physics Department Prize** of Rs 501 sponsored by the Dept. of Physics, Vivekanand Arts, Sardar Dalipsingh Commerce & Science College, Auragnabad to the student of the College scoring highest marks in Physics in the Final Year Examination of the University.
3. **Chemistry Department Prize** of Rs 501 sponsored by the Dept. of Chemistry to the student of the College, scoring highest marks in Chemistry in B.Sc. exam of the University.
4. In memory of **Late Principal Dadasahed Bappaji Gabhud**, Prize of Rs. 501 sponsored by Prof. Khakare to the student of the College scoring highest marks in Mathematics in the B.Sc. examination of the University.

B.Sc. Biotechnology

Eligibility : XII Science.

Course Details & Structure

- **B.Sc. Biotechnology** is a three Year Degree Course divided into six semesters; each semester will have six theory courses 50 marks each. And there are three laboratory courses consisting of two independent sections based on six practical papers of respective semester 50 Marks each.
- Theory examination would be conducted after every semester.
- Practical examination would be conducted only after completion of even semesters, although practical's should be completed during each semester.

B.Sc. First Year

Semester I

1. Physical Chemistry
2. Organic and Inorganic Chemistry
3. Microbial Cell and Diversity
4. Biostatistics
5. Instrumentation
6. Biomolecules
7. LC-I Organic and inorganic Chemistry
8. LC-II Microbiology
9. LC-III Instrumentation and techniques

Semester II

10. Organic Chemistry
11. Inorganic and physical Chemistry
12. Microbial growth and control
13. Biomathematics
14. Macromolecules
15. Bio-techniques
16. LC-IV Inorganic and Physical Chemistry
17. LC-V Biostatistics and Mathematics
18. LC-VI Biomolecules and Macromolecules.

B.Sc. Bioinformatics

Eligibility : XII Science.

Course Details & Structure:

- **B.Sc. Bioinformatics** is a three Year Degree Course divided into six semesters; each semester will have six theory course 50 marks each. And there are three laboratory courses consisting of two independent sections based on six practical papers of respective semester 50 Marks each.
- Theory examination would be conducted after every semester.
- Practical examination would be conducted only after completion of even semesters, although practical's should be completed during each semester.

B.Sc. First Year

Semester I

I-Basic Biophysics-I
II-Fundamentals of Biology-I
III-Basic Chemistry-I
IV-Basic Mathematics & Statistics-I
V-Basics of Computers
VI-Introduction to Cell Biology
LC-I-Basic Biophysics-I and Basic Chemistry-I
LC-II-Basic Mathematics & Statistics-I & Basics of Computers.
LC-III-Fundamentals of Biology-I & Cell Biology

Semester II

VII-Basic Biophysics-II
VIII-Fundamentals of Biology-II
IX-Basic Chemistry-II
X-Basic Mathematics & Statistics-II
XI-Programming in C
XII-Introduction to Genetics.
LC-IV-Basic Biophysics-II & Basic Mathematics & Statistics-II
LC-V-Basic Chemistry-II & Introduction to Genetics.
LC-VI-Programming in C

B. Sc. Computer Science

[Earlier Nomenclature BCS]

Duration : Three Years

Eligibility: A candidate shall be admitted to the I year of the B.Sc. (Computer Science) degree course only if he / she satisfies the following condition:

1. He / She must have passed the higher secondary or multipurpose) examination conducted by H.S.C. board Government of Maharashtra with science / technical subjects Or an Examination of any statutory University and Board recognized as equivalent thereto.

OR

He / She must have passed examination prescribed at the end of second year of the junior college conducted by the H.S.C. board, Government of Maharashtra with English, Second language, Physics, Chemistry, Mathematics and or Biology or one of the technical subjects prescribed at the said examination as the optional or elective subjects or an examination recognized as equivalent thereto.

OR

Candidate having offered prescribed vocational course (MCVC) with Computer techniques / I.T. / Electronics.

OR

Three years Diploma Course in engineering conducted by the board of Technical Education, Maharashtra State.

2. He / She must have passed the qualifying examination.

B. Sc. (Computer Science) I Year

Semester I

Sr. No.	Course Code	Name of the Subject
1	CS301T	Computer Fundamentals
2	CS302T	Digital Electronics
3	CS303AT	8085:Microprocessor
4	CS304AT	Programming in C
5	CS305ATP	Communication Skills - I
6	CS306AT	Mathematical Foundation
7	CS301P	Office Suite
8	CS202P	Digital Electronics
9	CS203AP	8085:Microprocessor
10	CS204AP	Programming in C

Semester II

Sr. No.	Course Code	Name of the Subject
1	CS307T	Data Structure
2	CS308AT	Operating System - I
3	CS303BT	8086:Microprocessor
4	CS304BT	Adv. Programming in C
5	CS305BTP	Communication Skills - II
6	CS306BT	Numerical Computation Methods
7	CS307P	Data Structure & O.S.
8	CS203BP	8086:Microprocessor
9	CS204BP	Programming in C
10	CS206BP	Numerical methods

Note : T - Theory Papers
P - Practical Papers

Semester III

Sr. No.	Course Code	Name of the Subject
1	CS309AT	Analysis of Algorithm
2	CS308BT	Operating System II
3	CS303CT	Peripheral & Interfacing
4	CS304CT/ CS310AT	OOPs using C++/Java – I
5	CS312AT	DBMS – I
6	CS306CT	Statistical Method
7	CS209P	Pr. Based on 309AT
8	CS203CP	Pr. Based on 303CT
9	CS204CP/ CS210AP	Pr. Based on 304CT / 310AT
10	CS212AP	Pr. Based on 312AT

Semester IV

Sr. No.	Course Code	Name of the Subject
1	CS313AT	SE - I
2	CS312BT	DBMS – II
3	CS314AT	DCN – I
4	CS304DT/ CS310BT	OOPs using C++/Java-II
5*	CS315AT	Computer Graphics - I
6*	CS303DT	PC Hardware
7*	CS316AT	Web Fund - I
8*	CS317T	Linux
9	CS212BP	Pr. Based on 312BT
10	CS204DP/ CS210BP	Pr. Based on 304DT/310BT
11	CS215AP/CS203DP/ CS216AP/CS217P	Pr. Based on CS315AT/CS303DT/ CS316AT/CS317T
12	CS215AP/CS203DP/ CS216AP/CS217P	Pr. Based on CS315AT/CS303DT/ CS316AT/CS317T

* Indicates optional paper (any two from Sr. No. 5/6/7/8)

B. Sc. (Computer Science) III Year

Semester V

Sr. No.	Course Code	Name of the Subject
1	CS313BT	SE - II
2	CS318T	E-Commerce
3	CS314BT	DCN - II
4	CS304ET	GUI - Programming
5*	CS315BT	Computer Graphics - II
6*	CS303ET	Embedded - I
7*	CS320AT	XML
8*	CS321T	Datware Hsg. and DM
9	CS218P	Pr. Based on 318T
10	CS204EP	Pr. Based on 304ET
11	CS215BP/CS203EP/ CS220AP/CS221AP	Pr. Based on 315BT/303ET/320AT/321AT
12	CS215BP/CS203EP/ CS220AP/CS221AP	Pr. Based on 315BT/303ET/320AT/321AT/

Semester VI

Sr. No.	Course Code	Name of the Subject
1	CS313CT	Soft. Test. & QA
2	CS322T	Theory of Computation
3	CS323T	Ethics and Cyber Law
4	CS304FT/	Dot Net Archi. and Prog.
5*	CS315CT	Computer Animation
6*	CS303FT	Embedded - II
7*	CS320BT	Web Programming.
8*	CS314CT	Mobile Computing
9**	CS740P	Project work
10***	CS241P	Seminar

Note : * Indicates Optional paper (any two from 5/6/7/8)

** Indicate credit for review 1. review 2 and Actual Project Work.

*** Indicate credit for review 1 and actual seminar presentation.

Faculty of Management Science

B.B.A. (Bachelor of Business Administration)

Duration : Three years (six semesters)

Eligibility:

- a. A candidate seeking admission to B.B.A. course should have passed
 - i Higher secondary examination (+2 stage) or any other equivalent examination thereto.
 - ii A candidate who has passed the +2 examination conducted by the Board of Technical Education Maharashtra or equivalent shall also be eligible for admission to this course,
 - iii The Minimum competence based vocational course (MCVC) at +2 levels.
- b. **A Common Entrance Test (CET)** will be conducted by the University for the admission to the course. The admission to the course shall be strictly on the basis of merit obtained by the candidates in CET.
- c. A student seeking admission to this course must have obtained at least 40% marks at the qualifying examination.

In order to pass the examination of B.B.A., a candidate must secure at least 40% of marks in each paper (theory & sessional together) and project work and 50% in aggregate of three years.

B.B.A. I year

Semester I

- I Principles & Practice of Accountancy I
- II Management perspective I
- III Business Organization
- IV Business Statistics
- V Human Communication in Business
- VI IT Fundamentals

Semester II

- VII Principles & Practice of Accountancy II
- VIII Management Perspective II
- IX Business Economics
- X Environment Awareness I
- XI Administrative Practices
- XII IT Applications in Business

B.B.A. II Year

Semester III

- XIII Cost Accountancy I
- XIV Management Perspective III
- XV Human Factors in Business
- XVI Business Laws I
- XVII Environment Awareness II
- XVIII Entrepreneurship

Semester IV

- XIX Cost Accountancy II
- XX Management Perspective IV
- XXI Organization Effectiveness & Change
- XXII Industrial Laws & Business Laws II
- XXIII Operation Research
- XXIV IT Application in Business II

B.B.A. III Year

Semester V

- XXV Management Accounting
- XXVI Management Perspective V
- XXVII Capital Market I
- XXVIII Taxation Laws I
- XXIX Institutional Assistance to Business
- XXX E-Business & Internet Concepts

Semester VI

- XXXI Auditing
- XXXII Management Perspective VI
- XXXIII Capital Market II
- XXXIV Taxation Laws II
- XXXV Management Support Systems
- XXXVI Project

Honours / Awards / Prizes :

1. In memory of Praful Fulluke, **Praful Fulluke Prize**, sponsored by Prakash N. Fulluke of Rs. 1000 for securing highest marks in B.B.A. III Year examination.
2. **Late Freedom Fighter Devrao Kadam Player of the Year Award** to the extraordinary male and female player who is selected for Inter University / National Level Competition for two/three years consecutively.

OR

This award also to be given to the player participating at the International Level Competition.

Scholarships and Fee Concessions

Following conditions must be fulfilled for availing the benefits of G.O.I scholarship and E.B.C.:

- a. A student can avail either of the above facility.
- b. Regular attendance of 75% is a must.
- c. A student should submit proper and authentic reason for absentee or non-attendance otherwise the benefits might be cancelled.
- d. A student should remain present for the exams conducted during the academic year.
- e. All the necessary documents should be invariably submitted at the time of admission only.

A. E.B.C. Concession

The student whose parent's or guardian's annual income of the preceding year is below Rs. 1,00,000 is eligible for this free ship.

1. The prescribed E.B.C. in duplicate must be submitted.
2. Income Certificate (2015-2016) issued by Tehsildar only.
3. All other forms related to E.B.C. forms must be correctly filled in.
4. A student should submit the Income Certificate in the name of mother in case of father's death along with death certificate.
5. A student should submit the Income Certificate in the name of guardian in case both father and mother are not alive. Death certificate of the both should be furnished.
6. A student should submit Parent's Declaration Form (stating information of living sons and daughters). The student whose parents have more than three children, born after 15.8.1968 are not eligible for this free ship.
7. A student studying previously in other college should submit the previous year's E.B.C. sanction certificate along with the E.B.C. application form.

8. **Gap Certificate:** A certificate issued by by the Taluka Magistrate / Tahsildar/ Notary on the stamp paper Rs. 20.
9. A student will have to pay the full fees (Tuition and other fees) on the cancellation of E.B.C. Concession.
10. E.B.C. concession will not be granted on the submission of duplicate T.C.

B. Free ship for Girls

1. Education for girls till XII std. is free. 'Undertaking Form' (especially for girl's Free ship) signed by parents must be submitted.
2. Girls seeking admission for degree classes must submit the prescribed E.B.C. form duly completed as per regulation.
3. Girl's free ship and E.B.C. concession is strictly subject to the changes in the decision of the government from time to time.

C. G.O.I. Scholarship : The students belonging to backward classes viz. Schedule caste, Schedule tribe, Nomadic Tribes / De-notified Tribes, S.B.C., O.B.C. are eligible for free ship and scholarship. G.O.I. Scholarship forms can be obtained from the College office. The following documents completed in all respects should be attached:

1. All GOI Scholarship holder student must submit Aadhar Card while submitting the scholarship forms. Without the Aadhar card the students will not get scholarship.
2. The G.O.I. form should be neatly and correctly filled in.
3. A student should submit a certified Income Certificate & Caste Certificate from the Tahsildar/ S.D.O.
4. A student should submit Original Income Certificate and one Xerox copy of Transfer Certificate, Marks Memo and Caste Certificate respectively.
5. The backward class students whose parent's annual income of the preceding year is below Rs. 1,00,000 are eligible for G.O.I. scholarship.
6. This facility is applicable only for one course at a time.
7. This concession is applicable only for the students of right conduct, whose attendance is more than 75% and satisfactory academic progress.
8. Gap Certificate must be produced in case of gap in education from the competent authority.
9. A student will have to pay full fee for enclosing duplicate T.C. Such students cannot avail the benefit of G.O.I. scholarship.

Note :-

1. Duplicate T.C. holders are not eligible to avail G.O.I. scholarship.
2. Last date of submission of GOI scholarship form 15th Aug 2016.

D. Scholarship for Handicapped : A student should complete the following terms and conditions for availing the benefit of scholarship for handicapped.

1. Submission of neatly and correctly filled prescribed form.
2. Submission of Income Certificate from Tahsildar or the competent authority.
3. Submission of Handicapped Certificate along with a photo exhibiting deformities issued by Medical Officer.
4. Marks Memo of the previous year.
5. A fresh student should mention admission date in College on the prescribed form.
6. A student is admissible only if he/she has scored more than 40% of marks in previous examination and is 40% handicapped.

E. Free ship to the wards of Primary, Secondary and Higher Secondary Teachers & Senior College Non-teaching staff.

1. All the wards of above cited teachers and non-teaching staff should fill in the prescribed form duly attested by the competent authority viz. B.E.O. (Education Officer of the block or district)
2. This concession is allowed only for the teaching and non-teaching staff working in grant-in-aid schools / colleges.
3. Attach the 'Parent's Declaration Form' (about living sons & daughters)
4. Failures are not eligible to avail this concession.
5. Mother/Father should be working as a teacher or non-teaching staff in primary school/secondary school, junior or senior college.
6. A student should have good academic record, regularity and should have obtained more than 45% of marks in the previous exam.

F. Other Scholarships: Besides the above scholarships/concessions a student will be eligible to avail the following scholarships fulfilling the conditions :

1. National Talent Scholarship
2. National loan Scholarship
3. Scholarship for learning Hindi for a non-Hindi language learner.
4. Free ship to the wards of defence personnel/Ex-servicemen.
5. Freeship to the wards of freedom fighters.

For claiming the above-stated scholarships one should fulfil the following conditions :

1. A student should have obtained marks between 65% to 75%. Marks Memo should be specially attached;
2. Parent's Income certificate by the competent authority;
3. Certificate of award of freedom fighters must be attached and for defence personnel's/ex-servicemen the certificate issued by the District Soldier Welfare Board should be enclosed.

Note:

1. Students cannot avail the benefit of above scholarships on submission of duplicate Transfer Certificate.
2. Students are advised to keep extra photocopies of necessary testimonials before seeking admission. The same will not be issued after the admission is sought.
3. There is a compulsory dress code for B.A., B.Sc. & B.Com.

Fee Structure for B.A. and B.Com.

Sr. No.	Particulars	B.A. I			B.A. II			B.A. III			B.Com. I			B.Com. II			B.Com. III		
		Full	EBC	GOI	Full	EBC	GOI	Full	EBC	GOI	Full	EBC	GOI	Full	EBC	GOI	Full	EBC	GOI
1	Registration Fee	25	25	-	25	25	-	25	25	-	25	25	-	25	25	-	25	25	-
2	Admission Fee	25	25	-	25	25	-	25	25	-	25	25	-	25	25	-	25	25	-
3	Tuition Fee	800	-	-	800	-	-	800	-	-	800	-	-	800	-	-	800	-	-
4	Library Fee	50	40	-	50	40	-	50	40	-	50	40	-	50	40	-	50	40	-
5	Eligibility Fee	50	50	-	-	-	-	-	-	-	50	50	-	-	-	-	-	-	-
6	Student Forum	10	10	-	10	10	-	10	10	-	10	10	-	10	10	-	10	10	-
7	Gathering	50	50	-	50	50	-	50	50	-	50	50	-	50	50	-	50	50	-
8	Magazine	50	50	-	50	50	-	50	50	-	50	50	-	50	50	-	50	50	-
9	Gymkhana	50	50	-	50	50	-	50	50	-	50	50	-	50	50	-	50	50	-
10	Medical Fee	15	15	-	15	15	-	15	15	-	15	15	-	15	15	-	15	15	-
11	I-Card	10	10	10	10	10	10	10	10	10	10	10	10	10	10	10	10	10	10
12	SAF	10	10	-	10	10	-	10	10	-	10	10	-	10	10	-	10	10	-
13	SWF	20	20	-	20	20	-	20	20	-	20	20	-	20	20	-	20	20	-
14	College Exam.	75	75	-	75	75	-	75	75	-	75	75	-	75	75	-	75	75	-
15	Ashwamedh	20	20	-	20	20	-	20	20	-	20	20	-	20	20	-	20	20	-
16	Youth Festival	50	50	-	50	50	-	50	50	-	50	50	-	50	50	-	50	50	-
17	Univ. E-Suvidha	50	50	-	50	50	-	50	50	-	50	50	-	50	50	-	50	50	-
18	Envir. Science	-	-	-	100	100	-	-	-	-	-	-	-	100	100	-	-	-	-

19	C.C.C. (for B.A. &B.Sc.I)	100	100	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
20	Computer Fees	-	-	-	-	-	-	-	-	-	500	500	-	500	500	-	500	500	-
21	Tutorial	-	-	-	-	-	-	50	50	50	-	-	-	-	-	-	70	70	70
22	D.F.	100	100	100	100	100	100	100	100	100	100	100	100	100	100	100	100	100	100
23	Disaster M. Fee	20	20	-	20	20	-	20	20	-	20	20	-	20	20	-	20	20	-
24	Awahan Avishkar (Univ.) & etc.	20	20	-	20	20	-	20	20	-	20	20	-	20	20	-	20	20	-
25	N.S.S. Fees	10	10	-	10	10	-	10	10	-	10	10	-	10	10	-	10	10	-
26	Computer Handling Charges	25	25	25	25	25	25	25	25	25	25	25	25	25	25	25	25	25	25
27	TOTAL	1635	825	135	1585	775	135	1535	725	185	2035	1225	135	2085	1275	135	2055	1245	205

1. For B.A. (Psy) Record book fee Rs. 100
2. For B.A. (Psy) lab fees Rs. 300 for E.B.C. holder & full paying students
3. For B.A. (Music) fee Rs. 500
4. Tuition fee for B. Com. English medium non-grant basis division
 - a. Full paying & E.B.C. holders Rs. 1600
 - b. GOI holders Rs. 800
5. University Eligibility Fee
 - a. Within Marathwada Region - 50
 - b. Out of Marathwada Region - 100
 - c. Out of Maharashtra State - 500
 - d. Foreigner - 12500
6. Fee for foreign students (for all classes)
 - a. Where there is a total fee upto Rs. 8000/- in any faculty, fivefold fees may be charged to the student.
 - b. Where there is a total fee more than Rs. 8000/- in any faculty, three fold fee may be charged to the student.

Fee Structure for B.Sc. (General) & B.Sc. (Optional Computer Application)

Sr. No.	Particulars	B.Sc. (General)									B.Sc. (Computer Application)								
		B.Sc. I			B.Sc. II			B.Sc. III			B.Sc. I			B.Sc. II			B.Sc. III		
		Full	EBC	GOI	Full	EBC	GOI	Full	EBC	GOI	Full	EBC	GOI	Full	EBC	GOI	Full	EBC	GOI
1	Registration Fee	25	25	-	25	25	-	25	25	-	25	25	-	25	25	-	25	25	-
2	Admission Fee	25	25	-	25	25	-	25	25	-	25	25	-	25	25	-	25	25	-
3	Tuition Fee	800	-	-	800	-	-	800	-	-	800	-	-	800	-	-	800	-	-
4	Library Fee	50	40	-	50	40	-	50	40	-	50	40	-	50	40	-	50	40	-
5	Eligibility Fee	50	50	-	-	-	-	-	-	-	50	50	-	-	-	-	-	-	-
6	Student Forum	10	10	-	10	10	-	10	10	-	10	10	-	10	10	-	10	10	-
7	Gathering	50	50	-	50	50	-	50	50	-	50	50	-	50	50	-	50	50	-
8	Magazine	50	50	-	50	50	-	50	50	-	50	50	-	50	50	-	50	50	-
9	Gymkhana	50	50	-	50	50	-	50	50	-	50	50	-	50	50	-	50	50	-
10	Medical Fee	15	15	-	15	15	-	15	15	-	15	15	-	15	15	-	15	15	-
11	I-Card	10	10	10	10	10	10	10	10	10	10	10	10	10	10	10	10	10	10
12	SAF	10	10	-	10	10	-	10	10	-	10	10	-	10	10	-	10	10	-
13	SWF	20	20	-	20	20	-	20	20	-	20	20	-	20	20	-	20	20	-
14	College Exam.	75	75	-	75	75	-	75	75	-	75	75	-	75	75	-	75	75	-
15	Ashwamedh	20	20	-	20	20	-	20	20	-	20	20	-	20	20	-	20	20	-
16	Youth Festival	50	50	-	50	50	-	50	50	-	50	50	-	50	50	-	50	50	-
17	Lab. Fees (Sci.)	300	175	-	300	175	-	300	175	-	300	175	-	300	175	-	300	175	-
18	Univ. E-Suvidha	50	50	-	50	50	-	50	50	-	50	50	-	50	50	-	50	50	-
19	Envir. Science	-	-	-	100	100	-	-	-	-	-	-	-	100	100	-	-	-	-
20	C.C.C. (for B.A. & B.Sc.I)	100	100	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
21	Tutorial	-	-	-	-	-	-	50	50	50	-	-	-	-	-	-	50	50	50
22	D.F.	100	100	100	100	100	100	100	100	100	100	100	100	100	100	100	100	100	100
23	Record Book	105	105	105	105	105	105	105	105	105	105	105	105	105	105	105	105	105	105
24	Disaster M. Fee	20	20	-	20	20	-	20	20	-	20	20	-	20	20	-	20	20	-
25	Awahan Avishkar (Univ.), etc.	20	20	-	20	20	-	20	20	-	20	20	-	20	20	-	20	20	-
26	Computer Lab.	-	-	-	-	-	-	-	-	-	2000	2000	-	2000	2000	-	2000	2000	-
27	N.S.S. Fees	10	10	-	10	10	-	10	10	-	10	10	-	10	10	-	10	10	-
26	Computer Handling Charges	25	25	25	25	25	25	25	25	25	25	25	25	25	25	25	25	25	25
	Total	2040	1105	240	1990	1055	240	1940	1005	290	3930	3005	240	3990	3055	240	3940	3005	290

- Note :**
- 1) Lab. Fees for B.Sc. Microbiology Rs. 2000/- Per Year.
 - 2) Students will have to pay additional fee, as the above fee structure may vary subject to the resolution of the University/Govt. of Mah./Management from time to time.
 - 3) In case of cancellation of admission, students shall be treated full payee and they are not entitled for any fees concession such as GOI, EBC, etc.

Full Fee Structure for B.Sc. Comp. Sci. & B.B.A.

Sr. No.	Particulars	B.Sc.-I Year	B.Sc.-I I Year	B.Sc.-I II Year	B.B.A.-I Year	B.B.A.-II Year	B.B.A.- III Year
1	Registration	25	25	25	25	25	25
2	E-Suvidha	50	50	50	50	50	50
3	Medi. Exam	15	15	15	15	15	15
4	I Card	10	10	10	10	10	10
5	Admission Fee	25	25	25	25	25	25
6	Magazine	50	50	50	50	50	50
7	Gathering	50	50	50	50	50	50
8	Student Stage	10	10	10	10	10	10
9	Student Help Fund	10	10	10	10	10	10
10	College Exam	75	75	75	75	75	75
11	Dev. Fund	100	100	100	100	100	100
12	Youth Festival	50	50	50	50	50	50
13	Apatkal	20	20	20	20	20	20
14	Gymkhana Fee	50	50	50	50	50	50
15	Lib.R.R. Fee	50	50	50	50	50	50
16	S.W.F.	20	20	20	20	20	20
17	N.S.S.	10	10	10	10	10	10
18	Ashwamedh	4	4	4	4	4	4

19	Avhishkar	4	4	4	4	4	4
20	Indradhanush	4	4	4	4	4	4
21	Avhan	4	4	4	4	4	4
22	Abhiyan	4	4	4	4	4	4
23	College	10	10	10	10	10	10
24	Other	50	-	-	50	-	-
25	Envi. Fee	-	100	-	-	100	-
26	Kamava Shika	10	10	10	10	10	10
27	Tuition Fee	6500	6500	6500	6500	6500	6500
28	Lab Fees	5000	5000	5000	2000	2000	2000
29	Eligibility	50	-	-	50	-	-
30	Computer Handling Charges	25	25	25	25	25	25
	Total Rs.	12285	12285	12185	9285	9285	9185

B.B.A. & B.Sc. [Comp.Sci.] First Year GOI Student SC/ ST

I Card	University Fees	Dev. Fund	Other	Total
10	40	100	75	225

B.B.A. & B.Sc. [Comp.Sci.] Second/Third Year GOI Student SC/ ST

I Card	University Fees	Dev. Fund	Other	Total
10	40	100	25	175

Note : 1) B.B.A. & B.Sc.(Computer Sci.) students from OBC, VJNT, SBC category are not entitled for GOI scholarship / free ship.

2) In case of cancellation of admission, students shall be treated full payee & they are not entitled for any fee concessions such as GOI, EBC, etc.

Intake Capacity

Note : 30% of category will be women.

M.Phil /

M.Phil / Ph.D. in the following
1. Marathi 2.
4. Physics 5.

Sr. No.	Class	Intake Capacity	SC	ST	VJNT	N.T.(b)	NT(c)	NT(d)	SBC	OBC
			13%	7%	3%	2.50%	3.50%	2%	2%	19%
1	B.A.	720	94	50	22	18	25	14	14	137
2	B.Com.	240	31	17	7	6	8	5	5	46
3	B.Sc.	360	47	25	11	9	13	7	7	68
4	B.Sc. (Comp.Sci.)	120	16	8	4	3	4	2	2	23
5	B.B.A.	60	9	4	2	1	2	1	1	11

seats in each reserved for

Ph.D.

Guidance available subjects:
Hindi 3. Commerce
Botany 6. Zoology

Code of Conduct for Students

- Students should observe discipline on the campus. The College shall not give admission to the student involved in ragging. If the same is noticed by the College authority, the concerned shall be immediately debarred from the College.
- To get Government facilities by submitting fake documents is an offence.
- Insulting behaviour with students, teaching staff and non teaching staff is also an offence.
- To damage College property and official document, to carry weapons, explosives and other harmful articles, poisonous substances and narcotics is strictly prohibited.
- To approach media without prior sanction of Principal, involvement in strike, riots, Gherao and bandh is an offence.
- Use of mobile phone in the classroom and the College premises is strictly prohibited, if found, the concerned will be penalized.
- Students should carry their I-Card on the campus and produce it on demand by the College authority.
- Continuous absence, to enter and exit class without concerned teacher's permission will be treated in disciplinary.
- 75% attendance is mandatory to appear for the examination/
- Students should be in uniform except Thursday.

Only for Foreign Students

- Admission will be given to the concerned course only after a strict verification of details including the name of course and the name of the college as mentioned in the student's visa.
- 'X' visa holders will not get admission to any course.

3. Without the prior permission of the Foreigner's Registration Officer (FRO), the students will not be allowed to change their course and take admission in the new one.
4. The details of the students remaining absent in the college for the more than a week will be communicated to the FRO.
5. The students whose educational performance is not satisfactory will not get "No objection Certificate" for the extension of their visa and other documents from the college.
6. The students are not allowed to form any organization and they are even not allowed to hold any meetings of foreign students.

Identity Card :

1. Identity Card will be issued after confirmation of admission.
2. Students have to collect their Identity Card from Library.
3. In the event of loss of Identity Card, duplicate card will be issued on the payment of Rs. 200.

Important instruction regarding withdrawal of T. C. :

A student must withdraw his/her T.C. after the completion / discontinuation of the course in the subsequent academic year otherwise a fine of Rs. 100 will be charged per academic year at the time of withdrawal of the T.C.

Special Prizes :

The College institutes following prizes for students, teachers and non-teaching staff.

1. **Vivekanand Ratna** : The prize will be given to a male student who will show overall outstanding performance during the academic year.
2. **Vivekanand Hirkani** : This prize will be given to a female student, showing overall outstanding performance during the academic year.
3. **Vivekanand Shikshak Shree** : This prize will be given to a teacher who will render excellent service to students.
4. **Vivekanand Seva Shree** : This title and prize will be given to a non-teaching staff member who will render excellent service to College.

Special Prizes of Sports Department :

1. **Late Freedom Fighter Devrao Kadam Player of the Year Award** to the extraordinary male and female player who has been selected for Inter University / National Level Competition for two/three years consecutively or has participated at the international level competition.
2. In the memory of **Late Kalyanrao Patil** Prize of Rs 501/- for the best player (boy) in the College, sponsored by Mr. Devichand More.
3. In the memory of **Late Laxmibai Parasram More**, prize of Rs. 501/- for the best player (girl) in the college, sponsored by Mr. Devichand More.

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CHAPTER I
PRELIMINARY

- S.151.** (1) These Statutes may be called the "Statutes Governing the Terms and Conditions of Service of the Teachers working in the Colleges and Recognised Institutions". Short Title and Commencement.
- (2) These Statutes shall come into force with effect from _____ 1998.
- S.152.** The teacher shall accept the employment in the College or Recognised Institution, as the case may be, with full understanding and agreement to work in furtherance of the objectives, development and welfare of the University, Recognised College and Institution that he serves, by placing all his time, energy, intelligence and skill at the disposal of the employer and by complying with the provisions of the Act, Statutes, Ordinances and Regulations and such other directives of the University Authorities, orders of the Management and of the Officers, competent to issue them, and orders of the Government issued from time to time. Hence these Statutes shall apply to all the teachers working in the Colleges and Recognised Institutions. Extent of Applications.
- S.153.** The Chancellor shall have the right of interpretation of these Statutes. Right to interpret.
- S.154.** The Statutes may be amended or repealed as provided under the Act. Powers to amend and repeal the Statutes.
- S.155.** The powers to implement these Statutes shall rest with the Vice-Chancellor. The Vice-Chancellor may from time to time issue such orders or directives as may be necessary to give effect to, and carry out the provisions of these Statutes and to secure effective control over the teachers working in the Colleges and Recognised Institutions. Powers to implement the Statutes.
- S.156.** Where the Chancellor is satisfied that the operation of any of these Statutes causes or is likely to cause undue hardship in the case of any teacher or teachers, working in the Colleges and/or Recognised Institutions, he may exempt any such teacher(s) from any provisions of these Statutes or may direct that such provisions shall apply to said teacher(s) with such modifications not affecting the substance thereof as may be specified. Power of Relaxation.

Validity
of Terms
of
Contract.

S.157. The terms of a specific contract enforceable as provided by the Act, necessarily override the provisions of these Statutes.

Exercise
and
Delega-
tion of
Powers.

S.158. No powers may be exercised or delegated under these Statutes, except in consultation with the Appointing Authority, as mentioned in the Act.

Defini-
tions.

S.159. The definitions given in the Act shall hold good for the purpose of these Statutes. In these Statutes, unless the context otherwise requires :

- (1) 'Act' means the Maharashtra Universities Act, 1994;
- (2) 'Agreement' means the contract entered into in writing between the teacher and the Competent Authority/Officer or the person authorised;
- (3) 'Appendix' means appendix appended to these Statutes;
- (4) 'Appointing Authority' means the authority competent to make the appointments;
- (5) 'Audit Officer' means an Audit Officer appointed by the Comptroller and Auditor General of India, whatever his official designation, in whose circle of audit the teacher is serving or has served;
- (6) 'Authority' means the authority of the University as provided by or under the Act;
- (7) 'Cadre' means strength of the service or a part of service, sanctioned as a separate unit, by the University Grants Commission and accepted by the University, from time to time;
- (8) 'Chancellor' means the Chancellor of the University;
- (9) 'Coaching Classes' (Private Tutions) means a place or premises and/or Institution where the teacher or group of teachers are engaged in Coaching/preparing the students for award of Certificate, Diploma, Degree or any other course, recognised by the University or the Government;
- (10) 'College' means affiliated, conducted and/or autonomous college of the University;
- (11) 'Competent Authority' means the authority competent to exercise different powers under the Act and in these Statutes;

- (12) 'Continuous Service' means service rendered by the teacher, under the Appointing Authority or Authorities, without any break or with condoned break(s);
- (13) 'Compensatory Allowance' means allowance granted to meet personal expenditure necessitated by the special circumstances in which duty is performed;
- (14) 'Controller of Examinations' means the Controller of Examinations of the University;
- (15) 'Department' means a department teaching a particular subject or a group of subjects in a College or Recognised Institution as prescribed under these Statutes;
- (16) 'Director, BCUD' means the Director of Board of College and University Development of the University;
- (17) 'Disciplinary Authority' means the Authority or the Officer authorised to take disciplinary action against the teacher, except otherwise provided in the Act, and the Management in case of the teacher working in the College or Recognised Institution;
- (18) 'Duty' means the compliance of the things the teacher is expected to do by virtue of his taking a job or assuming an office and as explained in these Statutes;
- (19) 'Employee' means a teaching and non-teaching employee duly appointed in the employment of the University, College or Recognised Institution on approved post, on a scale of pay, by following the procedure prescribed;
- (20) 'Employer' means the Management of the College or Recognised Institution, as the case may be;
- (21) 'Employment Exchange' means the office established by the Government where the eligible and desirous candidates register their names for employment and includes Social Welfare Office, Tribal Development Office and such other bodies authorised by the Government for the purpose;
- (22) 'Emolument' means salary, leave salary, subsistence allowance or compensatory allowance, if any, payable to the teacher and includes any remuneration of the nature of salary received in respect of foreign service;

- (23) 'Family' means the wife or husband of the teacher, as the case may be, legitimate children including adopted children, step children, parents, sisters and brothers, if residing with and wholly dependent on him;
- (24) 'First Appointment' means the appointment of a teacher who is not holding any appointment, for the time being, under the College or Recognised Institution, even though he may have previously held any such appointment either temporary or on tenure basis;
- (25) 'Form' means a form appended to these Statutes;
- (26) 'Foreign Service' means service in which the teacher receives his salary, with the sanction of the Competent Authority, from any source other than funds and finance of the Management of the College, Recognised Institution or any other Organization;
- (27) 'Finance and Accounts Officer' means the Finance and Accounts Officer of the University;
- (28) 'Government' means the Government of Maharashtra;
- (29) 'Grievances Committee' means a Committee constituted under the Act;
- (30) 'Holiday' means a Sunday, a weekly off or any other day declared as holiday by the University;
- (31) 'Honarium' means recurring payment granted to the teacher from the College or Recognised Institution fund, as remuneration for special work of occasional or of intermittent character;
- (32) 'Joining Time' means the time limit prescribed for and the period availed of by the teacher to join a new post and includes period of travel to or from a station to which he is posted or transferred;
- (33) 'Joint Director' means the Joint Director of Higher Education of the Region concerned;
- (34) 'Leave' means permission granted by the Competent Authority to the teacher to remain absent from duty;
- (35) 'Leave Salary' means the monthly emoluments paid by the College or Recognised Institution to its teacher on leave;
- (36) 'Lien' means title of the teacher who holds substantively, either immediately or on the termination of the period or periods of

absence, a permanent post, to which he has been appointed substantively;

- (37) 'Local Managing Committee' means the Committee constituted for the College or Recognised Institution under the Act;
- (38) 'Medical Authority' means the Medical Board constituted by the Competent Authority or the Registered Medical Practitioner from the panel approved by the Management of the College or Recognised Institution;
- (39) 'Management' means the Trustees or the managing or the governing body by whatever name called, of any trust registered under the Bombay Public Trust Act, 1950 (or any Society registered under the Societies Registration Act, 1860) under the management of which one or more Colleges, Recognised Institutions are conducted and admitted to the privileges of the University;

Provided that, in relation to any College or Recognised Institution established or maintained by the Central Government or the State Government or Local Authority like Zilla Parishad, Municipal Council or Municipal Corporation, it means, respectively, the Central Government or State Government or the Zilla Parishad or the Municipal Council or the Municipal Corporation, as the case may be;

- (40) 'Month' means a calendar month i.e. any one of the twelve portions into which the conventional year is divided, or a period from any day in one month to corresponding day of the next calendar month;
- (41) 'Officiate' means to carry out function and/or duties of the post on which another person holds a lien or of the vacant post on which no other teacher holds a lien;
- (42) 'Other Backward Class' means and includes persons belonging to such classes or groups within such classes as adopted by the State Government to be Other Backward Classes;
- (43) 'Non-Vacational Academic Staff' means such staff as the Government may classify to be non-vacational academic staff and includes all such staff which is complimentary to academic staff but,

- shall not include the staff engaged purely in discharging administrative functions;
- (44) 'Pay' means the amount drawn on monthly basis sanctioned for a post, in scale of pay held substantively or in officiating capacity and includes Personal pay, Special pay, Dearness pay and any other emoluments specially classed as 'Pay' by the Government, from time to time;
 - (45) 'Permanent Post' means the post, carrying a definite running scale of pay, sanctioned without time limit;
 - (46) 'Pension' means monthly emoluments payable to the teacher after his retirement from the service, as per the Government Rules, changing from time to time and includes gratuity;
 - (47) 'Pensionable Pay' means average pay earned by the teacher for the period as may be decided by the Government, from time to time;
 - (48) 'Pensionable Service' means service, which qualifies the teacher to receive a pension from the Government;
 - (49) 'Personal Pay' means additional pay granted to the teacher to save him from a loss of substantive pay in respect of permanent post other than the tenure post, due to revision of pay or due to any reduction of such substantive pay, otherwise than as a disciplinary measure;
 - (50) 'Presumptive Pay' means the pay of a post to which the teacher would be entitled, had he held the said post and had he been performing his duties;
 - (51) 'Principal' means a Head of the College or Recognised Institution appointed by or under the Act and approved by the University;
 - (52) 'Provident Fund' means the College, or Recognised Institution Staff Provident Fund;
 - (53) 'Post-graduate Department' means a department in the College or Recognised Institution of higher learning, research or specialised studies, recognised to be so by the University and imparting post-graduate instruction or guidance for research;
 - (54) 'Qualifying Service' means the service rendered by the teacher for which the pension is payable, under these Statutes;
 - (55) 'Registrar' means the Registrar of the University;

- (56) 'Recognised Institution' means an institution of higher learning, research or specialised studies other than an affiliated College, recognised to be so by the University;
- (57) 'Salary' means total monthly emoluments drawn by the teacher and includes pay and allowances admissible, from time to time;
- (58) 'Salary Grant' means the grant received from the Government against the salary of approved employees and the teachers working in the College or Recognised Institution;
- (59) 'Scale of pay' means running scale of pay which, subject to any conditions prescribed in these Statutes, rises by periodical increments from a minimum to a maximum;

Explanation : The Scales of Pay are said to be identical if the minimum, the maximum, the period of increment and the rate(s) of increments are same.

- (60) 'Scheduled Castes' means such castes, races or tribes or part of or group within such castes, races or tribes as are deemed to be scheduled castes, in relation to the State of Maharashtra under Article 341 of the Constitution of India;
- (61) 'Scheduled Tribes' means such tribes or tribal communities or parts or groups within such tribes or tribal communities as are deemed to be scheduled tribes in relation to the State of Maharashtra under Article 342 of the Constitution of India residing in any part of Maharashtra and for the purposes of these Statutes, includes Denotified and Nomadic Tribes;
- (62) 'Scheme' means the academic planning or programmes approved by the Competent Authority or by the funding agency and shall include the programme not covered by the Salary Grant Scheme of the Government, the programme funded by the other agencies like UGC, DST, CSIR, etc. which is not supported by the Government, the research chair to which the Government Salary Grants are not sanctioned or the activity under the University which is covered by the provisions of Sub-Section (2) of Section 8 of the Act;
- (63) (a) 'Selection Grade' means the Selection Grade sanctioned to the teacher as per the recommendations of the University Grants Commission and accepted by the Government and the University, from time to time;

- (b) 'Senior Scale' means the senior scale sanctioned to the teacher as per the recommendations of the University Grants Commission and accepted by the Government and the University, from time to time;
- (64) 'School' means a school of studies maintained by or recognised as such by the University;
- (65) 'Special Pay' means additional pay granted to the post and/or to the teacher in consideration of the specially arduous nature of duties or specific addition to the work of responsibility;
- (66) 'Subsistence Allowance' means monthly grant paid to the teacher, who is not in receipt of pay or leave salary during the period of his suspension;
- (67) 'Substantive appointment' means an appointment made in a substantive or a permanent capacity in a permanent post which is clearly vacant;
- (68) 'Substantive pay' means the pay, personal pay or emoluments classed as pay, under these Statutes to which the teacher is entitled, on account of a post to which he has been appointed substantively or by reasons of his substantive position in the Cadre; but does not include special pay;
- (69) 'Surplus Teacher' means the teacher duly declared as surplus by the Government and the University due to the non-availability of the teaching work in the College or Recognised Institution, or due to closure of the faculty, department or subject in the College or Recognised Institution or due to closure of the College or Recognised Institution, as the case may be;
- (70) 'Teacher' means and shall include Principal, Professor, Associate Professor, Assistant Professor, Reader, Lecturer, Demonstrator, Tutor, Method Master, Director of Physical Education, Librarians in affiliated, conducted, Autonomous Colleges, Recognised Institutions and approved by the University;

Provided that, the term Teacher shall include full-time as well as part-time Teacher, honorary Teacher, and such other Teachers who are to be designated as the academic non-vacational staff by the Government, from time to time;

Provided further that, this definition of Teacher shall apply merely in the context of the service conditions only;

- (71) 'Tribunal' means the Tribunal established under the Act;
- (72) 'Temporary appointment' means an appointment made on purely temporary basis either in a permanent post, not more than twelve months against temporarily vacant post or a tenure post or against a temporary position;
- (73) 'Tenure post' means a post which the teacher may not hold for more than a limited time without reappointment or a temporary post which is sanctioned/created for a specified limited period only;
- (74) 'Transfer' means the transfer of the teacher from one post to another post at the same or another station, either to take up the duties of other post or in consequence of change of head-quarter;
- (75) 'Transit time' means the actual period required to reach the destination or transfer from headquarter or from one outstation to another; subject to maximum as prescribed;
- (76) 'Union' means Teachers' union registered under Trade Union Act, 1926 and duly recognised under the Maharashtra Recognition of Trade Unions and Prevention of Unfair Labour Practices Act, 1971;
- (77) 'University' means the University specified in the Act;
- (78) 'University Fund' means the funds of the University as provided by the Act;
- (79) 'Vice-Chancellor' means the Vice-Chancellor of the University;
- (80) 'Working hours' means the working hours prescribed by the University Grants Commission and respective Central Councils established by the Act of the Parliament and accepted by the Government and the University for the teachers working in the College or Recognised Institution, from time to time;
- (81) 'University Grants Commission' means the University Grants Commission established under the University Grants Commission, Act, 1956.

CHAPTER II

CLASSIFICATION AND RECRUITMENT

- Classifi-
cation.** S.160. The teachers of the College and Recognised Institution shall be classified into following categories :
- (1) Professor
 - (2) Principal
 - (3) Vice-Principal
 - (4) Associate Professor/Assistant Professor/Reader
 - (5) Lecturer in Selection Grade
 - (6) Lecturer in Senior Scale
 - (7) Lecturer
- Qualifi-
cation.** S.161. (1) Arts, Commerce, Science and Education Colleges and Recognised Institutions :
- The qualifications for the various cadres of the teachers working in the Arts, Commerce, Science, Education Colleges and Recognised Institutions shall be as recommended by the University Grants Commission and the University, from time to time.
- (2) Professional colleges :
- The qualifications for the various cadres of the teachers working in the professional colleges under the faculties of Engineering and Technology and Law shall be as recommended by the All India Council of Technical Education and Bar Council of India, etc. respectively and the University, from time to time.
- Work-
load.** S.162. (1) Arts, Commerce, Science and Education Colleges and Recognised Institutions :
- The workload of the teachers working in the Arts, Commerce, Science and Education Colleges and Recognised Institutions shall be as recommended by the University Grants Commission and accepted by the Government and the University, from time to time.
- (2) Professional Colleges :
- The workload of the teachers working in the Professional

Colleges shall be as recommended by their respective Councils like All India Council of Technical Education and Bar Council of India, etc. and the University, from time to time.

(3) Remission in workload :

The full-time teacher who is appointed/nominated as the Vice-Principal or Head of the Department etc. as the case may be, shall be entitled to remission in workload in the following manner :

- | | |
|---|--|
| (a) Vice-Principal | 4 periods per week |
| (b) Head of the Department | 2 periods per week |
| (c) The Recognised Post-Graduate teacher in the College or Recognised Institution | 2 periods of under graduate teaching against one period of Post-graduate teaching of 60 minutes duration |
| (d) Ph.D./M.Phil. Supervisors in the College or Recognised Institution | 2 periods per week |
| (e) The teacher who is elected or nominated to the Management Council of the University or elected or nominated as the Dean of the faculty, as the case may be, shall be entitled to remission of six periods per week. | |
| (f) Remission in workload for the post-graduate teaching shall be allowed only if the teacher is engaging post-graduate classes in the College or Recognised Institution which have been granted affiliation by the University on grant-in-aid basis. | |

Provided that, the maximum remission to the teacher shall not exceed more than six periods per week.

Provided further that, the multifaculty Colleges shall be allowed to appoint only one Vice-Principal.

- S.163. (1) Ordinarily, at the end of every academic year, in the month of March, the Principal of the College or Recognised Institution, shall take a review of the existing workload in each of the subject and probable increase in the workload in the next academic year either due to the rise in students' strength or due to the introduction of new courses/subjects with prior permission of the Government and the

Recruit-
ment.

University and submit the proposal to the University for getting approval for appointment of additional teachers in the subject, if any.

Provided that, in case of the professional colleges the requirement of the additional teachers, shall be as per the norms of the respective Central Councils and approved by the University.

- (2) After receipt of such proposal(s) from the Principal, the University shall scrutinise the same as per the existing norms of the workload and reservation rules and grant approval for the creation of additional post(s) of full-time or part-time teachers, as the case may be, within fifteen days or in any case before the end of the first week of April of every academic year.
- (3) After receipt of the University's approval, the Principal, shall prepare the draft of the advertisement as per the Statutes and submit the same to the University for its approval within 10 days.
- (4) After receipt of the draft of the advertisement, the "Special Cell" in the University shall, after scrutinizing as per the norms of reservation, the roster maintained, and other related information which is to be incorporated in the advertisement, give approval to the advertisement, with modifications if any, if necessary.
- (5) The College or Recognised Institution, after getting approval for the advertisement from the University, shall publish the advertisement in two leading newspapers, one at the District level and other at the State level.

Provided that, the Principal shall complete the procedure mentioned in Clause (1), (3), (4) and (5) by the end of April in every academic year.

- Procc-
dure.
- S.164. Every post of the teacher to be filled in by selection, shall be duly and widely advertised, according to the draft approved by the University as indicated in Statute 163 above, together with the minimum and desirable qualification, as prescribed, the Scale of Pay and number of posts to be reserved for the members of Scheduled Castes, Scheduled Tribes, Other Backward Community, and women candidates and reasonable time, to be determined by the University, normally which shall not be less than twentyone days, within which the applicant may, in response to the advertisement, submit his application.

After the last date is over, the office shall prepare the summary of each candidate with his date of birth, qualifications, experience, caste, present emoluments, etc. and shall place the same before the Scrutiny Committee.

S.165. There shall be a separate Scrutiny Committee for the post of the Principal and the teacher to be appointed in the College or Recognised Institution :

Scrutiny
Commit-
tee.

- (1) for the post of the Principal :
 - (a) Chairman of the Management or his nominee (Chairman)
 - (b) One nominee of the Management to be nominated by the Management
 - (c) Seniormost teacher in the College or Recognised Institution to be nominated by the Management.
- (2) for the post of the teacher :
 - (a) Chairman of the Management or his nominee (Chairman)
 - (b) Principal
 - (c) Head of the Department of the subject concerned.

Provided that, if regular Principal is not appointed in the College or Recognised Institution the Acting Principal shall be the member of the Scrutiny Committee.

Provided further that, if there is no Head of the Department in the subject concerned then seniormost teacher in the subject in the College or Recognised Institution shall be the member of the Scrutiny Committee.

- (3) The Scrutiny Committee shall verify all the documents submitted by the candidates and after getting satisfied with the documents, shall recommend the names of the candidates for the interview.
- (4) Ordinarily the suitable and qualified candidates with higher merits calculated on the basis of provisions made in S.167 shall be invited for the interview and shall not exceed the following ratio of number of vacancies to number of candidates : 1:8, 2:14, 3:20, 4:26, 5:32, and for more than five vacancies, the candidates invited shall be upto five candidates per vacancy to be filled in.

Selection
Commi-
ttee.

S.166. There shall be a separate Selection Committee for the post of Principal and the teacher to be appointed in the College or Recognised Institution.

- (1) for the post of Principal :
 - (a) Chairman of the Management or his nominee (Chairman)
 - (b) One member of the Management to be nominated by the Management
 - (c) Vice-Chancellor's nominee not below the rank of Professor or Principal
 - (d) Three experts not below the rank of Professor/Principal to be nominated by the Vice-Chancellor, out of which one shall be from reserved category and atleast one shall be female
 - (e) Joint Director of Education or his nominee not below the rank of Professor or Principal.
- (2) for the post of the teacher :
 - (a) Chairman of the Management or his nominee (Chairman)
 - (b) Two nominees of the Vice-Chancellor out of which one shall be from the reserved category
 - (c) Three experts in the subject concerned having teaching experience of sixteen years to be nominated by the Vice-Chancellor out of which one shall be female
 - (d) Principal - Member Secretary
 - (e) Head of the Department in the subject concerned
 - (f) Joint Director or his nominee, who has atleast sixteen years of teaching experience.

Explanation : In respect of the Professional Colleges, Joint Director means the Joint Director of Technical Education, Medical Education or Ayurved Medicine, as the case may be.

Provided that, in case of the Management which runs more than one College or Recognised Institutions, seniormost Principal who is nominated by the Chairman shall be the member of the Selection Committee.

Provided further that, in case of the Management which runs more than one College or Recognised Institutions, seniormost Head of the Department shall be the member of the Selection Committee.

(3) It shall be the responsibility of the nominee(s) of the Vice-Chancellor to see that person(s) other than the members of the Selection Committee is not attending the meeting.

(4) Quorum :

(a) for the post of Principal :

The quorum to constitute a meeting of the Selection Committee shall be five members, of whom one person nominated under Clause (c) and at least two shall be persons nominated under clause (d) of the Statute 166 (1).

(b) for the post of teacher :

The quorum to constitute a meeting of Selection Committee shall be six members of whom at least one shall be person nominated under clause (b) and two from clause (c) of Statute 166 (2).

(5) The date of the meeting of the Selection Committee shall be so fixed as to allow a notice of at least fifteen clear days of such meeting, being given to each member and candidate; and the particulars of each candidate shall be sent to each member of the Selection Committee so as to reach him at least seven clear days before the date of the meeting.

S.167. To ensure that the selection procedure of teacher and Principal is highly objective, and persons with merit are given adequate recognition and to minimise subjective discrimination, the members of the Selection Committee shall adopt the procedure as given below :

Mode of
Inter-
view.

(1) Objective Marking :

(a) Academic

(i) Merit at Graduate level - percentage to be taken as absolute figure

(ii) Merit at Post-graduate level - percentage to be taken as absolute figure

(iii) Merit at M. Phil. Degree - 'O' grade 5 points
'A' grade 3 points
'B' grade 2 points

(iv) Ph.D. Degree - 10 points

(v) SET/NET Examination - 5 points

(b) Research Publication :

- (i) Research paper published at State level Journal - for each paper 2 points
- (ii) Research paper published at National level Journal - for each paper 3 points
- (iii) Research paper published in International Journal - 5 points for each paper
- (iv) Publication of Text-Book or Book in the subject concerned - 10 points.

(c) Experience :

One point for each completed year of teaching experience as a full-time teacher and in the case of Principal administrative experience.

Explanation 1 : Research papers published only in reputed academic Journals shall be considered.

Explanation 2 : Text-books or other books published in the subject and included in the syllabus of the University for which candidate has applied shall alone be considered for awarding the point.

Explanation 3 : For teaching experience as part time teacher one point shall be awarded for two years teaching experience and so on.

(d) Extra-curricular activities :

- (i) Participation in N.S.S. 1 point
- (ii) N.C.C. 'B' Certificate 1 point
- (iii) N.C.C. 'C' Certificate 2 points
- (iv) Sports Winners at University/
State/National level Tournaments 1 point at each level

(e) The office, based on the information available from the documents submitted by the candidates, shall prepare a consolidated sheet showing the total points scored by each of the candidates in Sub-Clause (a), (b), (c) and (d) as mentioned above in the form appended.

(f) Evaluation of the performance of the candidates during the interview :

- (i) Normally, Selection Committee, shall interview the candidates for 15 to 20 minutes and adjudge the merit of the candidate by asking him questions based on his subject, specialization, general knowledge. The Selection Committee shall also take into account the personality and the communication skill of the candidate.
- (ii) 50 points shall be allotted to the personal interview of the candidate.
- (iii) Each member of the Selection Committee shall give points based on his own judgement of the candidates.
- (iv) After the interviews are over, the Chairman shall prepare the consolidated statement by taking the average of the points given by each of the members of the Selection Committee.
- (v) The Selection Committee, then, shall take the total of the points obtained in (a), (b), (c),(d) and the points scored in personal interview and shall prepare the merit list by taking into consideration the number of post(s) for reserved category and women candidates, etc.
- (vi) The proceedings of the Selection Committee shall, then be sent to the University within two days for the approval of the Vice-Chancellor in the form appended.
- (vii) The Vice-Chancellor, after scrutinizing the proceedings of the Selection Committee shall approve the appointment and inform the Management accordingly.

Provided that, if the Vice-Chancellor does not agree with the recommendations of the Selection Committee, he shall record his opinion in writing and direct the Management to readvertise the post(s) and the Management shall comply with the same.
- (viii) Management, after receipt of the approval of the University, shall appoint the teacher(s) strictly as per the approval of the University.
- (ix) The Management of the College or Recognised Institution shall in any case complete the process of the appointment of the teachers before 20th June of every academic year, failing which a penalty shall be imposed by the Management Council of the University on such Management, College or Recognised Institution, as the case may be.

- (x) The appointment order shall be given to the teacher strictly in accordance with the proforma appended. A reasonable time not less than 15 days in the appointment order shall be given to the teacher to join his duties. The appointment order shall be sent to the approved candidate(s) by Registered Post.
- (xi) The teacher shall be appointed only on probation for a period of not more than twenty four months, if the appointment is against the substantive post.
- (xii) The Principal shall send the changes in staff form of such teacher to the University within a month from the date of his joining the service for approval.
- (xiii) The University, after verification of the changes in staff form shall give the approval to the appointment of the teacher within one month.

The University shall also send a copy of the appointment letter to the concerned teacher to his home address and to the Joint Director for the approval of the salary.

- (xiv) In case of the Principal of College or Recognised Institution who happens to be selected from amongst the teachers of the same College or Recognised Institution under the present Management he shall have the option to go back as a teacher to the Department to which he belonged originally within a period of two years from his appointment.

The Management shall have the option of relieving him from the duties as the Principal within a period of two years from his appointment, in which case he shall revert to his original post of teacher in the College.

Provided that, the Principal shall have the right to re-assert his claim upon his earlier post.

Temporary Appointment. S.168. Only in exceptional circumstances and in the interest of teaching, the Management shall make temporary appointment against the substantive vacancy in the following manner :

- (1) If the vacancy of the teacher is to be filled in temporarily for a period not exceeding one term, the Principal of the College or Recognised Institution, in consultation with the Chairman, shall

appoint a qualified person and the information shall be sent to the University within a week for its approval.

- (2) If the vacancy of the teacher exists for a period exceeding one term but not more than one year, then vacancy shall be filled in on the recommendation of Local Selection Committee constituted as follows :
 - (a) Chairman of the Management or his nominee (Chairman)
 - (b) Principal
 - (c) Head of the Department in the concerned subject or seniormost teacher nominated by the Principal.
 - (3) Local Selection Committee shall interview the eligible/qualified candidates and recommend the name(s) in order of merit for the appointment.
 - (4) The proceedings of the Local Selection Committee shall be sent to the University within a week for its approval.
 - (5) Selected candidate, after getting due approval from the University, shall be appointed against the substantive vacancy.
 - (6) Principal shall send the changes in staff form of such teacher(s) within two weeks from the date of his joining, to the University for its approval.
- S.169. (1) If, for any subject, the workload of nine to eleven periods per week (for Arts, Commerce, and Science College) is available, then the Management may appoint the part-time teacher after getting the approval of the University.

Appoint-
ment of
Part-time
Teacher.

Provided that, if the workload in a particular subject is less than nine, then the Management shall appoint a teacher on clock hour basis.

- (2) The procedure of appointment of full-time teacher shall be made applicable to the part-time teacher and teacher to be appointed on clock hours basis.
- (3) The part-time teacher shall be eligible proportionately for all kinds of leaves.
- (4) The part-time teacher shall be paid half the basic pay and half the annual increments of a full-time teacher, per month and other allowances admissible on that basic pay.

- (5) The part-time teacher shall be allotted examination work Supervision, Assessment of answer scripts, paper setting etc.
- (6) If, for any subject, the part-time teacher is appointed through proper selection committee procedure and if subsequently work in the same subject is increased to 12 periods or more, due to reason, then such part-time teacher shall automatically be made full-time.

Appoint-
ment of
the Vice-
Principal.

S.170. The Management, on the recommendations of the Principal of College or Recognised Institution, may appoint the Vice-Principal to assist the Principal in day to day routine administration in the following manner :

- (1) In the case of the College or Recognised Institution having more than one faculty, the Vice-Principal shall be appointed from a faculty other than that of the Principal.
- (2) The Vice-Principal in the single faculty College or Recognised Institution shall be appointed, if the strength of the students is more than five hundred.
- (3) The teacher to be appointed as the Vice-Principal shall have less than ten years of teaching experience.
- (4) When the post of the Vice-Principal falls vacant, the Principal shall by a circular, invite applications from eligible teachers from the same College or the Recognised Institution.
- (5) The Selection for the post of the Vice-Principal shall be made strictly on the recommendations of the Selection Committee constituted.
- (6) The Selection Committee for Vice-Principal shall consist of :
 - (a) Chairman of the Management or his nominee (Chairman)
 - (b) One nominee of the Vice-Chancellor not below the rank of Professor or the Principal
 - (c) Two experts not below the rank of the Professor or Principal to be nominated by the Vice-Chancellor, of whom one shall be from the reserved category including female class
 - (d) The Principal - Member Secretary.
- (7) The quorum to constitute a meeting of the Selection Committee shall be four persons, of whom one shall be from (b) and two from (c) above.

- (8) The report of the Selection Committee shall be sent to the University for the approval of the Vice-Chancellor. The decision of the Vice-Chancellor in this behalf shall be final.
 - (9) The Vice-Principal shall be appointed for a period of three years. However he shall be eligible for reappointment for one more term.
 - (10) The Vice-Principal shall be eligible for remission in workload as laid down under these Statute.
- S.171. (1) The appointments and advertisement of the various categories of teachers in the College and Recognised Institution shall be subject to the reservation policy determined by the Government, from time to time Reserva-
tion.
- (2) The relaxation in the qualifications, age limit etc. shall be as recommended by the University Grants Commission and accepted by the Government and the University, from time to time.
 - (3) The College or Recognised Institution shall maintain the Roster as per the Government rules, from time to time and the same shall be made available for inspection to Special Cell of the University.
 - (4) The College or Recognised Institution shall constitute Standing Committee as per the recommendation of the University Grants Commission for the welfare of the backward community teachers and employees including women candidates.
 - (5) There shall be not less than three meetings of the Standing Committee in a year and the proceedings of these meetings shall be made available for inspection to the Special Cell.
- S.172. (1) The person working as the Principal of the College or Recognised Institution shall be entitled to Senior Scale(s) as recommended by the University Grants Commission and accepted by the Government and the University, from time to time. Place-
ment of
Teacher
in Senior
Scale
and
Selection
Grade.
- Provided that, if the Management runs more than one College or Recognised Institution, such Senior Scale shall be given to the Principal strictly as per the seniority of the Principals within the Management.
- (2) The teacher working in the College or Recognised Institution shall be eligible for Senior Scale and Selection Grade as recommended by the University Grants Commission and accepted by the Government and the University, from time to time.

- (3) There shall be a Screening Committee to assess the cases of eligible teachers for placement in Senior Scale and Selection Grade, as the case may be. The Screening Committee shall consist of:
 - (a) Principal (Chairman)
 - (b) Head of the concerned Department
 - (c) One subject expert to be nominated by the Vice-Chancellor who has more than 16 years of teaching experience in the subject concerned
 - (d) The Joint Director of Education or his nominee not below the rank of the teacher working in selection grade.
- (4) The Principal shall constitute the Committee six months prior to the date on which the teacher shall become eligible for placement in the appropriate scale grade.
- (5) The Principal shall prepare the case of such teacher with all the documents and place before the Screening Committee for its consideration.
- (6) The Screening Committee, after scrutinizing the proposal of the concerned teacher, shall recommend the same to the University in duplicate for its approval, the University, then shall forward the said proposal to the Joint Director for implementation.

Provided that, while scrutinizing the proposal of the teacher, the Screening Committee shall go through all relevant documents like Service Book, Performance Appraisal Reports, Research Publication, and such other documents as may be required as per the norms.
- (7) Joint Director, Higher Education, after due scrutiny of the proposal, shall give approval for the placement in appropriate scale within one month from the date of receipt.
- (8) The Principal after receipt of the approval of the Joint Director, shall inform the concerned teacher in writing about his placement and shall make the necessary entries in the Service Book.
- (9) If the teacher working in the College or Recognised Institution possesses a Ph.D. degree and fulfils other requirements of Selection Grade, then he shall be designated as Reader.

However, the workload of such designated Reader shall remain the same and his promotion shall be treated as a personal promotion.

- S.173. (1) The University, at the end of the every academic year, shall prepare the academic calendar for the next academic year, which shall include the term end, public holidays, dates of University examinations which are scheduled in first and second half of the said academic year, etc. Vacation and University Examination Work.
- (2) The teacher working in the College or Recognised Institution shall be entitled to 90 days vacation during the academic year.
- (3) Every teacher shall be expected to undertake such work in the College, Recognised Institution or in the University during the vacation relevant to his duties such as NSS, NCC, etc. which may be assigned to him by the Principal, from time to time.
- (4) Every teacher during the vacation shall be expected to assist the Principal in smooth conduct of the College whenever necessary;
- (5) During the vacation, if the teacher is detained for non-remunerative work in connection with University activities such as Youth Festivals, Adult Education, cocurricular activities, etc., then he shall be entitled to compensatory holidays to the extent of 1/3 of the days spent on duty during the vacation.

CHAPTER III APPOINTMENT

- S.174. (1) The Appointing Authority shall appoint the teacher(s) by selection as recommended by the Selection Committee under these statutes strictly as per the recommendations of the Selection Committee and approval of the University. Appointment.
- (2) The appointment order shall be issued only in the proforma given in the Appendix.
- (3) The teacher appointed on a post shall produce a Discharge Certificate, Service Book and Last Pay Certificate from his previous employer, if any, before joining the post, in the proforma given in the Appendix.
- (4) The teacher appointed on a post shall produce a Medical Fitness Certificate from the competent Medical Authority, within a month after joining the post.

- (5) The teacher appointed on a post shall produce the authentic proof of the date of his birth before joining the post.
- Service. S.175.** (1) The teacher appointed in the service of the College or Recognised Institution shall sign a Contract in the form prescribed in the Appendix.
- (2) The service of the teacher shall commence from the date on which he joins the duties before 12 noon, otherwise from the next date.
- (3) The service of the teacher on leave, in foreign service or on deputation, shall commence from the date he assumes charge before 12 noon, otherwise from the next date.
- (4) The service of the teacher shall cease from the date on which he relinquishes the post before 12 noon, otherwise from the next date.
- (5) If the teacher expires while in service, he shall be deemed to have ceased to be in service from the next day, irrespective of the hour at which he dies.
- Probation. S.176.** (1) The appointment to a permanent post by selection shall be on probation for not more than a period of twenty-four months.
- (2) During the period of probation, the teacher shall comply with conditions of successful completion of the period as prescribed under these statutes.
- (3) (a) Head of the Department, shall be the Assessing Authority under whom the teacher on probation is working. He shall submit teacher's Self Assessment Report; as prescribed by the University to the Reviewing Authority every six months from the date of joining.
- (b) Deficiencies, adverse remarks, remarks of appreciation, if any, mentioned in the Self Assessment Report shall be communicated in writing to the teacher for his guidance and improvement.
- (c) The Self Assessment Report of the last six monthly period shall be submitted to the Reviewing Authority, at least three months prior to the expiry of probationary period with specific recommendations of confirmation or otherwise.
- (4) On receipt of the last Self Assessment Reports, and consideration of all the reports, the Reviewing authority may -

- (a) confirm the teacher on probation in the service from a specific date, *OR*
 - (b) terminate his service after giving him one month's notice in writing,
 - (c) if the Reviewing Authority does not inform the teacher as per (a) or (b) above, then the teacher shall be deemed to have been confirmed in the service at the end of his probation period.
- (5) If the teacher on probation avails any leave other than casual leave, his period of probation shall be deemed to have been extended to that extent.
- S.177. (1) The Management shall give the teacher an order of confirmation immediately after the probation period is over. Substantive Appointment.
- (2) The Appointing Authority may give to the teacher, a provisional substantive appointment to a post on which another teacher holds a suspended lien and shall cease to be on such appointment as soon as the teacher holding suspended lien reverts to the post.
- (3) In case, a vacancy occurs for a temporary period, or is about to be filled in on a regular basis by selection the Appointing Authority may appoint any teacher who fulfils the conditions of educational qualifications for a period not exceeding six months.
- S.178. (1) (a) Whenever any confirmed teacher working in the College or Recognised Institution is rendered surplus due to reduction in workload, closure of the subject, closure of the faculty, closure of the College or due to any other reason which is beyond the control of the teacher, he shall be first absorbed in College or Recognised Institution within the Management and then within University jurisdiction otherwise anywhere in the State. Surplus
- (b) While absorbing such teacher in any other University, College or Recognised Institution, service conditions of the teacher shall not be changed to his disadvantage.
- (2) The Principal of the College or Recognised Institution, shall send the details of such teacher rendered surplus to the University and the Joint Director, who together shall absorb such surplus teacher as per the Government rules, from time to time.

- Lien. S.179.** (1) The teacher who has given a substantive appointment on a permanent approved vacant post shall be entitled to a lien on that post.
- (2) The lien of the teacher on any post shall not be terminated under any circumstances. The lien shall cease to be operative when he ceases to be in the service, absorption in foreign service, retirement, resignation, discharge or dismissal.
- (3) The teacher who has given a provisional substantive appointment, shall be given fully substantive appointment, if the lien of another teacher ceases to be operative.
- Duties. S. 180.** (1) It shall be the duty of the teacher to lawfully discharge the functions and perform the official task assigned to him in accordance with the Act, Statutes, Ordinances, Regulations and the orders issued thereunder, from time to time. The teacher shall comply with the obligations attached to the post he holds and perform the specific functions, shall meet the specific norms of behaviour and avoid prohibited conduct.
- (2) The period spent on duty as specified in these Statutes shall be the duty period and include -
- (a) Service as a probationer.
 - (b) Joining time.
 - (c) A course of instruction or training authorised by the Competent Authority.
 - (d) A course of instruction or training authorised by the Competent Authorities like Vice-Chancellor, Management of the College or Recognised Institution, Principal as the case may be.
 - (e) The period spent on :
 - (i) attending any obligatory examination, like SET/NET,
 - (ii) attending Refresher/Orientation Courses provided to improve the professional competence, organised by the Government, Government of India, U.G.C., NIEPA, and such other bodies, as the case may be.
 - (f) Period of absence from headquarters for attending the meeting(s) convened by the Government, meeting(s) of committee(s) appointed by the Government, University Grants Commission and such other authorities; attending Selection

Committee meeting(s) or such other meeting(s) convened by other University etc. as may be approved by the Competent Authority.

(g) Period of absence from headquarters for attending the business of the University, College or Recognised Institution, as the case may be.

(3) Subject to the provisions of the Act, Statutes, Ordinances and Regulations, the duties of the teacher including the Principal shall be as specified in Chapter IX.

S.181. (1) The Competent Authority shall have the right to transfer the teacher from one College, Recognised Institution to other College, Recognised Institution under the same Management. Such teacher may be transferred - Transfer of the Teacher.

(a) on administrative exigencies.

(b) as a routine periodical transfer.

(c) as a measure of disciplinary action.

(d) on a specific request of the teacher.

(2) While making the transfer of the teacher, the Management shall observe the following norms :

(a) ordinarily teacher on probation shall not be transferred.

(b) transfer shall not be made during the academic year and shall be made only during the summer vacation.

(c) transfer order shall be issued to the teacher at least one month in advance.

(d) the service conditions of the teacher shall not be changed to his disadvantage.

(3) Transfer of teacher shall not be made for more than four occasions during his entire service.

Provided that, if teacher is required to be transferred for more than four occasions, then the Management shall take the prior permission of the University.

(4) If the teacher is to be transferred to a place outside the University jurisdiction, then the Management shall take prior permission of the University before effecting such transfer.

Committee meeting(s) or such other meeting(s) convened by other University etc. as may be approved by the Competent Authority.

(g) Period of absence from headquarters for attending the business of the University, College or Recognised Institution, as the case may be.

(3) Subject to the provisions of the Act, Statutes, Ordinances and Regulations, the duties of the teacher including the Principal shall be as specified in Chapter IX.

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(3) Transfer of teacher shall not be made for more than four occasions during his entire service.

Provided that, if teacher is required to be transferred for more than four occasions, then the Management shall take the prior permission of the University.

(4) If the teacher is to be transferred to a place outside the University jurisdiction, then the Management shall take prior permission of the University before effecting such transfer.

- (5) If both husband and wife are working under the same Management, then, their transfer shall be made at one and the same place.
- (6) Mutual transfers on the express request of the teachers shall be made only at the beginning of the term or at the end of the academic year.

Provided that, in case of such mutual and request transfers, teachers shall not be entitled to Travelling, Daily and Transport allowances.

- (7) If the teacher is elected, nominated or co-opted as a member of the authorities or bodies of the University and or the Local Managing Committee of the College or Recognised Institution, as the case may be, then he shall not be transferred during the period for which he is elected, nominated or co-opted.
- (8) A physically handicapped teacher ordinarily shall not be transferred.
- (9) The teacher, if he desires, during the last seven years of his service, shall be transferred to his native place or a place of his choice.
- (10) If the teacher feels that, the transfer made is by way of punishment, then he shall appeal to the University against such transfer. In such case, transfer shall not be effected, unless the Grievances Committee decides the case.

Provided that, after hearing both the sides, the Grievances Committee shall decide such cases within one month and decision of the University shall be final and the Management shall comply with it.

Provided further that, until a case of such teacher is decided by the Grievances Committee, the College or Recognised Institution where the teacher is already working, shall pay his salary and allowances admissible to him.

- (11) Joining Time on Transfer :

When the transfer involves change from one station to another, joining time of eight days shall be given to the teacher.

Assessment.

- S.182. (1) The Assessing Authority shall prepare the Self Assessment Report in the form prescribed in the Appendix for the year ending 31st March, in respect of teacher placed under his control. If the teacher has worked under the Assessing Authority for part of the year, that authority shall write the report for such period.

(2) The Self Assessment Report shall be reviewed by the Reviewing Authority as prescribed under the Statute. Such Reviewing Authority shall carefully examine the remarks, whether adverse or outstandingly good in character, verify the same with the factual position and satisfy himself. If the Reviewing Authority does not agree with the remarks of the Assessing Authority, he shall state the reasons for not agreeing and shall record his own assessment about work and conduct of the teacher.

(3) The following shall be the Assessing and Reviewing Authorities :

<i>Sr. No.</i>	<i>Category</i>	<i>Assessing Authority</i>	<i>Reviewing Authority</i>
(a)	Principal	—	Chairman of the Management
(b)	Head of the Department	—	Principal
(c)	Lecturer	Head of the Department	Principal

(4) The remarks in the Self Assessment Report, either adverse or outstandingly good, shall be brought to the notice of the teacher, in writing, within three months. The adverse remarks not duly communicated to the teacher shall be disregarded.

(5) The teacher, who has been communicated adverse remarks, may within thirty days of receipt, represent his case in writing to the Reviewing Authority. The Reviewing Authority, in consultation with the Assessing Authority, may expunge or retain such remarks and his decision shall be final and shall be recorded in writing.

(6) The Self Assessment Report of the teacher shall be the basis for determining the merit. The record of the service shall be deemed to be satisfactory if there is nothing adverse in the report for previous three reporting years. Adverse remarks not duly communicated in writing to the teacher within one month shall be disregarded for the purpose.

S.183. (1) The Service Book, as prescribed by the Government, shall be maintained by the Appointing Authority, for every teacher appointed substantively or in officiating capacity on a permanent post or Service Book.

appointed to a temporary post which is not of a purely temporary nature.

- (2) The Service Book shall contain the record of service of each teacher covering all essential events in his official career such as (a) date of birth, (b) caste, (c) marks of identification, (d) permanent address (e) first appointment, (f) subsequent appointment(s) or transfer(s) to higher, equivalent or lower grade, (g) substantive or officiating nature of appointment, (h) the scale of pay applicable, (i) basic pay, (j) increment(s) sanctioned, (k) stoppage of increment; for any reason(s), (l) punishment with relevant offense or misconduct, (m) leave, except casual leave, granted from time to time, (n) Refresher Courses and Orientation Courses and additional qualifications, if any, (o) such other relevant entries.
- (3) (a) The date of birth of the teacher shall be carefully recorded in the Service Book only at the time of joining the service in the College or Recognised Institution and shall be verified with reference to the documentary evidence such as S.S.C. Certificate or Extract of Birth Register from appropriate authority, such as Municipal Council or Corporation, village record. However, any other document such as horoscope, an affidavit or medical certificate shall not be considered as an authentic document for this purpose.
(b) In case of inaccurate entry of date of birth, the teacher may apply in writing. The Appointing Authority shall, after satisfying itself about the bonafides of the date of entry regarding the date of birth, issue order for correction to be made in the Service Book and attest the correction thereof. However, such correction shall be made only within two years from the date of his first joining the service, and no correction shall be made thereafter under any circumstances.
- (4) Whenever the teacher is reduced to a lower pay scale, grade or post, removed or dismissed from the service or suspended from employment, the action and reasons thereof shall be briefly recorded in the Service Book with due authentication by the Competent Authority.
- (5) The Appointing Authority shall keep the Service Book in safe custody and shall not allow it to remain with the teacher.

- (6) The teacher may peruse the entries in his Service Book to ensure that the service record is correctly maintained. All the entries shall be shown to the teacher at the end of every year and signature obtained thereon.
- (7) A duplicate copy of the Service Book may be supplied to the teacher on specific request.
- (8) The Appointing Authority may cause to verify periodically the Service Book of each teacher for correctness of entries.
- (9) The Service Book shall be retained in the office after the teacher ceases to be in service permanently.

- S.184.** (1) The Appointing/Competent Authority may retain the Self Assessment Report and other reports of the teacher in a separate Confidential File. Any letter of appreciation for good work or memo for misdemeanour, order granting additional increment(s) or promotion, order inflicting penalty or punishment, shall be maintained in such confidential file.

Service
Record.

The Principal shall be the Competent Authority for this purpose only.

- (2) A Personal File shall be maintained for every teacher immediately after his appointment and all orders and papers in connection with his official record shall be properly maintained therein.

- S.185.** Seniority of the teachers working in the College of Recognised Institution shall be determined as below :

Seniority
of the
teachers.

- (1) The Principal of the College or Recognised Institution shall be seniormost teacher.
- (2) The full-time teacher shall be senior to part-time teacher.
- (3) The Seniority of the teachers working in the College or Recognised Institution shall be decided on the basis of their date of joining the duties in the College or Recognised Institution, under same category.

Provided that, in the case of the Management which runs more than one College or Recognised Institution Seniority shall be decided on the basis of the first joining the duties in the Management.

Incapa- **S.186.** The teacher shall be considered to be incapacitated to discharge his duties
city. either on physical or mental grounds for the reasons stated below or otherwise as may be determined by the competent Medical Authority.

- (1) The teacher may be considered to be physically incapacitated -
 - (a) due to accident, resulting in loss of limb or being seriously injured, etc. so that he is unable to perform his duties,
 - (b) due to severe illness such as Paralysis, Cancer, Leprosy, etc. making him unable to perform his duties.
- (2) The teacher may be considered mentally incapacitated to render his services, if -
 - (a) he has turned insane,
 - (b) he is not capable of meeting with the requirement of the post to which he is appointed, despite his mental equilibrium having been properly set.
- (3) Wherever teacher is to be declared to be incapacitated either physically or mentally, his case shall be referred to the Committee constituted by the Competent Authority as per Government Rules from time to time. Constitution of such committee shall be :
 - (a) Principal - Chairman.
 - (b) Five Registered Medical Practitioners nominated by the Management.
 - (c) Seniormost teacher in the College/Recognised Institution nominated by the Chairman of the Management.

Provided that, the five Medical Practitioners nominated by the Management shall be with Post-Graduate Degree and Specialists in different fields.

The Committee shall scrutinise the case of the teacher and shall submit its report to the Competent Authority.

- (4) After receipt of the report, the Competent Authority shall refer the report to Medical Board, constituted by the Government for the purpose of their opinion.
- (5) After receipt of the medical report from the Medical Board, the Competent Authority shall take the final decision.

Provided that, the Competent Authority shall consider such case keeping in view prime interest of the College or Recognised Institution and with sympathetic view towards the teacher.

- (6) The teacher declared incapacitated either physically or mentally shall be retired from the service of the College or Recognised Institution by the Competent Authority with effect from the date of medical report. The teacher concerned shall be eligible for the post-retirement benefits, provided he fulfils the minimum requirements as laid down by the Government, from time to time.
- (7) If the teacher working in the College or Recognised Institution, expires during the active service or retires on medical grounds, one of the relatives of such teacher, shall be appointed on compassionate ground in the services of the College or Recognised Institution, as the case may be, in the lowest post in the Class III or IV as per the Government Rules, from time to time, provided he fulfils the required qualifications.

Provided that, such appointment shall be made only against approved and clear vacant post. In no case, a new post shall be created for such appointment.

Provided further that, for the purpose of appointment on compassionate ground the term 'relative of employee' means the relative as specified in the Government orders for this purpose, from time to time.

CHAPTER IV

PAY AND ALLOWANCES

- S.187. (1) The teachers of the College or Recognised Institution shall, unless ^{Pay} otherwise directed, be entitled to receive the pay, for the services rendered in the scale of pay prescribed for the cadre in which the teacher is appointed, with effect from the commencement upto the cessation of the service in the College or Recognised Institution under the same or different Management.
- (2). (a) The scales of pay for the teachers of the various cadres working in the Arts, Commerce, Science and Education Colleges and Recognised Institution shall be as recommended by the University Grants Commission and accepted by the Government and the University, from time to time.
 - (b) The scales of pay, for the teachers of the various cadres working in the professional colleges shall be as recommended by

their respective Central Councils and accepted by the Government and the University, from time to time.

(c) Whenever the University Grants Commission or the respective Councils revise the scale(s) of pay, for the teachers of College or Recognised Institution, the pay of the teachers shall be revised according to the formula(e) prescribed by the University Grants Commission and the Councils accepted by the University.

(3) The initial pay of the teacher selected by the College or Recognised Institution shall be minimum of the scale of pay.

Provided that, the principle of protection of pay shall be applicable in respect of the teacher who is already in the service of College or Recognised Institution as per the Government rules, from time to time.

(4) In respect of the teacher who expires while in service, his pay shall be drawn for the day on which the teacher dies. The hour at which the death takes place shall have no effect on the claim.

(5) (a) The officiating pay, deputation allowance shall be taken into account for calculating pensionable pay.

(b) Pay drawn by the teacher while in foreign service shall not count for pension. In such case, the pay which the teacher would have drawn had he not been sent to foreign service shall be taken into account.

Additional Charge. S.188. If the teacher is assigned to hold the additional charge of the post of Principal, he shall receive additional pay, based on his presumptive pay, as may be prescribed by the Government and accepted by the University, from time to time.

Provided that, this additional pay shall be admissible, if the period of additional charge is more than 15 days but not more than six months.

Pay on Placement in Higher Grade/Scale. S.189. (1) On placement in substantive post carrying a higher scale of pay, the initial pay of the teacher in the higher post shall be fixed at the minimum of the higher scale of pay or at the stage next above the pay notionally arrived at by increasing his pay in the lower post by one increment at the stage at which such pay reached, whichever is more.

(2) If the teacher has reached the maximum of the scale of pay on the lower post, his notional pay for the purpose of this statute shall be

arrived at by increasing that pay by adding an amount equivalent for the last increment.

- (3) If the teacher placed in higher post/scale happens to draw lesser pay than his junior, placed in the said post/scale, the pay of the senior teacher shall be stepped upto a figure equal to the pay of his junior teacher, as prescribed by the Government, from time to time.

S.190. (1) The teacher on reversion shall draw pay in the lower scale of pay, not less than that which he would have drawn, had he not been so placed in higher scale. Pay on Reversion.

- (2) If the teacher is reverted by way of major punishment on account of misconduct, the Competent Authority may fix his pay at any lower stage in the lower scale of pay under these statutes.

Provided that, the subsistence allowance already paid to the teacher shall be fully recovered either from the pay and allowances as the case may be or from the leave salary payable to him, if it happens to be in excess of his revised total emoluments, to the extent of excess pay only.

- (3) When the teacher is reverted on account of misconduct to a post carrying lower scale of pay, and is subsequently reinstated, his previous service in the post which he was reverted, shall count for increments unless the Competent Authority declares that it shall not be so counted either in whole or in part.

Provided however that, the teacher, proceeding to join or returning from the foreign service, shall be entitled to the pay payable to him on the post in foreign service.

S.191. During the joining time, the teacher shall be entitled to the pay drawn by him in the earlier post, irrespective of whatever post held by him is equivalent, lower or higher in grade and/or in responsibilities. Pay during Joining Time.

Incre-
ments

S.192. (1) The teacher, having his pay on the scale of pay, shall draw increment every year unless it is withheld. The benefit of increment falling due on any date of the calendar month shall be extended to the teacher from the first date of that calendar month, without affecting the date of increment(s).

- (2) The Competent Authority withholding increment shall expressly state in the order the period for which increment has been withheld, and whether it shall be inclusive or exclusive of any interval spent on leave before the period is completed.

- (3) (a) If the teacher is placed in higher grade / post, he shall draw the increment on completion of full period for increment in the higher post and higher scale of pay.
- (b) If the teacher placed in higher post, finds it beneficial to postpone his date of increment to the date of increment in the lower grade, the teacher shall have an option to choose either of the dates on accepting the promotion, as prescribed by Government and accepted by the University, from time to time.
- (4) Service rendered, by the teacher on probation, in the circumstances mentioned below, shall count for increment in the scale of pay :
- (a) The teacher on probation shall draw first increment on completion of twelve months.
- (b) He shall draw the second increment only on completion of probation satisfactorily, irrespective of the period from the date of first increment.
- (c) The first and/or second date(s) of increment shall be extended by the period for which the teacher on probation has availed any leave, except the casual leave, in the intervening period(s).
- (d) The date on which the teacher completes the probation satisfactorily shall be the date of subsequent increment(s), unless the same is modified later due to some other reason such as revision of pay, period of extraordinary leave, etc.
- (5) Service rendered in the circumstances mentioned below shall count for increment :
- (a) All duties whether continuous or otherwise in a post on a scale of pay.
- (b) Authorised leave other than extraordinary leave.
- (c) Extraordinary leave on medical grounds with the permission of the Competent Authority.

Provided that, in exceptional circumstances, if teacher is required to avail of extraordinary leave for reasons beyond his control, the Appointing Authority, by an order in writing may direct that the absence on account of leave without pay shall not affect his normal date of increment.

- (d) The duty performed by the teacher in higher post in officiating or temporary capacity, on reversion to the lower post.
- (e) The period spent on deputation to foreign service.

- (6) The teacher on authorised leave shall draw the annual increment falling due, during the leave period, on the date due, however, shall receive the effect on resumption of duty after expiry of leave, alongwith the arrears. The leave shall not have effect on the date of increment, except the extraordinary leave which is declared to have effect on the date of increment.
- (7) The Competent Authority may withhold, by an order in writing, the increment of the teacher if his conduct has not been found to be satisfactory, or his work has not been satisfactory. The Competent Authority while ordering the withholding of the increment shall state the period for which it is to be withheld and whether the withholding shall have effect on future increments.

S.193. The Competent Authority may grant personal pay to the teacher to save him from loss of substantive pay in respect of a permanent post, other than a tenure post, due to revision of pay or due to any reduction of such substantive pay otherwise than as a measure of disciplinary action. Personal Pay.

- S.194. (1) The teacher working on a post in the scale of pay shall be entitled to allowances such as the Dearness Allowance, Compensatory Local Allowance, House Rent Allowance and such other allowances as may be sanctioned by the Government, from time to time to its employees working in equivalent scale of pay. Allowances.
- (2) For the purpose of calculating allowances which are related to pay, the term pay shall include basic pay, additional pay, officiating pay, personal pay or special pay, if any, as may be determined by the Government, from time to time.
- (3) Dearness Allowance may be drawn during the period of any kind of leave, except extraordinary leave.
- (4) The House Rent Allowance shall be admissible to teacher at the places and at the rates as sanctioned by the Government to its employees working in equivalent scale of pay, from time to time.

When the teacher is provided with residential quarter by the College or Recognised Institution either on rent free basis or on rent basis he shall not be entitled to House Rent Allowance. If the residential quarter is provided to the teacher (the College or Recognised Institution) then he shall pay the maintenance and other charges as per the Government Rules, from time to time.

- (5) In case where both husband and wife are in service under the same College or Recognised Institution they shall draw dearness and house rent allowances if otherwise admissible to them. If one of them is provided with a rent free accommodation, then he shall pay the maintenance and other charges and other shall be entitled to the house rent allowance.

Leave Salary. S.195. (1)

- (a) The teacher on earned leave shall be entitled to the pay drawn by him immediately prior to the commencement of leave, plus allowances admissible on that pay.
- (b) The teacher on half pay leave or on leave not due shall be entitled to half the amount of pay drawn by him immediately prior to the commencement of the leave, plus allowances admissible on such amount.
- (c) The teacher on commuted leave is entitled to leave salary equal to the amount admissible under clause (a).
- (d) The teacher, who is granted leave not due, shall be entitled to leave salary equal to the amount admissible under clause (a) or (b), as the case may be.
- (e) The teacher, who is granted special disability leave, shall be entitled to leave salary equal to the amount admissible under clause (a) for the first one hundred and twenty days and amount admissible under clause (b) for the remaining period.
- (f) The female teacher on maternity leave shall be entitled to leave salary, admissible as under :
- (i) clause (a), in case the female teacher is permanent.
 - (ii) clause (a), in case of probationary / temporary female teacher, who has put in at least two years continuous service.
 - (iii) clause (b), in case of probationary / temporary female teacher who has put in more than one year continuous service but less than two years continuous service.
 - (iv) the temporary female teacher with less than one year service shall not be entitled to any leave salary.
- (2) (a) Surrender Leave : The teacher who is allowed to surrender his leave shall be entitled to leave salary as per Sub-Clause (a) of Clause(1), with thirty days reckoned as a month. The surrender leave salary shall include pay, personal pay, compensatory

local allowance, dearness allowance, but shall not include house rent allowance, additional pay, officiating pay, special pay, if any.

(b) The surrender leave salary shall be paid immediately prior to commencement of leave, and shall not be liable to deduction on account of provident fund, house rent, repayment of dues of cooperative societies, etc.

(3) The teacher on study leave, on special leave or on sabbatical leave shall be entitled to leave salary as per Sub-Clause (a) of Clause (1).

S.196. The teacher, on ceasing to be in the service, shall be entitled to encash the unutilised earned and half pay leave to his account on the date, as prescribed by the Government, from time to time, as follows :

Encashment of Leave.

(1) The amount of encashment of unutilised leave shall be with thirty days being reckoned as a month. The same shall be inclusive of pay and dearness allowances admissible but shall not include compensatory local allowance and house rent allowance.

(2) The amount of encashment of unutilised leave shall be paid in one lump sum and as one time settlement. No deduction shall be made from this amount on account of pension or pensionary equivalent or other retirement benefits.

(3) The teacher who retires from service on attaining the age of retirement while under suspension shall be paid cash equivalent of leave salary under Clause (1) to his credit on the date of his superannuation, provided that the teacher has been fully exonerated and the suspension was wholly unjustified.

(4) With a view that the retiring teacher receives cash equivalent of unutilised leave without delay, the following procedure shall be followed :

(a) The teacher retiring on superannuation or on voluntary basis shall inform in writing to the Competent Authority, three months in advance, that he desires to avail of cash equivalent of the unutilised earned or Commuted leave to his credit, on the date of his retirement.

(b) The Competent Authority shall, after satisfying itself that leave, if any, availed of by the teacher after receipt of his written intimation as in Sub-Clause (a) is actually deducted from the leave due and admissible as on the date of retirement, arrange

to issue necessary orders sanctioning encashment of unutilised leave, within a week of the date of his retirement.

- (c) In case of the teacher retiring on compassionate/invalid pension or resigning his post, the Competent Authority shall issue necessary orders without requiring the intimation as above.
- (d) Payment of cash equivalent of leave salary in respect of unutilised leave to the credit of retiring teacher, shall be made irrespective of whether or not 'No Demand Certificate' from the Management of the College or Recognised Institution, as the case may be.

Subsistence Allowance.

- S.197. (1) The teacher under suspension shall be paid the subsistence allowance at the rate of half the pay for a period of the first three months, and at the rate of full pay thereafter, if the period of suspension is prolonged, for reasons not directly attributable to the teacher and the allowances admissible thereon, from time to time.
- (2) The teacher under suspension shall be paid the subsistence allowance at the rate of half the pay and the allowances thereon, if the period of suspension is prolonged for the reasons directly attributable to the teacher.
- (3) The teacher shall furnish every month the following certificate before he is paid the subsistence allowance: "I certify and declare that I did not engage myself in any private employment, trade or business during the period ———."

Provided that, if the Competent Authority suspects genuineness of the certificate, he may have the same duly verified, if necessary through the police authorities, and if the teacher is found to have furnished a false certificate it shall be construed as an act of misconduct and shall be an additional charge in the enquiry against him.

- (4) Any other compensatory allowance payable to the teacher shall be subject to the extent and the conditions as may be prescribed by the Competent Authority.
- (5) (a) If the teacher, under suspension is undergoing a trial in a criminal court and departmental enquiry under these statutes, he shall be provided with the subsistence allowance under Clause (1) or (2) above.

- (b) If the teacher under suspension is convicted by the competent court and sentenced to imprisonment, the subsistence allowance shall be reduced to a nominal amount of Re. 1/- (Rupee One) per month till he undergoes punishment or till he is deemed to be in service of the College or Recognised Institution, whichever is earlier.
 - (c) If the teacher under suspension is acquitted in appeal he shall draw subsistence allowance at the normal rate under Clause (1) or (2) from the date of acquittal till the disposal of inquiry under these Statutes.
- (6) If the teacher under suspension attains the age of superannuation, he shall deem to have been retired and shall not be entitled to any subsistence allowance. If he is covered by the Contributory Provident Fund scheme, he shall be entitled to his own share of contribution but shall not be entitled to the Management share. If he is covered by the Pension scheme, he shall be entitled to provisional pension not exceeding the maximum pension admissible to him for qualifying service upto the date of suspension. The Management share of CPF or the final pension and the gratuity shall be paid to him after final decision of proceedings against him.
- (7) If the teacher under suspension is exonerated and/or it is observed that the suspension was wholly unjustified, the teacher shall receive full pay and allowances to which he would have been entitled had he not been so suspended.
- (8) When the teacher under suspension is reinstated, after undergoing the punishment/penalty under these Statutes unless the Competent Authority has already passed such orders at the time of inflicting the punishment, the Competent Authority may by order state :
- (a) whether the said period be treated as duty leave or leave not due, and
 - (b) the nature of pay and allowances to be paid for the period.
- (9) The substitute teacher appointed in place of the teacher under suspension, with the prior approval of the University and the Joint Director, shall be paid the salary from the Management funds and shall be admissible for 'salary grant', not otherwise.
- (10) In case the Management fails to pay the subsistence allowance, the Joint Director shall pay the same and deduct the amount from the

grants payable to the College or Recognised Institution, as the case may be.

- Traveling Allowance. S.198. (1) The teacher required to undertake tour in the course of discharge of his duty, shall be entitled to travelling allowance and daily allowance as prescribed by the University.
- (2) The teacher proceeding to his home town or otherwise and back under leave travel scheme, shall be entitled to leave travel allowance as per the rules and rates prescribed by the Government, from time to time.
- (3) The teacher is entitled for the Leave Travel concession to visit any place within the Maharashtra State as prescribed by the Government, from time to time.
- (4) The teacher shall be entitled to Travelling Allowance, Daily Allowance and Transport Allowance to be paid by the Management on transfer from one station to another and to return from place of work to place of his residence on retirement, as prescribed by the Government, from time to time.
- Medical Reimbursement. S.199. The teacher working in the College or Recognised Institution shall be eligible for the Medical Reimbursement as per the Government rules, from time to time.
- Vacation Salary. S.200. The teacher shall be entitled to vacation salary as may be specified under these Statutes.

The person who ceases to be a teacher of the College or Recognised Institution either at the end of the first term or at the end of the academic year shall be entitled, for vacation salary in the following manner :

- (1) If the teacher has served for the whole of the first term or for the major part of the term, then he shall be entitled for the winter vacation salary.
- (2) If the teacher has served for the whole of the academic year or major part of the academic year, then he shall be entitled for the summer vacation salary.
- (3) If the teacher has served for the whole of the second term or major part of the second term, then he shall be entitled for one month's salary in summer vacation.
- (4) The teacher may remain absent, with the prior permission of the Principal, at the beginning or at the end of the first and/or second term, as the case may be.

CHAPTER V

LEAVE

General
Condi-
tions.

- S.201. (1) The teacher shall earn and be entitled to the leave, generally in proportion to the period of service/duty and of the kind specified herein below. However, the leave cannot be claimed as matter of right.
- (2) The teacher may be granted leave only on his request. The teacher shall not be compelled to proceed on leave.
 - (3) The Competent Authority may sanction or refuse the leave applied for, but shall not alter the nature of leave, except with the request / consent of the teacher.
 - (4) The Competent Authority may not grant leave to the teacher so as to deplete the strength of department below essential minimum. In such a case and particularly if a large number of applications for leave are received, the Competent Authority may consider the following factors :
 - (a) special circumstances for which leave is requested;
 - (b) amount of leave due to the applicant;
 - (c) whether applicant was recalled from his last leave or has been refused leave in the interest of the students;
 - (d) the teacher who can for the time being best be spared;
 - (e) whether any of the teachers already on leave can be recalled to duty in order to spare the teacher for availing of his leave.
 - (5) The teacher may combine one kind of leave with another, except casual leave, subject to the limit of aggregate period of absence as may be prescribed under these Statutes.
 - (6) Application for leave on medical ground shall be accompanied by a certificate of Registered Medical Practitioner, indicating the nature and probable duration of illness. The teacher returning from leave on medical ground, shall produce a certificate of fitness.
 - (7) If the teacher frequently applies for medical leave with short intervals, he may be referred to the Medical Authority to examine the state of his health, the period of recovery and whether he would be fit for duty after the rest and treatment.

- (8) The teacher, on leave, shall not engage himself in any other employment, trade or business, either full-time or part-time except casual literary work or public service of casual nature.
- (9) Ordinarily the teacher shall resume his duties immediately after the period of leave sanctioned, otherwise it shall be construed as overstay and may entail refusal of leave or leave salary and may be treated as misconduct unless the Competent Authority condones the irregularity, for reasons to be recorded. The teacher shall not be permitted formally to join the duties at the end of leave with the intention of taking leave again within a few days.
- (10) The teacher discharged or removed, on account of misconduct if reappointed, the leave to his account prior to date of ceasing to be in service shall lapse and he shall not be entitled to claim leave in respect of service rendered prior to his discharge, removal as the case may be.
- (11) If the teacher, retired on compassionate grounds and on invalid pension is reemployed and allowed to count the past service for pension, he shall be entitled to count his previous and subsequent services towards leave.
- (12) The teacher appointed on contract basis in scale of pay shall be entitled to leave in accordance with the terms of the contract entered into by him with the Competent Authority.

Leave
Sanction
Autho-
rity.

S.202. Subject to the overall control of the Appointing Authority, the following shall be the Competent Authority to sanction leave under these rules :

No.	Category	Kind of Leave	Competent Authority
(1)	Principal	All kinds of leave	Chairman of the Management
(2)	Teachers	All kinds of leave	Principal

Provided that, the Competent Authority may further delegate to other subordinate officer, the power to sanction particular kind of leave.

Casual
Leave.

S.203. (1) (a) The teacher shall be entitled to fifteen days casual leave in an academic year, as prescribed by the University Grants Commission and accepted by the Government and the University, from time to time.

(b) The teacher shall obtain permission for casual leave ordinarily before the day from which it is required. In exceptional

circumstances where application of casual leave cannot be submitted before it begins, the teacher shall apply for *ex-post-facto* sanction within three days.

- (c) In case the teacher is unable to attend his duty for reasons of natural calamity, the Principal may sanction the same as casual leave.
- (d) The teacher shall be entitled to not more than six days casual leave at a time. The Sundays and/or Public Holidays so also a holiday or a series of holidays are permitted to interpose between the period of casual leave. However, the total period of casual leave and holidays enjoyed in continuation at one time shall not exceed seven days, save only in exceptional circumstances, when the same be extended upto ten days.
- (e) Casual leave cannot be combined with any other kind of leave except duty leave.
- (2) The following kinds of special casual leave shall not be debited to the casual leave admissible to teacher :
- (a) Special Casual Leave under the Family Planning Scheme :

<i>Occasion</i>	<i>Special Casual Leave Admissible</i>
(i) Vasectomy or tubectomy operation	Not exceeding six working days
(ii) Female Employees undergoing non-puerperal sterilization	Not exceeding fourteen days
(iii) Female employees undergoing I.U.C.D. insertion	One day, subject to production of a medical certificate
(iv) Teacher whose wife undergoes Generic-Sterilization (non-puerperal tubectomy)	Not exceeding seven days, subject to production of a medical certificate
(v) Teacher whose wife undergoes tubectomy operation immediately after the delivery.	Not exceeding four days, subject to production of a medical certificate.

Explanation : The special casual leave under sub-clause (iv) or (v) may be combined with ordinary casual leave or regular leave provided the application is supported by a medical certificate, by the doctor performing the operation, to the effect

that the presence of the teacher is essential to look after his wife during the period of leave.

(b) Special Casual Leave on other occasions :

- | | |
|--|--|
| (i) Anti-rabic treatment | Upto three weeks |
| (ii) Participation in national or international sports including its selection trials as player, coach, manager, umpire, referee | Upto thirty days, subject to the provisions of explanations (1) and (3) |
| (iii) Mountaineering | Upto thirty days, subject to the provisions of explanations (2) and (3). |
| (iv) Free Blood Donation | One day (either on the same day or on the very next day of donation of blood but not on any other subsequent day). |

Explanation (1) : When the teacher is selected for such participation in International Sports event(s) by National Sports Federation or Association recognised by All India Council or Board approved by Ministry of Human Resource Development of Government of India.

Explanation (2) : When the teacher is selected for such participation in sport event of national importance held on an Inter-State, Inter-Zonal or Inter-Circle basis in a team or in his personal capacity.

Explanation (3) : Special casual leave for Mountaineering shall be admissible when expedition is approved by the Indian Mountaineering Foundation.

- (3) Account of casual leave and Special Casual leave availed of by the teacher shall be maintained separately.
- (4) Competent Authority may refuse casual leave if it is requested on flimsy pretext. The Competent Authority shall have the power to grant casual leave in proportion to the period of the academic year and the casual leave availed of until then. The Competent Authority may grant leave without pay of shorter duration if no casual leave is available to the teacher.

S.204. The teachers who are declared non-vacational academic staff shall be entitled to earned leave for the period spent on duty, at the rate and subject to the accumulation of maximum, as prescribed by the Government and accepted by the University, from time to time. Earned Leave.

- (1) The teacher shall apply, in prescribed form, for the leave from his account of earned leave and proceed only after the approval and relief. The teacher may be granted not more than 120 days earned leave at a time.
- (2) The teacher, if required to attend his duties during vacation at the instructions of the Principal or Head of the Department, shall earn leave at the rate of one-third number of days spent on duty. He shall be entitled to accumulate the same upto the limit, as prescribed by Clause (1) and to avail the same.
- (3) (a) The teacher may, at his request, be allowed to surrender earned leave upto thirty days, only once in a financial year on availment of not less than thirty days earned leave, subject to approval by the authority competent to sanction earned leave and to the following conditions, namely :
 - (i) The number of days of earned leave surrendered under these rules shall be reckoned as surrendered on the date of commencement of actual leave taken and shall be deducted from the leave account of the teacher on that date.
 - (ii) The total of earned leave actually availed of and surrendered shall not exceed the maximum leave admissible to the teacher at any one time, namely 120 days.
 - (iii) On return from earned leave the teacher shall serve the College or Recognised Institution for a period of not less than that of the earned leave surrendered.
- (b) In case of the teacher on the verge of retirement, the period of leave surrendered shall not exceed period of duty between the date of expiry of leave availed of and the date of retirement.
- (c) The teacher who is permitted to surrender leave shall not ordinarily be permitted to rejoin duty before the expiry of the thirty days leave sanctioned to him.
- (d) In case the teacher, on earned leave with surrender, is compulsorily recalled to duty, he may be allowed to enjoy the balance

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 - (i) The number of days of earned leave surrendered under these rules shall be reckoned as surrendered on the date of commencement of actual leave taken and shall be deducted from the leave account of the teacher on that date.
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- (c) The teacher who is permitted to surrender leave shall not ordinarily be permitted to rejoin duty before the expiry of the thirty days leave sanctioned to him.
- (d) In case the teacher, on earned leave with surrender, is compulsorily recalled to duty, he may be allowed to enjoy the balance

earned leave before expiry of six months from the date on which he was proceeded on earned leave with surrender. The Competent Authority may grant leave to the teacher during the prescribed period, if he applies for it. However, if the teacher does not ask for the balance of earned leave, the balance shall lapse and the said period shall be debited to his leave account as if he had enjoyed it.

Leave
on Half
Pay.

S.205. (1) The teacher, shall be entitled to leave on half pay to the extent of 20 days for every completed year of service. The leave so earned can be accumulated without limit during the entire service. The teacher shall not be entitled to leave on half pay during the first year of his service. The leave on half pay due may be granted to the teacher either on medical ground or for private reason. The leave requested on medical ground shall be supported by the certificate from the Registered Medical Practitioner.

Provided that, the period of suspension, if any, finally treated as suspension shall be excluded for counting completed years of service for this purpose.

(2) If the teacher is on leave on the day on which he completes a year of service, he shall be entitled to half pay leave without having to return to duty.

Com-
muted
Leave.

S.206. The teacher may, avail commuted leave on half pay at his credit on the condition that, the commuted leave shall be debited to the account of leave on half pay at the rate of twice the number of days actually availed of.

Leave
not Due.

S.207. If the permanent teacher, has no earned leave or leave on half pay, as the case may be, to his credit, the Competent Authority may grant him leave not due, for a period not exceeding 180 days during the entire service. The teacher shall be entitled to not more than 90 days, of leave not due, at a time except on medical ground. Such leave availed of by the teacher shall be debited against the earned leave or the leave on half pay that the teacher shall earn subsequently.

Provided that, the leave not due shall be granted only if the Competent Authority is satisfied that there are reasonable prospects of the teacher returning to duty, on expiry of leave and has sufficient service to earn leave to compensate leave not due granted to him.

- S.208. (1) The permanent female teacher, who has two or less than two living children, on the date of the application, shall be entitled to full pay maternity leave for a period of ninety days from the date of its commencement. Such leave shall not be debited to her leave account. In case of the female teacher, if the confinement takes place during the vacation, the maternity leave shall run concurrently with it.
- (2) The female teacher on temporary basis or on probation who has put in at least two years of continuous service shall be eligible for maternity leave referred to in Clause (1).
- (3) The temporary female teacher appointed on probation and who has put in continuous service for a period exceeding one year, but less than two years, shall be entitled to maternity leave of ninety days, on half pay, which shall not be debited to her leave account.
- (4) The temporary female teacher with less than one year service shall not be entitled to maternity leave and the period of absence shall be treated as extraordinary leave.
- (5) The application for maternity leave shall be supported by medical certificate as to the probable date of confinement.
- (6) The female teacher may avail other leave, including commuted leave, if she so desires, in continuation of the maternity leave, upto a maximum of sixty days without production of a medical certificate.
- (7) Leave under this Statutes shall be admissible in a case of miscarriage or abortion including Medical Termination of Pregnancy, subject to the following conditions namely :
- (a) the leave does not exceed forty-five days during the entire service,
 - (b) the leave may be sanctioned to female teacher irrespective of the number of living children,
 - (c) after the Medical Termination of Pregnancy, if female teacher requires rest for more than the leave admissible as per sub-clause (a) above, she can avail of the other leave due or not due,
 - (d) the application for the leave is to be supported by Medical Certificate.
- (8) If the teacher, adopts a child, then he or she shall be eligible for the leave of the kind due or not due, as prescribed by the Government, from time to time.

- Extraordinary Leave. S.209. (1) Extraordinary leave, without pay and allowances may be granted to the teacher in special circumstances :
- (a) when no other leave is admissible, *and/or*
 - (b) the teacher applies in writing for the grant of such leave.
- (2) The teacher who is permanent in service shall be granted extraordinary leave on any one occasion upto the following limits :
- (a) three months;
 - (b) six months, if the teacher has completed three years continuous service on the date of expiry of leave of the kind due and admissible under these rules, including three months extraordinary leave under Sub-Clause (a) and his request for such leave is supported by a medical certificate as required by these Statutes;
 - (c) twelve months, if the teacher has completed five years continuous service on the date of expiry of leave due and admissible under the Statutes including extraordinary leave under Sub-Clauses (a) and (b) if the extraordinary leave is required on account of illness of the teacher as certified by the Medical Authority.
- (3) The extraordinary leave shall be debited to the teacher's account and if the same is not counted for increment it shall postpone his date of increment, and affect such other privileges as may be dependent on the period of such leave.
- (4) The extraordinary leave may be availed of in combination with any other kind of leave with the approval of the Competent Authority.
- (5) The Competent Authority may commute retrospectively the period of absence without leave not exceeding two years on each occasion, into extraordinary leave.

Explanation : The power of commuting the period of absence without leave into extraordinary leave retrospectively is absolute and subject to conditions, as may be laid down by the Competent Authority only.

- Leave Preparatory to Retirement. S.210. (1) The teacher may avail of leave, as the leave preparatory to retirement on superannuation or on voluntary basis, to the extent of earned leave due, upto the limit prescribed by Statute 54 together with leave on half pay due, subject to total period of leave of twenty-four months.

- (2) The leave preparatory to retirement shall not extend beyond the date of his retirement.
- (3) The teacher on leave preparatory to retirement shall not be required to join his duties before he actually retires.
- (4) The teacher shall be entitled to the benefits of encashment of unutilised leave, if any.

S.211. The Authority competent to grant the leave shall sanction to the teacher, who retires on attaining the age of superannuation, on compassionate grounds and on invalid pension, on voluntary basis or on resignation, the cash equivalent of leave salary in respect of the period of earned leave and commuted portion of leave on half pay, to his credit on the date of his retirement, subject to a maximum as prescribed by Clauses (1) of Statutes 204 and Statute 205. Encashment of Leave.

S.212. (1) In the case of a teacher re-employed after retirement on superannuation, the provisions of these rules shall apply as if he had entered in the service of the College or Recognised Institution for the first time on the date of his re-employment. Leave on Re-employment.

- (2) In case the teacher, retired on voluntary basis or on compassionate grounds or on invalid pension, is re-employed and if the benefit of encashment of unutilised leave is not extended to him, the balance of leave on such retirement shall be taken into account.

S. 213. The teacher shall be entitled to, twelve months full pay leave, if he is suffering from Tuberculosis, Leprosy, Cancer, Malignant diseases, AIDS or Brain ailment or such other diseases, which may be specified by the Competent Authority, from time to time and is undergoing treatment in a recognised Clinic or under a Specialist recognised by the Government, from time to time. Special Medical Leave for Tuberculosis, Cancer and Heart Surgery.

Provided that, such leave shall only be admissible to the teacher if he has no other leave to his credit.

Provided further that, the teacher who is suffering from Heart disease shall be entitled to a maximum of three months full-pay leave.

S.214. The teacher shall be eligible for special leave for :

- (1) attending N.C.C./N.S.S. Camp
- (2) attending H.S.C. Board Meeting
- (3) attending M.P.S.C., U.P.S.C. work
- (4) for attending the meetings of the recognised union/association.

Special Leave.

Provided that, such special leave sanctioned shall not exceed more than Ten days in a year.

Duty Leave. S.215. The teacher may be sanctioned duty leave for attending conferences, seminars, workshops, symposia, organised by the academic bodies and approved by the University, from time to time.

Provided that, such duty leave shall not exceed ten days in a year.

Provided further that, in exceptional cases the Principal may sanction duty leave for more than ten days

On Duty leave. S.216. Leave of absence of the teacher may be treated as On Duty, if he is permitted to attend Refresher Courses, Orientation Courses, N.C.C./N.S.S. training programme, SET/NET Examination work and for attending the meetings of the University Authorities and bodies.

Study Leave. S.217. The teacher working in the College or Recognised Institution shall be eligible for full-pay study leave in the following manner :

- (1) Study leave to the teacher shall be sanctioned by the Management.
- (2) Study leave with full-pay may be granted to the teacher who is confirmed in his post and who has teaching experience of not less than five years.

Provided that, the teacher who once avails study leave shall not be eligible for such a leave again unless he works for the period of five years after availment of the Study Leave.

- (3) The study leave at the discretion of the Management, shall be sanctioned to the teacher for undertaking specialised training or research within India or abroad in his subject which shall be either useful to the teacher or his College/Recognised Institution.

Provided that, such study leave sanctioned to the teacher, shall not be, ordinarily more than twenty-four months.

Provided further that, if the teacher is sanctioned such study leave, no substitute appointment shall be made against such vacancy and workload of such teacher shall be equally distributed amongst the teachers working in the Department.

- (4) The teacher, for study leave, shall apply at least six months in advance to the Management, with the details such as nature of studies to be undertaken, duration, permission letter of the Authority where the teacher intends to work etc. through his Head of the

Department who will make the alternative arrangements for his teaching work.

- (5) The teacher, shall not be eligible for study leave, for studies leading towards award of Degree or Diploma.

Provided that, if the teacher is awarded teacher fellowship by the University Grants Commission or any other funding agencies then, he shall be eligible for full-pay study leave as per the rules of the University Grants Commission or the funding agency, as the case may be.

- (6) If the teacher is awarded short term fellowship by University Grants Commission or any other funding agencies within India or abroad; he shall be eligible for full-pay study leave with second proviso of Clause (2) above.
- (7) Study leave shall not be ordinarily granted to more than one teacher in the Department at a time.
- (8) The total period spent on study leave shall not exceed more than forty-eight months in entire service of the teacher.
- (9) The teacher who is granted study leave, shall enter into an agreement with the Management to serve the College or Recognised Institution for at least five years.
- (10) The teacher shall refund the salary to the Management, earned during the period of the study leave, if he does not rejoin his duties immediately after availing the study leave, in the College or Recognised Institution or does not comply with the terms and conditions as laid down in the agreement.
- (11) The study leave granted to the teacher shall not be debited to any leave account.

S.218. The male teacher working in the College or Recognised Institution shall be entitled to paternity leave in the following manner : Paternity Leave.

- (1) Paternity leave shall be granted to male teacher who has two or less than two living children.
- (2) The confirmed teacher shall be entitled to 15 days paternity leave. Such leave shall not be debited to leave account.
- (3) Paternity leave shall be granted to the teacher subject to the production of Medical Certificate.

- (4) The male teacher who is not confirmed shall also be entitled for paternity leave as under :
- (a) The male teacher who has put in two years of continuous service shall get 10 days paternity leave.
 - (b) The male teacher who has completed one year of continuous service shall get 10 days paternity leave on half-pay.
 - (c) In case of miscarriage or abortion including abortion under Medical Termination of Pregnancy, paternity leave not exceeding 10 days shall be granted to the male teacher.

Sabbati-
cal
leave.

S.219. Confirmed teacher working in the College or Recognised Institution shall be eligible for the full-pay sabbatical leave in the following manner :

- (1) The teacher shall get the sabbatical leave within India or abroad for increasing his professional/administrative competence, which ultimately shall be useful to the institution.

Provided that, such sabbatical leave shall not be granted for Studies/Research leading to the award of Degree and/or Diploma.

- (2) The sabbatical leave shall not be granted to a teacher who is not confirmed and who has less than seven years of teaching experience.
- (3) The sabbatical leave may be granted twice in the entire service of the teacher.
- (4) The sabbatical leave shall be granted to one teacher in the Department at a time.

Provided that, if the sabbatical leave is granted to the teacher and the teacher proceeds on sabbatical leave no substitute appointment shall be made against the said post. The workload of such teacher shall be equally shared by other teachers in the Department.

- (5) The sabbatical leave upto one year at a time shall be granted to the teacher to visit library and/or laboratories in India or abroad in connection with his project.
- (6) The teacher, before he proceeds on sabbatical leave shall submit detailed programme of his research/study which he intends to undertake during the period of leave.
- (7) The teacher, on return from sabbatical leave shall submit a report to the Principal within three months on the nature of study, research or writing work undertaken during the period.

- (8) The teacher, during the period of sabbatical leave shall not accept any appointment in any other organization in India or abroad.
- (9) If it is revealed that, during the period of sabbatical leave the teacher has accepted a job, he shall, refund the salary to the College or Recognised Institution and this act shall be treated as misconduct.
- (10) The teacher who has availed himself of study leave to the full extent shall not be entitled to sabbatical leave.

CHAPTER VI

CONDUCT, DISCIPLINE AND APPEALS

- S.220. (1) The teacher shall be at the disposal of the College or Recognised Institution for full-time and shall serve in such capacity and at such place, as he may, from time to time, be so directed. Conduct.
- (2) The teacher shall conform to and abide by the provisions of the Act, Statutes, Ordinances, Regulations, and Rules and Directives and decisions of the Competent Authority. The teacher shall also observe, comply with and obey all orders and instructions which may, from time to time, be given to him by the University, College or Recognised Institution.
 - (3) The teacher shall at all time maintain absolute integrity, show devotion to his profession and shall do nothing which is unbecoming of a teacher.
 - (4) The teacher shall extend utmost courtesy and attention to all persons with whom he has to deal in the sphere of his duties. He shall strive hard to promote the interest of the University, College or Recognised Institution.
 - (5) The teacher shall not, without the express sanction of the Competent Authority, ask for or accept contribution to or otherwise associate himself with the raising of funds or other collections in cash or otherwise for his own benefit.
 - (6) The teacher shall not accept or permit any member of his family or any person acting on his behalf to accept any gift in cash or in kind for his own benefit from any person including another teacher or employee for a work to be done in connection with the business of the University, College or Recognised Institution.

Provided that, the collection of monthly subscription of membership at the prescribed rate collected by the office bearer of the Association, Union or the Club and in respect of which a due receipt is tendered, shall not amount to gift or realisation of other contribution for this purpose.

- (7) (a) The teacher shall seek prior permission of the Competent Authority before applying for job, post or scholarship outside the College or Recognised Institution, as the case may be.
- (b) The teacher shall seek prior permission of the Competent Authority before applying for any course of study leading to diploma, degree, certificate, etc. and shall not enter upon a course of studies or appear to any examination by the University or other bodies, without such permission.
- (8) The teacher shall not, without prior permission of the Competent Authority, absent himself from his duties. In the circumstances or reasons beyond his control, he shall intimate or cause to intimate to Competent Authority within five days from the first date of absence, failing which the absence may be treated as leave without pay, and he shall further be liable to such disciplinary action as the Competent Authority may deem fit.

However, that the Competent Authority shall condone this condition in respect of a teacher who for reasons beyond his control was unable to convey the cause of his absence.
- (9) (a) The teacher, or his relative shall neither bid directly or indirectly, at any auction of any College or Recognised Institution property nor submit any tender for any supply to the College or Recognised Institution.
- (b) The teacher or his relative shall not use the College, Recognised Institution property including the residential accommodation for conducting any trade or business, coaching classes, tuition, occupation or for any other purpose.
- (c) The full-time teacher shall not engage himself in any trade, business coaching classes, tuition or any other occupation which is not part of his duties as prescribed under these Statutes.
- (10) The teacher shall not engage himself in conducting private coaching classes or tuition, guidance imparting instructions leading to any certificate, diploma or degree course(s).

- (11) The teacher shall not write guides, notes for circulation and questions and answers etc.

S.221. The breach of any of the provisions of the previous Statute, or any one or more of the following acts on part of the teacher shall be deemed as a misconduct and include : Misconduct.

- (1) any action by the teacher contrary to the provisions prescribed in these Statutes,
- (2) refusal to accept charge-sheet, order or other communication served according to the Statutes,
- (3) obtaining employment under the University, College or Recognised Institution by misleading or by misrepresenting the facts,
- (4) misappropriation of any amount and/or movable and immovable property of the College or Recognised Institution,
- (5) wilful and persistent negligence of duty,
- (6) incompetence,
- (7) involvement in non-academic activities such as writing guides, likely questions, questions and answers, etc. directly or indirectly,
- (8) participation in private coaching classes, directly or indirectly accepting tuitions,
- (9) indulging in or promoting unfair practices in the conduct of College or University examinations,
- (10) theft, fraud or dishonesty,
- (11) wilful or negligent damage of the University or College or Recognised Institution property,
- (12) any action, involving moral turpitude and attracting conviction in court of law,
- (13) attending the duties in an intoxicated state and committing nuisance during working hours,
- (14) misbehaviour with students, another teacher, or member of public,
- (15) insubordination.

Explanation :

- (1) wilful negligence of duty shall among other things include the following :
 - (a) dereliction of duties like not engaging the allotted classes or not completing the prescribed syllabii under circumstances not beyond his control.

- (b) negligence of academic or extra-curricular, co-curricular duties assigned to the teacher by the Vice-Chancellor or Principal which are not consistent with the Act, Statutes, Ordinances, Regulations or Rules.
- (c) incompetence among other things shall include the following
 - (i) failure to complete the teaching of the prescribed syllabus within the prescribed period, because of inability to teach, and
 - (ii) such other incapacities in teaching as would lead to failure in imparting of instruction to the students.

Disciplinary Authority. S.222. The Disciplinary Authority in respect of the teacher working in the College and Recognised Institution shall be the Management.

Provided that, the Principal of the College or Recognised Institution may impose minor penalties to the teacher.

Penalties. S.223. Without prejudice to the provisions of any law for the time being in force, the following penalties may, for good and sufficient reasons, and as herein after provided, be imposed on the teacher found guilty of misconduct. The penalty to be imposed shall essentially be commensurate with the severity or gravity of the misconduct committed and shall be imposed only after sufficient opportunity is provided to the teacher for being heard and to defend himself.

- (a) Minor Penalties :
 - (i) censure,
 - (ii) fine,
 - (iii) withholding of increment of pay for specific period,
 - (iv) recovery from his pay, or such other amounts as may be due from him.
- (b) Major penalties :
 - (i) stoppage of increment with or without effect on future increments,
 - (ii) reduction to a lower scale of pay, grade, post or service,
 - (iii) compulsory retirement,
 - (iv) removal from service,
 - (v) dismissal from service,
 - (vi) termination of service.

Explanation (1) : The order under (a) (iii) of withholding increment shall not affect subsequent increment(s).

Explanation (2) : The order under sub-clause (a)(iv) for recovery shall expressly state the amount of the whole or part of any pecuniary loss caused by him to the College or Recognised Institution, by negligence or by breach of orders.

Explanation (3) : Reduction under sub-clause (b) (ii) shall ordinarily be a bar to the placement of the teacher to the scale of pay, grade, post or service from which he was reduced, with or without further directions regarding condition of restoration to the scale of pay, grade, post or service from which he was reduced, and seniority and pay on such restoration.

Explanation (4) : The order of penalty of reduction, under sub-clause (b) (ii) shall expressly state whether the period of reduction shall be exclusive of any interval spent on leave or otherwise.

Explanation (5) : Removal under sub-clause (b)(iv) and termination under sub-clause (b) (vi) shall not be a disqualification for future employment under the University, College or Recognised Institution.

Explanation (6) : Dismissal under sub-clause (b)(v) shall be a disqualification for future employment under the University, College or Recognised Institution.

- S.224. If the Disciplinary Authority is satisfied that the misconduct committed by the teacher is serious enough to inflict any of the minor penalties, the Disciplinary Authority shall -
- Proce-
dure for
imposing
Minor
Penalty.
- (1) issue a notice to the teacher in writing alongwith the imputation(s) of misconduct and require him to show cause as to why the action proposed be not taken against him;
 - (2) give reasonable opportunity to the teacher to furnish the explanation;
 - (3) take into consideration the explanation of the teacher and record findings on each imputation of misconduct;

- (4) issue the order imposing one or many of the minor penalties, or if satisfied, drop the imputation(s) and exonerate him of the charge(s);
- (5) the appeal against the minor penalty imposed by the Principal shall lie with the Management.

Provided that, the teacher aggrieved by the decision of the Management may appeal to the Grievances Committee.

- (6) the Principal aggrieved by the decision of the Management may appeal to the Grievances Committee.

Action Not Amounting to Penalty. S.225. The following shall not amount to penalty within the meaning of Statute, namely :

- (1) non-placement of teacher either in senior scale or selection grade;
- (2) reversion of the teacher appointed as the Principal on probation;
- (3) compulsory retirement of the teacher in accordance with the provision relating to his superannuation or retirement;
- (4) Termination of Services :
 - (a) the teacher appointed on probation will be liable to be terminated during or at the end of the period of probation in accordance with terms and conditions of his appointment; *OR*
 - (b) the temporary teacher may be terminated in accordance with the direction made in that behalf;
- (5) termination of service of a teacher appointed under agreement in accordance with the terms and conditions of such agreement;
- (6) repatriation of the service of the teacher whose service has been borrowed from outside authority or recalling the teacher from foreign employment to such authority;
- (7) termination of the service due to abolition of the post(s).

Suspension. S.226. (1) The Disciplinary Authority may, by an order in the form prescribed in the Appendix, place the teacher under suspension :

- (a) (i) where disciplinary proceedings against him are contemplated or are pending and are likely to result into imposing any of the major penalties,
- (ii) where in the opinion of the Competent Authority he has engaged himself in activities prejudicial to the interests of the College or Recognised Institution, and
- (iii) where there is reason to believe that his continuance in service is likely to cause embarrassment or to tamper with

the investigation of the case, or likely to tamper with the official record or document(s).

(b) where case against him in respect of any criminal offense is under investigation, enquiry or trial in a court of law.

(2) The teacher shall be deemed to have been placed under suspension :

(a) with effect from the date of his detention, in police or judicial custody, on a criminal charge, for a period exceeding forty-eight hours;

(b) with effect from the date of his conviction, if, in the event of a conviction for an offense, he is sentenced to a term of imprisonment exceeding forty eight hours and is not forthwith dismissed or removed or compulsorily retired, consequent to such conviction and shall remain under suspension until the order of suspension is modified or revoked by the Competent Authority.

(3) While under suspension, the teacher shall not be allowed to resign.

(4) The teacher under suspension shall not engage himself in any private or gainful employment, trade or business.

(5) If the teacher under suspension attains the age of superannuation, he shall be deemed to have been retired. However, the departmental or judicial proceedings pending against him shall continue even after his retirement.

(6) The Disciplinary Authority shall suspend the teacher only with the prior approval of the University.

S.227. (1) Before holding the Departmental enquiry of the teacher, a preliminary enquiry shall be held by the following Committee :

Preliminary
Enquiry.

(a) In case of the Principal :

(i) Chairman of the Management - Chairman

(ii) Member of the Management Council to be nominated by the Vice-Chancellor

(iii) One Senior Principal who is not connected with the Management of the College or Recognised Institution to be nominated by the Vice-Chancellor.

(b) In case of teacher :

(i) Principal - Chairman

- (ii) The member of the Management Council to be nominated by the Vice-Chancellor
 - (iii) One Senior Teacher, who is not connected with the Management or College or Recognised Institution to be nominated by the Vice-Chancellor.
- (2) The Committee, after going through all the documents and evidence(s), shall see whether there is a *prima facie* case against the teacher.

Provided that, while holding the preliminary enquiry, full opportunity shall be given to the Principal/Teacher, as the case may be, to defend his case before the Committee.

- (3) The Committee, after going through all the documentary evidence(s) and giving full opportunity to the Principal/Teacher, as the case may be, shall prepare their report and submit the same to the Vice-Chancellor.
- (4) The Vice-Chancellor, after scrutinising the report of the Committee, may give permission to hold full-fledged Departmental enquiry of the Principal or Teacher, as the case may be.

Provided that, if the Vice-Chancellor, after scrutinising the report, does not agree with the findings of the report, he shall direct the Management accordingly and the Management shall comply.

Provided further that, if the Vice-Chancellor, after scrutinising the report, feels that the report is incomplete or requires some more documents/evidences, then he shall call for such additional documents/evidences and if necessary may appoint another Committee and after considering the report direct the Management accordingly and the Management shall comply.

Proce-
dure of
Enquiry.

- S.228. (1) Whenever the Disciplinary Authority is of the opinion that there are grounds for enquiry into the truth and/or substance of imputation(s) of misconduct on the part of the teacher(s), which may result in major penalty, it may itself enquire into or appoint an Enquiry Officer not below the rank of District Judge; to enquire into the truth thereof. The appointment order of the Enquiry Officer shall be issued in the Form appended in Appendix.
- (2) Where it is proposed to hold enquiry against the teacher, the Disciplinary Authority shall draw up or cause to draw up -
- (a) the substance of imputation(s) of misconduct into definite and distinct article(s) of charge(s).

- (b) a statement of imputation(s) of misconduct in support of each article of charge(s) which shall contain -
 - (i) a statement of all relevant facts including any admission or confession by the teacher, and
 - (ii) a list of documents by which and a list of witnesses by whom, the article(s) of charge(s) are proposed to be sustained.
- (3) The Disciplinary Authority shall deliver or cause to deliver to the teacher, in the Form appended, a copy of the article(s) of charge(s), the statement of imputation(s) of misconduct and a list of document(s) and of the witness(es) by which, each article of charge is proposed to be sustained, and shall by a written notice require the teacher to submit to it, within fifteen clear days, a written statement of his defence and to state whether he desires to be heard in person.
- (4) On receipt of written statement of defence and on admission of any or all article(s) of charge(s) by the teacher, the Disciplinary Authority shall record its findings on each charge admitted, after taking such evidence into account as it may think fit and shall act in the manner as prescribed.
- (5) On receipt of written statement of defence of any or all of the article(s) of charge(s) by the teacher or on its non-receipt, the Disciplinary Authority may further enquire or cause to enquire into the charge(s) not admitted in the manner as prescribed.
- (6) Where the Disciplinary Authority appoints the Enquiry Officer, it may by an order appoint another teacher or any other suitable person to present the case in support of the article(s) of the charge(s) before the Enquiry Officer. The teacher may take assistance of any other teacher or any other suitable person to represent the case on his behalf. In case the Enquiry Officer permits the teacher to engage a legal practitioner to represent on his behalf the Disciplinary Authority may appoint a legal practitioner as Presenting Officer.
- (7) The Disciplinary Authority shall forward to the Enquiry Officer :
 - (a) a copy of each of the article(s) of charge(s) and the statement of imputation(s) of misconduct,
 - (b) a copy of the order appointing the Presenting Officer,
 - (c) copies of the statements of witnesses,

- (d) evidence proving the delivery of documents to the teacher, and
 - (e) a copy of the written statement of defence by the teacher, if any.
- (8) The teacher shall appear in person before the Disciplinary Authority or the Enquiry Officer on such day and at such time within ten working days from the date of receipt by the teacher of the article(s) of charge(s) and the statement of imputation(s) of misconduct as the Disciplinary Authority or the Enquiry Officer may, by notice in writing specify or such further time not exceeding ten days as the Enquiry Officer may allow.
 - (9) The Disciplinary Authority may, *suo moto* or on being moved by the teacher against whom enquiry is instituted, for just and sufficient reasons, transfer the proceedings to another Enquiry Officer constituted for the purpose.
 - (10) If the teacher who has not admitted any of the article(s) of charge(s), in his written statement of defence or has not submitted any written statement of defence, appears before the Disciplinary Authority or Enquiry Officer, it shall ask him whether he is guilty or has any defence to make and if he pleads guilty of any of the article(s) of charge(s), it shall be so recorded under the signature of the teacher and of that Authority.
 - (11) The Enquiry Officer shall return to the Disciplinary authority the findings in respect of those article(s) of charge(s) which the teacher pleads guilty.
 - (12) If the teacher fails to appear within the specified time or refuses to plead or admits to plead, the Enquiry Officer shall require the Presenting Officer to produce the evidence by which he proposes to prove article(s) of charge(s), and shall adjourn the case to a later date not exceeding fifteen days, after recording the order that the teacher may, for the purpose of his defence -
 - (a) inspect within five days of the order or within such further time not exceeding five days as the Enquiry Officer may allow, the documents specified in the list,
 - (b) submit a list of witness(es) to be examined on his behalf,
 - (c) give a notice within ten days of the order or within such further time not exceeding ten days as the Enquiry Officer may allow, for the discovery or production of any document(s), but

not mentioned in the list, indicating the relevance of such document(s).

- (13) The teacher may apply orally or in writing, for supply of copies of the statements of witness(es), if any, mentioned in the list and the Enquiry Officer shall furnish him such copies as early as possible, and in any case not later than three days before the commencement of the examination of the witness on behalf of the Disciplinary Authority.
- (14) (a) The teacher may, by notice to the Enquiry Officer, require copies of certain document(s) in possession of Appointing Authority or Disciplinary Authority. In that case, the Enquiry Officer, shall forward the same or copies thereof to the Authority in whose custody or possession the documents are kept, with a requisition for the production of the document(s) by a specified date.
- (b) On receipt of the requisition, the Authority having the custody or possession of the requisitioned document(s), shall produce the same before the Enquiry Officer.

Provided that, the Enquiry Officer may, for reasons to be recorded in writing, decline the requisition of any such documents, as are not relevant in the case and the Enquiry Officer may withdraw the requisition or press for the same.

Provided further that, if the Authority having the custody or possession of the requisitioned document(s), is satisfied, for the reasons to be recorded in writing that the production of all or any of such document(s) would be against the public interest, it shall inform the Enquiry Officer and the Enquiry Officer shall, on being so informed, withdraw the requisition and communicate the information to the teacher.

- (15) (a) The enquiry shall commence on the date fixed by the Enquiry Officer and shall continue thereafter on the dates as may be fixed from time to time.
- (b) The oral evidence shall be recorded or caused to be recorded by the Enquiry Officer in a question-answer form, on the completion of which it shall be read out to be correct and signed and dated by the teacher concerned, witness and the Enquiry officer. The copy(copies) of the deposition(s) may be made

available to the Disciplinary Authority and to the teacher(s) on request and on payment of charges.

- (c) The oral and documentary evidence by which the article(s) of charge(s) are proposed to be proved shall be produced by the Disciplinary Authority. The witness(es) may be examined by the Disciplinary Authority and cross-examined by the teacher. The Disciplinary Authority shall be entitled to re-examine the witness, on any point(s) on which he has been cross-examined. The Enquiry Officer may also put questions to the witnesses.
- (d) Before the close of the case by the Disciplinary Authority, the Enquiry Officer may allow the Presenting Officer to produce fresh evidence and include the same in the list or may itself call for the new evidence or recall and re-examine any witness(es) and in such cases, the teacher shall be entitled to a copy of the list of further evidence. The Enquiry Officer shall give the teacher an opportunity of inspection of document(s) before they are taken on record.

Provided that, no new evidence shall be permitted unless there is inherent lacuna(e) or defect(s) in evidence originally produced.

- (e) When the case of the Disciplinary Authority is closed, the teacher shall state his defence orally and/or in writing. The teacher may examine himself and the witness(es), may be cross-examined by the Disciplinary Authority, re-examined by the teacher and examined by the Enquiry Officer.

The Enquiry Officer may also allow the teacher to produce new evidence, if it is necessary in the interest of natural justice.

- (f) After the teacher closes his case and if the teacher has not examined himself, the Enquiry Officer may generally question him on the circumstances appearing against him, for the purpose of enabling the teacher to explain any circumstances appearing in the evidence against him.
- (g) The Enquiry Officer may, after the completion of production of evidence, hear the Disciplinary Authority or the Presenting Officer and the teacher and/or permit them to file written statements of argument of their respective case.

- (16) If the teacher to whom a copy of the article(s) of charge(s) has been served, does not submit a written statement of defence on or before the date specified or does not appear in person before the Enquiry Officer or otherwise fails or refuses to comply with the provisions of this Statute, the Enquiry Officer may hold the enquiry *ex-parte*.
- (17) (a) Wherever the Enquiry Officer, after having heard and recorded the whole or part of the evidence, ceases to exercise jurisdiction thereon and is succeeded by another Enquiry Officer, it shall act on the evidence so recorded by its predecessor and partly recorded by itself.

Provided that, if the succeeding Enquiry Officer is of the opinion that further examination of any of the witnesses, already recorded, is necessary in the interest of natural justice, he may recall, examine, cross-examine and re-examine him.

Provided further that, if the witness is recalled, he may be cross-examined and/or re-examined by the teacher or the Presenting Officer.

- (b) Where in the opinion of the Enquiry Officer, the proceedings of the enquiry establish any article(s) of charge(s) different from original article(s) of charge(s), he may record its findings on such article(s) of charge(s).

Provided that, the findings on such article(s) of charge(s) shall not be recorded, unless the teacher has either admitted the facts on which such article(s) of charge(s) is based and has been provided a reasonable opportunity of defending himself against such article(s) of charge(s).

S.229. Where two or more teachers are concerned in any case, the Disciplinary Authority, for the senior teacher amongst those concerned, shall take all actions and proceed as per provisions of these Statutes in respect of teachers concerned. Common Proceeding.

- S.230. (1) After the conclusion of enquiry, the Enquiry Officer shall prepare a report. Such report shall contain - Enquiry Officer.
- (a) article(s) of charge(s) and the statement of imputation(s) of misconduct;
 - (b) the defence of the teacher in respect of each article of charge;
 - (c) an assessment of the evidence in respect of each article of charge; and
 - (d) the findings on each article of charge and the reasons thereof.

- (2) The Enquiry Officer, shall forward to the Disciplinary Authority, the record of enquiry which shall include -
 - (a) the report prepared by him;
 - (b) the written statements of defence submitted by the teacher;
 - (c) the oral and documentary evidence produced in the enquiry;
 - (d) the written statements of argument filed by the Presenting Officer and the teacher, if any; and
 - (e) the orders, made by the Disciplinary Authority and Enquiry Officer in regard to the enquiry.
- (3) The Disciplinary Authority, to which the record is forwarded may act on the evidence of the record or may, if it is of the opinion that further examination of any of the witnesses is necessary, recall the witness(es) and examine, cross-examine, and re-examine the witness(es) and impose on the teacher such penalty as it may deem fit in accordance with these Statutes.

Provided that, if any witness is so recalled, he may be cross-examined by the teacher.

Action
on
Enquiry
Report.

- S.231. (1) The Disciplinary Authority, shall consider the report and record his findings on each charge.
- (2) The Disciplinary Authority, himself not being the Enquiry Officer, shall consider the enquiry report and if he disagrees with the Enquiry Officer on any article(s) of charge(s), he shall record its reasons for such disagreement and refer the case back to the Enquiry Officer for further enquiry and report. The Enquiry Officer shall thereon proceed to hold further enquiry according to the provisions of the preceding Statutes.
 - (3) The Disciplinary authority, having regard to the findings on the charges, comes to the decision that no penalty be imposed or that the teacher be exonerated, it shall so order.
 - (4) If the Disciplinary Authority, having regard to the findings, comes to the conclusion that any of the minor penalties be imposed on the teacher, it shall notwithstanding anything contained in these Statutes, determine what penalty shall be imposed, it shall so order. The order should be issued in the form appended.
 - (5) (a) If the Disciplinary Authority having regard to its findings on all or any of the articles of charge, comes to the conclusion that

- (2) The Enquiry Officer, shall forward to the Disciplinary Authority, the record of enquiry which shall include -
 - (a) the report prepared by him;
 - (b) the written statements of defence submitted by the teacher;
 - (c) the oral and documentary evidence produced in the enquiry;
 - (d) the written statements of argument filed by the Presenting Officer and the teacher, if any; and
 - (e) the orders, made by the Disciplinary Authority and Enquiry Officer in regard to the enquiry.
- (3) The Disciplinary Authority, to which the record is forwarded may act on the evidence of the record or may, if it is of the opinion that further examination of any of the witnesses is necessary, recall the witness(es) and examine, cross-examine, and re-examine the witness(es) and impose on the teacher such penalty as it may deem fit in accordance with these Statutes.

Provided that, if any witness is so recalled, he may be cross-examined by the teacher.

Action
on
Enquiry
Report.

- S.231. (1) The Disciplinary Authority, shall consider the report and record his findings on each charge.
- (2) The Disciplinary Authority, himself not being the Enquiry Officer, shall consider the enquiry report and if he disagrees with the Enquiry Officer on any article(s) of charge(s), he shall record its reasons for such disagreement and refer the case back to the Enquiry Officer for further enquiry and report. The Enquiry Officer shall thereon proceed to hold further enquiry according to the provisions of the preceding Statutes.
 - (3) The Disciplinary authority, having regard to the findings on the charges, comes to the decision that no penalty be imposed or that the teacher be exonerated, it shall so order.
 - (4) If the Disciplinary Authority, having regard to the findings, comes to the conclusion that any of the minor penalties be imposed on the teacher, it shall notwithstanding anything contained in these Statutes, determine what penalty shall be imposed, it shall so order. The order should be issued in the form appended.
 - (5) (a) If the Disciplinary Authority having regard to its findings on all or any of the articles of charge, comes to the conclusion that

any of the major penalties be imposed on the teacher, he shall -

- (i) furnish to the teacher, a copy of the Enquiry Report and his findings on each article of charge, expressly stating whether he agrees with the findings of the Enquiry Officer or otherwise, together with brief reasons for his disagreement, if any; and
 - (ii) give to the teacher a notice in the form appended, stating the penalty proposed to be imposed on him by calling upon him, to submit within fifteen days of receipt of the notice or such further time not exceeding fifteen days, as may be allowed, such representation as he may wish to make on the proposed penalty and the cause as to why the penalty be not imposed on him.
- (b) The Disciplinary authority shall consider the representation, if any, made by the teacher and determine the quantum of penalty that be imposed on him on the basis of the evidence adduced.
- (6) The final orders made by the Disciplinary Authority under this Statute shall be communicated to the teacher and the Enquiry Officer. A second show-cause notice shall be issued to the teacher before the penalty is executed.

S.232. (1) Notwithstanding anything contained in these Statutes no appeal shall Appeal.
lie against -

- (a) any order of an interlocutory nature or of the nature of a step-in-aid or the final disposal of a disciplinary proceeding, other than an order of suspension;
 - (b) any order passed by an Enquiry Officer in the case of an enquiry under these Statutes.
- (2) Subject to the provisions of Clause (1), the teacher may prefer an appeal against all or any of the following orders, namely :
- (a) an order of suspension or deemed suspension made under Statutes 226.
 - (b) an order imposing any of the penalties, by the Disciplinary authority.
 - (c) an order enhancing any penalty imposed under these Statutes.

(d) an order which -

- (i) denies or varies to his disadvantage his pay, allowances or any other conditions of service;
- (ii) denies placement to which he is otherwise eligible according to the recruitment rules;
- (iii) interprets to his disadvantage the provisions of any such Statutes;
- (iv) reverts him while officiating in a higher service, to a lower service, grade or post, otherwise than as a penalty;
- (v) reduces or withholds the post-retirement benefits, if any;
- (vi) determines the subsistence and other allowances to be paid to him for the period of suspension or for the period during which he is deemed to have been under suspension or for any portion thereof;
- (vii) determines his pay and allowances, for the period of suspension or for the period of his dismissal, removal or compulsory retirement from service, or from the date of his reduction to a lower service, grade, post, time-scale or stage in a scale of pay, to the date of his reinstatement or restoration to his service, grade or post as the case may be; OR
- (viii) determines nature of the period from the date of his suspension or from the date of his dismissal, removal, compulsory retirement or reduction to a lower service, grade, post, scale of pay or stage in a scale of pay or the date of his reinstatement or restoration to his service, grade or post, etc. as the case may be.

Appellate
Author-
ity.

S. 233. The teacher aggrieved by the decision of the Disciplinary Authority, may appeal to the Grievances Committee or the Tribunal, as the case may be under the Act.

Service
of
Orders,
Notices,
etc.

S.234. Every order, notice and other process made or issued under these Statutes shall be served in person on the teacher concerned or shall be communicated to him by registered post. In case the registered post is not effectively served the notice shall be pasted on the door of his residence and published in at least one leading local newspaper.

CHAPTER VII
RETIREMENT

S.235. (1) The teacher after confirmation, shall continue in the service of the College or Recognised Institution till he attains the age of superannuation. Retire-
ment.

(2) The Competent Authority shall require the teacher to retire from the service of the College or Recognised Institution, if -

- (a) he has reached the age of superannuation.
- (b) he has committed misconduct and is imposed with the penalty under sub-clause (iv), (v) or (vi) of clause (b) of Statute 223 and is found to be inefficient.
- (c) he is found by the Medical Authority to be incapacitated for further service of any kind, which includes retirement on account of mental or physical infirmity.
- (d) the post held by the teacher is abolished and there is no suitable post equal to his post in which he can be absorbed.
- (e) he is retired on retirement pension.
- (f) he is absent from duties for five years or more.

S.236. The age of superannuation of the teacher shall be sixty years; however, he shall retire from the service on the afternoon of the last day of the month in which he attains the age of superannuation. Age of Super-
annua-
tion.

S.237. (1) The Competent Authority may, subject to the prior approval of the University, grant an extension of service to the teacher beyond the age of superannuation, on academic grounds only, which shall be recorded in writing. However, extension in service beyond the age of superannuation shall not be granted to the person working as Principal or Vice-Principal as the case may be and the retired teacher shall not be eligible to be appointed as the Head of the Department, Principal, Incharge Principal or Vice-Principal. Exten-
sion in
Service
beyond
the Age
of Super-
annua-
tion.

Provided that, in very exceptional circumstances, extension may be granted beyond the age of sixty years. Such proposal of granting extension to the teacher shall be forwarded to the University three months prior to his date of retirement.

Provided further that, if such proposal is accepted by the University then, the salary for the period for which the teacher is given extension shall not be held admissible for the Salary Grant.

- (2) The decision of the University to grant extension in the service to the teacher or otherwise shall be final and the Management shall comply.

Re-
employ-
ment.

S.238. (1) Notwithstanding anything contained in these Statutes, the Competent Authority may, subject to the prior approval of the University grant re-employment to any teacher already retired, in the interest of the College or Recognised Institution, which shall be recorded in writing.

- (2) The teacher who has retired before the age of superannuation voluntarily, on medical grounds, or for some other reasons but not for avoiding any departmental proceedings, may be re-employed by the Appointing Authority; with prior approval of the University. The specific reasons, carefully examined and recorded in writing by the Appointing Authority shall be communicated to the University. Such re-employed teacher shall be in the service of the College or Recognised Institution, as the case may be, upto his normal age of superannuation and shall be subject to the provisions of these Statutes.

Provided that, the Salary of such re-employed teacher shall be fixed as per the Government rules, from time to time.

Super-
annua-
tion
Pro-
posal.

S.239. (1) The case of each teacher, shall be taken up for examination atleast one year before the date of his retirement by the Competent Authority who shall prepare a list, every six months on 1st January and 1st July each year, of all the teachers who are due to retire within the next twenty-four months and forward the same to the Director of Higher Education, the Joint Director and the Audit Officer before 31st January or 31st July respectively.

- (2) The Competent Authority shall intimate the teacher one year in advance the date of his superannuation alongwith the documents related to pension proposal and require him to furnish them duly filled in, within two months. The Competent Authority shall scrutinise the same and complete other service record, documents and certificate required and forward the proposal to the Joint Director, eight months in advance, for consideration and approval. The Joint Director shall submit the pension papers to the Audit Officer, six months prior to the date of superannuation of the said teacher for his sanction.

his account, both as teacher's subscription and employer's contribution and interest thereon till the date of disbursement. The teacher shall also be entitled to such other terminal benefits as gratuity, encashment of unutilised leave and other post-retirement benefits at the rates applicable to the teacher covered by pension scheme.

- (3) The teacher shall clear all dues payable to the University, College or Recognised Institution outstanding to his account and vacate the residential accommodation, if provided, before the post-retirement benefits are extended to him, as may be prescribed by the Government, from time to time.
- (4) The teacher who has been declared as deserter or who ceases to be in service, may be entitled to the post-retirement benefits, as prescribed by the Government, from time to time, *pro-rata* upto the date he attended his duties regularly, provided the said period qualifies for such benefits.

CHAPTER VIII MISCELLANEOUS

- S.246. (1) Subject to the provisions of these Statutes, the teacher may, by informing to the Competent Authority, contest elections to the University Bodies and Authorities in accordance with the provisions laid down in the Act and the Management shall comply. Contesting of Election.
- (2) Subject to the provisions of these Statutes, the teacher may, with previous permission of the Competent Authority in writing, contest elections to public offices other than those mentioned in Clause (1) at the Local, District, State or National level.
 - (3) The permanent teacher shall, immediately after filing the nomination form for contesting such elections as mentioned in clause (2) above and the same being declared as valid, proceed on leave due and admissible to him and shall continue to be on leave till the declaration of the election results.
 - (4) The Competent Authority may require the temporary teacher contesting such elections to resign his post even during the election campaign.

(5) The teacher contesting such election shall not involve the University, College or Recognised Institution, teachers or students of the institution in which he is employed, in the election campaign.

(6) (a) In the event of his being elected, the permanent teacher may apply for further extension of leave due and admissible to him and if there is no leave to his credit, the extraordinary leave for the period for which he is likely to continue to hold the office, shall be granted by the Competent Authority in relaxation of the limit prescribed in these Statutes.

Provided that, such a period spent on extraordinary leave availed by the teacher shall be counted for increments and post-retirement benefits.

(b) If the sessions or meetings of the public office are held at intervals he may be allowed to avail of leave due and admissible to him or the extraordinary leave, as the case may be, for the actual period of the sessions or meetings including the period of journey and may be allowed to attend his duties during the remaining periods.

(c) The period of extraordinary leave availed for the purpose, shall be counted for purpose of annual increments.

(7) In the event, a permanent teacher becomes either Minister or an Office bearer such as Chairman, President, Vice-President etc. which requires full-time attendance or long-time absence from normal duties, he shall apply for keeping his lien on the post which he had held and shall be granted the same by the Competent Authority.

Foreign S.247. (1) The Appointing Authority may, by special resolution, upon requisition by an organisation (herein referred to as Foreign Employer), and on express consent by the teacher, place the services of the teacher at the disposal of the foreign employer.

(2) The position, terms and conditions of the teacher under the foreign employer shall be decided by the Competent Authority in consultation with the foreign employer. The terms and conditions of service thereunder shall not be too attractive to distract the teacher or any other teachers in the cadre.

(3) The teacher shall be treated to be on deputation from the date he relinquishes his charge and till he resumes the charge on repatriation.

- (4) Ordinarily, the period of deputation shall be of three years, which may be extended for a period which together shall not exceed five years.
- (5) The teacher shall retain lien on his permanent post during the period of deputation. The period of deputation shall be treated as continuous service and shall be counted for increments, promotions and pensionary benefits.
- (6) (a) The Competent Authority may recall the services of the teacher, by intimating, the teacher and the foreign employer, three months in advance. The foreign employer shall make necessary arrangements to release the teacher from that date.
(b) The teacher may request, by giving three months' notice, to the Appointing Authority and to the foreign employer, that he may be repatriated to the parent services. The Appointing Authority in consultation with the foreign employer shall make necessary arrangements to repatriate the teacher.
- (7) The foreign employer shall make, on the annual basis, contribution to the Appointing Authority towards Leave Salary, Contributory/General Provident Fund, Gratuity and Pension, etc. if any, at the rates prescribed by the Government, from time to time.
- (8) The teacher in service of the foreign employer shall be entitled to the benefits of Leave, Surrender Leave, Joining Time, Transfer, Travelling Allowance/Dearness Allowance, etc.
- (9) (a) The teacher on deputation to any organisation shall have to take prior permission and rejoins his parent service before he proceeds on deputation to another organisation.
(b) The foreign employer may grant the teacher Study Leave for pursuing studies connected with his foreign service and such period shall be treated as foreign service. The foreign service employer shall report the details of such study leave to the Competent Authority.
(c) The teacher seeking study leave, for studies not directly connected with his foreign service but connected with his parent service, shall apply to the Appointing Authority through the foreign employer for such leave and shall rejoin his parent service before proceeding on such study leave.

- Break Condonation.** S.248. The University or the Director of Higher Education, as the case may be, shall condone the break in service of the teacher for the purpose of pay and pensionary benefits, as per the Government rules, from time to time.
- Discharge Certificate.** S.249. The Principal shall issue a Discharge Certificate to the teacher who leaves service after following due procedure as laid down under the Statutes, in the form appended.
- Nomination of the Head of the Department.** S.250. Headship of the Department in the College or Recognised Institution shall be by rotation.
- The Principal shall nominate one of the teachers by rotation, as a Head of the Department for a period of five years, in the following manner :
- (1) If there is only one teacher in selection grade or designated Reader, he shall be appointed as Head of the Department.
 - (2) If there is no teacher in selection grade or designated Reader and there is only one teacher in senior scale then he shall be appointed as Head of the Department.
 - (3) In case, if there are more than one teacher in Selection grade or designated Reader, then Principal shall appoint one of them as Head of the Department.
 - (4) If there is no teacher in selection grade or designated Reader but there are more than one teacher in senior scale, then Principal shall appoint one of them as Head of the Department.
 - (5) If there is no teacher in selection grade or senior scale, then the Principal shall appoint one of the Lecturers as Head of the Department.
 - (6) Headship of the teacher before the completion of the tenure, shall not be withdrawn without the prior permission of the University.
 - (7) The teacher appointed as the Head of the Department shall be eligible for remission in workload as per the Statute.
- Lien.** S.251. (1) The teacher seeking appointment in another university, college, recognised institution or any other organisation shall apply for lien through the Appointing/Competent Authority. The Appointing/Competent Authority may forward such application subject to such conditions as may be prescribed.
- (2) In case the teacher is selected/nominated, he may resign the post or make specific request that he may be permitted to accept the new

assignment on lien. The employer may permit him to accept, subject to such conditions as may be prescribed and sign the agreement with the authority. The lien of such teacher shall be retained on his post for a period not exceeding five years, at the end of which he may have to rejoin his post or resign.

Provided that, if the teacher is appointed or nominated as the Pro-Vice-Chancellor, Registrar, Director BCUD, Controller of Examinations and Finance and Accounts Officer he shall be entitled to lien for a further period of five years.

- (3) In case the teacher is on probation at the time of such outside appointment, he shall resign his position before proceeding on to join the post.
- (4) The temporary teacher shall not be entitled to lien.

Provided that, if such a new post is under the College or Recognised Institution in the State of Maharashtra, he may be given benefit of protection of pay and of counting qualifying services for pensionary benefits.

- S.252. (1) If the teacher is appointed on a post which is sanctioned/created for a specific period of time, the teacher shall be governed by the specific provisions of the terms of contract and not by the provisions of these Statutes. He shall have no legal claim on the said or similar post in the College or Recognised Institution, except those specified in the contract. Tenure Post.

Provided that, if the post is extended on tenure basis, the teacher already working or the teacher who was working may be given preference. On the expiry of such extended period, the teacher shall be entitled to the terminal benefits as may be admissible.

- (2) The teacher may be appointed for a tenure period on a permanent or a temporary post, by a contract and shall be governed by the terms of contract and not by the provisions of these Statutes under the scheme.

- S.253. The teacher who is absent from duty without permission for a period of more than thirty days, he shall be deemed to be deserter and his services shall stand terminated automatically on the expiry of the period. Deserter.

Provided that, whenever the teacher is not able to attend the duties as prescribed and not able to communicate reasons of his absence for

reasons beyond his control, the Competent Authority may, by a special order condone his absence.

Provided further that, before terminating the services of the deserter, the Competent Authority shall first give thirty days notice to the deserter in local newspaper, send the copy of the said notice to the deserter on permanent address by registered post and paste the copy of the notice on the door of his residence. After expiry of the notice period, the Competent Authority shall terminate the services of the deserter.

Discontinuation
or
Termination.

S.254. (1) The teacher shall not leave or discontinue his service in the College or Recognised Institution without giving prior notice in writing to the Competent Authority of his intention to leave or discontinue the service. The period of notice shall be -

- (a) three calendar months in the case of the permanent teacher.
- (b) one calendar month in the case of the temporary/probationary teacher.
- (c) In case of breach of these provisions, the teacher shall pay to the College or Recognised Institution an amount equal to his basic pay for the notice period required to be given by him. In case he fails to pay the amount, it shall be recovered from the dues payable to him.

(2) If the Disciplinary Authority, after completing the procedure of departmental enquiry, comes to the conclusion that the teacher should be compulsorily retired or removed from service, it shall give three months' notice in case of the permanent teacher or pay the basic pay for the period in lieu thereof.

(3) The teacher on probation shall not leave or discontinue his service without giving one month's prior notice in writing or one month basic pay in lieu thereof.

(4) The Competent Authority shall not terminate the service of the teacher on probation without giving one month's prior notice in writing to the teacher or one month basic pay in lieu thereof.

Abolition
of Post.

S.255. (1) Post of the teacher shall not be abolished without prior permission of the University.

(2) If the teacher is declared as surplus for want of workload due to any reason, then such teacher shall be first absorbed in the College or Recognised Institution affiliated to the University. In case there is no vacancy within the university jurisdiction then he shall be

absorbed in the College or Recognised Institution anywhere in the State.

- (3) In case of the teacher who cannot be declared as surplus, as per the University and the Government, then the post held by such teacher shall be abolished in the following manner :
- (a) The Principal shall submit the proposal to the University for abolition of the post for either want of workload or closure of the subject/faculty or the College/Recognised Institution, as the case may be.
 - (b) The University, after scrutinising the proposal shall give the permission to abolish the post(s).
 - (c) The teacher(s) working against the post(s) which is/are to be abolished shall be entitled to the salary as follows :
 - (i) If the teacher has put in more than ten years of service, he shall be entitled to twelve months' salary.
 - (ii) If the teacher has put in more than five years service, he shall be entitled to six months' salary.
 - (iii) If the teacher who is confirmed and has put in more than two years but less than five years service, he shall be entitled to three months' salary.
 - (d) In case, the abolished post is again created due to any reason, then such teacher shall have option to come back to the said post.

S.256. Any teacher working in the College or Recognised Institution shall resign his post by submitting resignation letter to the Competent Authority in his own handwriting, which shall be attested by two senior teachers working in the same College or Recognised Institution.

Resignation of Teacher

- S.257. (1) The teacher before leaving the service shall handover the charge of his post to the Principal or the person duly authorised by the Principal on his behalf.
- (2) The teacher shall return to the University, College, Recognised Institution all the Library books, Advance(s), Consumer Society Loan, etc. and shall pay the maintenance charges of the accommodation provided to him, if any.
- (3) The teacher shall vacate the quarter allotted to him before handing over the charge.

Handing over the Charge.

- (4) The College or Recognised Institution shall pay all the dues which are payable to the teacher before he is relieved.
- (5) The College or Recognised Institution shall handover the discharge certificate to the teacher in the prescribed form appended.

Contributory Provident Fund. S. 258. The teacher who is not covered under Salary Payment Scheme or Pension Scheme; as the case may be, shall be entitled to Contributory Provident Fund Scheme.

Provided that, the rate of monthly subscription of the employee's and the Management's share shall be as per the rules of Government of India or the Government, as the case may be, from time to time.

Provided further that, the teacher who is not covered under salary payment scheme and pension scheme shall be entitled for gratuity as per the Government rules, from time to time.

Special Provisions for the Female Teachers. S. 259. In addition to the other provisions of these Statutes, the following provision shall apply to the female teachers working in the College or Recognised Institution :

- (1) Female teachers may be allowed to accumulate the casual leaves to the extent of sixty days for the purpose of her child rearing activities.
- (2) Where both husband and wife are working under the same or different managements, the creation of earned and half-pay leave bank may be permitted and the female teacher may be allowed to avail leave admissible for rearing of very young children.

Provided that, such period shall not exceed more than six years in entire service.

Provided further that, the female teacher shall be allowed to avail this leave facility if she has no other leave to her credit and there is earned leave to the credit of her husband.

- (3) The female teacher, in her entire service, may be allowed to work part-time for a period of not more than five years, when her children are young and family commitments are maximum.

Provided that, this part-time service shall be counted for the purpose of Seniority, Increments, and Retirement benefits, etc.

Provided further that, such female teacher as far as possible may be allowed to enjoy the benefits of flexi time-table convenient as per her requirements.

- (4) The break(s) in the service of the female teacher shall be condoned by the Government or the University, as the case may be, in the following manner :
- (a) the total number of breaks in service shall not be more than six in the entire service.
 - (b) the total period of such breaks shall not be more than six years irrespective of the length of break.
 - (c) the reason(s) for the break(s) shall include (i) marriage, (ii) transfer of both wife and husband, (iii) termination of service for reasons other than disciplinary measures, (iv) non-employment, (v) children's birth or family commitments or any other cause related to her dual responsibilities as a mother and the teacher.
 - (d) Such breaks shall be ignored for all the benefits such as Increments, Retirement benefits etc.
 - (e) The female teachers shall be allowed to rejoin the service (not necessarily in the same job/post) and the service rendered by such teacher prior to joining the new post shall be counted for the retirement benefits.
- (5) Priority may be given to the female teachers for Orientation and Refresher Courses organised nearer to their place of work.

CHAPTER IX

DUTIES, CODE OF CONDUCT AND PROFESSIONAL ETHICS

- S. 260. Subject to the supervision and general control of the Management, the Principal as the Principal Executive and Academic Head of the College/Recognised Institution, shall be responsible for -
- (1) academic growth of the College.
 - (2) participation in the teaching, research and training programmes of the College.
 - (3) assisting in planning and implementation of academic programmes such as Refresher/Orientation course, seminars, in-service and other training programmes organised by the University/College for academic competence of the Faculty Member.
- Duties and Responsibilities of the Principal of the College and Recognised Institution.

- (4) admission of students and maintenance of discipline of the College.
 - (5) receipts, expenditure and maintenance of true and correct accounts.
 - (6) The overall administration of the College and Recognised Institution and their Libraries and Hostels, if any.
 - (7) correspondence relating to the administration of the College.
 - (8) administration and supervision of curricular, co-curricular/extracurricular or extra-mural, students' welfare activities of the College and Recognised Institution and maintenance of records.
 - (9) observance of the Act, Statutes, Ordinance, Regulations, Rules and other Orders issued thereunder by the University authorities and bodies, from time to time.
 - (10) supervision of the examinations, setting of question papers, moderation and assessment of answer papers and such other work pertaining to the examinations of College/Recognised Institution.
 - (11) overall supervision of the University Examinations.
 - (12) observance or provisions of Accounts Code.
 - (13) maintenance of Self Assessment Reports of teachers and their Service Books.
 - (14) any other work relating to the College or Recognised Institution relating to the administration of the College as may be assigned to him by the Management, from time to time.
- S.261. (a) The teacher shall devote his time and energy to develop and improve his academic and professional competence by availing all opportunities to attend and participate in academic programmes, such as Seminars, Orientation, Refresher Courses, In-service programme, etc. The Management shall give the teacher every possible opportunity to do so.
- (b) The teacher shall perform his academic duties such as preparation of lectures, demonstrations, assessment, guidance to research, tutorials, University, College and Recognised Institution examinations, will encourage pursuit of learning in the students.
- (c) The teacher shall engage the classes regularly and punctually and impart such lessons and instructions as the Principal shall allot to him, from time to time and shall not ordinarily remain absent from work without prior permission or grant of leave.
- (d) The teacher shall observe the provisions of the University Act, Statutes, Ordinances, Regulations and Rules in force and

as modified, from time to time and abide by the decisions of the University/Management, Principal and shall ensure the interest of the University, College or Recognised Institution. Such decisions, however, shall not be inconsistent with the provisions of the Act, Statutes, Ordinances, Regulations, etc. If it is found by the Management that damage or loss has been caused to the College or Recognised Institution by an act or negligence neglect or default on the part of the teacher, such damage or loss shall be recoverable from him.

- (e) In addition to the duties of teaching and allied activities the teacher shall when required, attend to extra-curricular, co-curricular activities organised by the University, College and Recognised Institution and administrative and supervisory work and maintenance of records and self reports or any other duties befitting the status of a teacher assigned to him by the Principal.
- (f) A teacher shall help the University, College or Recognised Institution authorities to enforce and maintain discipline and good habits among the students.
- (g) In case of Professional Colleges, a teacher shall perform such duties as are prescribed by their respective Central Councils and accepted by Government and University, from time to time.

S.262. In addition to the duties of the teacher as mentioned above, the Librarian shall perform the following duties :

Duties of Librarian.

- (a) The Librarian shall provide a wide range of services to the user, by making available in a convenient and attractive form to students and faculty members, a well organised and properly arranged stock of books, journals and other relevant materials which are to be kept properly indexed catalogued and up-dated.
- (b) The Librarian shall provide reading and lending facilities and service relating to reference, documentation and bibliography.
- (c) The Librarian shall always try to bring books, students and scholars together under conditions which encourage reading for pleasure, self discovery, personal growth and sharpening of intellectual curiosity.

S.263. (1) (a) The teacher shall perform all his duties faithfully and will not avoid his responsibility. However, following lapses would

Code of Conduct

constitute improper conduct on the part of the teacher :

- (a) Failure to perform his academic duties such as lecturing, demonstrations, assessment, invigilation etc.
- (b) Gross partiality in assessment of students, deliberately over/under marking or attempt of victimisation on any grounds.
- (c) Inciting or instigating students against other students, colleagues, administration. (This does not interfere with his right to express his differences on principles in seminars or other places where students are present.)
- (d) Raising questions of castes, creed or religion, race or sex in his relationships with the students and his colleagues and trying to use the above considerations for improvement of his prospects.
- (e) Refusal to carry out the decisions of appropriate authorities, officers, administrative and academic bodies of the University. This will not inhibit his right to express his difference with their policies or decisions, expression, provided that he will not use the facilities or forum of the University, College or Recognised Institution to propagate his own ideas or beliefs for or against particular political party or alignment of political or religious activities.
- (f) Accepting tuitions, conducting/participating in private coaching directly or indirectly or any classes or courses in any manner.
- (g) Violation of the Anti-bigamy Act and Anti-dowry Act in any manner directly or indirectly.
- (h) Involvement in non-academic activities directly or indirectly such as -
 - i) Writing of questions-answers guide, key, likely questions, cyclostyled or xeroxed notes, etc.
 - ii) Undertaking of any office of profit, agency.

The teacher shall not avoid any work related to the University examinations without reasonable grounds.

- (2) The behaviour of the teacher with male and female students and other employees shall be modest.

(3) The Teacher shall -

- i) strictly abide by any law relating to intoxicating drinks or drugs in force in any area in which he may happen to be for the time being;
- ii) not consume any intoxicating drink or be under the influence of any intoxicating drink or drug, during the course of his duty; and shall also take due care that the performance of his duties at any time is not affected in any way by the influence of any such drink or drug;
- iii) refrain from consuming any intoxicating drink or drug in a public place;
- iv) not appear in a public place in a state of intoxication;
- v) not use any intoxicating drink or drug in excess so that he is unable to control his behaviour.

Explanation : For the purpose of this rule, "Public Place" means any place or premises (including conveyance) to which the public have or are permitted to have access, whether on payment or otherwise).

S.264. (1) Teachers and their rights :

The Teachers shall enjoy full civic and political rights as provided by the constitution. The teachers shall have a right to adequate emoluments, social position, just conditions of service, professional independence and adequate social insurance.

Code of Professional Ethics for the Teachers.

(2) The Code of Professional Ethics :

(a) The teachers and their responsibilities :

Any person who takes teaching as profession assumes the obligation to conduct himself in accordance with the ideals of the profession. The teacher is constantly under the scrutiny of his students and the society at large. Therefore, every teacher shall see that there is no incompatibility between his precepts and practice. The national ideals of education which have already been set forth and which he should seek to inculcate among students must be his own ideals. The profession further requires that the teachers shall be calm, patient and communicative by temperament and amiable in disposition. Teacher shall -

- (i) adhere to a responsible pattern of conduct and demeanour expected of him by the community.

- (ii) manage his private affairs in a manner consistent with the dignity of the profession.
 - (iii) seek to make professional growth continuous through study and research.
 - (iv) express free and frank opinion by participation at professional meetings, seminars, conferences etc. towards the contribution of knowledge.
 - (v) maintain active membership of professional organisations and strive to improve education and profession through them.
 - (vi) perform his duties in the form of teaching, tutorial, practical and seminar work conscientiously and with dedication.
 - (vii) co-operate and assist in carrying out functions relating to the educational responsibilities of the College or Recognised Institution and the University such as : assisting in appraising applications for admission, advising and counselling students as well as assisting in the conduct of University and College examinations, including supervision, invigilation and evaluation, and
 - (viii) participate in extension, co-curricular and extra-curricular activities including community service.
- (b) Teachers and the students :
- The teacher shall -
- (i) respect the right and dignity of the student in expressing his opinion.
 - (ii) deal justly and impartially with students regardless of their religion, caste, political, economic, social and physical characteristics.
 - (iii) recognise the difference in aptitude and capabilities among students and strive to meet their individual needs.
 - (iv) encourage students to improve their attainments, develop their personalities and at the same time contribute to community welfare.
 - (v) inculcate among students scientific outlook and respect for physical labour and ideals of democracy, patriotism and peace.

- (vi) be affectionate to the students and not behave in a vindictive manner towards any of them for any reason.
 - (vii) pay attention to only the attainment of the student in the assessment of merit.
 - (viii) make himself available to the students even beyond their class hours and help and guide students without any remuneration or reward, in college premises.
 - (ix) aid students to develop an understanding of our national heritage and national goals, and
 - (x) refrain from inciting students against other students, colleagues or administration.
- (c) Teachers and Colleagues :
- The teachers shall -
- (i) treat other members of the profession in the same manner as they themselves wish to be treated.
 - (ii) speak respectfully of other teachers and render assistance for professional betterment.
 - (iii) refrain from lodging unsubstantiated allegations against colleagues to higher authorities.
 - (iv) refrain from allowing considerations of caste, creed, religion, race or sex in their professional endeavour.
- (d) Teachers and authorities :
- The teachers shall -
- (i) discharge their professional responsibilities according to the existing rules and adhere to procedure and methods consistent with their profession in initiating steps through their own institutional bodies and/or professional organisations for change of any such rule detrimental to the professional interest.
 - (ii) not undertake any other employment and commitment including private tuitions and coaching classes;
 - (iii) co-operate in the formulation of policies of the institution by accepting various offices and discharge responsibilities which such offices may demand;
 - (iv) co-operate with the authorities for the betterment of the institutions keeping in view the interest and in conformity with dignity of the profession;
 - (v) should adhere to the conditions of contract;

- (vi) give and expect due notice before a change of position is made; and
 - (vii) refrain from availing themselves of leave except on unavoidable grounds and as far as practicable with prior intimation, keeping in view their particular responsibility for completion of academic schedule.
- (e) Teachers and non-teaching employees :
- (i) the teachers should treat the non-teaching employees as colleagues and equal partners in a co-operative undertaking, within every educational institution.
 - (ii) the teachers should help in the function of joint staff council covering both teachers and the non-teaching employees.
- (f) Teachers and guardians :
- The teachers shall try to see through teachers' bodies and organisations that institutions maintain contact with the guardians of their students, send report of their performance to the guardians whenever necessary and meet the guardians in meetings convened for the purpose for mutual exchange of ideas and for the benefit of the institution.
- (g) Teachers and Society :
- The teachers shall -
- (i) recognise that education is a public service and strive to keep the public informed of the educational programmes which are being provided.
 - (ii) work to improve education in the community and strengthen the community's moral and intellectual life.
 - (iii) be aware of social problems and take part in such activities as would be conducive to the progress of society and hence the country as a whole.
 - (iv) perform the duties of citizenship, participate in community activities and shoulder responsibilities of public office.
 - (v) refrain from taking part in or subscribing to or assisting in any way, activities which tend to promote feeling of hatred or enmity among different communities, relations or linguistic groups but actively work for National Integration.

**INFORMATION OF THE CANDIDATE TO BE SENT TO THE UNIVERSITY
ALONG WITH THE PROCEEDINGS OF THE SELECTION COMMITTEE**

(S. 167 (I) (f) (vi))

*Academic Year in which appointment
of a teacher is to be made.....*

Information in respect of candidate recommended by the Selection Committee for the post of Principal/Professor/Asstt. Professor/Reader/Lecturer/Librarian/Director of Physical Education etc.

- (1) Name of the College:
- (2) Name of the Candidates
(beginning with Surname (Surname) (Name) (Father's/Husband's Name)
in Block letters)
(In Devanagari Script) (सुरनाम) (नाम) (पिता/पति का नाम)
- (3) Date and Place of Birth:
- (4) Appointment Order and Date
(Pl. attach a copy)
- (5) Whether belonging to Reserved Category
(if so, state whether SC, ST, DT/NT
and attach an attested copy of the
caste certificate)
- (6) Designation of the Post with Subject
- (7) Nature of Appointment
(a) Full-Time
(b) Part-Time
(c) Clock Hour Basis
- (8) Whether Temporary/Permanent/Visiting
or on Contract Basis/Lien basis
(Please state the period) From To
Yes No
- (9) Whether the Selection Committee
procedure laid down in the Statute
by the University was followed
(a) Date of the Meeting of the
Selection Committee
(b) Whether there was quorum of the
meeting (as per the Statute) Yes No

(2)

(c) Whether the University Subject Experts were present Yes No

(d) Whether the B. C. Nominee was present Yes No

(e) Whether the candidate was appointed from the names arranged in order of merit? Yes No

If so, indicate the rank Rank No.

(f) Was the vacancy of the teacher to be filled in temporarily by the Local Selection Committee. (Send the Local Selection Committee Report alongwith proposal) Yes No

(g) Whether the Selection Committee was constituted as per Statute 16 Yes No

(10) Total No. of posts of Teachers (including Principal) in the scale of pay in the College/Recognised Institution during the academic year referred to above Nos.

(a) Full-Time Full-Time

(b) Part-Time Part-Time

(c) No. of teachers (including Principal) to be appointed against the post reserved for the Members of backward classes

S.C.	(13%)	.....
S.T.	(7%)	.....
VJ (A)	(3%)	.....
NT (B)	(2.5%)	.....
NT (C)	(3.5%)	.....
NT (D)	(2%)	.....
OBC	(19%)	.....
SBC	(2%)	.....

(d) No. of teachers (including Principal) appointed in the college/ recognised institution Backward classes

S.C.	.....
S.T.	.....
D.T./N.T.	.....
VJ (A)	.....
NT (B)	.....
NT (C)	.....
NT (D)	.....
OBC	.....
SBC	.....

(e) Backlog carried forward

(f) How many times were the above post(s) advertised as reserved for members of the backward classes

(11) (a) Total workload of the Department Theory Practicals Total

(b) No. of Teachers in the Department (i) Full Time..... (ii) Part Time..... (iii) CHB....

(12) Vacancy arisen due to

(i) Increase in the workload,

(ii) Retirement OR / Substitute to a Staff

(Please state the name of previous incumbent)

(13) Educational Qualifications and Academic record of the teacher appointed :

(Please enclose attested copies of Degree Certificate(s) and Statement of Marks)

	Univer- sity	Year of passing	Subjects Offered stat- ing whether Spl./Major/ General	Marks obtained out of	Percentage of marks obtained	Class/ Division/ Grade
1	2	3	4	5	6	7
(i) Bachelor's Degree						
(ii) Master's Degree						
(iii) M.Phil. Degree						
(iv) Ph.D. Degree						
(v) NET/SET						
(vi) Any other						

14. Teaching Experience (Please enclose attested copies of the Certificates) if any :

University/ College/ Institute	Designation of the post held	Subjects and classes taught	Period of appointment with date	Nature of appointments	Whether the appointment was approved by the University. If yes, state the date of approval (attach true copy of the approval letter)
1	2	3	4	5	6

(15) Professional Experience if any of the teacher appointed (i.e. professional standing in case of C.A./ Advocates/Practitioner/Engineer)

(Please give details on a separate sheet with Date of Registration/Certificate of Practice)

I hereby certify that —

- (i) I have personally verified the Educational Qualifications, Caste Certificate and the information regarding the professional experience of Shri./Smt. mentioned above.
- (ii) the appointment of Shri./Smt. is made in accordance with the workload prescribed by the University/Government and that no appointment is made in excess of the appointments required.

All the attested true copies of Statements of Marks, Degree Certificate, Caste Certificate (if any), Experience Certificate, Marriage Certificate (if any) are enclosed.

The Selection Committee Report (University/Local), alongwith the information of the candidates selected for interview is also enclosed.

Place :

Date :

Signature of the Principal

..... College,

(College Stamp)

- (iii) In case of selection of the Principal -

I hereby certify that I have personally verified all the documents including the Caste Certificate if any of the above candidates for the post of Principal and also certify that the full-time teaching/professional experience of the candidate selected years is correct.

- (iv) The Selection Committee Report alongwith the information of the candidate(s) selected for the interview is enclosed.

Place :

Date :

Signature of the Chairman/President/Secretary,

(Stamp of the Institute)

(To be filled in by the University Office)

Recommendations of the University Office (Academic) :

- * (1) Since the candidate possesses good academic record with at least 55% marks in the relevant subject at Master's degree and he has passed the Eligibility Test for Lectureship conducted by the UGC/CSIR or a similar test accredited by the UGC, his appointment BE APPROVED.

- (2) Since the candidate possesses qualifications for professional Courses i.e. Medical, Engineering, Law, etc. laid down by the University/Respective Councils, his appointment BE APPROVED.
- (3) The approval is granted subject to the following conditions :
 - (i)
 - (ii)
 - (iii)
- (4) Since the candidate does not possess the minimum required qualifications/ experience his appointment be NOT APPROVED.

Superintendent / S. O.

Asst. Registrar

Dy. Registrar

Director, BCUD

Pro-Vice-Chancellor

Vice-Chancellor

-
- Strike out whichever is inapplicable.
 - ** Incomplete forms will not be entertained.

APPENDIX -II

PROCEEDINGS OF THE SELECTION COMMITTEE

(S. 167 (1) (f) (vi))

Name of the Management/College/Recognised Institution :

Interviews for the post of in the Subject of

Date of the Interviews : Pay Scale :

No of Post(s) : No. of Post(s) reserved :

	Name(s) of the Candidates			
	1	2	3	etc.
Objective marking				
(a) Academic				
(i) Merit at graduate level				
(ii) Merit at Post-graduate level				
(iii) Merit at M.Phil. Degree				
(iv) Ph.D. Degree				
(v) SET/NET Examination				
(b) Research Publications				
Research papers published in				
(i) State level Journals				
(ii) National level Journals				
(iii) International Journal				
(iv) Publication of Text-books or other books				
(c) Teaching experience				
(i) Full-time				
(ii) Part-time				
(d) Extra-curricular activities				
(i) Participation in N.S.S.				
(ii) NCC 'B' Certificate				

(iii) NCC 'C' Certificate	
(iv) Sports Winners at University/ State/National level	
(e) Points scored in personal interview	
GRAND TOTAL	

Prepared by :

Checked by :

Signatures of the Members of Selection Committee :

- (1) (2) (3)
- (4) (5) (6)
- (7) (8) (9)

APPENDIX - III

FORM FOR APPOINTMENT ORDER OF THE TEACHER
(S. 174 (2))

Name of the Management/College/Recognised Institution :

Ref. No.

Date :

To,

Shri./Smt.....

Sub. : Appointment to the post of
In (Subject)

Sir/Madam,

In response to our advertisement dated you had applied for the post of
You were interviewed for the above post by the Selection Committee constituted by the Management under Statute No. of the University.

I am pleased to inform you that the Management has appointed you on the said post in
..... College/Institute at
in the scale of Rs.
with effect from Your appointment is subject to the following terms and conditions :

1. Your services will be governed by the Maharashtra Universities Act, 1994, Statutes, Code of Conduct, Ordinances and rules and regulations laid down by the University, from time to time.
2. (a) You are appointed in clear vacancy on full-time/part-time basis on probation for a period of twenty-four months from the date of joining.
- (b) Your appointment is purely temporary for a period of
i.e. from to
- (c) Your appointment is on leave/lien vacancy for the period from
to
- (d) The post is reserved for
Since you belong to the said category, you are appointed on full-time basis on probation for a period of twenty-four months from the date of joining.
- (e) The post is reserved for
Since you do not belong to the said category, you are appointed full-time

on temporary basis against the reserved post for a period of
 You shall not have any claim on the said post in future.

- (f) This is temporary vacancy caused by
 Hence you are appointed full-time on purely temporary basis for a period of
- (g) Your appointment is on part-time/clock hour basis only.
3. (i) You will be paid basic pay of Rs.-/- per month in the scale indicated above. You will also be entitled to Dearness Allowance, House Rent Allowance and C.L.A. at the rates prescribed by the Government, from time to time. Your salary will be paid through Nationalised/Scheduled Bank.
- (ii) You will be paid remuneration at the rate of Rs. per lecture/per hour.
- (iii) Your appointment and salary shall be subject to approval by the University.
4. (a) You will have to pass the NET or the SET or similar test as the case may be as laid down by the University.
- (b) You will have to acquire the qualifications
 (SET/NET) as prescribed by the University within the
 period.
5. You will submit the originals as well as certified true copies of relevant testimonials such as marksheets, birth date, experience, discharge/relieving, last pay, Caste etc. certificates, at the time of joining duties.
6. In case you accept the appointment you shall have to execute Deed of Contract of Service as prescribed in the Statutes at the time of joining the duties.
7. You will be allowed to join the duties on production of —
- (i) Two Passport size Photographs.
- (ii) Discharge Certificate from previous employer (if any).
8. You will undergo medical examination by the approved Medical Officer or by the Civil Surgeon at the place of your duty, within three months from the date of joining the duties.
9. You are required to give the correct mailing address as soon as you join the duties and any change in the address given earlier should be communicated to the Principal. It will be presumed that any letter sent by Registered Post Acknowledgement Due (RPAD) on the address given, shall be deemed to have been acknowledged and duly signed by you.

(3)

10. You will not conduct or engage yourself in any private tuitions or private coaching classes and will not hold any office of profit.
11. You will not engage yourself in any other job paid full-time, part-time or otherwise, during the continuance of your service.
12. Your services are transferable to any other Colleges or Recognised Institutions run by the Management as per the Statutes.
13. You will have to communicate your acceptance to the Management/College/Institution within ten days from the date of receipt of this Order of Appointment, failing which your appointment is liable to be cancelled.

Yours faithfully,

Secretary/Principal.

Pl. strike out whichever is not applicable.

FORM OF DISCHARGE CERTIFICATE

(S. 174 (3))

Date :

This is to certify that Shri./Smt./Dr. _____
who was in the employment of this College/Recognised Institution
as _____ has left/has been relieved from the services of
the College/Recognised Institution from _____ (FN/AN). The pay
drawn by him/her on _____ in the Pay-Scale of Rs. _____
was Rs. _____ p.m. The date of his/her next increment in the said
Pay-Scale is _____.

Place :

Principal of the College

Date :

DEED OF CONTRACT OF SERVICE

(S. 175 (1))

This agreement made on the day of 19 between Shri./Smt./Kum./Prof./Dr. hereinafter referred to as "the Teacher" of the first part and the "..... Management of the College or Recognised Institution" of the second part.

It is hereby agreed by and between the parties hereto as under :

1. That the Management of the College/Recognised Institution hereby appoints Shri./Smt./Kum./Prof./Dr. as a in in the scale of Rs. (Post) in the Department of (subject) in /College/ Institution with effect from the date when the said takes charge of the duties of his office and the said hereby agrees to abide by the conditions of service, leave rules and conduct, discipline and appeal rules as are prescribed and will be prescribed hereafter by the Statutes.

2. That the said parties agree and undertake to be bound by the Act, Statutes, Ordinances, Regulations, Rules and Orders of the Management for the time being in force and as may be amended and/or modified from time to time and brought into force at a later date and which shall be deemed to form part of the agreement.

3. That the said parties agree that this agreement shall continue in force till the date of superannuation of the teacher or until determined by notice in writing as required under the Statutes relating to the conditions of service for the College/Recognised Institution teacher.

IN WITNESS whereof the parties hereto have set their hands and seals on the day of the month and year mentioned above.

Place :

Date :

Signed by the said

Signed and sealed on behalf
of the College/Recognised Institution

(Teacher)

Chairman
Management

In the presence of :

- 1.
- 2.

FORM OF DISCHARGE CERTIFICATE

(S. 174 (3))

Date :

This is to certify that Shri./Smt./Dr. _____
who was in the employment of this College/Recognised Institution
as _____ has left/has been relieved from the services of
the College/Recognised Institution from _____ (FN/AN). The pay
drawn by him/her on _____ in the Pay-Scale of Rs. _____
was Rs. _____ p.m. The date of his/her next increment in the said
Pay-Scale is _____.

Place :

Principal of the College

Date :

SELF APPRAISAL REPORT

(S. 182 (1))

Name of the College/Recognised Institution : _____

Performance Appraisal Report Year : _____

A. General Information

- a) Name
- b) Date of Birth
- c) Address (Residential)
- d) Designation
- e) Department
- f) Area of Specialization
- g) Date of Appointment
 - i) in the institution
 - ii) on the Present Post
- h) Honours Conferred

Ph. No.

B. Teaching

- a) Class Taught

Class	Periods					
	Assigned per week		Taught in the year		Steps taken for engaging of periods missed during absence of leave	
	L	T/P	L	T/P		
		(1)		(2)	(3)	

- i) Bachelor's Degree
- ii) Master's Degree
- iii) M. Phil.
- iv) Any other

(To be filled at the end of every academic year)

L = Lecture T = Tutorial P = Practical

- b) Regularity and Punctuality
- c) Details of course teaching plan, synopses of lectures and reading lists supplied to students.

d) Details of participation in the following :

- i) University Evaluation
- ii) Internal Evaluation
- iii) Paper Setting
- iv) Assessment of Home assignments
- v) Conduct of Examinations
- vi) Evaluation of Dissertation etc.

C) Details of Innovations/Contribution in Teaching, during the year :

- a) Design of curriculum :
- b) Teaching methods :
- c) Laboratory experiments :
- d) Evaluation methods :
- e) Preparation of resource material including books reading materials, laboratory Manuals etc.
- f) Remedial Teaching Student Counselling (academic)
- g) Any other

D. Improvement of Professional Competence :

Details regarding Refresher/Orientation Courses attended, participation in summer schools, workshops, seminars, symposia etc. including open university courses / M.Phil., Ph.D.

E. Research Contributions :

a) Number of Students (M.Phil. / Ph.D.)

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

b) No. of research papers published (Please enclose list).

c) Research Projects :

Title of the Project	Name of the funding agency	Duration

- d) Details of Seminars, Conferences, Symposia organised/attended
- e) Patents taken, if any, give a brief description
- f) Membership of Professional Bodies
Editorship of Journals etc.

F. Extension Work / Community Service :

- a) Please give a short account of your contribution to :
 - i) Community work such as values of National integration, secularism, democracy, socialism, humanism, peace, scientific temper, flood or drought relief, small family norms, AIDS etc.
 - ii) National Literacy Mission
- b) Positions held/Leadership role played in organizations linked with Extension work and National Service Scheme (NSS) or NCC or any other similar activity

G. Participation in Corporate Life :

Please give a short account of your contribution to :

- a) College/University/Institution
- b) Co-curricular activities.
- c) Enrichment of Campus Life
(hostels, sports, games, cultural activities)
- d) Students' Welfare and Discipline
- e) Membership / Participation in Bodies / Committees on Education and National Development, Membership of University, Bodies and Authorities etc.
- f) Professional Organization of Teachers,

H. Assessment :

- a) Steps taken by you for the evaluation of the course programme taught

I. General Data :

State brief assessment of your performance indicating -

- a) achievements
- b) difficulties faced
- c) suggestions for improvement

Signature of the Teacher

J. Assesment by the Head of the Department :

- A. General information
- B. Teaching
- C. Details of Innovations/Contribution in Teaching, during the year
- D. Improvement of Professional Competence
- E. Research Contributions
- F. Extension Work / Community Service
- G. Participation in Corporate Life

Head of the Department

Remarks of the Reviewing Authority

PRINCIPAL

FORM OF SUSPENSION ORDER

(S. 226 (1))

To,

.....

.....

As decided by the Management by resolution No/Order No. _____
 passed at its meeting held on _____, I, _____
 do hereby suspend you (Shri. _____) from the service of the
 College/Recognised Institution with effect from _____ on
 the charge/s mentioned below :

(1)

(2)

etc.

2. It is also ordered that a regular Departmental Enquiry will be held into your conduct. Orders appointing an Enquiry Authority for the purpose are being issued separately.

3. You should note that it is not permissible for you to accept any gainful employment or to do any business while you are under suspension. Any breach of this condition shall render you liable to forfeit your claim for subsistence allowance.

4. Pending further orders you will be paid a subsistence allowance provided under these Statutes.

Place :

Date :

Chairman/Secretary

.....

.....

FORM OF APPOINTMENT ORDER OF ENQUIRY OFFICER

(S. 228 (1))

As it has been decided to hold a departmental enquiry into the conduct of Shri. _____ on the charge(s) mentioned in the memo of charges an Enquiry Authority consisting of (i) _____

(ii) _____ (iii) _____

(Designation) _____ is appointed to hold the enquiry in accordance with the procedure prescribed by the Statutes. A proforma in which the charge sheet is to be served on Shri. _____ is attached.

The Committee consisting of the above member(s) is requested to see that they complete the enquiry and submit/s their report expeditiously and in any case on or before _____

Place :

Chairman/Secretary

Date :

.....
.....

FORM OF MEMO OF CHARGES

(S. 228 (2))

(Registered Post A/D.)

To,

I, (Name and Designation) _____ (Chairman) appointed
 Enquiry Authority vide the order issued by _____
 under No. _____ of _____ to hold a Departmental
 Enquiry into your conduct do hereby charge you (Shri. _____
 as under :

1)

2)

etc.

2. A statement of allegations on which the charges are based is attached herewith. Copies of the relevant documents which have been relied upon while framing the charges are also sent herewith.

3. You are called upon to put in your written statement of defence alongwith such documents as you intend to rely on in your defence in answer to the above charges within _____ days from the date hereof and to state at the same time whether you desire to be heard in person. If you desire to examine any witness(es) in your defence, you are called upon to furnish at the same time the names and addresses of your witness(es). On your failure to put in your statement or to furnish the names and addresses of your witness(es) within the time allowed to you, it will be presumed that you do not wish to make a statement or to furnish the names and addresses of any witness(es).

4. You are further called upon to state why the above charges or any of them, if held proved, should not be considered as good and sufficient ground for imposing upon you any one of the penalties specified in the Statutes of the _____ University. Any representation that you make with regard to the action taken against you would be considered by the Competent Authority before the final order of punishment is passed. You may, if you so desire, take inspection of relevant documents and if you further so desire you may take copies of required documents.

Date :

Enquiry Officer

FORM OF ORDER FOR REMOVAL OR DISMISSAL

(S. 231)

As decided by the Management of the _____
College/Recognised Institution, by Resolution No. _____ passed
at its meeting held on _____.

The Management of the _____ College/Recognised
Institution hereby directs that Shri. _____ be
dismissed/removed from the service of the College/Recognised Institution with
effect from _____.

Hence you are dismissed/removed from the services of the College/
Recognised Institution.

Place : _____

Chairman/Secretary

No. : _____

Date : _____

FORM OF ORDER FOR IMPOSING PENALTY

(S. 231 (4))

(Registered Post A. D.)

To,

As decided by the Management of the College/Recognised Institution by Resolution No. _____ passed at its meeting held on _____ the Chairman of the Management hereby directs that Shri./Smt./Kum. _____ be charged with a penalty of _____ / dismissal/removal from the service of the College/Recognised Institution with effect from _____ (FN/AN).

Hence you are charged with a penalty of _____ dismissal/removal from the service of the College/Recognised Institution with effect from _____ (FN/AN).

Place : _____

No. : _____

Date : _____

By Order,

Chairman/Secretary

.....
.....

FORM OF SHOW-CAUSE NOTICE
(S. 231 (5) (II))

From :

.....
.....

To :

.....
.....

Subject : Disciplinary action

I am to forward herewith a copy of the report submitted by the Enquiry Officer who conducted the Departmental Enquiry into your conduct and to state that with due consideration of the findings arrived at in this respect it has been held that charges No. _____ mentioned in the memo of charges served upon you have been proved against you. It is, therefore, proposed to dismiss/ remove you from the service of the College/retire you compulsorily from the service of the College/Recognised Institution/reduce you to a lower post or pay-scale or the lower stage of increment in your present time-scale of pay.

2. You are hereby called upon to show cause within 14 days from the date of receipt of this notice as to why the proposed penalty should not, for good and sufficient reasons, be imposed upon you. If you fail to do so within the time allowed to you, it will be presumed that you do not wish to show any cause, in respect of the disciplinary action proposed to be taken against you.

3. You are requested to acknowledge receipt of this Notice.

Encl. : As above.

Place :

Chairman/Secretary

Date :

.....
.....

FORM OF HANDING OVER CHARGE

(S. 257 (1))

Date :

I, _____ (Designation) in the College/Recognised Institution have handed over the charge of my post to _____ with effect from _____ as I have resigned my post from _____

I have already submitted a clearance certificate obtained from the Secretary of the College/Recognised Institution stating that no property or mone, belonging to the College/Recognised Institution is in my possession.

I have already handed over possession of the premises occupied by me in the College/Recognised Institution premises.

Signature of the Teacher

I, _____ (Designation), in the College/Recognised Institution of _____ have taken over the charge from _____ in the College/Recognised Institution, who has resigned his post from _____. No property belonging to the College/Recognised Institution is in his possession. The premises occupied by him in the College/Recognised Institution for his residential accommodation have also been duly vacated and handed over by him.

Chairman/Secretary

List of the property handed over to me.

- S.590. Affiliated Colleges and Recognised Institutions for this purpose shall charge and recover an amount of Rs.50/- as Registration Fee from each student admitted. The names of all such students shall be sent to the University alongwith the Registration Fee collected within the prescribed period.
- S.591. Affiliated Colleges and Recognised Institutions for this purpose shall report forthwith to the Management Council for its approval all changes made by them in their teaching staff and other relevant matters.
- S.592. The Management Council shall arrange for periodical inspection of such Colleges and Institutions.

**AUTONOMOUS COLLEGE/RECOGNISED INSTITUTION/
UNIVERSITY DEPARTMENT/UNIVERSITY INSTITUTION**

(Under Section 89 of the Act)

- S.593. 1. When the system of affiliating Colleges to State Universities was designed, the number of Colleges and the Universities were very small and Universities could supervise the working of the affiliated Colleges very easily. The Universities were acting as examining body and awarding the degrees on behalf of the Colleges. The Colleges looked towards the Universities for any change in the education system and curricula. The academic decision also need quicker pace for making the innovations and designing curricula methods more relevant to the areas in which an institution works.

Due to the phenomenal growth of higher education it has become difficult to keep pace with the requirement of the society. The present affiliating system does not allow the required freedom to the College to meet the demands cast upon them. The existence of large number of affiliated Colleges in the universities, has become a drag on the process of modernisation and improvement of standards. Because of the compulsion to prescribe an identical curricula, teaching system and examination system for all affiliated Colleges and the compulsion to set standards which are attainable by even the weak Colleges, the prescription of the universities tends to keep standards low. The Colleges which have the potential to implement an academic programme to higher standards do not have the freedom to conduct such courses or teaching system or examining system. The decision for bringing about innovation and their implementation can be taken quickly in the smaller body.



भारत का राजपत्र The Gazette of India

असाधारण

EXTRAORDINARY

भाग III—खण्ड 4

PART III—Section 4

प्राधिकार से प्रकाशित

PUBLISHED BY AUTHORITY

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नई दिल्ली, बुधवार, जुलाई 18, 2018/आषाढ़ 27, 1940

No. 271]

NEW DELHI, WEDNESDAY, JULY 18, 2018/ASHADHA 27, 1940

विश्वविद्यालय अनुदान आयोग

अधिसूचना

नई दिल्ली, 18 जुलाई, 2018

विश्वविद्यालय अनुदान आयोग (विश्वविद्यालय और महाविद्यालयों में शिक्षकों और अन्य शैक्षिक कर्मचारियों की नियुक्ति हेतु न्यूनतम अर्हता तथा उच्चतर शिक्षा में मानकों के रखरखाव हेतु अन्य उपाय संबंधी विनियम, 2018

सं. एफ. 1-2/2017 (ईसी/पीएस).—विश्वविद्यालय अनुदान आयोग अधिनियम, 1956 (1956 का 3) की धारा 14 के साथ पठित धारा 26 की उपधारा (झ) के खंड (ड.) और (छ) के तहत प्रदत्त शक्तियों का प्रयोग करते हुए तथा “विश्वविद्यालय अनुदान आयोग (विश्वविद्यालय और महाविद्यालयों में शिक्षकों और अन्य शैक्षिक कर्मचारियों की नियुक्ति हेतु न्यूनतम अर्हता तथा उच्चतर शिक्षा में मानकों के रखरखाव हेतु अन्य उपाय संबंधी विनियम, 2010” (विनियम सं. एफ 3-1/2009 दिनांक 30 जून, 2010) तथा समय-समय पर इनमें किए गए सभी संशोधनों का अधिक्रमण करते हुए, विश्वविद्यालय अनुदान आयोग, एतद्वारा निम्नलिखित विनियमों को तैयार करता है, नामतः—

1. लघु शीर्षक, अनुप्रयोग एवं प्रवर्तनः

- 1.1 इन विनियमों को विश्वविद्यालय अनुदान आयोग (विश्वविद्यालय और महाविद्यालयों में शिक्षकों और अन्य शैक्षिक कर्मचारियों की नियुक्ति हेतु न्यूनतम अर्हताएं तथा उच्चतर शिक्षा में मानकों के रखरखाव हेतु उपाय) संबंधी विनियम, 2018 कहा जाएगा।
- 1.2 ये विनियम विश्वविद्यालय अनुदान आयोग अधिनियम, 1956 की धारा 2 के खंड (झ) के तहत संबंधित विश्वविद्यालय के साथ परामर्श कर किसी केन्द्रीय अधिनियम, प्रांतीय अधिनियम, अथवा किसी राज्य अधिनियम के द्वारा स्थापित अथवा निगमित प्रत्येक विश्वविद्यालय, आयोग द्वारा मान्यता प्राप्त संघटित अथवा संबद्ध महाविद्यालय सहित प्रत्येक संस्थान और उक्त अधिनियम की धारा 3 के अंतर्गत प्रत्येक सम विश्वविद्यालय संस्थान पर लागू होंगे।
- 1.3 यह विनियम अधिसूचित किए जाने की तिथि से लागू होंगे।
2. उच्चतर शिक्षा में मानकों को बनाए रखने के एक उपाय के रूप में विश्वविद्यालय और महाविद्यालय शिक्षकों, पुस्तकाध्यक्षों और निदेशक, शारीरिक शिक्षा और खेलकूद की नियुक्ति और अन्य सेवा शर्तों की न्यूनतम अर्हताएं इन विनियमों के अनुबंध में दी जाएंगी।
3. यदि कोई विश्वविद्यालय इन विनियमों के उपबंधों का उल्लंघन करता है तो ऐसे उल्लंघन किए जाने अथवा इस प्रकार उपबंधों का पालन करने में असफल रहने पर उक्त विश्वविद्यालय द्वारा दिया गया कारण, यदि कोई हो, पर विचार करते हुए आयोग, अपनी निधियों में से विश्वविद्यालय को प्रदान किए जाने वाले प्रस्तावित अनुदानों को रोक सकता है।

विश्वविद्यालय अनुदान आयोग (विश्वविद्यालय और महाविद्यालयों में शिक्षकों और अन्य शैक्षिक कर्मचारियों की नियुक्ति हेतु न्यूनतम अर्हताएं तथा उच्चतर शिक्षा में मानकों के रखरखाव हेतु उपाय संबंधी विनियम, 2018

विश्वविद्यालयों और महाविद्यालयों में वरिष्ठ आचार्य, आचार्यों और शिक्षकों और अन्य शैक्षणिक कर्मियों के पदों के लिए न्यूनतम अर्हताएं और ऐसे पदों से संबंधित वेतनमान और अन्य सेवा शर्तों का पुनरीक्षण।

1.0 व्याप्ति

इन विनियमों को उच्चतर शिक्षा में मानकों को बनाए रखने और वेतनमान की पुनरीक्षा के लिए विश्वविद्यालय और महाविद्यालय शिक्षकों और पुस्तकाध्यक्षों, शारीरिक शिक्षा एवं खेलकूद निदेशकों के संवर्गों में नियुक्ति एवं अन्य सेवा शर्तों हेतु न्यूनतम अर्हताओं के लिए जारी किया गया है।

1.1 विश्वविद्यालयी और महाविद्यालयी शिक्षा के संबंध में विधाओं अन्य बातों के साथ-साथ स्वास्थ्य, चिकित्सा, विशेष शिक्षा, कृषि, पशु चिकित्सा और संबद्ध क्षेत्रों, तकनीकी शिक्षा, अध्यापक शिक्षा में शिक्षकों के पदों पर सीधी भर्ती के प्रयोजनार्थ संविधान के अनुच्छेद 246 के तहत संसद के संगत अधिनियम द्वारा स्थापित प्राधिकरणों द्वारा उच्चतर शिक्षा अथवा अनुसंधान और वैज्ञानिक और तकनीकी संस्थाओं के लिए समन्वय और मानकों का निर्धारण करने के लिए निर्धारित किए गए मानदंड अथवा मानक प्रचलित होंगे,

- i. बशर्ते कि, उस स्थिति में जहां किसी विनियामक प्राधिकरण द्वारा कोई मानदंड या मानक निर्धारित नहीं किए गए हैं, उस स्थिति में उपर्युक्त वि०अ०आ० विनियम उस समय तक लागू होंगे जब तक कि उपर्युक्त विनियामक प्राधिकारी द्वारा कोई मानक या मानदंड निर्धारित नहीं किए जाएं।
- ii. बशर्ते आगे कि, उन विधाओं, जिनमें सहायक आचार्य और समतुल्य पदों पर नियुक्ति, राष्ट्रीय पात्रता परीक्षा (एनईटी) के माध्यम से की गई हो, जिसका आयोजन विश्वविद्यालय अनुदान आयोग अथवा वैज्ञानिक और औद्योगिक अनुसंधान परिषद्, जैसा भी मामला हो, द्वारा किया गया हो अथवा राज्य स्तरीय पात्रता परीक्षा (एसएलईटी) अथवा राज्य पात्रता परीक्षा (एसईटी), जिन्हें उक्त प्रयोजनार्थ वि०अ०आ० द्वारा प्रत्यायित निकायों द्वारा आयोजित किया गया हो उनमें एनईटी/एसईएलटी/एसईटी में अर्हता प्राप्त करना एक अतिरिक्त अपेक्षा होगी।

1.2 प्रत्येक विश्वविद्यालय अथवा सम विश्वविद्यालय संस्थान, जैसा भी मामला हो, यथाशीघ्र किंतु इन विनियमों के लागू होने के छह महीने के भीतर, इन्हें अभिशासित करने वाली संविधियों, अध्यादेश अथवा अन्य सांविधिक उपबंधों में संशोधन के लिए प्रभावी कदम उठाएगा, ताकि इन्हें उपर्युक्त विनियमों के अनुरूप लाया जा सके।

2.0 वेतनमान, वेतन निर्धारण और अधिवर्षिता की आयु भारत सरकार द्वारा समय-समय पर अधिसूचित वेतनमान को विश्वविद्यालय अनुदान आयोग द्वारा अंगीकार किया जाएगा।

2.1 रिक्त पदों की उपलब्धता और स्वास्थ्य के अध्यापक सहायक आचार्य, सह आचार्य, आचार्य और वरिष्ठ आचार्य जैसे शिक्षकों को संबंधित विश्वविद्यालयों, महाविद्यालयों और संस्थानों में यथा लागू अधिवर्षिता की आयु के उपरांत भी संविदा आधार पर सत्तर वर्ष की आयु तक पुनर्नियुक्ति किया जा सकता है।

बशर्ते आगे कि ऐसी सभी पुनर्नियुक्तियां समय-समय पर वि०अ०आ० द्वारा निर्धारित दिशानिर्देशों का कड़ाई से पालन करते हुए की जाएंगी।

2.2 वेतनमान की पुनरीक्षा को लागू करने की तिथि दिनांक 01 जनवरी, 2016 होगी।

3.0 नियुक्ति और अर्हताएं

3.1 विश्वविद्यालयों और महाविद्यालयों में सहायक आचार्य, सह आचार्य और आचार्य के पदों और विश्वविद्यालयों में वरिष्ठ आचार्य के पदों पर सीधी भर्ती अखिल भारतीय विज्ञापन के माध्यम से गुणावगुण के आधार पर इन विनियमों के तहत किए गए उपबंधों के अंतर्गत विधिवत रूप से गठित चयन समिति द्वारा चयन के आधार पर किया जाएगा। इन उपबंधों को संबंधित विश्वविद्यालय की संविधियों/ अध्यादेशों में सम्मिलित किया जाएगा। ऐसी समिति की संरचना इन विनियमों में विनिर्दिष्ट की गई शर्तों के अनुसार होगी।

3.2 सहायक आचार्य, सह आचार्य, आचार्य, वरिष्ठ आचार्य, प्राचार्य, सहायक पुस्तकाध्यक्ष, उप पुस्तकाध्यक्ष, पुस्तकाध्यक्ष, शारीरिक शिक्षा और खेलकूद सहायक निदेशक, शारीरिक शिक्षा और खेलकूद उप निदेशक तथा शारीरिक शिक्षा और खेलकूद निदेशक के पदों के लिए अपेक्षित न्यूनतम अर्हताएं वि०अ०आ० द्वारा इन विनियमों में यथा विनिर्दिष्ट होगी।

3.3

I. जहां कहीं भी इन विनियमों में यह उपबंधित हो, राष्ट्रीय पात्रता परीक्षा (एनईटी) अथवा प्रत्यायित परीक्षा (राज्य स्तरीय पात्रता परीक्षा एसएलईटी/एसईटी) सहायक आचार्य और समकक्ष पदों की नियुक्ति के लिए न्यूनतम पात्रता बनी रहेगी, इसके अतिरिक्त, एसएलईटी/एसईटी केवल संबंधित राज्य के विश्वविद्यालयों/महाविद्यालयों/संस्थाओं में सीधी भर्ती के लिए न्यूनतम पात्रता के रूप में मान्य होगा:

बशर्त कि ऐसे अभ्यर्थी जिन्हें विश्वविद्यालय अनुदान आयोग (एमफिल/पीएचडी उपाधि प्रदान करने के लिए न्यूनतम मानक और प्रक्रिया) विनियम, 2009 अथवा विश्वविद्यालय अनुदान आयोग (एमफिल/पीएचडी उपाधि प्रदान करने के लिए न्यूनतम मानक और प्रक्रिया) विनियम, 2016 और समय-समय पर इनमें बाद में किए गए संशोधनों, जैसा भी मामला हो, के अनुसार पीएचडी की उपाधि प्रदान की गई हो, को किसी भी विश्वविद्यालय, महाविद्यालय अथवा संस्थान में सहायक आचार्य या समकक्ष पद पर भर्ती या नियुक्ति के लिए एनईटी/एसएलईटी/एसईटी की न्यूनतम पात्रता शर्त अपेक्षा से छूट प्रदान की जाएगी।

बशर्त आगे कि दिनांक 11 जुलाई, 2009 से पूर्व एमफिल/ पीएचडी कार्यक्रम के लिए पंजीकृत अभ्यर्थियों को उपाधि प्रदान किया जाना, उपाधि प्रदान करने वाली संस्थाओं के तत्कालीन मौजूदा अध्यादेशों/उपनियमों/ विनियमों के उपबंधों द्वारा अभिशासित होगा। ऐसे सभी पीएचडी धारक अभ्यर्थियों को निम्नलिखित शर्तों को पूरा करने के अध्यक्षीन विश्वविद्यालयों/ महाविद्यालयों/ संस्थाओं में सहायक आचार्य अथवा समतुल्य पदों पर भर्ती और नियुक्ति के लिए एनईटी/ एसएलईटी/ एसईटी की अपेक्षाओं से छूट प्रदान की जाएगी:

(क) अभ्यर्थी को पीएचडी की उपाधि केवल नियमित शिक्षा पद्धति के माध्यम से प्रदान की गई हो;

(ख) पीएचडी शोध प्रबंध कम से कम दो बाह्य परीक्षकों द्वारा प्रदान किया गया हो;

(ग) पीएचडी के लिए अभ्यर्थी की एक खुली मौखिक परीक्षा आयोजित की गई हो;

(घ) अभ्यर्थी ने अपने पीएचडी कार्य को दो अनुसंधान पत्रों को प्रकाशित किया हो जिनमें से कम से कम एक संदर्भित जर्नल में प्रकाशित हुआ हो;

(ङ) अभ्यर्थी ने विश्वविद्यालय अनुदान आयोग/ आईसीएसएसआर/ सीएसआईआर अथवा ऐसी की किसी एजेंसी द्वारा प्रायोजित/ वित्तपोषित / सहायता प्राप्त सम्मेलनों/ विचार गोष्ठियों में अपने पीएचडी कार्यों के आधार पर कम से कम दो पत्रों को प्रस्तुत किया हो;

इन शर्तों को पूरा करने को संबंधित विश्वविद्यालय के कुल सचिव अथवा संकाय अध्यक्ष (शैक्षणिक कार्य) द्वारा अधिप्रमाणित किया जाए।

- II. ऐसे विषयों में एनईटी/ एसएलईटी/ एसईटी को उत्तीर्ण करना अभ्यर्थियों के लिए आवश्यक नहीं होगा जिनके लिए एनईटी/ एसएलईटी/ एसईटी आयोजित नहीं की गई हो।
- 3.4 किसी भी स्तर पर शिक्षकों और अन्य समान संवर्गों की सीधी भर्ती के लिए निष्णात स्तर पर न्यूनतम 55 प्रतिशत (अथवा प्वाइंट स्केल में समतुल्य ग्रेड, जहां कहीं भी ग्रेडिंग प्रणाली का अनुसरण किया जाता है) अनिवार्य योग्यताएं होंगी।
- I. सीधी भर्ती हेतु अर्हता के उद्देश्य और बेहतर शैक्षणिक रिकार्ड के मूल्यांकन के लिए अनुसूचित जाति/ अनुसूचित जनजाति/ अन्य पिछड़ा वर्ग (अपिब) (असंपन्न वर्ग)/ निशक्त (क) दृष्टिहीनता अथवा निम्न दृश्यता; (ख) बधिर और कम सुनाई देना; (ग) लोकोमोटर निशक्ता साथ ही सेरेब्रल पालसी, कुष्ठ उपचारित, नाटापन, अम्लीय हमले के पीड़ित और मस्क्यूलर डिस्ट्रॉफी; (घ) विचार भ्रम (आटिज्म), बौद्धिक निशक्ता, विशिष्ट अधिगम निशक्ता और मानसिक अस्वस्थता; (ङ) गूंगापन- अंधापन सहित (क) से (घ) के तहत व्यक्तियों में से बहु निशक्ता) से जुड़े अभ्यर्थियों के लिए स्नातकपूर्व और स्नातकोत्तर स्तर पर 5 प्रतिशत की छूट प्रदान की जाएगी। 55 प्रतिशत के पात्रता अंकों (अथवा जहां कहीं भी ग्रेडिंग प्रणाली का अनुसरण किया जाता है उस स्थिति में किसी प्वाइंट स्केल में समतुल्य ग्रेड) और रियायत अंक प्रक्रिया सहित, यदि कोई हो तो, के आधार पर अर्हता अंक में उपर्युक्त उल्लिखित श्रेणियों के लिए 5 प्रतिशत की छूट अनुमेय है।
- 3.5 उन पीएचडी उपाधि धारक अभ्यर्थियों को 5 प्रतिशत (55 प्रतिशत अंक से कम करके 50 प्रतिशत अंक तक) की छूट प्रदान की जाएगी जिन्होंने दिनांक 19 सितम्बर, 1991 से पूर्व निष्णात उपाधि प्राप्त की है।
- 3.6 एक संगत ग्रेड जिसे निष्णात स्तर पर 55 प्रतिशत के समरूप माना जाता है, जहां कहीं भी किसी मान्यता प्राप्त विश्वविद्यालय में स्नातकोत्तर स्तर पर ग्रेडिंग प्रणाली लागू है, को भी वैध माना जाएगा।
- 3.7 आचार्य के पद पर नियुक्ति और पदोन्नति के लिए पीएचडी उपाधि अनिवार्य अर्हता होगी।
- 3.8 सह आचार्य के पद पर नियुक्ति और पदोन्नति के लिए पीएचडी की उपाधि अनिवार्य अर्हता होगी।
- 3.9 विश्वविद्यालयों में सहायक आचार्य (चयन ग्रेड/ शैक्षणिक स्तर 12) के पद पर पदोन्नति के लिए पीएचडी की उपाधि अनिवार्य अर्हता होगी।
- 3.10 दिनांक 01 जुलाई, 2021 से विश्वविद्यालयों में सहायक आचार्य के पद पर सीधी भर्ती के लिए पीएचडी उपाधि अनिवार्य अर्हता होगी।
- 3.11 शिक्षण पदों पर नियुक्ति के लिए दावे हेतु एमफिल और/ अथवा पीएचडी उपाधि प्राप्त करने में अभ्यर्थियों द्वारा लिए गए समय पर शिक्षण/ अनुसंधान अनुभव के रूप में विचार नहीं किया जाएगा। इसके अतिरिक्त, कोई अवकाश लिए बिना शिक्षण कार्य के साथ अनुसंधान उपाधि प्राप्त करने में व्यतीत की गई सक्रिय सेवा अवधि को सीधी भर्ती/ पदोन्नति के उद्देश्य के लिए शिक्षण अनुभव माना जाएगा। कुल संकाय संख्या (चिकित्सा/ मातृत्व छुट्टी पर गए संकाय सदस्यों के अलावा) के बीस प्रतिशत तक नियमित

आधार पर कार्यरत संकाय सदस्यों को अपनी संस्थाओं में पीएचडी की उपाधि के लिए अध्ययन छुट्टी लेने की अनुमति प्रदान की जाएगी।

3.12 अर्हताएं:

विश्वविद्यालय अनुदान आयोग अधिनियम, 1956 की धारा 2 के खंड (च) के तहत मान्यता प्राप्त संघटित अथवा संबद्ध महाविद्यालयों सहित कोई विश्वविद्यालय अथवा कोई संस्थान अथवा उक्त अधिनियम की धारा 3 के तहत सम विश्वविद्यालय संस्थान में विश्वविद्यालय और महाविद्यालय शिक्षक, पुस्तकाध्यक्ष अथवा शारीरिक शिक्षा और खेलकूद निदेशक के पद पर किसी व्यक्ति की नियुक्ति नहीं होगी जबतक कि व्यक्ति इन विनियमों की अनुसूची 1 में उपर्युक्त पद के लिए यथा उपबंधित अर्हताओं के रूप में अपेक्षाओं को पूरा नहीं करता हो।

4.0 सीधी भर्ती

4.1 कला, वाणिज्य, मानविकी, शिक्षा, विधि, सामाजिक विज्ञान, विज्ञान, भाषाओं, पुस्तकालय विज्ञान, शारीरिक शिक्षा और पत्रकारिता तथा जन संपर्क विधाओं के लिए

I. सहायक आचार्य:

पात्रता (क अथवा ख):

क.

i) किसी भारतीय विश्वविद्यालय से संबंधित /संगत/ संबद्ध विषय में 55 प्रतिशत अंक के साथ निष्णात उपाधि (अथवा जहां कहीं भी ग्रेडिंग प्रणाली लागू हो वहां प्वाइंट स्केल में समतुल्य ग्रेड) अथवा किसी प्रत्यायित विदेशी विश्वविद्यालय से समतुल्य उपाधि।

ii) उपर्युक्त अर्हताओं को पूरा करने के साथ-साथ अभ्यर्थी ने विश्वविद्यालय अनुदान आयोग अथवा सीएसआईआर द्वारा आयोजित राष्ट्रीय पात्रता परीक्षा (एनईटी) उत्तीर्ण की हो अथवा विश्वविद्यालय अनुदान आयोग द्वारा प्रत्यायित इसी प्रकार की परीक्षा यथा एसएलईटी /एसईटी उत्तीर्ण की हो अथवा जिन्हें विश्वविद्यालय अनुदान आयोग (एमफिल/ पीएचडी उपाधि के लिए न्यूनतम मानक और प्रक्रिया) विनियम, 2009 अथवा 2016 और समय-समय पर इनमें बाद में किए गए संशोधनों, जैसा भी मामला हो, के अनुसार पीएचडी की उपाधि प्रदान की गई हो, उन्हें एनईटी/ एसएलईटी/ एसईटी से छूट प्रदान की जाएगी:

बशर्ते कि दिनांक 11 जुलाई, 2009 से पूर्व एमफिल/ पीएचडी कार्यक्रम के लिए पंजीकृत अभ्यर्थियों को उपाधि प्रदान करने वाली संस्थाओं के तत्कालीन विद्यमान अध्यादेशों/ उपनियमों/ विनियमों के उपबंधों द्वारा अभिशासित होंगे। ऐसे सभी पीएचडी धारक अभ्यर्थियों को निम्नलिखित शर्तों को पूरा करने के अध्याधीन विश्वविद्यालयों/ महाविद्यालयों/ संस्थाओं में सहायक आचार्य अथवा समतुल्य पदों पर भर्ती और नियुक्ति के लिए एनईटी/ एसएलईटी/ एसईटी की अपेक्षा से छूट प्रदान की जाएगी :-

(क) अभ्यर्थी को पीएचडी की उपाधि केवल नियमित पद्धति से प्रदान की गई हो;

(ख) पीएचडी शोध प्रबंध का मूल्यांकन कम से कम दो बाह्य परीक्षकों द्वारा किया गया हो;

(ग) पीएचडी के लिए अभ्यर्थी की एक खुली मौखिक परीक्षा आयोजित की गई हो;

(घ) अभ्यर्थी ने अपने पीएचडी कार्य से दो अनुसंधान पत्रों को प्रकाशित किया हो जिनमें से कम से कम एक संदर्भित जर्नल में प्रकाशित हुआ हो;

(ङ) अभ्यर्थी ने वि0अ0आ0/ आईसीएसएसआर/ सीएसआईआर अथवा ऐसी की किसी एजेंसी द्वारा प्रायोजित/ वित्तपोषित / सहायता प्राप्त सम्मेलनों/ विचार गोष्ठियों में अपने पीएचडी कार्यों के आधार पर कम से कम दो पत्रों को प्रस्तुत किया हो;

इन शर्तों को पूरा करने को संबंधित विश्वविद्यालय के कुल सचिव अथवा संकाय अध्यक्ष (शैक्षणिक कार्य) द्वारा सत्यापित किया जाए।

नोट: ऐसी विधाओं में निष्णात कार्यक्रमों के लिए एनईटी/एसएलईटी/ एसईटी अर्हता अपेक्षित नहीं होगी जिनमें वि0अ0आ0, सीएसआईआर द्वारा एनईटी/ एसएलईटी/ एसईटी अथवा वि0अ0आ0 द्वारा प्रत्यायित इसी प्रकार की परीक्षा जैसे एनईटी/ एसएलईटी आदि आयोजित नहीं की जाती है।

अथवा

ख. (i) क्वैक्वैरेली सायमंड (क्यूएस) (ii) दि टाइम्स हॉयर एजुकेशन (टीएचई) अथवा (iii) शंघाई जियाओ टोंग यूनिवर्सिटी (शंघाई) के विश्व के विश्वविद्यालयों की शैक्षणिक रैंकिंग (एआरडब्ल्यू) द्वारा संपूर्ण विश्व में विश्वविद्यालय रैंकिंग में विश्व के शीर्षतम 500

रैंक वाले विदेशी विश्वविद्यालय/ संस्थान (किसी भी समय) से पीएचडी की उपाधि निम्नलिखित में से किसी एक से प्राप्त की गई हो।

नोट: विश्वविद्यालयों के लिए विनिर्दिष्ट परिशिष्ट II (तालिका 3क) और महाविद्यालयों के लिए विनिर्दिष्ट परिशिष्ट II (तालिका 3ख) में यथा विनिर्दिष्ट शैक्षणिक प्राप्तांकों पर केवल साक्षात्कार के लिए चुनने हेतु विचार किया जाएगा और चयन इस साक्षात्कार में किये गए प्रदर्शन पर आधारित होगा।

II. सह आचार्य:

अर्हता:

- संबंधित/ संबद्ध/ संगत विधाओं में पीएचडी की उपाधि के साथ बेहतरीन शैक्षणिक रिकार्ड।
- कम से कम 55 प्रतिशत अंकों के साथ निष्णात उपाधि (अथवा जहां कहीं भी ग्रेडिंग प्रणाली लागू हो वहां, पॉइंट स्केल में समतुल्य ग्रेड)।
- किसी भी शैक्षणिक/ अनुसंधान पद पर शिक्षण और/ अथवा अनुसंधान में न्यूनतम आठ वर्षों का अनुभव जो किसी विश्वविद्यालय, महाविद्यालय अथवा प्रत्यायित अनुसंधान संस्थान/ उद्योग में सहायक आचार्य के समान हो तथा समकक्ष व्यक्ति समीक्षित अथवा वि०अ०आ० सूचीबद्ध जर्नलों में न्यूनतम सात प्रकाशनों का अनुभव और परिशिष्ट दो, तालिका 2 में दिए गए मानदंडों के अनुसार अनुसंधान में कुल पचहत्तर (75) अंकों के अनुसंधान प्राप्तांक।

III. आचार्य:

पात्रता (क अथवा ख) :

क.

- प्रतिष्ठित विद्वान जिसे संबंधित/ संबद्ध/ संगत विषय में पीएचडी की उपाधि प्राप्त हो और उच्च गुणवत्ता वाला प्रकाशन कार्य किया हो तथा प्रकाशित कार्य के साक्ष्य के साथ-साथ अनुसंधान में सक्रिय रूप से शामिल हो तथा समकक्ष व्यक्ति समीक्षित अथवा विश्वविद्यालय अनुदान आयोग सूचीबद्ध जर्नलों में न्यूनतम दस वर्षों का प्रकाशन अनुभव एवं परिशिष्ट- II, तालिका दो में दिए गए मानदंडों के अनुसार कुल 120 शोध प्राप्तांक अर्जित किए हों।
- विश्वविद्यालय/ महाविद्यालय में सहायक आचार्य/ सह आचार्य/ आचार्य स्तर पर न्यूनतम दस वर्ष का शैक्षणिक अनुभव और/ अथवा विश्वविद्यालय/ राष्ट्रीय स्तर की संस्थाओं में समतुल्य स्तर पर शोध अनुभव के साथ सफल रूप से डाक्टोरल अभ्यर्थियों का मार्गदर्शन करने का साक्ष्य हो।

अथवा

- ख.** उपर्युक्त- क/ उद्योग में शामिल नहीं किए गए किसी भी संस्थान से संगत/ संबद्ध/ अनुप्रयुक्त विधाओं में पीएचडी की उपाधि प्राप्त तथा दस्तावेजी साक्ष्य द्वारा समर्थित उत्कृष्ट पेशेवर जिन्होंने संबंधित/ संबद्ध/ संगत विषय में ज्ञान में महत्वपूर्ण योगदान दिया हो, बशर्ते कि उसे दस वर्षों के अनुभव हो।

IV. विश्वविद्यालयों में वरिष्ठ आचार्य

विश्वविद्यालय में आचार्यों की विद्यमान संस्वीकृत संख्या के 10 प्रतिशत संख्या तक सीधी भर्ती के माध्यम से विश्वविद्यालयों में वरिष्ठ आचार्य के रूप में नियुक्ति किया जा सकता है।

पात्रता:

- कोई प्रतिष्ठित विद्वान जिसका समकक्ष व्यक्ति समीक्षित अथवा वि०अ०आ० सूचीबद्ध जर्नलों में उच्च गुणवत्ता वाले अनुसंधान प्रकाशन का बेहतर निष्पादन रिकार्ड हो तथा इन विधाओं में महत्वपूर्ण अनुसंधान योगदान और अनुसंधान पर्यवेक्षण किया हो।
- किसी विश्वविद्यालय, महाविद्यालय अथवा राष्ट्रीय स्तर की किसी संस्थान में आचार्य के रूप में अथवा समतुल्य ग्रेड में शिक्षण/ अनुसंधान का न्यूनतम दस वर्ष का अनुभव हो।
- यह चयन शैक्षणिक उपलब्धियों, तीन प्रतिष्ठित विषय विशेषज्ञ, जो वरिष्ठ आचार्य के पद से कम न हों, अथवा कम से कम दस वर्ष के अनुभव वाले आचार्य की अनुकूल समीक्षा पर आधारित होगा।
- यह चयन, समकक्ष व्यक्ति समीक्षित अथवा वि०अ०आ० के सूचीबद्ध जर्नलों में सर्वोत्तम दस प्रकाशनों और वि०अ०आ० विनियमों के अनुसार गठित चयन समिति के साथ सहक्रिया के साथ-साथ पिछले 10 वर्षों के दौरान उनकी पर्यवेक्षण में कम से कम दो अभ्यर्थियों को पीएचडी की उपाधि प्रदत्त किए जाने पर आधारित होगा।

V. महाविद्यालय प्राचार्य और आचार्य (प्राचार्य का ग्रेड)

क. पात्रता:

- i.) पीएचडी की उपाधि।
- ii.) विश्वविद्यालयों, महाविद्यालयों और उच्चतर शिक्षा की अन्य संस्थाओं में कम से कम पंद्रह वर्षों के शिक्षण/ अनुसंधान की सेवा/ अनुभव के साथ कोई आचार्य/ सह आचार्य।
- iii.) समकक्ष व्यक्ति समीक्षित अथवा वि०अ०आ० सूचीबद्ध जर्नल में कम से कम 10 अनुसंधान प्रकाशन।
- iv.) परिशिष्ट II, तालिका 2 के अनुसार न्यूनतम 110 अनुसंधान प्राप्तांक।

ख. अवधि

(i) किसी महाविद्यालय प्राचार्य को पांच वर्षों की अवधि के लिए नियुक्त किया जाएगा जिसका कार्यकाल इन विनियमों के अनुसार इस विश्वविद्यालय द्वारा गठित समिति द्वारा कार्यनिष्पादन मूल्यांकन के आधार पर पांच वर्ष की दूसरी अवधि के लिए बढ़ाया जा सकता है।

(ii) प्राचार्य के रूप में अपना कार्यकाल पूर्ण करने के पश्चात्, पदधारी, आचार्य के ग्रेड में आचार्य के पदनाम के साथ अपने मूल कार्यालय में पुनः कार्यभार ग्रहण करेगा।

VI. उप प्राचार्य

किसी मौजूदा वरिष्ठ संकाय सदस्य को दो वर्षों की अवधि के लिए प्राचार्य की सिफारिश पर महाविद्यालय के शासी निकाय द्वारा उप प्राचार्य के रूप में पदनामित किया जा सकता है जिन्हें उनके मौजूदा उत्तरदायित्वों के अतिरिक्त विशिष्ट कार्य सौंपे जा सकते हैं। किसी भी कारण से, प्राचार्य के अनुपस्थित होने पर उप प्राचार्य, प्राचार्य के शक्तियों का प्रयोग करेगा।

4.2. संगीत, परफार्मिंग आर्ट्स, विजुअल आर्ट्स और अन्य परंपरागत भारतीय कला स्वरूपों यथा शिल्पकला आदि।

I. सहायक आचार्य:

पात्रता (क अथवा ख):

क.

i) किसी भारतीय/ विदेशी विश्वविद्यालय से संबंधित विषय अथवा किसी समतुल्य उपाधि में कम से कम 55 प्रतिशत अंकों के साथ निष्णात उपाधि (अथवा जहां कहीं भी ग्रेडिंग प्रणाली लागू हो प्वाइंट स्केल में समतुल्य ग्रेड)।

ii) उपर्युक्त अर्हताओं को पूरा करने के साथ-साथ अभ्यर्थी ने वि०अ०आ० अथवा सीएसआईआर द्वारा आयोजित राष्ट्रीय पात्रता परीक्षा (एनईटी) उत्तीर्ण की हो अथवा वि०अ०आ० द्वारा प्रत्यायित इसी प्रकार की परीक्षा यथा एसएलईटी/ एसईटी उत्तीर्ण की हो अथवा जिन्हें विश्वविद्यालय अनुदान आयोग (एमफिल/ पीएचडी उपाधि प्रदान करने के लिए न्यूनतम मानक और प्रक्रिया) विनियम, 2009 अथवा 2016 और समय-समय पर इनमें बाद में किए गए संशोधनों, जैसा भी मामला हो, के अनुरूप पीएचडी की उपाधि प्रदान की गई हो।

बशर्तें आगे कि दिनांक 11 जुलाई, 2009 से पूर्व एमफिल/ पीएचडी कार्यक्रम के लिए पंजीकृत अभ्यर्थियों को उपाधि प्रदान करने वाली संस्थाओं के तत्कालीन विद्यमान अध्यादेशों/ उपनियमों/ विनियमों के उपबंधों द्वारा अभिशासित होंगे। ऐसे सभी पीएचडी धारक अभ्यर्थियों को निम्नलिखित शर्तों को पूरा करने के अध्याधीन विश्वविद्यालयों/ महाविद्यालयों/ संस्थाओं में सहायक आचार्य अथवा समतुल्य पदों पर भर्ती और नियुक्ति के लिए एनईटी/एसएलईटी/एसईटी की अपेक्षा से छूट प्रदान की जाएगी :-

(क) अभ्यर्थी को पीएचडी की उपाधि केवल नियमित पद्धति से प्रदान की गई हो;

(ख) पीएचडी शोध प्रबंध का मूल्यांकन कम से कम दो बाह्य परीक्षकों द्वारा किया गया हो;

(ग) पीएचडी के लिए अभ्यर्थी की एक खुली मौखिक परीक्षा आयोजित की गई हो;

(घ) अभ्यर्थी ने अपने पीएचडी कार्य से दो अनुसंधान पत्रों को प्रकाशित किया हो जिनमें से कम से कम एक संदर्भित जर्नल में प्रकाशित हुआ हो;

(ङ) अभ्यर्थी ने वि०अ०आ०/ एआईसीटीई/ आईसीएसएसआर/ सीएसआईआर अथवा ऐसी की किसी अन्य एजेंसी द्वारा प्रायोजित/ वित्तपोषित / सहायता प्राप्त सम्मेलनों/ विचार गोष्ठियों में अपने पीएचडी कार्यों के आधार पर कम से कम दो पत्रों को प्रस्तुत किए हों;

नोट 1: इन शर्तों को पूरा करने को संबंधित विश्वविद्यालय के कुल सचिव अथवा संकाय अध्यक्ष (शैक्षणिक कार्य) द्वारा अनुप्रमाणित किया जाए।

नोट 2: ऐसी विधाओं में निष्णात कार्यक्रमों के लिए एनईटी/एसएलईटी/ एसईटी उत्तीर्ण किया जाना अपेक्षित नहीं होगा जिसके लिए वि०अ०आ०, सीएसआईआर द्वारा एनईटी/ एसएलईटी/ एसईटी अथवा वि०अ०आ० द्वारा प्रत्यायित समान परीक्षा (जैसे एसईएलटी/ एसईटी) आयोजित नहीं की जाती है।

अथवा

ख. एक परंपरागत अथवा पेशेवर कलाकार जिसकी संबंधित विधा में अत्यंत उल्लेखनीय पेशेवर उपलब्धि रही हो और जिन्हें स्नातक की उपाधि प्राप्त हो, जिन्होंने:

- i) प्रसिद्ध परंपरागत उस्ताद(दों)/ कलाकार(रों) के अधीन अध्ययन किया हो।
- ii) वह आकाशवाणी/ दूरदर्शन में 'क' श्रेणी का कलाकार रहा हो;
- iii) वह संबंधित विषय में तार्किक तर्कशक्ति के साथ व्याख्या करने की क्षमता रखता हो; और
- iv) संबंधित विधा में सदोहारण सिद्धांत पढ़ाने के लिए पर्याप्त ज्ञान से सम्पन्न हो।

II. सह आचार्य :

पात्रता (क अथवा ख):

क.

- i) डॉक्टरल उपाधि के साथ बेहतर शैक्षणिक रिकार्ड।
- ii) उच्च पेशेवर मानक के साथ कार्यनिष्पादन क्षमता।
- iii) किसी विश्वविद्यालय अथवा महाविद्यालय में शिक्षण कार्य में आठ वर्ष का अनुभव और/ अथवा किसी विश्वविद्यालय/ राष्ट्रीय स्तर के संस्थान में अनुसंधान में आठ वर्ष का अनुभव जोकि किसी विश्वविद्यालय/ महाविद्यालय में सहायक आचार्य के समतुल्य हो।
- iv) उन्होंने गुणवत्तापूर्ण प्रकाशन द्वारा यथा प्रमाणित संबंधित विषय में ज्ञान में महत्वपूर्ण योगदान दिया हो।

अथवा

ख. एक परंपरागत अथवा पेशेवर कलाकार जिसकी संबंधित विषय में अत्यंत उल्लेखनीय पेशेवर उपलब्धि हो और जिन्हें संबंधित विषय में निष्णात उपाधि प्राप्त की हो, जो:

- i) आकाशवाणी / दूरदर्शन में 'क' श्रेणी का कलाकार रहा हो;
- ii) विशेषज्ञता के क्षेत्र में आठ वर्ष की उल्लेखनीय कार्यनिष्पादन उपलब्धि रही हो;
- iii) नए पाठ्यक्रम और/ अथवा पाठ्यचर्या का तैयार करने का अनुभव रहा हो;
- iv) प्रसिद्ध संस्थाओं में राष्ट्रीय स्तर की विचार गोष्ठियों/सम्मेलनों /संगीतगोष्ठियों में भाग लिया हो; और
- v) वह संबंधित विषय में तार्किक तर्कशक्ति के साथ व्याख्या करने की क्षमता रखता हो और उक्त विधा में सदोहारण सिद्धांत पढ़ाने के लिए पर्याप्त ज्ञान से सम्पन्न हो।

III. आचार्य :

पात्रता (क अथवा ख):

क.

- i) डॉक्टरल उपाधि के साथ प्रतिष्ठित विद्वान।
- ii) विश्वविद्यालय/ महाविद्यालय में शिक्षण और/ अथवा विश्वविद्यालय/ राष्ट्रीय स्तर की संस्थाओं में अनुसंधान में कम से कम दस वर्ष के अनुभव के साथ सक्रिय रूप से जुड़े रहे हों।
- iii) समकक्ष व्यक्ति समीक्षित अथवा वि०अ०आ० सूचीबद्ध जर्नलों में न्यूनतम 6 अनुसंधान प्रकाशित हुए हों।
- iv) परिशिष्ट- II, तालिका- दो के अनुसार अनुसंधान में कुल 120 प्रप्तांक हों।

अथवा

ख. एक परंपरागत अथवा पेशेवर कलाकार जिसकी संबंधित विषय में अत्यंत उल्लेखनीय पेशेवर उपलब्धि रही हो,

- i) संबंधित विषय में निष्णात उपाधि धारक हो;
- ii) आकाशवाणी/ दूरदर्शन का 'क' श्रेणी का कलाकार रहा हो;
- iii) विशेषज्ञता के क्षेत्र में दस वर्ष का उत्कृष्ट कार्यनिष्पादन की उपलब्धि रही हो;
- iv) विशेषज्ञता के क्षेत्र में महत्वपूर्ण योगदान दिया हो और अनुसंधान में मार्गदर्शन करने की क्षमता हो;
- v) राष्ट्रीय/ अंतरराष्ट्रीय विचार गोष्ठियों/ सम्मेलनों/ कार्यशालाओं / संगीतगोष्ठियों में भागीदारी की हो और राष्ट्रीय / अंतरराष्ट्रीय पुरस्कार/ अध्येतावृत्तियां प्राप्त की हों;
- vi) संबंधित विषय में तार्किक तर्कशक्ति के साथ व्याख्या करने की क्षमता रखता हो; और
- vii) उक्त विधा में सदोहारण सिद्धांत पढ़ाने के लिए पर्याप्त ज्ञान से सम्पन्न हो।

4.3 नाट्य विधा:

I. सहायक आचार्य

पात्रता (क अथवा ख)

क.

i) भारतीय/ विदेशी विश्वविद्यालय से संबंधित विषय अथवा किसी समतुल्य उपाधि में कम से कम 55 प्रतिशत अंकों के साथ निष्णात उपाधि (अथवा जहां कहीं भी ग्रेडिंग प्रणाली लागू हो प्वाइंट स्केल में समतुल्य ग्रेड)।

ii) उपर्युक्त अर्हताओं को पूरा करने के साथ-साथ अभ्यर्थी ने वि0अ0आ0 अथवा सीएसआईआर द्वारा आयोजित राष्ट्रीय पात्रता परीक्षा (एनईटी) उत्तीर्ण की हो अथवा वि0अ0आ0 द्वारा प्रत्यायित इसी प्रकार की परीक्षा यथा एसएलईटी/ एसईटी उत्तीर्ण की हो अथवा जिन्हें विश्वविद्यालय अनुदान आयोग (एमफिल/ पीएचडी उपाधि प्रदान करने के लिए न्यूनतम मानक और प्रक्रिया) विनियम, 2009 अथवा 2016 और समय-समय पर इनमें बाद में किए गए संशोधनों, जैसा भी मामला हो, के अनुसार पीएचडी की उपाधि प्रदान की गई हो।

बशर्तें आगे कि दिनांक 11 जुलाई, 2009 से पूर्व एमफिल/ पीएचडी कार्यक्रम के लिए पंजीकृत अभ्यर्थियों को उपाधि प्रदान करने वाली संस्थाओं के तत्कालीन विद्यमान अध्यादेशों/ उपनियमों/ विनियमों के उपबंधों द्वारा अभिशासित होंगे। ऐसे सभी पीएचडी धारक अभ्यर्थियों को निम्नलिखित शर्तों को पूरा करने के अध्याधीन विश्वविद्यालयों/ महाविद्यालयों/ संस्थाओं में सहायक आचार्य अथवा समतुल्य पदों पर भर्ती और नियुक्ति के लिए एनईटी/एसएलईटी/एसईटी की अपेक्षा से छूट प्रदान की जाएगी :-

(क) अभ्यर्थी को पीएचडी की उपाधि केवल नियमित पद्धति से प्रदान की गई हो;

(ख) पीएचडी शोध प्रबंध का मूल्यांकन कम से कम दो बाह्य परीक्षकों द्वारा किया गया हो;

(ग) पीएचडी के लिए अभ्यर्थी की एक खुली मौखिक परीक्षा आयोजित की गई हो;

(घ) अभ्यर्थी ने अपने पीएचडी कार्य से दो अनुसंधान पत्रों को प्रकाशित किया हो जिनमें से कम से कम एक संदर्भित जर्नल में प्रकाशित हुआ हो;

(ङ) अभ्यर्थी ने वि0अ0आ0/ सीएसआईआर/ आईसीएसएसआर अथवा ऐसी की किसी एजेंसी द्वारा प्रायोजित/ वित्तपोषित / सहायता प्राप्त सम्मेलनों/ विचार गोष्ठियों में अपने पीएचडी कार्यों के आधार पर कम से कम दो पत्रों को प्रस्तुत किया हो;

नोट 1: इन शर्तों को पूरा करने को संबंधित विश्वविद्यालय के कुल सचिव अथवा संकाय अध्यक्ष (शैक्षणिक कार्य) द्वारा अधिप्रमाणित किया जाए।

नोट 2: ऐसी विधाओं में निष्णात कार्यक्रमों के लिए एनईटी/एसएलईटी/ एसईटी उत्तीर्ण किया जाना अपेक्षित नहीं होगा जिसके लिए वि0अ0आ0, सीएसआईआर द्वारा एनईटी/ एसएलईटी/ एसईटी अथवा वि0अ0आ0 द्वारा प्रत्यायित समान परीक्षा (जैसे एसईएलटी/ एसईटी) आयोजित नहीं की जाती है।

अथवा

ख. संबंधित विषय में उच्च उल्लेखनीय पेशेवर उपलब्धि रखने वाला कोई परंपरागत अथवा पेशेवर कलाकार जिसके पास:

- i) भारतीय नाट्य विद्यालय अथवा भारत या विदेश में किसी अन्य ऐसी ही संस्थान से 55 प्रतिशत अंक (अथवा जहां ग्रेडिंग प्रणाली लागू हो वहां प्वाइंट स्केल में समान ग्रेड की उपाधि) के साथ तीन वर्षीय स्नातक की उपाधि/ स्नातकोत्तर डिप्लोमा की उपाधि के साथ पेशेवर कलाकार रहा हो;
- ii) साक्ष्य सहित क्षेत्रीय/ राष्ट्रीय/ अंतरराष्ट्रीय स्तर पर पांच वर्ष का नियमित रूप से प्रशंसनीय कार्यनिष्पादन रहा हो; और
- iii) संबंधित विषय की तार्किक रूप से व्याख्या करने की क्षमता हो और संबंधित विधा में सदोहारण सिद्धांत पक्ष को पढ़ाने की पर्याप्त जानकारी हो।

II. सह आचार्य:

पात्रता (क अथवा ख) :

क.

- i) संबंधित विश्वविद्यालय द्वारा उक्त उद्देश्य के लिए गठित की गई विशेषज्ञ समिति द्वारा यथा अनुप्रमाणित उच्च पेशेवर मानकों के कार्यनिष्पादन की क्षमता के साथ पीएचडी की उपाधि सहित उत्कृष्ट शैक्षणिक रिकार्ड रहा हो।
- ii) किसी विश्वविद्यालय/ महाविद्यालय में शिक्षण कार्य में आठ वर्ष का अनुभव और/ अथवा किसी विश्वविद्यालय/ राष्ट्रीय स्तर की संस्थाओं में शोध कार्य में आठ वर्ष का अनुभव रहा हो जोकि किसी विश्वविद्यालय/ महाविद्यालय के सहायक आचार्य के समतुल्य हो।
- iii) गुणवत्तापूर्ण प्रकाशन द्वारा यथा प्रमाणित, संबंधित विषय में ज्ञान में महत्वपूर्ण योगदान दिया हो।

अथवा

ख. एक परंपरागत अथवा पेशेवर कलाकार जिसकी संबंधित विषय में अत्यंत उल्लेखनीय पेशेवर उपलब्धि रही हो और जिन्हें संबंधित विषय में निष्णात उपाधि प्राप्त की हो, जो:

- i) रंगमंच/ रेडियो/ टेलीविजन में जाना- माना कलाकार रहा हो;
- ii) विशेषज्ञता के क्षेत्र में आठ वर्ष की उल्लेखनीय कार्यनिष्पादन उपलब्धि रहा हो;
- iii) नए पाठ्यक्रम और/ अथवा पाठ्यचर्या का तैयार करने का अनुभव रहा हो;
- iv) प्रख्यात संस्थाओं में संगोष्ठियों/ सम्मेलनों में भाग लिया हो; और

v) वह संबंधित विषय में तार्किक तर्कशक्ति के साथ व्याख्या करने की क्षमता रखता हो और उक्त विधा में सदोहारण सिद्धांत पढ़ाने के लिए पर्याप्त ज्ञान से सम्पन्न हो।

III. आचार्य

पात्रता (क अथवा ख) :

क. डॉक्टरेट की उपाधि सहित अनुसंधान कार्य से सक्रिय रूप से जुड़े प्रख्यात विद्वान हो और विशेषज्ञता वाले क्षेत्र में उत्कृष्ट कार्यनिष्पादन उपलब्धियों के साथ डॉक्टरेट स्तर पर अनुसंधान मार्गदर्शन प्रदान करने में अनुभव सहित विश्वविद्यालय/ राष्ट्रीय स्तर के संस्थान में शिक्षण और/ अथवा अनुसंधान में दस वर्ष का अनुभव हो साथ ही समकक्ष व्यक्ति समीक्षित अथवा वि०अ०आ० सूचीबद्ध जर्नलों में कम से कम 6 अनुसंधान प्रकाशन एवं परिशिष्ट- II, तालिका- दो में दिए गए मानदंडों के अनुसार शोध में कुल 120 अंक प्राप्त किए हों।

अथवा

ख. एक परंपरागत अथवा पेशेवर कलाकार जिसकी संबंधित विषय में अत्यंत उल्लेखनीय पेशेवर उपलब्धि रही हो और जिनके पास:

- i) संगत विषय में निष्णात उपाधि हो;
- ii) विशेषज्ञता वाले क्षेत्र में दस वर्ष की उत्कृष्ट कार्यनिष्पादन उपलब्धि रही हो;
- iii) उत्कृष्टता के क्षेत्र में महत्वपूर्ण योगदान दिया गया हो ;
- iv) अनुसंधान में मार्गदर्शन प्रदान किया हो;
- v) राष्ट्रीय/ अंतरराष्ट्रीय विचार गोष्ठियों/ सम्मेलनों/ कार्यशालाओं में भागीदारी की हो और/ अथवा राष्ट्रीय/ अंतरराष्ट्रीय पुरस्कार/ अध्येतावृत्तियां प्राप्त की हों;
- vi) संबंधित विषय को तार्किक रूप से स्पष्ट करने की क्षमता हो;

vii) उक्त विषय में उदाहरणों सहित सिद्धांत को पढ़ाने हेतु पर्याप्त ज्ञान हो।

4.4 योग विधा

I. सहायक आचार्यः

पात्रता (क अथवा ख) :

क. भारतीय/ विदेशी विश्वविद्यालय से संबंधित विषय अथवा किसी समतुल्य उपाधि में कम से कम 55 प्रतिशत अंकों के साथ योग अथवा अन्य संगत विषय में निष्णात उपाधि (अथवा जहां कहीं भी ग्रेडिंग प्रणाली लागू हो उस स्थिति में प्वाइंट स्केल में समतुल्य ग्रेड) सहित अच्छा शैक्षणिक रिकार्ड हो।

इसके साथ-साथ, उपर्युक्त अर्हताओं को पूरा करने के अतिरिक्त अभ्यर्थी ने वि०अ०आ० अथवा सीएसआईआर द्वारा आयोजित राष्ट्रीय पात्रता परीक्षा (एनईटी) अथवा वि०अ०आ० द्वारा प्रत्यायित ऐसी ही परीक्षा यथा एसएलईटी/ एसईटी उत्तीर्ण की हो अथवा जिन्हें विश्वविद्यालय अनुदान आयोग (एमफिल/ पीएचडी उपाधि प्रदान करने के लिए न्यूनतम मानक और प्रक्रिया) विनियम, 2009 अथवा 2016 और समय-समय पर इनमें बाद में किए गए संशोधनों, जैसा भी मामला हो, के अनुसार पीएचडी की उपाधि प्रदान की गई हो।

अथवा

ख. किसी भी विषय में 55 प्रतिशत अंकों के साथ निष्णात उपाधि धारक (अथवा जहां कहीं भी ग्रेडिंग प्रणाली लागू हो, उस स्थिति में प्वाइंट स्केल में समान ग्रेड) और विश्वविद्यालय अनुदान आयोग (एमफिल/ पीएचडी उपाधि प्रदान करने के लिए न्यूनतम मानक और प्रक्रिया) विनियम, 2009 अथवा 2016 और समय-समय पर इनमें किए गए संशोधन, जैसा भी मामला हो, के अनुरूप योग* में पीएचडी की उपाधि धारक हो।

* नोट: योग के इस नए उभरते क्षेत्र में शिक्षकों की कमी को ध्यान में रखते हुए यह विकल्प दिया गया है और यह इन विनियमों के अधिसूचना की तिथि से केवल पांच वर्षों के लिए ही मान्य होगा।

II. सह आचार्य

i) संबंधित विषय अथवा संगत विषय में पीएचडी उपाधि के साथ बेहतर शैक्षणिक रिकार्ड।

ii) कम से कम 55 प्रतिशत अंकों के साथ स्नातकोत्तर उपाधि (अथवा जहां कहीं भी ग्रेडिंग प्रणाली लागू हो, उस स्थिति में प्वाइंट स्केल में समतुल्य ग्रेड) प्राप्त की हो।

iii) किसी शैक्षणिक/ अनुसंधान पद जो, किसी विश्वविद्यालय, महाविद्यालय अथवा प्रत्यायित अनुसंधान संस्थान/ उद्योग में सहायक आचार्य के समतुल्य हो, में प्रकाशन कार्य के साक्ष्य सहित न्यूनतम आठ वर्ष का शिक्षण कार्य और/ अथवा अनुसंधान का अनुभव हो और पुस्तकों के रूप में और/ अथवा समकक्ष व्यक्ति समीक्षित अनुसंधान/ नीतिगत पत्रों अथवा वि०अ०आ० सूचीबद्ध जर्नलों में कम से कम सात प्रकाशन किए हों और परिशिष्ट-II, तालिका- 2 में दिए गए मानदंडों के अनुसार कम से कम पचहत्तर (75) कुल अनुसंधान अंक प्राप्त किए हों।

III. आचार्य

पात्रता (क और ख) :

क.

i) संबद्ध/ संगत विषय में पीएचडी की उपाधि के साथ प्रतिष्ठित विद्वान हो और उच्च गुणवत्ता वाला प्रकाशन कार्य किया हो, प्रकाशित कार्य के साक्ष्य के साथ अनुसंधान में सक्रिय रूप से जुड़े हों, और प्रकाशन कार्य के साक्ष्य सहित पुस्तकों के रूप में और/ अथवा समकक्ष व्यक्ति समीक्षित अनुसंधान/ नीतिगत पत्रों अथवा वि०अ०आ० सूचीबद्ध जर्नलों में कम से कम दस प्रकाशन किए हों और परिशिष्ट-II, तालिका- 2 में दिए गए मानदंडों के अनुसार कम से कम 120 कुल अनुसंधान अंक प्राप्त किए हों।

ii) किसी विश्वविद्यालय/ महाविद्यालय में न्यूनतम दस वर्षों का शिक्षण अनुभव अथवा विश्वविद्यालय/ राष्ट्रीय स्तर की संस्थानों/ उद्योगों में अनुसंधान का अनुभव हो और डॉक्टोरल अभ्यर्थियों का सफलतापूर्वक मार्गदर्शन करने के साक्ष्य हो।

अथवा

ख. संगत क्षेत्र में प्रतिष्ठित ख्याति प्राप्त उत्कृष्ट पेशेवर जिन्होंने प्रत्यायन द्वारा अभिपुष्टि किए जाने वाले संबंधित /संबद्ध / संगत विषय में ज्ञान के क्षेत्र में महत्वपूर्ण योगदान दिया हो।

4.5 पेशे से जुड़े रोगोपचार के शिक्षकों की नियुक्ति के लिए अर्हताएं, अनुभव और अन्य पात्रता संबंधी अपेक्षाएं

I. सहायक आचार्यः

किसी मान्यता प्राप्त विश्वविद्यालय से कम से कम 55 प्रतिशत अंकों (अथवा जहां कहीं भी ग्रेडिंग प्रणाली लागू हो, वहां प्वाइंट स्केल में समतुल्य ग्रेड) के साथ पेशे से जुड़े रोगोपचारों में स्नातक उपाधि (बी.ओ.टी./ बी.टीएच.ओ./ बी.ओ.टीएच.), पेशे से जुड़े रोगोपचारों में निष्णात उपाधि (एम.ओ.टीएच./ एम.टीएच.ओ./ एम.एससी. ओ.टी./ एम.ओ.टी.)।

II. सह आचार्य:

- अनिवार्य: सहायक आचार्य के रूप में आठ वर्ष के अनुभव के साथ पेशे से जुड़े रोगोपचारों में निष्णात उपाधि (एम.ओ.टी./एम.ओ.टीएच./ एम.ओ.टीएच./ एम.एससी.ओ.टी.)।
- वांछनीय: वि०अ०आ० द्वारा मान्यता प्राप्त पेशे से जुड़े रोगोपचारों की किसी भी विधा में पीएचडी की उपाधि सहित उच्च योग्यता और समकक्ष व्यक्ति समीक्षित अथवा वि०अ०आ० सूचीबद्ध जर्नलों में उच्च मानकों का प्रकाशन कार्य।

III. आचार्य:

- अनिवार्य: पेशे से जुड़े रोगोपचारों में कुल दस वर्ष के अनुभव के साथ पेशे से जुड़े रोगोपचारों में निष्णात उपाधि (एम.ओ.टीएच./ एम.टीएच.ओ./ एम. एससी. ओ.टी.)।
- वांछनीय: वि०अ०आ० द्वारा मान्यता प्राप्त पेशे से जुड़े रोगोपचारों की किसी विधा में पीएचडी की उपाधि जैसी उच्च योग्यता और समकक्ष व्यक्ति समीक्षित अथवा वि०अ०आ० सूचीबद्ध जर्नलों में उच्च मानकों का प्रकाशन कार्य।

IV. प्राचार्य/ निदेशक/ संकाय अध्यक्ष:

अनिवार्य: पंद्रह वर्षों के अनुभव के साथ पेशे से जुड़े रोगोपचारों में निष्णात उपाधि (एमओटी/ एम.टीएच.ओ./ एम.ओ.टीएच./ एम.एससी.ओ.टी.) जिसमें आचार्य (पेशे से जुड़े रोगोपचारों) के रूप में पांच वर्ष का अनुभव शामिल होगा।

नोट:

- संस्थान के वरिष्ठतम आचार्य को प्राचार्य/ निदेशक/ संकाय अध्यक्ष के रूप में पदनामित किया जाएगा।
- वांछनीय: वि०अ०आ० द्वारा मान्यता प्राप्त पेशे से जुड़े रोगोपचारों की किसी विधा में पीएचडी की उपाधि जैसी उच्च अर्हता और समकक्ष व्यक्ति समीक्षित अथवा वि०अ०आ० सूचीबद्ध जर्नलों में उच्च मानक वाले प्रकाशन कार्य।

4.6 भौतिक चिकित्सा के शिक्षकों की नियुक्ति के लिए अर्हताएं, अनुभव और अन्य पात्रता संबंधी अपेक्षाएं।

I. सहायक आचार्य:

किसी मान्यता प्राप्त विश्वविद्यालय से कम से कम 55 प्रतिशत अंक (अथवा जहां कहीं भी ग्रेडिंग प्रणाली लागू है, वहां प्वाइंट स्केल में समतुल्य ग्रेड) के साथ भौतिक चिकित्सा में स्नातक उपाधि (बीपी/टी./बी. टीएच./ बी.पी.टीएच.), भौतिक चिकित्सा में निष्णात उपाधि (एम. एंड पी. टीएच./ एम.टीएच. पीटी/ एम. पी.टी.)।

II. सह आचार्य:

- अनिवार्य: सहायक आचार्य के रूप में आठ वर्षों के अनुभव के साथ भौतिक चिकित्सा में निष्णात उपाधि (एम.पी.टी./एम.पी.टीएच./ एम.टीएच.पी./ एम.एससी.पी.टी.)।
- वांछनीय: वि०अ०आ० द्वारा मान्यता प्राप्त भौतिक चिकित्सा की किसी विधा में पीएचडी की उपाधि के रूप में उच्च अर्हता एवं समकक्ष व्यक्ति समीक्षित अथवा वि०अ०आ० सूचीबद्ध जर्नलों में उच्च मानक वाला प्रकाशन कार्य।

III. आचार्य:

अनिवार्य: दस वर्ष के अनुभव के साथ भौतिक चिकित्सा में निष्णात उपाधि (एम.पी.टी./ एम.पी.टीएच./ एम.टीएच.पी./ एम.एससी.पी.टी.)।

वांछनीय:

- वि०अ०आ० द्वारा किसी मान्यता प्राप्त भौतिक चिकित्सा विधा में पीएचडी जैसी उच्चतर शिक्षा, और
- समकक्ष व्यक्ति समीक्षित अथवा वि०अ०आ० सूचीबद्ध जर्नलों में उच्च मानक वाला प्रकाशन कार्य।

IV. प्राचार्य/ निदेशक/ संकाय अध्यक्ष:

अनिवार्य: प्राचार्य (भौतिक चिकित्सा) के रूप में पांच वर्षों के अनुभव के साथ पंद्रह वर्षों के कुल अनुभव सहित भौतिक चिकित्सा में निष्णात उपाधि (एम. पी. टी./ एम. टीएच. पी./ एम.पी.टीएच./ एम.एससी.पी.टी.)।

नोट:

- (i) वरिष्ठतम आचार्य को प्राचार्य/ निदेशक/ संकाय अध्यक्ष के रूप में नामोद्दिष्ट किया जाएगा।
- (ii) वांछनीय: वि०अ०आ० द्वारा मान्यता प्राप्त भौतिक चिकित्सा की किसी विधा में पीएचडी जैसी उच्च अर्हता और समकक्ष व्यक्ति समीक्षित तथा वि०अ०आ० सूचीबद्ध जर्नलों में उच्च मानक वाला प्रकाशन कार्य।

4.7 विश्वविद्यालय सहायक पुस्तकाध्यक्ष/ महाविद्यालय पुस्तकाध्यक्ष, विश्वविद्यालय उप पुस्तकाध्यक्ष और विश्वविद्यालय पुस्तकाध्यक्ष के पदों पर सीधी भर्ती के लिए न्यूनतम अर्हताएं।

I. विश्वविद्यालय सहायक पुस्तकाध्यक्ष/ महाविद्यालय पुस्तकाध्यक्ष

- i) कम से कम 55 प्रतिशत अंकों (अथवा जहां ग्रेडिंग प्रणाली लागू हो वहां प्वाइंट स्केल में समतुल्य ग्रेड) के साथ पुस्तकालय विज्ञान, सूचना विज्ञान अथवा प्रलेखन विज्ञान में निष्णात उपाधि अथवा समतुल्य पेशेवर उपाधि।
- ii) पुस्तकालय में कंप्यूटरीकरण के ज्ञान के साथ सतत् रूप से बेहतर शैक्षणिक रिकार्ड।
- iii) उपर्युक्त अर्हताओं को पूरा करने के अलावा, अभ्यर्थी को वि०अ०आ०, सीएसआईआर द्वारा आयोजित राष्ट्रीय पात्रता परीक्षा (एनईटी) अथवा वि०अ०आ० द्वारा प्रत्यायित समान परीक्षा यथा एसएलईटी/एसईटी उत्तीर्ण करनी होगी अथवा जिन्हें विश्वविद्यालय अनुदान आयोग (एमफिल/पीएचडी उपाधि प्रदान करने के लिए न्यूनतम मानक व प्रक्रिया) विनियम, 2009 अथवा 2016 एवं समय-समय पर इनमें किए गए संशोधनों, जैसा भी मामला हो, के अनुसार पीएचडी की उपाधि प्रदान की गई हो:

बशर्ते कि दिनांक 11 जुलाई, 2009 से पूर्व पीएचडी की उपाधि के लिए पंजीकृत अभ्यर्थी ऐसी उपाधि प्रदान करने वाली संस्थाओं के मौजूदा अध्यादेशों/ उपविधियों/विनियमों के उपबंधों द्वारा अभिशासित होंगे तथा ऐसे पीएचडी अभ्यर्थियों द्वारा निम्नलिखित शर्तों को पूरा करने के अध्यधीन विश्वविद्यालयों/ महाविद्यालयों/ संस्थाओं में सहायक आचार्य अथवा समकक्ष पदों पर भर्ती और नियुक्ति के लिए एनईटी/ एसएलईटी/ एसईटी की अपेक्षाओं से छूट प्राप्त होगी:-

- (क) अभ्यर्थी को पीएचडी की उपाधि केवल नियमित पद्धति से प्रदान की गई हो;
- (ख) पीएचडी शोध प्रबंध का कम से कम दो बाह्य परीक्षकों द्वारा मूल्यांकन किया गया हो;
- (ग) पीएचडी के लिए अभ्यर्थी की एक खुली मौखिक परीक्षा आयोजित की गई हो;
- (घ) अभ्यर्थी ने अपने पीएचडी कार्य से दो अनुसंधान पत्रों को प्रकाशित किया हों जिनमें से कम से कम एक रेफर्ड जर्नल में प्रकाशित हुआ हो;
- (ङ.) अभ्यर्थी ने वि०अ०आ०/ आईसीएसएसआर/ सीएसआईआर अथवा इसी प्रकार की एजेंसी द्वारा प्रायोजित/ वित्तपोषित / सहायता प्राप्त सम्मेलनों/ विचार गोष्ठियों में अपने पीएचडी कार्यों के आधार पर कम से कम दो पत्रों को प्रस्तुत किए हों।

नोट

- i. इन शर्तों को पूरा करने को संबंधित विश्वविद्यालय के कुल सचिव अथवा संकाय अध्यक्ष (शैक्षणिक कार्य) द्वारा अभिप्रमाणित किया जाएगा।
- ii. ऐसे निष्णात कार्यक्रमों में एनईटी/ एसएलईटी/ एसईटी परीक्षा उत्तीर्ण करना अपेक्षित नहीं होगा जिसके लिए वि०अ०आ०, सीएसआईआर द्वारा एनईटी/ एसएलईटी/ एसईटी अथवा वि०अ०आ० द्वारा एसएलईटी/ एसईटी जैसी परीक्षा आयोजित नहीं की जाती हो।

II. विश्वविद्यालय उप पुस्तकाध्यक्ष

- i) कम से कम 55 प्रतिशत अंकों के साथ पुस्तकालय विज्ञान/ सूचना विज्ञान/ प्रलेखन विज्ञान में निष्णात उपाधि अथवा जहां कहीं भी ग्रेडिंग प्रणाली लागू है वहां प्वाइंट स्केल में समान ग्रेड प्राप्त किया हो।
- ii) सहायक विश्वविद्यालय पुस्तकाध्यक्ष/ महाविद्यालय पुस्तकाध्यक्ष के रूप में आठ वर्षों का अनुभव।
- iii) पुस्तकालय में आईसीटी के समेकन के साथ नवोन्मेषी पुस्तकालय सेवाओं का साक्ष्य।
- iv) पुस्तकालय विज्ञान/ सूचना विज्ञान/ प्रलेखन विज्ञान/ अभिलेख और पुस्तकालय की पांडुलिपियों का रखरखाव/ कंप्यूटरीकरण करने में पीएचडी की उपाधि।

III. विश्वविद्यालय पुस्तकाध्यक्ष

- i) कम से कम 55 प्रतिशत अंकों अथवा जहां कहीं भी ग्रेडिंग प्रणाली लागू है वहां प्वाइंट स्केल में समान ग्रेड के साथ पुस्तकालय विज्ञान/ सूचना विज्ञान/ प्रलेखन विज्ञान में निष्णात उपाधि।

ii) विश्वविद्यालय पुस्तकालय में किसी भी स्तर पर पुस्तकाध्यक्ष के रूप में कम से कम दस वर्षों का अनुभव अथवा पुस्तकालय विज्ञान में सहायक/ सह आचार्य के रूप में दस वर्षों का शिक्षण अनुभव अथवा किसी महाविद्यालय पुस्तकाध्यक्ष के रूप में दस वर्षों का अनुभव।

iii) किसी पुस्तकालय में आईसीटी के समेकन के साथ नवोन्मेषी पुस्तकालय सेवाओं का साक्ष्य।

iv) पुस्तकालय विज्ञान/ सूचना विज्ञान/ प्रलेखन/ अभिलेख और पांडुलिपि के रखरखाव में पीएचडी की उपाधि।

4.8 शारीरिक शिक्षा और खेलकूद के सहायक निदेशकों एवं शारीरिक शिक्षा और खेलकूद के उपनिदेशक तथा शारीरिक शिक्षा और खेलकूद के निदेशक (डीपीईएस) के पदों के लिए न्यूनतम अर्हताएं।

I. विश्वविद्यालय में शारीरिक शिक्षा और खेलकूद के सहायक निदेशक तथा महाविद्यालय में शारीरिक और खेलकूद के निदेशक

पात्रता (क अथवा ख):

क.

i) शारीरिक शिक्षा और खेलकूद विज्ञान अथवा शारीरिक शिक्षा और खेलकूद विज्ञान में 55 प्रतिशत अंकों (अथवा जहां कहीं भी ग्रेडिंग प्रणाली लागू हो वहां प्वाइंट स्केल में समतुल्य ग्रेड) के साथ निष्णात उपाधि।

ii) अंतर्विश्वविद्यालयी/ अंतर्महाविद्यालयी प्रतिस्पर्धाओं अथवा राज्य और/ अथवा राष्ट्रीय चैम्पियनशिपों में विश्वविद्यालय/ महाविद्यालय का प्रतिनिधित्व करने का रिकार्ड।

iii) उपर्युक्त अर्हताओं को पूरा करने के अलावा, अभ्यर्थी को वि0अ0आ0 अथवा सीएसआईआई द्वारा आयोजित राष्ट्रीय पात्रता परीक्षा (एनईटी) अथवा वि0अ0आ0 द्वारा प्रत्यायित समान परीक्षा यथा एसएलईटी/ एसईटी उत्तीर्ण करनी होगी अथवा जिन्हें विश्वविद्यालय अनुदान आयोग (एमफिल/पीएचडी उपाधि प्रदान करने के लिए न्यूनतम मानक व प्रक्रिया) विनियम, 2009 अथवा 2016 एवं समय- समय पर इनमें किए गए संशोधनों, जैसा भी मामला हो, के अनुसार शारीरिक शिक्षा अथवा शारीरिक शिक्षा और खेलकूद अथवा खेल विज्ञान में पीएचडी की उपाधि प्रदान की गई हो:

बशर्ते कि दिनांक 11 जुलाई, 2009 से पूर्व पीएचडी की उपाधि के लिए पंजीकृत अभ्यर्थी ऐसी उपाधि प्रदान करने वाली संस्थाओं के मौजूदा अध्यादेशों/ उपविधियों/ विनियमों के उपबंधों द्वारा अभिशासित होंगे तथा ऐसे पीएचडी धारक अभ्यर्थियों को निम्नलिखित शर्तों को पूरा करने के अध्यक्षीन विश्वविद्यालयों/ महाविद्यालयों/ संस्थाओं में सहायक आचार्य अथवा समकक्ष पदों पर भर्ती और नियुक्ति के लिए एनईटी/ एसएलईटी/ एसईटी की अपेक्षाओं से छूट प्राप्त होगी:

(क) अभ्यर्थी को पीएचडी की उपाधि केवल नियमित पद्धति से प्रदान की गई हो;

(ख) पीएचडी शोध प्रबंध का कम से कम दो बाह्य परीक्षकों द्वारा मूल्यांकन किया गया हो;

(ग) पीएचडी के लिए अभ्यर्थी की एक खुली मौखिक परीक्षा आयोजित की गई हो;

(घ) अभ्यर्थी ने अपने पीएचडी कार्य से दो अनुसंधान पत्रों को प्रकाशित किया हो जिनमें से कम से कम एक रेफर्ड जर्नल में प्रकाशित हुआ हो;

(ङ) अभ्यर्थी ने अपने पीएचडी कार्यों के आधार पर सम्मेलन/ विचार गोष्ठियों में कम से कम दो पत्रों को प्रस्तुत किया हो।

नोट: (क) से (ङ) में दी गई इन शर्तों पर खरा उतरने के संबंध में संबंधित विश्वविद्यालय के कुल सचिव अथवा संकाय अध्यक्ष (शैक्षणिक कार्य) द्वारा अभिप्रमाणित किया जाना होता है।

iv) ऐसी विधाओं में निष्णात कार्यक्रमों में एनईटी/ एसएलईटी/ एसईटी परीक्षा उत्तीर्ण करना अपेक्षित नहीं होगा जिसके लिए वि0अ0आ0, सीएसआईआर द्वारा एनईटी/ एसएलईटी/ एसईटी अथवा वि0अ0आ0 द्वारा एसएलईटी/ एसईटी जैसी परीक्षा आयोजित नहीं की जाती हो।

v) इन विनियमों के अनुसार आयोजित की गई शारीरिक फिटनेस परीक्षा उत्तीर्ण की हो।

अथवा

ख. एशियाई खेल अथवा राष्ट्रमंडल खेलों में पदक विजेता, जिनके पास कम से कम स्नात्कोत्तर स्तर की उपाधि हो।

II. विश्वविद्यालय में शारीरिक शिक्षा और खेलकूद उप निदेशक

पात्रता (क अथवा ख) :**क.**

- i) शारीरिक शिक्षा अथवा शारीरिक शिक्षा और खेलकूद अथवा खेलकूद विज्ञान में पीएचडी की उपाधि। इसके अतिरिक्त, विश्वविद्यालय प्रणाली से इतर अभ्यर्थी जिनके पास संबंधित विश्वविद्यालय द्वारा स्नात्कोत्तर उपाधि स्तर पर कम से कम 55 प्रतिशत अंक हो (अथवा जहां ग्रेडिंग प्रणाली लागू हो, वहां प्वाइंट स्केल में समतुल्य ग्रेड)।
- ii) विश्वविद्यालय सहायक डीपीईएस/ महाविद्यालय डीपीईएस के रूप में आठ वर्ष का अनुभव हो।
- iii) कम से कम दो सप्ताह की अवधि की प्रतिस्पर्धाएं और अनुशिक्षण शिविर के आयोजन संबंधी साक्ष्य।
- iv) राज्य/ राष्ट्रीय/ अंतर्विश्वविद्यालयी/ संयुक्त विश्वविद्यालय आदि जैसी प्रतिस्पर्धाओं के लिए दलों/ एथलिटों द्वारा बेहतर निष्पादन कराने के साक्ष्य आदि।
- v) इन विनियमों के अनुसार शारीरिक स्वस्थता जांच परीक्षा उत्तीर्ण की हो।
अथवा

ख. ओलंपिक खेलों/ विश्व कप/ विश्व चैंपियनशिप पदक विजेता, जिन्होंने कम से कम स्नात्कोत्तर स्तर की उपाधि प्राप्त की हो।

III. विश्वविद्यालय के शारीरिक शिक्षा और खेलकूद निदेशक

- i) शारीरिक शिक्षा अथवा शारीरिक शिक्षा और खेलकूद अथवा खेलकूद विज्ञान में पीएचडी धारक।
- ii) विश्वविद्यालय सहायक/ उप डीपीईएस के रूप में शारीरिक शिक्षा और खेलकूद में कम से कम दस वर्ष का अनुभव अथवा महाविद्यालय डीपीईएस के रूप में दस वर्ष का अनुभव अथवा सहायक/ सह आचार्य के रूप में शारीरिक शिक्षा और खेलकूद अथवा खेलकूद विज्ञान में दस वर्ष का शिक्षण अनुभव हो।
- iii) कम से कम दो सप्ताह की अवधि की प्रतियोगिता और अनुशिक्षण कैम्पों को आयोजित किए जाने का साक्ष्य।
- iv) राज्य/ राष्ट्रीय/ अंतर्विश्वविद्यालयी/ संयुक्त विश्वविद्यालय आदि जैसी प्रतियोगिताओं के लिए दलों/ खिलाड़ियों द्वारा बेहतर निष्पादन कराए जाने संबंधी साक्ष्य।

IV. शारीरिक स्वस्थता जांच संबंधी मानदंड

(क) इन विनियमों के उपबंधों के अध्याधीन सभी अभ्यर्थी जिनके लिए शारीरिक स्वस्थता जांच कराना अपेक्षित है, उन्हें ऐसी जांच करवाने से पूर्व एक चिकित्सा प्रमाणपत्र देना होगा कि वह ऐसी जांच करने के लिए चिकित्सीय रूप से स्वस्थ हैं।

(ख) उपरोक्त उपखंड (क) में वर्णित ऐसे प्रमाणपत्र को प्रस्तुत करने पर अभ्यर्थी को निम्न मानक के अनुसार शारीरिक परीक्षा में भाग लेना अपेक्षित होगा:

पुरुषों के लिए मानक			
12 मिनट की दौड़/ चलने की परीक्षा			
30 वर्ष तक	40 वर्ष तक	45 वर्ष तक	50 वर्ष तक
1800 मीटर	1500 मीटर	1200 मीटर	800 मीटर

महिलाओं के लिए मानक			
8 मिनट की दौड़/ चलने की परीक्षा			
30 वर्ष तक	40 वर्ष तक	45 वर्ष तक	50 वर्ष तक
1000 मीटर	800 मीटर	600 मीटर	400 मीटर

5.0 चयन समिति का गठन और चयन प्रक्रिया संबंधी दिशानिर्देश**5.1 चयन समिति की संरचना****I. विश्वविद्यालय में सहायक आचार्य :**

(क) विश्वविद्यालय में सहायक आचार्य के पद के लिए चयन समिति में निम्नलिखित व्यक्ति शामिल होंगे :

- i) कुलपति या उनका नामिती, जिनके पास कम से कम दस वर्ष का आचार्य के रूप में अनुभव हो, समिति के अध्यक्ष होंगे ।
- ii) कुलाध्यक्ष/ कुलाधिपति द्वारा नामनिर्देशित किए जाने वाले अकादमिक सदस्य, जहां कहीं प्रयोज्य हो, आचार्य के रैंक से नीचे नहीं होंगे ।
- iii) संबंधित विश्वविद्यालय के संगत सांविधिक निकाय द्वारा अनुमोदित नामों के पैनल में से कुलपति द्वारा संबंधित विषय/ क्षेत्र में तीन विशेषज्ञ का नामनिर्देशन किया जाएगा ।
- iv) संबंधित संकाय का संकाय अध्यक्ष, जहां कहीं प्रयोज्य हो ।
- v) संबंधित विभाग/ विद्यालय का प्रमुख/ अध्यक्ष ।
- vi) अनुसूचित जाति/ अनुसूचित जनजाति/ अन्य पिछड़ा वर्ग/ अल्पसंख्यक/ महिला/ निशक्त श्रेणी से शिक्षाविद्, यदि इन श्रेणियों से संबंध रखने वाला कोई अभ्यर्थी आवेदक हो तो, और यदि उपरोक्त कोई भी सदस्य इन श्रेणियों से संबंधित नहीं हो तो उसे कुलपति द्वारा नामनिर्देशित जाएगा ।

(ख) दो बाह्य विषय विशेषज्ञों सहित चार सदस्यगणों द्वारा गणपूर्ति होगी ।

II. विश्वविद्यालय में सह आचार्य

(क) विश्वविद्यालय में सह आचार्य के पद के लिए चयन समिति की संरचना निम्नलिखित होगी :

- i) कुलपति या उनका नामिती, जिनके पास आचार्य के रूप में कम से कम दस वर्ष का अनुभव हो, समिति के अध्यक्ष होंगे ।
- ii) कुलाध्यक्ष/ कुलाधिपति द्वारा नामनिर्देशित किए जाने वाले अकादमिक सदस्य, जहां कहीं प्रयोज्य हो, आचार्य के रैंक से नीचे नहीं होगा ।
- iii) संबंधित विश्वविद्यालय के संगत सांविधिक निकाय द्वारा अनुमोदित नामों के पैनल में से कुलपति द्वारा संबंधित विषय/ क्षेत्र में तीन विशेषज्ञ का नामनिर्देशन किया जाएगा ।
- iv) संकाय का संकाय अध्यक्ष, जहां कहीं प्रयोज्य हो ।
- v) संबंधित विभाग/ विद्यालय का प्रमुख/ अध्यक्ष ।
- vi) यदि अनुसूचित जाति/ अनुसूचित जनजाति /अन्य पिछड़ा वर्ग/ अल्पसंख्यक/ महिला/ निशक्त श्रेणी से संबंध रखने वाला कोई अभ्यर्थी आवेदक हो और यदि उपरोक्त कोई भी सदस्य इन श्रेणियों से संबंधित नहीं हो तो, कुलपति द्वारा को इन श्रेणियों से एक शिक्षाविद् को नामनिर्देशित जाएगा ।

(ख) दो बाह्य विषय विशेषज्ञों सहित कम से कम चार सदस्यगणों द्वारा गणपूर्ति होगी ।

III. विश्वविद्यालय में आचार्य

(क) विश्वविद्यालय में सह आचार्य के पद के लिए चयन समिति में निम्नलिखित व्यक्ति शामिल होंगे :

- i) कुलपति जो समिति का अध्यक्ष होगा ।
- ii) कुलाध्यक्ष/ कुलाधिपति द्वारा नामनिर्देशित किए जाने वाले अकादमिक सदस्य, जहां कहीं प्रयोज्य हो, आचार्य के रैंक से नीचे नहीं होगा ।
- iii) संबंधित विश्वविद्यालय के संगत सांविधिक निकाय द्वारा अनुमोदित नामों के पैनल में से कुलपति द्वारा संबंधित विषय/ क्षेत्र में तीन विशेषज्ञ का नामनिर्देशन किया जाएगा ।

- iv) संकाय का संकाय अध्यक्ष, जहां कहीं प्रयोज्य हो ।
- v) संबंधित विभाग/ विद्यालय का प्रमुख/ अध्यक्ष ।
- vi) यदि अनुसूचित जाति/ अनुसूचित जनजाति /अन्य पिछड़ा वर्ग/ अल्पसंख्यक/ महिला/ निशक्त श्रेणी से संबंध रखने वाला कोई अभ्यर्थी आवेदक हो और यदि उपरोक्त कोई भी सदस्य इन श्रेणियों से संबंधित नहीं हो तो, कुलपति द्वारा को इन श्रेणियों से एक शिक्षाविद को नामनिर्देशित जाएगा।

(ख) दो बाह्य विषय विशेषज्ञों सहित कम से कम चार सदस्यगणों द्वारा गणपूर्ति होगी।

IV. वरिष्ठ आचार्य

(क) विश्वविद्यालय में वरिष्ठ आचार्य के पद के लिए चयन समिति में निम्नलिखित व्यक्ति शामिल होंगे :

- i) कुलपति जो समिति का अध्यक्ष होगा।
- ii) शिक्षाविद् जिसके पास न्यूनतम दस वर्ष का अनुभव हो और वह वरिष्ठ आचार्य/ आचार्य के पद से नीचे का नहीं हो, कुलाध्यक्ष/ कुलपति का नामिती होगा।
- iii) विश्वविद्यालय के संगत सांविधिक निकाय द्वारा अनुमोदित नामों के पैनल में से कुलपति द्वारा संबंधित विषय/ क्षेत्र में तीन विशेषज्ञ का नामनिर्देशन, जो वरिष्ठ आचार्य/ आचार्य के रैंक से नीचे के नहीं होंगे और उसके पास न्यूनतम दस वर्षों को अनुभव होगा।
- iv) जहां कहीं भी प्रयोज्य हो, संकाय का संकाय अध्यक्ष (वरिष्ठ आचार्य/ आचार्य के रैंक से नीचे का नहीं होगा और उसके पास न्यूनतम दस वर्षों को अनुभव होगा)।
- v) विभाग/ विद्यालय का प्रमुख/ अध्यक्ष (वरिष्ठ आचार्य/ आचार्य के पद से नीचे का नहीं होगा और उसके पास न्यूनतम दस वर्षों को अनुभव होगा) अथवा वरिष्ठतम आचार्य (वरिष्ठ आचार्य/ आचार्य के पद से नीचे का नहीं होगा और उसके पास न्यूनतम दस वर्षों को अनुभव होगा)
- vi) शिक्षाविद् (वरिष्ठ आचार्य/ आचार्य के रैंक से नीचे का नहीं होगा और उसके पास न्यूनतम दस वर्षों को अनुभव होगा) जो अनुसूचित जाति/ अनुसूचित जनजाति /अन्य पिछड़ा वर्ग/ अल्पसंख्यक/ महिला/ निशक्त श्रेणी का प्रतिनिधित्व करता हो, यदि इन श्रेणियों से संबंध रखने वाला कोई अभ्यर्थी आवेदक हो तो, और यदि चयन समिति में कोई भी सदस्य इन श्रेणियों से संबंधित नहीं हो तो, उसे कुलपति द्वारा नामनिर्देशित जाएगा।

(ख) दो बाह्य विषय विशेषज्ञों सहित चार सदस्यगणों द्वारा गणपूर्ति होगी।

V. निजी और संघटक महाविद्यालयों सहित महाविद्यालयों में सहायक आचार्य :

(क) निजी और संघटक महाविद्यालयों सहित महाविद्यालयों में सहायक आचार्य के पद के लिए चयन समिति में निम्नलिखित व्यक्ति शामिल होंगे

- i) महाविद्यालय के शासी निकाय का अध्यक्ष या शासी निकाय के सदस्यों में से उसका नामिती जो चयन समिति का अध्यक्ष होगा।
- ii) महाविद्यालय का प्राचार्य।
- iii) महाविद्यालय में संबंधित विषय के विभाग का प्रमुख/ प्रभारी शिक्षक।
- iv) संबद्ध विश्वविद्यालय के कुलपति के दो नामिती जिसमें से एक नामिती को विषय विशेषज्ञ होना चाहिए। महाविद्यालय के अल्पसंख्यक शैक्षिक संस्थान के रूप में अधिसूचित/ घोषित होने की स्थिति में महाविद्यालय के संबंधित सांविधिक निकाय द्वारा सुझाए गए विशेषज्ञों की सूची से मान्यता प्राप्त विश्वविद्यालय के कुलपति द्वारा संस्तुत पांच नामों के पैनल में से महाविद्यालय के अध्यक्ष महोदय दो नामिती जो कि अधिमानतः अल्पसंख्यक समुदाय से हो, का नामनिर्देशन करेंगे जिसमें से एक व्यक्ति विषय विशेषज्ञ होना चाहिए ।
- v) संबंधित महाविद्यालय के संगत सांविधिक निकाय द्वारा अनुमोदित विषय विशेषज्ञों की सूची में से कुलपति द्वारा संस्तुत पांच नामों के पैनल में से महाविद्यालय के शासी निकाय के अध्यक्ष महोदय दो विषय विशेषज्ञों का नामनिर्देशन करेंगे जो महाविद्यालय से संबंधित न हो। महाविद्यालय को अल्पसंख्यक शैक्षिक संस्थान के रूप में अधिसूचित/ घोषित किए जाने की स्थिति में महाविद्यालय के संबंधित सांविधिक निकाय द्वारा अनुमोदित विषय- विशेषज्ञों की सूची से कुलपति द्वारा संस्तुत पांच नामों के पैनल में से महाविद्यालय के शासी निकाय के अध्यक्ष द्वारा दो विषय- विशेषज्ञ जो विश्वविद्यालय से संबंधित नहीं होंगे और जो अधिमानतः अल्पसंख्यक समुदाय से होंगे, को नामनिर्देशित किया जाएगा।

- vi) यदि अनुसूचित जाति/ अनुसूचित जनजाति /अन्य पिछड़ा वर्ग/ अल्पसंख्यक/ महिला/ निशक्त श्रेणी से संबंध रखने वाला कोई अभ्यर्थी आवेदक हो और यदि उपरोक्त कोई भी सदस्य इन श्रेणियों से संबंधित नहीं हो तो, कुलपति द्वारा को इन श्रेणियों से एक शिक्षाविद को नामनिर्देशित जाएगा।

(ख) दो बाह्य विषय विशेषज्ञों सहित पांच सदस्यगणों द्वारा गणपूर्ति होगी।

VI. निजी और संघटक महाविद्यालयों सहित महाविद्यालयों में सह आचार्य :

(क) निजी और संघटक महाविद्यालयों सहित महाविद्यालयों में सह आचार्य के पद के लिए चयन समिति में निम्नलिखित व्यक्ति शामिल होंगे :

- i) शासी निकाय का अध्यक्ष अथवा शासी निकाय के सदस्यों में से उसका नामिती जो चयन समिति का अध्यक्ष होगा।
- ii) महाविद्यालय का प्राचार्य।
- iii) महाविद्यालय में संबंधित विषय के विभाग का प्रमुख/ प्रभारी शिक्षक।
- iv) कुलपति द्वारा नामनिर्देशित विश्वविद्यालय के दो प्रतिनिधि, जिसमें से एक प्रतिनिधि, महाविद्यालय विकास परिषद् का संकाय अध्यक्ष या विश्वविद्यालय में समकक्ष पद पर हो, और दूसरा प्रतिनिधि संबंधित विषय में विशेषज्ञ होना चाहिए। महाविद्यालय के अल्पसंख्यक शैक्षिक संस्थान के रूप में अधिसूचित/ घोषित होने की स्थिति में महाविद्यालय के संबंधित सांविधिक निकाय द्वारा सुझाए गए विशेषज्ञों की सूची से मान्यता प्राप्त विश्वविद्यालय के कुलपति द्वारा संस्तुत पांच नामों के पैनल में से महाविद्यालय के अध्यक्ष महोदय दो नामिती जो कि अधिमानतः अल्पसंख्यक समुदाय से होंगे, का नामनिर्देशन करेंगे जिसमें से एक व्यक्ति विषय विशेषज्ञ होना चाहिए।
- v) संबंधित महाविद्यालय के संगत सांविधिक निकाय द्वारा अनुमोदित विषय विशेषज्ञों की सूची में से कुलपति द्वारा संस्तुत पांच नामों के पैनल में से महाविद्यालय के शासी निकाय के अध्यक्ष दो विषय विशेषज्ञों का नामनिर्देशन करेगा जो महाविद्यालय से संबंधित न हो। महाविद्यालय को अल्पसंख्यक शैक्षिक संस्थान के रूप में अधिसूचित/ घोषित किए जाने की स्थिति में महाविद्यालय के संबंधित सांविधिक निकाय द्वारा अनुमोदित विषय- विशेषज्ञों की सूची से कुलपति द्वारा संस्तुत पांच नामों के पैनल में से महाविद्यालय के शासी निकाय के अध्यक्ष द्वारा दो विषय- विशेषज्ञ जो विश्वविद्यालय से संबंधित नहीं होंगे और जो अधिमानतः अल्पसंख्यक समुदाय से होंगे, को नामनिर्देशित किया जाएगा।
- vi) यदि अनुसूचित जाति/ अनुसूचित जनजाति /अन्य पिछड़ा वर्ग/ अल्पसंख्यक/ महिला/ निशक्त श्रेणी से संबंध रखने वाला कोई अभ्यर्थी आवेदक हो और यदि उपरोक्त कोई भी सदस्य इन श्रेणियों से संबंधित नहीं हो तो, कुलपति द्वारा को इन श्रेणियों से एक शिक्षाविद को नामनिर्देशित जाएगा।

(ख) दो विषय विशेषज्ञों सहित पांच सदस्यगणों द्वारा गणपूर्ति होगी।

VII. निजी और संघटक महाविद्यालयों सहित महाविद्यालयों में आचार्य :

(क) निजी और संघटक महाविद्यालयों सहित महाविद्यालयों में आचार्य के पद के लिए चयन समिति में निम्नलिखित व्यक्ति शामिल होंगे :

- i) शासी निकाय का अध्यक्ष अथवा शासी निकाय के सदस्यों में से उसका नामिती जो चयन समिति का अध्यक्ष होगा।
- ii) महाविद्यालय का प्राचार्य।
- iii) महाविद्यालय में संबंधित विषय के विभाग का प्रमुख/ शिक्षक प्रभारी जो आचार्य के रैंक से नीचे नहीं होना चाहिए।
- iv) कुलपति द्वारा नामनिर्देशित दो विश्वविद्यालय के प्रतिनिधि जोकि आचार्य के रैंक से नीचे नहीं होंगे, जिसमें से एक प्रतिनिधि महाविद्यालय विकास परिषद् का संकाय अध्यक्ष या विश्वविद्यालय में समकक्ष पद पर हो, और दूसरा प्रतिनिधि संबंधित विषय में विशेषज्ञ होना चाहिए। महाविद्यालय को अल्पसंख्यक शैक्षिक संस्थान के रूप में अधिसूचित/ घोषित किए जाने की स्थिति में महाविद्यालय के संबंधित सांविधिक निकाय द्वारा अनुमोदित विषय- विशेषज्ञों की सूची से कुलपति द्वारा संस्तुत पांच नामों के पैनल में से महाविद्यालय के शासी निकाय के अध्यक्ष द्वारा दो नामिती, जो आचार्य के पद से कम न हों, जो विश्वविद्यालय से संबंधित नहीं होंगे और जो अधिमानतः अल्पसंख्यक समुदाय से होंगे को नामनिर्देशित किया जाएगा।

- v) संबंधित महाविद्यालय के संगत सांविधिक निकाय द्वारा अनुमोदित विषय विशेषज्ञों की सूची में से कुलपति द्वारा संस्तुत पांच नामों के पैनल में से महाविद्यालय के शासी निकाय का अध्यक्ष दो विषय विशेषज्ञों का नामनिर्देशन करेगा जो महाविद्यालय से संबंधित न हो। महाविद्यालय को अल्पसंख्यक शैक्षिक संस्थान के रूप में अधिसूचित/ घोषित किए जाने की स्थिति में महाविद्यालय के संबंधित सांविधिक निकाय द्वारा अनुमोदित विषय- विशेषज्ञों की सूची से कुलपति द्वारा संस्तुत पांच नामों के पैनल में से महाविद्यालय के शासी निकाय के अध्यक्ष द्वारा दो विषय- विशेषज्ञ जो विश्वविद्यालय से संबंधित नहीं होंगे और जो अधिमानतः अल्पसंख्यक समुदाय से होंगे को नामनिर्देशित किया जाएगा।
- vi) यदि अनुसूचित जाति/ अनुसूचित जनजाति /अन्य पिछड़ा वर्ग/ अल्पसंख्यक/ महिला/ निशक्त श्रेणी से संबंध रखने वाला कोई अभ्यर्थी आवेदक हो और यदि उपरोक्त कोई भी सदस्य इन श्रेणियों से संबंधित नहीं हो तो, कुलपति द्वारा को इन श्रेणियों से एक शिक्षाविद को नामनिर्देशित जाएगा।

(ख) दो विषय विशेषज्ञों सहित पांच सदस्यगणों द्वारा गणपूर्ति होगी।

VIII. महाविद्यालय प्राचार्य और आचार्य

क. चयन समिति

- (क) महाविद्यालय के प्राचार्य और आचार्य के पद के लिए चयन समिति की संरचना निम्नवत होगी :
- शासी निकाय का सभापति, चयन समिति का अध्यक्ष होगा।
 - शासी निकाय के दो सदस्यों को अध्यक्ष द्वारा नामनिर्देशित किया जाएगा जिसमें से एक सदस्य अकादमिक प्रशासन में विशेषज्ञ होगा।
 - कुलपति के दो नामिती, जो संबंधित विषय/ संबंधित क्षेत्र में विशेषज्ञ होंगे, जिसमें से कम से कम एक नामिती संबद्ध विश्वविद्यालय से किसी भी प्रकार से संबंधित नहीं होगा। महाविद्यालय को अल्पसंख्यक शैक्षिक संस्थान के रूप में अधिसूचित/ घोषित किए जाने की स्थिति में पांच नामों के पैनल में से महाविद्यालय के सभापति का एक नामिती जो कि अधिमानतः अल्पसंख्यक समुदाय से होगा, जिसे संबद्ध महाविद्यालय के कुलपति द्वारा नामनिर्दिष्ट किया जाएगा, जिनमें से एक विषय- विशेषज्ञ होना चाहिए।
 - तीन उच्चतर शिक्षा से जुड़े विशेषज्ञ होंगे, जिसमें एक महाविद्यालय का प्राचार्य, आचार्य और प्रतिष्ठित शिक्षाविद् होगा, जो आचार्य के रैंक से कम नहीं होंगे (संबंधित महाविद्यालय के संगत सांविधिक निकाय द्वारा अनुमोदित छह विशेषज्ञ पैनलों में से शासी निकाय द्वारा नामनिर्देशित किया जाए)।
 - यदि अनुसूचित जाति/ अनुसूचित जनजाति /अन्य पिछड़ा वर्ग/ अल्पसंख्यक/ महिला/ निशक्त श्रेणी से संबंध रखने वाला कोई अभ्यर्थी आवेदक हो और यदि उपरोक्त कोई भी सदस्य इन श्रेणियों से संबंधित नहीं हो तो, कुलपति द्वारा इन श्रेणियों से एक शिक्षाविद को नामनिर्देशित जाएगा।
 - संबंधित विश्वविद्यालय के संगत सांविधिक निकाय द्वारा अनुमोदित विषय विशेषज्ञों की सूची में से कुलपति द्वारा संस्तुत पांच नामों के पैनल में से महाविद्यालय के शासी निकाय के सभापति द्वारा ऐसे दो विषय विशेषज्ञों के नाम की सिफारिश की जाएगी जो की महाविद्यालय से संबद्ध नहीं हों। यदि महाविद्यालय को अल्पसंख्यक संस्थान अधिसूचित/ घोषित किया गया हो तो, संगत सांविधिक निकाय द्वारा अनुमोदित विषय विशेषज्ञों की सूची में से कुलपति द्वारा संस्तुत पांच नामों के पैनल में से, जो कि अधिमानतः अल्पसंख्यक समुदाय से संबद्ध हों, महाविद्यालय के शासी निकाय के सभापति द्वारा ऐसे दो विषय विशेषज्ञों के नाम की सिफारिश की जाएगी, जो की महाविद्यालय से संबद्ध नहीं हों।

(ख) दो विषय विशेषज्ञों सहित पांच सदस्यगणों द्वारा गणपूर्ति होगी।

ग) चयन समिति की सभी चयन प्रक्रियाएं, चयन समिति की बैठक के दिन/ अंतिम दिन ही पूरी की जाएंगी, जिसमें प्राप्तांक प्ररूप सहित कार्यवृत का रिकार्ड रखा जाएगा तथा चयनित और प्रतीक्षा सूची के अभ्यर्थियों/ गुणावगुण के अनुसार नामों के पैनल सहित मेरिट के आधार पर की गई अनुशांसा पर चयन समिति के सभी सदस्यों द्वारा यथोचित रूप से हस्ताक्षर किए जाएंगे।

घ) महाविद्यालय प्राचार्य की नियुक्ति का कार्यकाल पांच वर्ष का होगा, वह 5.1(VIII)के उपखंड (ख) में दी गई संरचना के अनुसार विश्वविद्यालय द्वारा गठित समिति के मूल्यांकन के बाद ही एक और कार्यकाल हेतु पुनः नियुक्त के लिए अर्हक होगा।

ड) प्राचार्य के रूप में अपना कार्यकाल पूरा करने के उपरांत पदधारी, आचार्य के ग्रेड में आचार्य के पदनाम के साथ अपने मूल संगठन में कार्यभार ग्रहण करेंगे।

ख. महाविद्यालय प्राचार्य और आचार्य के द्वितीय कार्यकाल के लिए मूल्यांकन हेतु समिति

महाविद्यालय प्राचार्य और आचार्य के द्वितीय कार्यकाल के लिए मूल्यांकन हेतु समिति की संरचना निम्नवत होगी :

- i) संबद्ध विश्वविद्यालय के कुलपति का नामिती।
- ii) विश्वविद्यालय अनुदान आयोग के अध्यक्ष महोदय का नामिती।

नामितियों को उत्कृष्टता वाले महाविद्यालय/ उत्कृष्टता की संभावना वाले महाविद्यालय/ स्वायत्त महाविद्यालय/ एनएएसी ग्रेड 'क' प्रत्यायित महाविद्यालयों के प्राचार्यों से नामनिर्दिष्ट किया जाएगा।

IX. शारीरिक शिक्षा और खेलकूद के निदेशकों, उप-निदेशकों, सहायक निदेशकों, पुस्तकाध्यक्षों, उप-पुस्तकाध्यक्षों और सहायक पुस्तकाध्यक्षों के पद के लिए चयन समितियां क्रमशः आचार्य, सह आचार्य और सहायक आचार्य के समान ही होगी, और क्रमशः पुस्तकालय और शारीरिक शिक्षा और खेलकूद अथवा खेलकूद प्रशासन में कार्यरत पुस्तकाध्यक्ष/ निदेशक, शारीरिक शिक्षा और खेलकूद, जैसा भी मामला हो, चयन समिति में एक विषय विशेषज्ञ के रूप में सम्बद्ध होंगे।

X. पुस्तकाध्यक्षों/ शारीरिक शिक्षा और खेलकूद में सहायक आचार्यों/ समकक्ष संवर्गों में एक स्तर से उच्चतर स्तर में सीएएस प्रोन्नति के लिए "छानबीन-सह-मूल्यांकन समिति" निम्नानुसार होगी :

क. विश्वविद्यालय शिक्षकों हेतु :

- i) कुलपति या उनका नामिती समिति का अध्यक्ष होगा;
- ii) संबंधित संकाय का संकाय अध्यक्ष;
- iii) विभाग का प्रमुख/ विद्यालय का अध्यक्ष; और
- iv) कुलपति द्वारा विश्वविद्यालय के विशेषज्ञ के पैनलों में से संबंधित विषय में एक विषय विशेषज्ञ को नामनिर्दिष्ट किया जाएगा।

ख. महाविद्यालय शिक्षक हेतु:

- i) महाविद्यालय का प्राचार्य;
- ii) महाविद्यालय से संबंधित विभाग का प्रमुख/ प्रभारी शिक्षक;
- iii) कुलपति द्वारा विश्वविद्यालय के विशेषज्ञ के पैनलों में से संबंधित विषय में दो विषय विशेषज्ञों को नामनिर्दिष्ट किया जाएगा।

ग. विश्वविद्यालय सहायक पुस्तकाध्यक्ष हेतु :

- i) कुलपति समिति का अध्यक्ष होगा;
- ii) संबंधित संकाय का संकाय अध्यक्ष;
- iii) विश्वविद्यालय के पुस्तकालय का पुस्तकाध्यक्ष, और
- iv) कुलपति द्वारा विश्वविद्यालय के विशेषज्ञ पैनल से नामनिर्देशित एक विशेषज्ञ जो पुस्तकाध्यक्ष के रूप में कार्यरत हो ।

घ. महाविद्यालय सहायक पुस्तकाध्यक्ष हेतु :

- i) प्राचार्य समिति का अध्यक्ष होगा;
- ii) विश्वविद्यालय के पुस्तकालय का पुस्तकाध्यक्ष, और
- iii) कुलपति द्वारा विश्वविद्यालय के विशेषज्ञ पैनल से नामनिर्देशित दो विशेषज्ञ जो पुस्तकाध्यक्ष के रूप में कार्यरत हों ।

ङ. विश्वविद्यालय के शारीरिक शिक्षा और खेलकूद सहायक निदेशक हेतु:

- i) कुलपति समिति का अध्यक्ष होगा;
- ii) संबंधित संकाय का संकाय अध्यक्ष;
- iii) विश्वविद्यालय का शारीरिक शिक्षा और खेलकूद निदेशक; और

- iv) विश्वविद्यालयी प्रणाली से शारीरिक शिक्षा और खेलकूद प्रशासन में एक विशेषज्ञ जिसे कुलपति द्वारा विश्वविद्यालय के विशेषज्ञ पैनल से नामनिर्देशित किया जाएगा।

च. महाविद्यालय के शारीरिक शिक्षा और खेलकूद निदेशक :

- i) प्राचार्य, समिति का अध्यक्ष होगा;
- ii) विश्वविद्यालय का शारीरिक शिक्षा और खेलकूद निदेशक; और
- iii) विश्वविद्यालयी प्रणाली से शारीरिक शिक्षा और खेलकूद में दो विशेषज्ञ जिसे कुलपति द्वारा विश्वविद्यालय के विशेषज्ञ पैनल से नामनिर्देशित किया जाएगा।

टिप्पणी : सभी श्रेणियों में इन समितियों के लिए तीन सदस्यों द्वारा गणपूर्ति होगी, जिसमें एक विषय विशेषज्ञ/ विश्वविद्यालय नामिती शामिल होंगे।

- 5.2 छानबीन- सह- मूल्यांकन समिति, इन विनियमों के आधार पर विनिर्दिष्ट न्यूनतम अपेक्षाओं के अनुरूप संबंधित विश्वविद्यालय द्वारा तैयार किए गए मूल्यांकन मानदंड और पद्धति प्ररूप के माध्यम से अभ्यर्थियों द्वारा प्राप्त किए गए ग्रेडों का सत्यापन/ मूल्यांकन कर :

(क) सहायक आचार्य के प्रत्येक संवर्ग के लिए परिशिष्ट II, तालिका 1 में ;

(ख) पुस्तकाध्यक्ष के प्रत्येक संवर्ग के लिए परिशिष्ट II, तालिका 4 में ; और

(ग) शारीरिक शिक्षा और खेलकूद के प्रत्येक संवर्ग के लिए परिशिष्ट II, तालिका 5 में ;

विश्वविद्यालय/ महाविद्यालय के सिंडिकेट/ कार्यकारी परिषद/ प्रबंधन बोर्ड को कार्यान्वयन हेतु सीएस के तहत अभ्यर्थियों की प्रोन्नति की उपर्युक्तता के बारे में सिफारिश करेगी।

- 5.3 चयन प्रक्रिया को चयन समिति की बैठक के दिन/ अंतिम दिन ही पूरा किया जाएगा, जहां कार्यवृत्त का रिकार्ड रखा जाएगा और साक्षात्कार में किए गए निष्पादन के आधार पर अनुशंसा की जाएगी जिस पर चयन समिति के सभी सदस्यगणों द्वारा हस्ताक्षर किए जाएंगे।

- 5.4 इन विनियमों में विनिर्दिष्ट सभी चयन समितियों के लिए विभागाध्यक्ष/ प्रभारी शिक्षक को साक्षात्कार के रैंक/ पद के समकक्ष अथवा उच्चतर रैंक/ पद में होना चाहिए।

6.0 चयन प्रक्रिया :

- I. समग्र चयन प्रक्रिया में आवेदकों के गुणावगुण और प्रत्ययपत्रों के विश्लेषण की पारदर्शी, निष्पक्ष और विश्वसनीय प्रद्धति शामिल होगी जो विभिन्न संगत मानदंडों में अभ्यर्थी के निष्पादन को दिए गए महत्व और परिशिष्ट II, तालिका 1, 2, 3क, 3ख, 4 और 5 के आधार पर ग्रेडिंग प्रणाली प्रोफार्मा में उनके निष्पादन पर आधारित होगा।

प्रणाली को और अधिक विश्वसनीय बनाने के लिए विश्वविद्यालय साक्षात्कार के स्तर पर शिक्षण और/ अथवा शोध में नवीनतम प्रौद्योगिकी के उपयोग के संबंध में संगोष्ठियों अथवा कक्षा की स्थिति में व्याख्यान के माध्यम से शिक्षण की योग्यता और/ अथवा अनुसंधान करने की योग्यता का मूल्यांकन किया जा सकता है। जहां कहीं इन विनियमों में चयन समितियां निर्धारित की गई हैं, वहां यह प्रक्रियाएं प्रत्यक्ष भर्ती और सीएसए प्रोन्नति, दोनों के लिए अपनाई जा सकती हैं।

- II. विश्वविद्यालय विभागों और उनके संघटक महाविद्यालयों/ सम्बद्ध महाविद्यालयों (सरकारी/ सरकारी सहायता प्राप्त/ स्वायत्त/ निजी महाविद्यालयों) के लिए संस्थानागत स्तर पर परिशिष्ट II, तालिका 1, 2, 3क, 3ख, 4 और 5 को समाहित करते हुए विश्वविद्यालय अपने संबंधित सांविधिक निकायों के माध्यम से चयन समितियों और चयन प्रक्रिया के लिए इन विनियमों को अपनाएगा ताकि सभी चयन प्रक्रियाओं में पारदर्शिता लाई जा सके। विश्वविद्यालय इन विनियमों में विनिर्दिष्ट परिशिष्ट II, तालिका 1, 2, 3क, 3ख, 4 और 5 का कड़ाई से अनुपालन करते हुए शिक्षकों के लिए अपना स्व-मूल्यांकन- सह- निष्पादन समीक्षा प्ररूप तैयार कर सकती है।

- III. यदि विश्वविद्यालयों और महाविद्यालयों में शिक्षकों और अन्य शैक्षणिक कर्मचारियों की सीधी भर्ती के लिए सभी चयन समितियों में अनुसूचित जाति/ अनुसूचित जनजाति/ अन्य पिछड़ा वर्ग/ अल्पसंख्यक/ महिलाओं/ निशक्त श्रेणियों से संबंधित कोई अभ्यर्थी आवेदक है और यदि चयन समिति का कोई सदस्य उस श्रेणी से संबंधित नहीं है, तो कुलपति द्वारा उक्त श्रेणियों से संबंध रखने वाले से शिक्षाविद् को नामनिर्देशित किया जाएगा और महाविद्यालय की स्थिति में उस विश्वविद्यालय के कुलपति द्वारा नामनिर्देशित किया जाएगा जिससे महाविद्यालय सम्बद्ध है। इस प्रयोजन हेतु इस प्रकार नामनिर्देशित शिक्षाविद् आवेदक के संवर्ग के स्तर से एक स्तर उपर होगा और ऐसा नामिती सुनिश्चित करेगा कि चयन प्रक्रिया के दौरान उपर्युक्त श्रेणियों के संबंध में केन्द्र सरकार या संबंधित राज्य सरकार के मानकों का कड़ाई से अनुपालन किया जाए।

IV. आचार्य के चयन की प्रक्रिया में इन विनियमों के परिशिष्ट II, तालिका 1 और 2 में विनिर्दिष्ट मूल्यांकन मानदंड और पद्धति संबंधी दिशानिर्देशों के आधार पर संबंधित विश्वविद्यालयों द्वारा आवेदन आमंत्रित करना तथा अभ्यर्थियों के महत्वपूर्ण प्रकाशनों का पुनर्मुद्रण करना शामिल है।

बशर्त कि अभ्यर्थी द्वारा जमा किए गए प्रकाशन को अर्हक अवधि के दौरान प्रकाशित किया गया हो।

बशर्त आगे कि साक्षात्कार किए जाने से पूर्व ऐसे प्रकाशनों को मूल्यांकन हेतु विषय विशेषज्ञों को उपलब्ध कराया जाएगा। विशेषज्ञ द्वारा किए गए प्रकाशनों के मूल्यांकन को चयन के निष्कर्षों को अंतिमरूप देते समय ध्यान में रखा जाएगा।

V. ऐसे संकाय सदस्यों के चयन के मामले में जो शैक्षणिक क्षेत्र के इतर हों उन्हें इन विनियमों के खंड 4.1 (III.ख), 4.2 (I.ख, II.ख, III.ख), 4.3 (I.ख, II.ख, III.ख) और 4.4 (III.ख) के तहत विचार किया जाएगा, विश्वविद्यालय के सांविधिक निकायों द्वारा स्पष्ट तथा पारदर्शी मानदंड तथा प्रक्रियाएं निर्धारित की जानी चाहिए ताकि उत्कृष्ट पेशेवर, जो विश्वविद्यालयी ज्ञान प्रणाली में पर्याप्त योगदान दे सकते हैं, उनका चयन किया जा सके।

VI. कतिपय विधाओं/ क्षेत्रों यथा संगीत तथा ललित कला, विजुअल आर्ट्स तथा परफार्मिंग आर्ट्स, शारीरिक शिक्षा तथा खेलकूद और पुस्तकालय जिनमें भिन्न स्वरूप के उत्तरदायित्व होते हैं, वहां इन विनियमों में प्रत्येक पद के समक्ष उल्लिखित दायित्वों के स्वरूप पर बल दिया जाना चाहिए, जिस पर सीधी भर्ती तथा सीएस प्रोन्नति, दोनों के लिए प्ररूप को विकसित करते हुए संस्थान द्वारा ध्यान दिया जाना चाहिए।

VII. विश्वविद्यालय अनुदान आयोग/ राष्ट्रीय मूल्यांकन और प्रत्यायन परिषद् (एनएएसी) दिशानिर्देशों के अनुसार कुलपति की अध्यक्षता (विश्वविद्यालय के मामले में), प्राचार्य की अध्यक्षता में (महाविद्यालय के मामले में) सभी विश्वविद्यालयों/ महाविद्यालयों में आंतरिक गुणवत्ता आश्वासन प्रकोष्ठ (आईक्यूएसी) की स्थापना की जाएगी। आईक्यूएसी, संस्थान के लिए प्रलेखन तथा अभिलेखों का रखरखाव करने वाले प्रकोष्ठ के रूप में कार्य करेगा जिसमें इन विनियमों के आधार पर मूल्यांकन मानदंड और पद्धति प्ररूप विकसित करने में सहायता प्रदान करना शामिल है। जहां कहीं भी संभव हो आईक्यूएसी संस्थागत मानदंडों के आधार पर मूल्यांकन मानदंड और पद्धति प्ररूप में प्रत्येक शिक्षक के संबंध में छात्र के मूल्यांकन के घटक को सम्मिलित नहीं करते हुए एनएएसी दिशानिर्देशों के अनुसार छात्र प्रतिक्रिया प्रणाली विकसित कर सकता है।

क. सीएस प्रोन्नति हेतु महाविद्यालय और विश्वविद्यालय के शिक्षकों के निष्पादन का मूल्यांकन निम्नवत मानदंडों पर आधारित है।

i. **शिक्षण- ज्ञान-अर्जन और मूल्यांकन:** कक्षा में नियमित रूप से आने, समय पर आने, कक्षा के समय में या उसके बाद सुधारात्मक शिक्षण और संशय मिटाने, परामर्श और मार्गदर्शन, जब आवश्यकता हो तो महाविद्यालय/ विश्वविद्यालय में सहायता हेतु अतिरिक्त अध्यापन इत्यादि जैसे ध्यान देने योग्य संकेतकों पर आधारित शिक्षण की वचनबद्धता। परीक्षा और मूल्यांकन कार्यकलाप जैसे परीक्षा पर्यवेक्षण संबंधी कार्य करना, विश्वविद्यालय/ महाविद्यालय परीक्षाओं के लिए प्रश्न पत्र बनाना, परीक्षा उत्तर पुस्तिका के मूल्यांकन में भाग लेना, प्रत्येक शिक्षा सत्र से पहले घोषित अनुसूची के अनुसार आंतरिक मूल्यांकन के लिए परीक्षाएं संचालित करना और वापस आकर कक्षा में उत्तर पर चर्चा करना।

ii. **शिक्षण और शोध कार्यकलापो से संबंधित व्यक्तिगत विकास:** प्रबोधन/ पुनश्चर्या/ कार्यविधि पाठ्यक्रम में भाग लेना, ई- विषयवस्तु और एमओओसी का विकास, संगोष्ठियों/ सम्मलेनों/ कार्यशालाओं का आयोजन/ पत्र प्रस्तुत करना और सत्रों की अध्यक्षता करना/ शोध परियोजनाओं को मार्गदर्शन प्रदान करना तथा राष्ट्रीय एवं अंतरराष्ट्रीय पत्रिकाओं में शोध निष्कर्षों का प्रकाशन इत्यादि।

iii. **प्रशासनिक सहायता और छात्र सह- पाठ्यक्रम और पाठ्येतर कार्यकलापों में भागीदारी**

ख. **मूल्यांकन प्रक्रिया**

सभी स्तरों पर सीएस के अंतर्गत प्रोन्नति हेतु मूल्यांकन करने के लिए निम्नलिखित त्रि स्तरीय प्रक्रिया की सिफारिश की जाती है:

पहला स्तर: विश्वविद्यालय/ महाविद्यालय के शिक्षक विनिर्दिष्ट प्रपत्र में वार्षिक स्व-मूल्यांकन रिपोर्ट विश्वविद्यालय/ महाविद्यालय को भेजेंगे जिसे परिशिष्ट 2 की तालिका 1 से 5 के आधार पर बनाया जाएगा। यह रिपोर्ट विनिर्दिष्ट समय में प्रत्येक शैक्षिक वर्ष के अंत में भेजी जानी चाहिए। शिक्षक, वार्षिक स्व-मूल्यांकन रिपोर्ट में किए गए दावों के लिए साक्ष्यों के दस्तावेज उपलब्ध करवाएगा, जिसकी विभागाध्यक्ष/ प्रभारी शिक्षक द्वारा पुष्टि की जाएगी। इसे विभागाध्यक्ष (एचओडी)/ प्रभारी शिक्षक के माध्यम से भेजा जाना चाहिए।

दूसरा स्तर: सीएस के अंतर्गत प्रोन्नति हेतु आवश्यक वर्षों के अनुभव को पूर्ण किए जाने और नीचे दी गई अन्य अपेक्षाओं को पूरा किए जाने के उपरांत शिक्षक सीएस के अंतर्गत आवेदन भेजेगा।

तीसरा स्तर: सीएस प्रोन्नति, इन विनियमों के खण्ड 6.4 में दी गई पद्धति के अनुसार प्रदान की जाएगी।

6.1 **मूल्यांकन मानदंड और कार्यविधि:**

(क) परिशिष्ट II की तालिका 1 से 3, विश्वविद्यालय और महाविद्यालय में सहायक आचार्य /सह आचार्य/ आचार्य/वरिष्ठ आचार्य के चयन के लिए लागू है।

(ख) परिशिष्ट II की तालिका 4, कॅरियर उन्नति योजना के अंतर्गत प्रोन्नति हेतु सहायक पुस्तकाध्यक्ष/ महाविद्यालय पुस्तकाध्यक्ष और उप पुस्तकाध्यक्ष के लिए लागू है; और

(ग) परिशिष्ट II की तालिका 5, कॅरियर उन्नति योजना के अंतर्गत प्रोन्नति हेतु शारीरिक शिक्षा एवं खेलकूद के सहायक निदेशक/ महाविद्यालय निदेशक और शारीरिक शिक्षा और खेलकूद के उपनिदेशक/निदेशकों पर लागू है।

6.2 उक्त संवर्गों के लिए चयन समिति का गठन और चयन कार्यविधि तथा मूल्यांकन मानदण्ड और कार्यविधि चाहे वह सीधी भर्ती के लिए हो या कॅरियर उन्नति योजना के अंतर्गत हो, इन विनियमों के अनुसार होंगी।

6.3 इन विनियमों के तहत कॅरियर उन्नति योजना के अंतर्गत प्रोन्नतियों के लिए बनाए गए मानदण्ड, इन विनियमों की अधिसूचना की तिथि से प्रभावी होंगे। तथापि, विद्यमान विनियमों के अंतर्गत पहले से योग्य अथवा संभावित योग्यता प्राप्त करने वाले संकाय के सदस्यों की कठिनाई कम करने के लिए उन्हें विद्यमान विनियमों के अंतर्गत प्रोन्नति हेतु विचार किए जाने के लिए विकल्प दिया जा सकता है। यह विकल्प इन विनियमों की तिथि से केवल तीन वर्ष तक प्रयोग में लाया जा सकता है।

I.

सीएएस के अंतर्गत प्रोन्नति हेतु विचार किए जाने के इच्छुक शिक्षक को अंतिम तिथि से तीन माह के भीतर विश्वविद्यालय/ महाविद्यालय को लिखित में यह भेजना होगा कि वह सीएएस के अंतर्गत सभी अर्हताओं को पूरा करता है/ करती है और विश्वविद्यालय/ महाविद्यालय को इन विनियमों में निर्धारित किए गए मूल्यांकन मानदण्ड और कार्यविधि दिशानिर्देशों के अनुसार सभी जानकारियों सहित संबद्ध विश्वविद्यालय द्वारा विकसित मूल्यांकन मानदण्ड और कार्यविधि प्रपत्र में भेजेगा। सीएएस के अंतर्गत विभिन्न पदों के लिए चयन समिति की बैठकों के आयोजन में किसी विलंब से बचने के लिए विश्वविद्यालय/ महाविद्यालय जांच/ चयन की प्रक्रिया आरंभ कर सकता है और आवेदन प्राप्ति से 6 माह के भीतर प्रक्रिया को पूरा करेगा। इसके अतिरिक्त, इन विनियमों के अधिसूचित होने की तिथि को इन विनियमों में दिए गए सभी अन्य मानदण्डों को पूरा करने वाले अभ्यर्थियों की कठिनाई को कम करने के लिए उन पर इन योग्यताओं को पूरा करने की तिथि के बाद से अथवा उस तिथि से प्रोन्नति हेतु विचार किया जा सकता है।

II.

खण्ड 5.1 से 5.4 में यथा अंतर्विष्ट चयन समिति संबंधी विनिर्दिष्टताएं, संकाय पदों अथवा समकक्ष संवर्गों और सहायक आचार्य से सह आचार्य, सह आचार्य से आचार्य, आचार्य से वरिष्ठ आचार्य (विश्वविद्यालय में) और समकक्ष संवर्गों के लिए सभी सीधी भर्ती तथा कॅरियर उन्नति योजना के लिए लागू होंगे।

III. एक निचले स्तर से सहायक आचार्य के ऊंचे स्तर तक सीएएस प्रोन्नति, परिशिष्ट— II की तालिका 1 में विनिर्दिष्ट मानदण्डों को पालन करते हुए एक 'जांच एवं मूल्यांकन समिति' के माध्यम से संचालित की जाएगी।

IV. सीएएस के अंतर्गत प्रोन्नति, स्थायी संस्वीकृत पदधारक शिक्षक की वैयक्तिक प्रोन्नति है, उसकी सेवानिवृत्ति पर उक्त पद मूल संवर्ग में वापस चला जाएगा।

V. सीएएस के अंतर्गत प्रोन्नति के लिए आवेदक शिक्षक, चयन समिति द्वारा विचार किए जाने वाली तिथि को विश्वविद्यालय/महाविद्यालय की सक्रिय सेवा और भूमिका में होना चाहिए।

VI. यदि अभ्यर्थी संगत मूल्यांकन मानदण्ड और कार्यविधि तालिकाओं में विनिर्दिष्ट न्यूनतम ग्रेडिंग को पूरा करता है/ करती है तो वह आवेदन तथा अपेक्षित मूल्यांकन मानदण्ड और कार्यविधि प्रपत्र भेज कर प्रोन्नति हेतु मूल्यांकन के लिए स्वयं को प्रस्तुत करेगा। वह ऐसा अंतिम तिथि से तीन माह पूर्व कर सकता है। विश्वविद्यालय योग्य अभ्यर्थी से सीएएस प्रोन्नति हेतु आवेदन प्राप्त करने के लिए वर्ष में दो बार एक सामान्य परिपत्र निकालेगा।

i) यदि एक अभ्यर्थी न्यूनतम योग्यता अवधि की पूर्ति पर प्रोन्नति के लिए आवेदन करता है और सफल हो जाता है तो प्रोन्नति की तिथि, योग्यता की न्यूनतम अवधि को पूरा करने की तिथि होगी।

ii) तथापि, यदि अभ्यर्थी को पता चलता है कि वह परिशिष्ट— II की तालिकाओं 1, 2, 4, और 5 में यथा विनिर्दिष्ट सीएएस प्रोन्नति मानदण्डों को बाद की तिथि में पूरा करेगा और वह उसी तिथि को आवेदन करता है तथा सफल हो जाता है तो उसकी प्रोन्नति उसके द्वारा योग्यता मानदण्ड पूरा करने की तिथि से प्रभावी होगी।

iii) ऐसे अभ्यर्थी जो प्रथम मूल्यांकन में सफल नहीं हो पाते हैं उनका पुनर्मूल्यांकन एक वर्ष के बाद ही किया जाएगा। जब ऐसे अभ्यर्थी बाद में किए गए मूल्यांकन में सफल हो जाते हैं तो उनकी प्रोन्नति अस्वीकृति की तिथि से एक वर्ष मानी जाएगी।

VII. विश्वविद्यालय अनुदान आयोग (विश्वविद्यालय और महाविद्यालयों में शिक्षकों और अन्य शैक्षिक कर्मचारियों की नियुक्ति हेतु न्यूनतम अर्हता तथा उच्चतर शिक्षा में मानकों के रखरखाव हेतु अन्य उपाय) संबंधी विनियम, 2010 और इसमें बाद में किए गए संशोधनों के तहत कॅरियर उन्नति योजना के अंतर्गत एक अकादमिक स्तर/ ग्रेड वेतन से दूसरे अकादमिक स्तर/ ग्रेड वेतन में

प्रोन्नतियों के लंबित मामलों के संबंध में शिक्षक को एक अकादमिक स्तर/ ग्रेड वेतन से दूसरे अकादमिक स्तर/ ग्रेड वेतन में प्रोन्नति पर विचार किए जाने हेतु निम्नानुसार विकल्प दिया जाएगा:

(क) इन विनियमों के अंतर्गत शिक्षकों पर एक अकादमिक स्तर/ ग्रेड वेतन से दूसरे में प्रोन्नति हेतु सीएस के अनुसार विचार किया जाएगा।

अथवा

(ख) एक अकादमिक स्तर/ ग्रेड वेतन से दूसरे में प्रोन्नति हेतु संकाय के सदस्यों पर सीएस के अनुसार विचार किया जाएगा जो कि विश्वविद्यालयों एवं महाविद्यालयों में शिक्षकों और अन्य अकादमिक स्टाफ की नियुक्ति हेतु विश्वविद्यालय अनुदान आयोग (विश्वविद्यालय और महाविद्यालयों में शिक्षकों और अन्य शैक्षिक कर्मचारियों की नियुक्ति हेतु न्यूनतम अर्हता तथा उच्चतर शिक्षा में मानकों के रखरखाव हेतु अन्य उपाय) संबंधी विनियम, 2010 तथा इसमें बाद में किए गए संशोधनों के तहत होगा जिसमें इन विनियमों की अधिसूचना की तिथि तक अकादमिक निष्पादन संकेतकों (एपीआई) पर आधारित निष्पादन आधारित मूल्यांकन पद्धति (पीबीएस) की अर्हताओं में छूट प्रदान की जाएगी।

विश्वविद्यालय अनुदान आयोग (विश्वविद्यालय और महाविद्यालयों में शिक्षकों और अन्य शैक्षिक कर्मचारियों की नियुक्ति हेतु न्यूनतम अर्हता तथा उच्चतर शिक्षा में मानकों के रखरखाव हेतु अन्य उपाय) संबंधी विनियम, 2010 और इसमें किए गए संशोधनों में यथा उपबंधित सीएस के अंतर्गत एक अकादमिक स्तर/ ग्रेड वेतन से दूसरे में प्रोन्नति हेतु इन विनियमों की अधिसूचना की तिथि तक अकादमिक निष्पादन संकेतक (एपीआई) आधारित निष्पादन आधारित मूल्यांकन पद्धति (पीबीएस) की अर्हताओं में छूट को नीचे परिभाषित किया गया है:

- उपर्युक्त उल्लिखित परिशिष्ट- III में यथा परिभाषित श्रेणी- I के तहत प्राप्तिक से छूट के लिए उपर्युक्त उल्लिखित विश्वविद्यालय अनुदान आयोग (विश्वविद्यालय और महाविद्यालयों में शिक्षकों और अन्य शैक्षिक कर्मचारियों की नियुक्ति हेतु न्यूनतम अर्हता तथा उच्चतर शिक्षा में मानकों के रखरखाव हेतु अन्य उपाय) संबंधी विनियम, 2010 सहित संकाय और अन्य समतुल्य संवर्ग के पदों के लिए विश्वविद्यालय अनुदान आयोग (विश्वविद्यालय और महाविद्यालयों में शिक्षकों और अन्य शैक्षिक कर्मचारियों की नियुक्ति हेतु न्यूनतम अर्हता तथा उच्चतर शिक्षा में मानकों के रखरखाव हेतु अन्य उपाय) (चौथा संशोधन) संबंधी विनियम, 2016।
- विश्वविद्यालय अनुदान आयोग (विश्वविद्यालय और महाविद्यालयों में शिक्षकों और अन्य शैक्षिक कर्मचारियों की नियुक्ति हेतु न्यूनतम अर्हता तथा उच्चतर शिक्षा में मानकों के रखरखाव हेतु अन्य उपाय) संबंधी विनियम, 2010 में यथा उपबंधानुसार संकाय और अन्य समतुल्य संवर्ग के पदों के लिए श्रेणी- II तथा श्रेणी- III के लिए अंक प्रदान किए जाएंगे जिसमें श्रेणी- II तथा श्रेणी- III पर एक साथ विचार कर निम्नवत समेकित न्यूनतम एपीआई प्राप्तिक अपेक्षाएं निम्नानुसार होंगी:

नोट: श्रेणी- II और श्रेणी- III के लिए पृथक रूप से कोई न्यूनतम एपीआई प्राप्तिक की अपेक्षाएं नहीं होंगी।

तालिका- क (विश्वविद्यालय विभागों में सीएस के अंतर्गत शिक्षकों की प्रोन्नति के लिए एपीआई संबंधी न्यूनतम अपेक्षाएं)

क्रम संख्या	सहायक आचार्य (चरण 1/ एजीपी 6000/- रुपए से चरण 2/एजीपी 7000/- रुपए)	सहायक आचार्य (चरण 2/ एजीपी 7000/- रुपए) से चरण 3/ एजीपी 8000/- रुपए)	सहायक आचार्य (चरण 3/ एजीपी 8000/- रुपए) से सह आचार्य (चरण 4/ एजीपी 9000/- रुपए)	सह आचार्य (चरण 4/ एजीपी 9000/- रुपए) से आचार्य (चरण 5/एजीपी 10000/- रुपए)
1	शोध और अकादमिक योगदान (श्रेणी- III) 40/ मूल्यांकन अवधि	100/ मूल्यांकन अवधि	90/ मूल्यांकन अवधि	120/ मूल्यांकन अवधि
2	विशेषज्ञ मूल्यांकन पद्धति	छानबीन समिति	चयन समिति	चयन समिति

तालिका- ख (महाविद्यालयों में सीएएस के अंतर्गत शिक्षकों की प्रोन्नति हेतु एपीआई संबंधी न्यूनतम अपेक्षाएं (स्नातकपूर्व और स्नातकोत्तर) :

क्र. सं.		सहायक आचार्य (चरण 1/ एजीपी 6000/- रुपए से चरण 2/एजीपी 7000/- रुपए)	सहायक आचार्य (चरण 2/ एजीपी 7000/- रुपए से चरण 3/ एजीपी 8000/- रुपए)	सहायक आचार्य (चरण 3/ एजीपी 8000/- रुपए से सह आचार्य (चरण 4/ एजीपी 9000/- रुपए)	सह आचार्य (चरण 4/ एजीपी 9000/- रुपए) से आचार्य (चरण 5/ एजीपी 10000/- रुपए)
1	शोध और अकादमिक योगदान (श्रेणी-III)	20/ मूल्यांकन अवधि	50/ मूल्यांकन अवधि	45/ मूल्यांकन अवधि	60/ मूल्यांकन अवधि
2	विशेषज्ञ मूल्यांकन पद्धति	छानबीन समिति	छानबीन समिति	चयन समिति	चयन समिति

तालिका- ग (विश्वविद्यालयों में सीएएस के अंतर्गत पुस्तकालय स्टॉफ की प्रोन्नति हेतु एपीआई संबंधी न्यूनतम अपेक्षाएं) :

क्र.सं.		सहायक पुस्तकाध्यक्ष (चरण 1/ एजीपी 6000/- रुपए से चरण 2/ एजीपी 7000/- रुपए)	सहायक पुस्तकाध्यक्ष (चरण 2/ एजीपी 7000/- रुपए से चरण 3/ एजीपी 8000/- रुपए)	सहायक पुस्तकाध्यक्ष (चयन ग्रेड/ उप पुस्तकाध्यक्ष) (चरण 3/ एजीपी 8000/- रुपए) से उप पुस्तकाध्यक्ष (चरण 4/ एजीपी 9000/- रुपए)	उप पुस्तकाध्यक्ष (चरण 4/ एजीपी 9000/- रुपए) से उप पुस्तकाध्यक्ष (चरण 5 एजीपी 10000/- रुपए)
1	शोध और अकादमिक योगदान (श्रेणी-III)	40/ मूल्यांकन अवधि	100/ मूल्यांकन अवधि	90/ मूल्यांकन अवधि	120 प्रति मूल्यांकन अवधि
2	विशेषज्ञ मूल्यांकन पद्धति	छानबीन समिति	छानबीन समिति	चयन समिति	चयन समिति

तालिका- घ (महाविद्यालयों में सीएएस के अंतर्गत पुस्तकालय स्टॉफ की प्रोन्नति हेतु एपीआई संबंधी न्यूनतम अपेक्षाएं) :

क्र.सं.		सहायक पुस्तकाध्यक्ष (चरण 1/ एजीपी 6000/- रुपए से चरण 2/ एजीपी 7000/- रुपए)	सहायक पुस्तकाध्यक्ष (चरण 2/ एजीपी 7000/- रुपए से चरण 3/ एजीपी 8000/- रुपए)	सहायक पुस्तकाध्यक्ष (चयन ग्रेड/ उप पुस्तकाध्यक्ष) (चरण 3/ एजीपी 8000/- रुपए) से उप पुस्तकाध्यक्ष (चरण 4/ एजीपी 9000/- रुपए)
1	शोध और अकादमिक योगदान (श्रेणी-III)	20/ मूल्यांकन अवधि	50/ मूल्यांकन अवधि	45/ मूल्यांकन अवधि
2	विशेषज्ञ मूल्यांकन पद्धति	छानबीन समिति	छानबीन समिति	चयन समिति

तालिका- उ (विश्वविद्यालय निदेशक/ उप निदेशक/ सहायक निदेशक, शारीरिक शिक्षा और खेलकूद की प्रोन्नति हेतु एपीआई संबंधी न्यूनतम अपेक्षाएँ) :

क्र.सं.		सहायक निदेशक (चरण 1/ एजीपी 6000/- रुपए से चरण 2/ एजीपी 7000/- रुपए)	सहायक निदेशक (चरण 2/ एजीपी 7000/- रुपए) से सहायक निदेशक (चरण 3/ एजीपी 8000/- रुपए)	सहायक निदेशक (चरण 3/ एजीपी 8000/- रुपए) से उप निदेशक (चरण 4/ एजीपी 9000/- रुपए)	उप निदेशक (चरण 4/ एजीपी 9000/- रुपए) से उप निदेशक (चरण 5/ एजीपी 10000/- रुपए)
1	शोध और अकादमिक योगदान (श्रेणी-III)	40/ मूल्यांकन अवधि	100/ मूल्यांकन अवधि	90/ मूल्यांकन अवधि	120 प्रति मूल्यांकन अवधि
2	विशेषज्ञ मूल्यांकन पद्धति	छानबीन समिति	छानबीन समिति	चयन समिति	चयन समिति

तालिका- च (महाविद्यालय निदेशक, शारीरिक शिक्षा और खेलकूद की प्रोन्नति हेतु एपीआई संबंधी न्यूनतम अपेक्षाएँ) :

क्र.सं.		सहायक निदेशक (चरण 1/ एजीपी 6000/- रुपए से चरण 2/ एजीपी 7000/- रुपए)	सहायक निदेशक (चरण 2/ एजीपी 7000/- रुपए) से सहायक निदेशक (चरण 3/ एजीपी 8000/- रुपए)	सहायक निदेशक (चरण 3/ एजीपी 8000/- रुपए) से उप निदेशक (चरण 4/ एजीपी 9000/- रुपए)
1	शोध और अकादमिक योगदान (श्रेणी-III)	20/ मूल्यांकन अवधि	50/ मूल्यांकन अवधि	45/ मूल्यांकन अवधि
2	विशेषज्ञ मूल्यांकन पद्धति	छानबीन समिति	छानबीन समिति	चयन समिति

VIII . सीएएस के अंतर्गत प्रोन्नतियों के लिए प्रबोधन पाठ्यक्रम और पुनश्चर्या पाठ्यक्रम की अपेक्षा दिनांक 31 दिसम्बर, 2018 तक अनिवार्य नहीं होगी।

6.4 कॅरियर उन्नति योजना के अंतर्गत पदधारी और नव-नियुक्त सहायक आचार्य/ सह आचार्य/ आचार्यों की प्रोन्नति के चरण

क. प्रवेश-स्तर पर सहायक आचार्य, कॅरियर उन्नति योजना (सीएएस) के अंतर्गत प्रोन्नति के लिए दो क्रमिक स्तरों (स्तर 11 और स्तर 12) के माध्यम से पात्र होंगे बशर्ते वे इन विनियमों के खण्ड 6.3 में विनिर्दिष्ट योग्यता और निष्पादन मानदण्ड को पूरा करते हों।

ख. महाविद्यालय के शिक्षकों के लिए कॅरियर उन्नति योजना (सीएएस)

I. सहायक आचार्य (अकादमिक स्तर 10) से सहायक आचार्य (वरिष्ठ वेतनमान/ अकादमिक स्तर 11)

योग्यता : ऐसे सहायक आचार्य जिन्होंने सेवा में चार वर्ष पूरे कर लिए हों और पीएचडी की उपाधि धारक हों अथवा सेवा में पांच वर्ष पूरे कर लिए हों और व्यावसायिक पाठ्यक्रमों में एमफिल/स्नातकोत्तर उपाधि धारक हों जैसे एलएलएम, एम. टेक, एम. वी. एससी, एम.डी. अथवा जो व्यावसायिक पाठ्यक्रमों में पीएचडी/ एम.फिल/ स्नातकोत्तर की उपाधि धारक नहीं हों और जिन्होंने सेवा में छह वर्ष पूरे कर लिए हों।

(i). शिक्षण कार्यविधि पर 21 दिन की अवधि के एक प्रबोधन पाठ्यक्रम में भाग लिया हो; और

(ii). निम्नलिखित में से किसी एक कार्यक्रम में भाग लिया हो : एक पुनश्चर्या/ शोध कार्यविधि पाठ्यक्रम पूरा किया हो।

अथवा

निम्नलिखित में से किसी एक कार्यक्रम में भाग लिया हो : कार्यशाला, पाठ्यचर्या उन्नयन कार्यशाला, प्रशिक्षण शिक्षण- ज्ञान अर्जन- मूल्यांकन, प्रौद्योगिकी कार्यक्रम और कम से कम एक सप्ताह (5 दिन) की अवधि का संकाय विकास कार्यक्रम।

अथवा

मूल्यांकन अवधि के दौरान एक एमओओसी पाठ्यक्रम (ई- प्रमाणन के साथ) पूरा किया हो अथवा चार-चतुर्थांश में ई-विषयवस्तु का विकास / एमओओसी पाठ्यक्रम पूरा किया हो।

सीएस प्रोन्नति मानदण्ड:

किसी शिक्षक को प्रोन्नत किया जा सकता है यदि;

(i) जैसा कि परिशिष्ट- II तालिका 1 में विनिर्दिष्ट है, मूल्यांकन अवधि के पिछले चार/ पाँच/ छह वर्षों में से कम से कम तीन/ चार/ पाँच, इनमें से जो भी लागू हो, वर्ष की वार्षिक निष्पादन मूल्यांकन रिपोर्ट में 'संतोषजनक' अथवा 'अच्छे' ग्रेड प्राप्त हुए हों।

(ii) प्रोन्नति की सिफारिश छानबीन- सह- मूल्यांकन समिति द्वारा की गई हो।

II. सहायक आचार्य (वरिष्ठ वेतनमान/ अकादमिक स्तर 11) से सहायक आचार्य (वरिष्ठ ग्रेड / अकादमिक स्तर 12)

योग्यता:

- 1) ऐसे सहायक आचार्य जिन्होंने वेतनमान अकादमिक स्तर 11/ वरिष्ठ वेतनमान में पांच वर्ष की सेवा पूर्ण कर ली हो।
- 2) अकादमिक स्तर-11/ वरिष्ठ वेतनमान के पिछले पांच वर्षों के दौरान निम्नलिखित में से कोई दो किए हों: मूल्यांकन की अवधि के दौरान कम से कम दो सप्ताह (10 दिन) की अवधि (अथवा कम से कम दो सप्ताह (दस दिनों) की अवधि के प्रत्येक एकल पाठ्यक्रम/ कार्यक्रम के स्थान पर कम से कम एक सप्ताह (पांच दिन) की अवधि के दो पाठ्यक्रम पूर्ण किए हों) के पुनश्चर्या पाठ्यक्रम/ शोध कार्यविधि पाठ्यक्रम/ कार्यशालाओं/ पाठ्यचर्या उन्नयन कार्यशाला/ शिक्षण- ज्ञान अर्जन- मूल्यांकन/ प्रौद्योगिकी कार्यक्रम/ संकाय विकास कार्यक्रम/ पाठ्यक्रम पूर्ण किए हों; अथवा संगत विषय में (ई- प्रमाणन) सहित एमओओसी पाठ्यक्रम पूर्ण किया हो; एक पाठ्यक्रम के कम से कम 10 मॉड्यूल के 4 चतुर्थांश (कम से कम एक चतुर्थांश) में ई-विषयवस्तु के विकास में योगदान दिया हो/ एमओओसी पाठ्यक्रम संचालित करने में योगदान दिया हो।

सीएस प्रोन्नति मानदण्ड:

किसी शिक्षक को प्रोन्नत किया जा सकता है यदि;

(i) मूल्यांकन अवधि के पिछले पाँच वर्षों में से कम से कम चार, इनमें से जो भी लागू हो, वर्ष की वार्षिक निष्पादन मूल्यांकन रिपोर्ट में 'संतोषजनक' अथवा 'अच्छे' ग्रेड प्राप्त हुए हों (जैसा कि परिशिष्ट- II तालिका 1 में विहित किया गया है)।

(ii) प्रोन्नति की सिफारिश छानबीन- सह- मूल्यांकन समिति द्वारा की गई हो।

III. सहायक आचार्य (चयन ग्रेड/ अकादमिक स्तर 12) से सह आचार्य (अकादमिक स्तर 13 क)

योग्यता:

- 1) ऐसे सहायक आचार्य जिन्होंने अकादमिक स्तर 12/ चयन ग्रेड में तीन वर्ष की सेवा पूर्ण की हो।
- 2) संगत/ संबद्ध/ संगत विषय में पीएच.डी की उपाधि प्राप्त की हो।
- 3) पिछले तीन वर्षों के दौरान निम्नलिखित में से कोई एक कार्यक्रम/ पाठ्यक्रम पूर्ण किए हों : मूल्यांकन की अवधि के दौरान कम से कम दो सप्ताह (10 दिन) की अवधि (अथवा कम से कम दो सप्ताह (दस दिनों) की अवधि के प्रत्येक एकल पाठ्यक्रम/ कार्यक्रम के स्थान पर कम से कम एक सप्ताह (पांच दिन) की अवधि के दो पाठ्यक्रम पूर्ण किए हों) के पुनश्चर्या पाठ्यक्रम/ कार्यविधि कार्यशाला/ पाठ्यचर्या उन्नयन कार्यशाला/ शिक्षण- ज्ञान अर्जन- मूल्यांकन/ प्रौद्योगिकी कार्यक्रम/ संकाय विकास कार्यक्रम श्रेणी के कार्यक्रमों/ पाठ्यक्रमों में से कम से कम एक कार्यक्रम/ पाठ्यक्रम पूर्ण किया हो; अथवा संगत विषय में (ई- प्रमाणन) सहित एमओओसी पाठ्यक्रम पूर्ण किया हो; एक पाठ्यक्रम के कम से कम 10 मॉड्यूल के 4 चतुर्थांश (कम से कम एक चतुर्थांश) में ई-विषयवस्तु के विकास में योगदान दिया हो/ एमओओसी पाठ्यक्रम संचालित करने में योगदान दिया हो।

सीएस प्रोन्नति मानदण्ड:

किसी शिक्षक को प्रोन्नत किया जा सकता है यदि;

(i) जैसा कि परिशिष्ट- II तालिका 1 में विहित है, मूल्यांकन अवधि के पिछले तीन वर्षों में से कम से दो वर्षों की वार्षिक निष्पादन मूल्यांकन रिपोर्ट में 'संतोषजनक' अथवा 'अच्छे' ग्रेड प्राप्त हुए हों; और

(ii) सह आचार्य के पद पर प्रोन्नति की सिफारिश इन विनियमों के अनुसार गठित चयन समिति द्वारा की गई हो।

IV. सह आचार्य (अकादमिक स्तर 13क) से आचार्य (अकादमिक स्तर 14)

योग्यता:

1. ऐसे सह आचार्य जिन्होंने अकादमिक स्तर 13क में सेवा के तीन वर्ष पूर्ण किए हों
2. संगत/ संबद्ध विषय में पीएच.डी की उपाधि प्राप्त की हो।
3. समकक्ष व्यक्ति समीक्षित अथवा वि०अ०आ० सूचीबद्ध जर्नलों में कम से कम 10 शोध प्रकाशन किए हों जिनमें से तीन शोध पत्र मूल्यांकन अवधि के दौरान प्रकाशित हुए हों।
4. परिशिष्ट- II तालिका 2 के अनुसार कम से कम 110 शोध अंक प्राप्त किए हों।

सीएस प्रोन्नति मानदण्ड:

किसी शिक्षक को प्रोन्नत किया जा सकता है यदि;

(i) जैसा कि परिशिष्ट- II तालिका 1 में विहित है, शिक्षक को मूल्यांकन अवधि के पिछले तीन वर्षों में से कम से दो वर्षों की वार्षिक निष्पादन मूल्यांकन रिपोर्ट में 'संतोषजनक' अथवा 'अच्छे' ग्रेड प्राप्त हुए हों; और जैसा कि परिशिष्ट- II तालिका 1 में विहित है, कम से कम 110 शोध अंक प्राप्त किए हों।

(ii) इन विनियमों के अनुसार गठित चयन समिति द्वारा आचार्य के पद पर प्रोन्नति की सिफारिश की गई हो।

ग. विश्वविद्यालय के शिक्षकों के लिए कैरियर उन्नति योजना (सीएस)

I. सहायक आचार्य (अकादमिक स्तर 10) से सहायक आचार्य (वरिष्ठ वेतनमान/ अकादमिक स्तर 11)

योग्यता:

(i) एक सहायक आचार्य जिसने पीएचडी की उपाधि के साथ सेवा में चार वर्ष पूरे किए हों अथवा पेशेवर पाठ्यक्रम जैसे एलएलएम, एम. टेक, एम.वी.एससी, और एम.डी. में एम.फिल/ स्नातकोत्तर की उपाधि के साथ सेवा में पाँच वर्ष अथवा पेशेवर पाठ्यक्रम में पीएचडी/एम.फिल/स्नातकोत्तर की उपाधि के बिना सेवा में छह वर्ष पूरे किए हों और निम्नलिखित शर्तें पूरी करता हो:

(ii) शिक्षण कार्यविधि पर 21 दिन की अवधि के एक प्रबोधन पाठ्यक्रम में भाग लिया हो;

(iii) इनमें से कोई एक किया हो: मूल्यांकन अवधि के दौरान कम से कम एक सप्ताह (5 दिन) की अवधि का पुनश्चर्या पाठ्यक्रम /शोध कार्यविधि पाठ्यक्रम/ कार्यशाला/ पाठ्यचर्या उन्नयन कार्यशाला/ प्रशिक्षण शिक्षण- ज्ञान अर्जन- मूल्यांकन, प्रौद्योगिकी कार्यक्रम/ संकाय विकास कार्यक्रम पूरा किया हो अथवा एक एमओओसी पाठ्यक्रम (ई-प्रमाणन के साथ) पूरा किया हो अथवा चार चतुर्थांश में ई- विषयवस्तु के विकास/ एमओओसी पाठ्यक्रम पूरा किया हो; और

(iv) मूल्यांकन अवधि के दौरान समकक्ष व्यक्ति समीक्षित अथवा वि०अ०आ० सूचीबद्ध जर्नलों में एक शोध प्रकाशन प्रकाशित हुआ हो।

सीएस प्रोन्नति मानदण्ड:

किसी शिक्षक को प्रोन्नत किया जा सकता है यदि;

(i) जैसा कि परिशिष्ट- II तालिका 1 में विनिर्दिष्ट है, मूल्यांकन अवधि के पिछले चार/ पाँच/ छह वर्षों में से कम से कम तीन/ चार/ पाँच, इनमें से जो भी लागू हो, वर्ष की वार्षिक निष्पादन मूल्यांकन रिपोर्ट में 'संतोषजनक' अथवा 'अच्छे' ग्रेड प्राप्त हुए हों।

(ii) प्रोन्नति की सिफारिश छानबीन- सह- मूल्यांकन समिति द्वारा की गई हो।

II. सहायक आचार्य (वरिष्ठ वेतनमान/ अकादमिक स्तर 11) से सहायक आचार्य (वरिष्ठ ग्रेड / अकादमिक स्तर 12)

योग्यता:

(i) ऐसे सहायक आचार्य जिन्होंने अकादमिक स्तर 11/ वरिष्ठ वेतनमान में पांच वर्ष की सेवा पूर्ण कर ली हो।

(ii) संगत/ संबद्ध विषय में पीएच.डी की उपाधि प्राप्त की हो।

(iii) अकादमिक स्तर-11/ वरिष्ठ वेतनमान के पिछले पांच वर्षों के दौरान निम्नलिखित में से कोई दो किए हों: मूल्यांकन की अवधि के दौरान कम से कम दो सप्ताह (10 दिन) की अवधि (अथवा कम से कम दो सप्ताह (दस दिनों) की अवधि के प्रत्येक एकल पाठ्यक्रम/ कार्यक्रम के स्थान पर कम से कम एक सप्ताह (पांच दिन) की अवधि के दो पाठ्यक्रम पूर्ण किए हों) के पुनश्चर्या पाठ्यक्रम/ शोध कार्यविधि पाठ्यक्रम/ कार्यशालाओं/ पाठ्यचर्या उन्नयन कार्यशाला/ शिक्षण- ज्ञान अर्जन- मूल्यांकन/ प्रौद्योगिकी कार्यक्रम/ संकाय विकास कार्यक्रम/ पाठ्यक्रम पूर्ण किए हों; अथवा संगत विषय में (ई- प्रमाणन) सहित एमओओसी पाठ्यक्रम पूर्ण किया हो; एक पाठ्यक्रम के कम से कम 10 मॉड्यूल के 4 चतुर्थांश (कम से कम एक चतुर्थांश) में ई-विषयवस्तु के विकास में योगदान दिया हो/ एमओओसी पाठ्यक्रम संचालित करने में योगदान दिया हो।

(iv) मूल्यांकन अवधि के दौरान समकक्ष व्यक्ति समीक्षित अथवा वि0अ0आ0 सूचीबद्ध जर्नलों में तीन शोध पत्र हुए हों।

सीएस प्रोन्नति मानदण्ड:

किसी शिक्षक को प्रोन्नत किया जा सकता है यदि;

(i) मूल्यांकन अवधि के दौरान पिछले पाँच वर्षों में से कम से कम चार वर्षों के दौरान शिक्षक को वार्षिक निष्पादन मूल्यांकन रिपोर्ट में 'संतोषजनक' अथवा 'अच्छे' ग्रेड प्राप्त हुए हों (जैसा कि परिशिष्ट- II तालिका 1 में विनिर्दिष्ट है); और

(ii) प्रोन्नति की सिफारिश छानबीन- सह- मूल्यांकन समिति द्वारा की गई हो।

III. सहायक आचार्य (चयन ग्रेड/ अकादमिक स्तर 12) से सह आचार्य (अकादमिक स्तर 13क)

1) ऐसे सहायक आचार्य जिन्होंने अकादमिक स्तर 12/ चयन ग्रेड में तीन वर्ष की सेवा पूर्ण की हो।

2) संगत/ संबद्ध विषय में पीएच.डी की उपाधि प्राप्त की हो।

3) पिछले तीन वर्षों के दौरान निम्नलिखित में से कोई एक कार्यक्रम/ पाठ्यक्रम पूर्ण किए हों : मूल्यांकन की अवधि के दौरान कम से कम दो सप्ताह (10 दिन) की अवधि (अथवा कम से कम दो सप्ताह (दस दिनों) की अवधि के प्रत्येक एकल पाठ्यक्रम/कार्यक्रम के स्थान पर कम से कम एक सप्ताह (पांच दिन) की अवधि के दो पाठ्यक्रम पूर्ण किए हों) के पुनश्चर्या पाठ्यक्रम/कार्यविधि कार्यशाला / पाठ्यचर्या उन्नयन कार्यशाला/ शिक्षण- ज्ञान अर्जन- मूल्यांकन/ प्रौद्योगिकी कार्यक्रम/ संकाय विकास कार्यक्रम श्रेणी के कार्यक्रमों/ पाठ्यक्रमों में से कम से कम एक कार्यक्रम/ पाठ्यक्रम पूर्ण किया हो; अथवा संगत विषय में (ई- प्रमाणन) सहित एमओओसी पाठ्यक्रम पूर्ण किया हो; एक पाठ्यक्रम के कम से कम 10 मॉड्यूल के 4 चतुर्थांश (कम से कम एक चतुर्थांश) में ई-विषयवस्तु के विकास में योगदान दिया हो/ एमओओसी पाठ्यक्रम संचालित करने में योगदान दिया हो।

4) मूल्यांकन अवधि के दौरान समकक्ष व्यक्ति समीक्षित अथवा वि0अ0आ0 सूचीबद्ध जर्नलों में कम से कम सात प्रकाशन प्रकाशित हुए हों जिसमें से तीन शोध पत्र मूल्यांकन अवधि के दौरान प्रकाशित हुए हों।

5) कम से कम एक पीएच.डी अभ्यर्थी का मार्गदर्शन करने के साक्ष्य हो।

सीएस प्रोन्नति मानदण्ड:

किसी शिक्षक को प्रोन्नत किया जा सकता है यदि;

(i) जैसा कि परिशिष्ट- II तालिका 1 में विहित है, मूल्यांकन अवधि के पिछले तीन वर्षों में से कम से दो वर्षों की वार्षिक निष्पादन मूल्यांकन रिपोर्ट में 'संतोषजनक' अथवा 'अच्छे' ग्रेड प्राप्त हुए हों; और जैसा कि परिशिष्ट- II तालिका 2 में विहित है, कम से कम 70 शोध अंक प्राप्त किए हों।

(ii) इन विनियमों के अनुसार गठित चयन समिति द्वारा प्रोन्नति की सिफारिश की गई हो।

IV. सह आचार्य (अकादमिक स्तर 13क) से आचार्य (अकादमिक स्तर 14)

योग्यता:

1. ऐसे सह आचार्य जिन्होंने अकादमिक स्तर 13क में तीन वर्ष की सेवा पूर्ण कर ली हो।

2. संबंधित/ संबद्ध/ संगत विषय में पीएच.डी की उपाधि प्राप्त की हो।

3. समकक्ष व्यक्ति समीक्षित अथवा वि0अ0आ0 सूचीबद्ध जर्नलों में कम से कम दस शोध प्रकाशन किए हों जिनमें से तीन शोध पत्र मूल्यांकन अवधि के दौरान प्रकाशित हुए हों।

4. पीएच.डी अभ्यर्थियों का सफलतापूर्वक मार्गदर्शन करने के साक्ष्य हो।

5. परिशिष्ट- II तालिका 2 के अनुसार कम से कम 110 शोध अंक प्राप्त किए हों।

सीएस प्रोन्नति मानदण्ड:

किसी शिक्षक को प्रोन्नत किया जा सकता है यदि;

(i) यदि उसे परिशिष्ट- II तालिका 1 में यथा विहित मूल्यांकन अवधि के पिछले तीन वर्षों में से कम से दो वर्षों की वार्षिक निष्पादन मूल्यांकन रिपोर्ट में 'संतोषजनक' अथवा 'अच्छे' ग्रेड प्राप्त हुए हों तथा परिशिष्ट- II तालिका 2 में यथा विहित है, कम से कम 110 शोध अंक प्राप्त किए हों;

(ii) इन विनियमों के अनुसार गठित चयन समिति द्वारा प्रोन्नति की सिफारिश की गई हो।

V. आचार्य (अकादमिक स्तर 14) से वरिष्ठ आचार्य (अकादमिक स्तर 15)

सीएएस के अंतर्गत एक आचार्य की वरिष्ठ आचार्य के पद पर प्रोन्नति की जा सकती है। प्रोन्नति शैक्षिक उपलब्धियों, ऐसे तीन प्रख्यात विषय विशेषज्ञों, जो कम से कम 10 वर्ष के अनुभव रखने वाले वरिष्ठ आचार्य अथवा आचार्य के पद के समकक्ष हों, द्वारा की गई अनुकूल समीक्षा के आधार पर होगी। चयन पिछले 10 वर्षों के दौरान 10 सर्वोत्तम प्रकाशनों और इन विनियमों के अनुसार गठित चयन समिति के साथ विचार-विमर्श के आधार पर होगा।

योग्यता:

(i) आचार्य के पद पर दस वर्ष का अनुभव।

(ii) समकक्ष व्यक्ति समीक्षित अथवा वि०अ०आ० सूचीबद्ध जर्नलों में कम से कम दस प्रकाशन किए हों तथा मूल्यांकन अवधि के दौरान उनके पर्यवेक्षण में दो अभ्यर्थियों को सफलतापूर्वक पीएचडी की उपाधि प्रदान की गई हो।

घ. पुस्तकाध्यक्षों के लिए कैरियर उन्नति योजना (सीएएस)

नोट:

i. निम्नलिखित उपबंध केवल उन व्यक्तियों पर लागू हैं जो पुस्तकालय विज्ञान के शिक्षण से नहीं जुड़े हों। जिन संस्थानों में पुस्तकालय विज्ञान एक शिक्षण विभाग है वहां के शिक्षक महाविद्यालयों/ संस्थानों और विश्वविद्यालयों के लिए क्रमशः इन विनियमों के खण्ड 6.4 (ख) और 6.4 (ग) के अंतर्गत शामिल होंगे।

ii. विश्वविद्यालयों में उप पुस्तकाध्यक्ष के दो स्तर होंगे अर्थात् अकादमिक स्तर 13क और अकादमिक स्तर 14 जबकि महाविद्यालय पुस्तकाध्यक्ष के पांच स्तर होंगे अर्थात् अकादमिक स्तर 10, अकादमिक स्तर 11, अकादमिक स्तर 12, अकादमिक स्तर 13क और अकादमिक स्तर 14।

I. विश्वविद्यालय सहायक पुस्तकाध्यक्ष (अकादमिक स्तर 10)/ महाविद्यालय पुस्तकाध्यक्ष (अकादमिक स्तर 10) से विश्वविद्यालय सहायक पुस्तकाध्यक्ष (वरिष्ठ वेतनमान/ अकादमिक स्तर 11)/ महाविद्यालय पुस्तकाध्यक्ष (वरिष्ठ वेतनमान/ अकादमिक स्तर 11):

योग्यता :

एक सहायक पुस्तकाध्यक्ष जो कि अकादमिक स्तर 10 में हो और पुस्तकालय विज्ञान/ सूचना विज्ञान/ प्रलेखीकरण विज्ञान में पीएच.डी की उपाधि धारक हो अथवा समकक्ष उपाधि धारक हो अथवा पांच वर्ष का अनुभव हो, कम से कम एम.फिल. की उपाधि के साथ पांच वर्ष का अनुभवधारी हो, अथवा जो अभ्यर्थी एम.फिल अथवा पीएच.डी की उपाधि नहीं हो उनका छह वर्षों का सेवाकाल हो।

(i) उसने 21 दिन की अवधि के कम से कम एक प्रबोधन पाठ्यक्रम में भाग लिया हो; और

(ii) परिशिष्ट- II तालिका 4 में यथा विहित, कम से कम 5 दिन का स्वचालन और डिजिटलीकरण, रख-रखाव और संबद्ध क्रियाकलापों पर प्रशिक्षण, संगोष्ठी अथवा कार्यशाला में भाग लिया हो।

सीएएस प्रोन्नति मानदण्ड:

एक सहायक पुस्तकाध्यक्ष/ महाविद्यालय पुस्तकाध्यक्ष को प्रोन्नति दी जा सकती है यदि उसने:

(i) यदि उसे मूल्यांकन अवधि के पिछले चार/ पांच/ छह वर्षों में से कम से कम तीन/ चार/ पांच/ वर्षों, जैसा भी मामला हो, की वार्षिक निष्पादन मूल्यांकन रिपोर्ट में 'संतोषजनक' अथवा 'अच्छे' ग्रेड प्राप्त हुए हों, जैसा कि परिशिष्ट- II तालिका- 4 में विनिर्दिष्ट है; और

(ii) प्रोन्नति की सिफारिश छानबीन- सह- मूल्यांकन समिति द्वारा की गई हो।

II. विश्वविद्यालय सहायक पुस्तकाध्यक्ष (वरिष्ठ वेतनमान/ अकादमिक स्तर 11)/ महाविद्यालय पुस्तकाध्यक्ष (वरिष्ठ वेतनमान/ अकादमिक स्तर 11) से विश्वविद्यालय सहायक पुस्तकाध्यक्ष (चयन ग्रेड / अकादमिक स्तर 12/ महाविद्यालय पुस्तकाध्यक्ष (चयन ग्रेड/ अकादमिक स्तर 12)

योग्यता:

1) उन्होने उस ग्रेड में पांच वर्ष की सेवा पूर्ण कर ली हो।

2) उन्होने पिछले पांच वर्षों के दौरान निम्नलिखित में से किन्हीं दो कार्यक्रमों में भाग लिया हो :

(i) स्वचालन और डिजिटलीकरण के संबंध में प्रशिक्षण/ संगोष्ठी/ कार्यशाला/ पाठ्यक्रम;

(ii) परिशिष्ट- II तालिका 4 के अनुसार कम से कम दो सप्ताह (दस दिन) की अवधि तक के रख-रखाव और अन्य अन्य संबद्ध कार्यकलाप (अथवा कम से कम दो सप्ताह (दस दिन) के प्रत्येक पाठ्यक्रम/कार्यक्रम के स्थान पर कम से कम एक सप्ताह (5 दिन) की अवधि के दो पाठ्यक्रम पूर्ण किए हों), (iii) संगत विषय में (ई- प्रमाणन के साथ) एमओओसी पाठ्यक्रम किया हो/ विकसित किया हो; अथवा (iv) पुस्तकालय उन्नयन पाठ्यक्रम किया हो।

सीएस प्रोन्नति मानदण्ड:

किसी व्यक्ति विशेष को प्रोन्नत किया जा सकता है, यदि;

(i) यदि उसे मूल्यांकन अवधि के पिछले पांच वर्षों में से कम से कम चार वर्षों के दौरान वार्षिक निष्पादन मूल्यांकन रिपोर्ट में 'संतोषजनक' अथवा 'अच्छे' ग्रेड प्राप्त हुए हों, जैसा कि परिशिष्ट- II तालिका 4 में विनिर्दिष्ट है; और

(ii) प्रोन्नति की सिफारिश छानबीन- सह- मूल्यांकन समिति द्वारा की गई हो।

III. विश्वविद्यालय सहायक पुस्तकाध्यक्ष (चयन ग्रेड/ अकादमिक स्तर 12)/ महाविद्यालय पुस्तकाध्यक्ष (चयन ग्रेड /अकादमिक स्तर 12) से विश्वविद्यालय उप पुस्तकाध्यक्ष (अकादमिक स्तर 13क)/ महाविद्यालय पुस्तकाध्यक्ष (अकादमिक स्तर 13क)

1) उन्होने उस ग्रेड में तीन वर्ष की सेवा पूर्ण कर ली हो।

2) उन्होने पिछले तीन वर्षों के दौरान निम्नलिखित में से किन्हीं एक कार्यक्रम में भाग लिया हो :

(i) स्वचालन और डिजिटलीकरण के संबंध में प्रशिक्षण/ संगोष्ठी/ कार्यशाला/ पाठ्यक्रम

(ii) परिशिष्ट- II तालिका 4 के अनुसार कम से कम दो सप्ताह (दस दिन) की अवधि की रख-रखाव और अन्य संबद्ध कार्यकलाप (iii) अथवा कम से कम दो सप्ताह (दस दिन) के प्रत्येक पाठ्यक्रम/कार्यक्रम के स्थान पर कम से कम एक सप्ताह (5 दिन) की अवधि के दो पाठ्यक्रम पूर्ण किए हों (iv) संगत विषय में (ई- प्रमाणन के साथ) एमओओसी पाठ्यक्रम किया हो/ विकसित किया हो, और (v) अथवा पुस्तकालय उन्नयन पाठ्यक्रम किया हो।

सीएस प्रोन्नति मानदण्ड:

किसी व्यक्ति विशेष को प्रोन्नत किया जा सकता है, यदि;

(i) यदि उसे मूल्यांकन अवधि के पिछले तीन वर्षों में से कम से कम दो वर्षों के दौरान वार्षिक निष्पादन मूल्यांकन रिपोर्ट में 'संतोषजनक' अथवा 'अच्छे' ग्रेड प्राप्त हुए हों, जैसा कि परिशिष्ट- II तालिका 4 में विनिर्दिष्ट है; और

(ii) प्रोन्नति की सिफारिश साक्षात्कार में निष्पादन के आधार पर इन विनियमों के अनुसार गठित चयन समिति द्वारा की जाएगी।

IV. विश्वविद्यालय उप पुस्तकाध्यक्ष/ महाविद्यालय पुस्तकाध्यक्ष (अकादमिक स्तर 13क) से विश्वविद्यालय उप पुस्तकाध्यक्ष/ महाविद्यालय पुस्तकाध्यक्ष (अकादमिक स्तर 14) में सीएस प्रोन्नति के लिए निम्नलिखित मानदण्ड होंगे:

1) उन्होने उस ग्रेड में तीन वर्ष की सेवा पूर्ण कर ली हो।

2) उन्होने पिछले तीन वर्षों के दौरान निम्नलिखित में से किन्हीं एक कार्यक्रम में भाग लिया हो :

(i) स्वचालन और डिजिटलीकरण के संबंध में प्रशिक्षण/ संगोष्ठी/ कार्यशाला/ पाठ्यक्रम;

(ii) परिशिष्ट- II तालिका 4 के अनुसार कम से कम दो सप्ताह (दस दिन) की अवधि की रख-रखाव और अन्य संबद्ध कार्यकलाप (iii) अथवा कम से कम दो सप्ताह (दस दिन) के प्रत्येक पाठ्यक्रम/कार्यक्रम के स्थान पर कम से कम एक सप्ताह (5 दिन) की अवधि के दो पाठ्यक्रम पूर्ण किए हों (iv) संगत विषय में (ई- प्रमाणन के साथ) एमओओसी पाठ्यक्रम किया हो/ विकसित किया हो, और (v) अथवा पुस्तकालय उन्नयन पाठ्यक्रम किया हो।

3) पुस्तकालय आईसीटी समेकन सहित नवोन्मेषी पुस्तकालय सेवाओं के साक्ष्य हों।

4) पुस्तकालय विज्ञान/ सूचना विज्ञान/ प्रलेखीकरण/ अभिलेख और पाण्डुलिपि संरक्षण में पीएचडी की उपाधि प्राप्त की हो।

सीएस प्रोन्नति मानदण्ड:

किसी व्यक्ति विशेष को प्रोन्नत किया जा सकता है, यदि;

- (i) यदि उसे मूल्यांकन अवधि के पिछले तीन वर्षों में से कम से कम दो वर्षों के दौरान वार्षिक निष्पादन मूल्यांकन रिपोर्ट में 'संतोषजनक' अथवा 'अच्छे' ग्रेड प्राप्त हुए हों, जैसा कि परिशिष्ट- II तालिका 4 में विनिर्दिष्ट है; और
- (ii) प्रोन्नति की सिफारिश साक्षात्कार में निष्पादन के आधार पर इन विनियमों के अनुसार गठित चयन समिति द्वारा की जाएगी।

ऊ. निदेशक, शारीरिक शिक्षा और खेलकूद के लिए कैरियर उन्नति योजना (सीएस)

नोट:

- (i) निम्नलिखित उपबंध केवल उन कार्मिकों पर लागू हैं जो शारीरिक शिक्षा और खेलकूद के शिक्षण से जुड़े न हों। जिन संस्थानों में शारीरिक शिक्षा और खेलकूद एक शिक्षण विभाग है वहां के शिक्षक, महाविद्यालयों/ संस्थानों और विश्वविद्यालयों के लिए क्रमशः इन विनियमों के खण्ड 6.4 (ख) और 6.4 (ग) के अंतर्गत शामिल होंगे।
- (ii) विश्वविद्यालयों में उप निदेशक, शारीरिक शिक्षा और खेलकूद, के दो स्तर होंगे अर्थात् अकादमिक स्तर 13क और अकादमिक स्तर 14, जबकि महाविद्यालय निदेशक, शारीरिक शिक्षा और खेलकूद के पांच स्तर होंगे अर्थात् अकादमिक स्तर 10, अकादमिक स्तर 11, अकादमिक स्तर 12, अकादमिक स्तर 13क और अकादमिक स्तर 14।

I. सहायक निदेशक, शारीरिक शिक्षा और खेलकूद (अकादमिक स्तर 10)/ महाविद्यालय निदेशक, शारीरिक शिक्षा और खेलकूद (अकादमिक स्तर 10) से सहायक निदेशक, शारीरिक शिक्षा और खेलकूद (वरिष्ठ वेतनमान / अकादमिक स्तर 11) / महाविद्यालय निदेशक, शारीरिक शिक्षा और खेलकूद (वरिष्ठ वेतनमान / अकादमिक स्तर 11)

योग्यता:

- (i) उन्होंने शारीरिक शिक्षा अथवा शारीरिक शिक्षा और खेलकूद अथवा खेलकूद विज्ञान में पीएचडी की उपाधि के साथ चार वर्ष की सेवा पूर्ण की हो अथवा एम.फिल. की उपाधि के साथ पांच वर्ष की सेवा, अथवा एम.फिल, या पीएचडी की उपाधि के बिना छह वर्ष की सेवा पूर्ण की हो।
- (ii) उन्होंने 21 दिन की अवधि के एक प्रबोधन पाठ्यक्रम में भाग लिया हो; और
- (iii) उन्होंने निम्नलिखित में से किसी एक को पूर्ण किया हो: (क) पुनश्चर्या पाठ्यक्रम/ शोध कार्यविधि पाठ्यक्रम/ कार्यशाला; (ख) कम से कम 5 दिन की अवधि का प्रशिक्षण शिक्षण- ज्ञान अर्जन- मूल्यांकन प्रौद्योगिकी कार्यक्रम / संकाय विकास कार्यक्रम; (ग) एक एमओओसी पाठ्यक्रम (ई-प्रमाणन के साथ) को पूर्ण किया हो/ विकसित किया हो।

सीएस प्रोन्नति मानदण्ड:

किसी व्यक्ति विशेष को प्रोन्नत किया जा सकता है, यदि;

- (i) यदि उसे मूल्यांकन अवधि के पिछले चार/ पांच/ छह वर्षों में से कम से कम तीन/ चार/ पांच/ वर्षों, जैसा भी मामला हो, की वार्षिक निष्पादन मूल्यांकन रिपोर्ट में 'संतोषजनक' अथवा 'अच्छे' ग्रेड प्राप्त हुए हों, जैसा कि परिशिष्ट- II तालिका 5 में विनिर्दिष्ट है; और
- (ii) प्रोन्नति की सिफारिश छानबीन- सह- मूल्यांकन समिति द्वारा की जाएगी।

II. सहायक निदेशक, शारीरिक शिक्षा और खेलकूद (वरिष्ठ वेतनमान/ अकादमिक स्तर 11)/ महाविद्यालय निदेशक, शारीरिक शिक्षा और खेलकूद (वरिष्ठ वेतनमान / अकादमिक स्तर 11) से विश्वविद्यालय सहायक निदेशक, शारीरिक शिक्षा और खेलकूद (चयन ग्रेड/ अकादमिक स्तर 12)/ महाविद्यालय निदेशक, शारीरिक शिक्षा और खेलकूद (चयन ग्रेड/ अकादमिक स्तर 12)

- 1) उन्होंने उस ग्रेड में पांच वर्ष की सेवा पूर्ण कर ली हो।
- 2) उन्होंने पिछले पांच वर्षों के दौरान निम्नलिखित में से किसी दो को पूर्ण किया हो: (i) पुनश्चर्या पाठ्यक्रम, शोध कार्यविधि कार्यशालाओं की श्रेणी में से एक पाठ्यक्रम/ कार्यक्रम पूर्ण किया हो। (ii) कम से कम दो सप्ताह (दस दिन) की अवधि का शिक्षण- ज्ञान अर्जन- मूल्यांकन प्रौद्योगिकी कार्यक्रम/ संकाय विकास कार्यक्रम पूर्ण किया हो, अथवा (iii) कम से कम दो सप्ताह (दस दिन) के प्रत्येक पाठ्यक्रम/कार्यक्रम के स्थान पर कम से कम एक सप्ताह (5 दिन) की अवधि के दो पाठ्यक्रम पूर्ण किए हों, और (iv) संगत विषय में (ई- प्रमाणन के साथ) एमओओसी पाठ्यक्रम पूर्ण किया हो/ विकसित किया हो।

सीएस प्रोन्नति मानदण्ड:

किसी व्यक्ति विशेष को प्रोन्नत किया जा सकता है, यदि;

- (i) यदि उसे मूल्यांकन अवधि के पिछले पांच वर्षों में से कम से कम चार वर्षों के दौरान वार्षिक निष्पादन मूल्यांकन रिपोर्ट में 'संतोषजनक' अथवा 'अच्छे' ग्रेड प्राप्त हुए हों, जैसा कि परिशिष्ट— II तालिका 5 में विनिर्दिष्ट किया गया है; और
- (ii) प्रोन्नति की सिफारिश छानबीन- सह- मूल्यांकन समिति द्वारा की गई जाएगी।

III. विश्वविद्यालय सहायक निदेशक, शारीरिक शिक्षा और खेलकूद (चयन ग्रेड/ अकादमिक स्तर 12)/ महाविद्यालय निदेशक, शारीरिक शिक्षा और खेलकूद (चयन ग्रेड/ अकादमिक स्तर 12) से विश्वविद्यालय उप निदेशक शारीरिक शिक्षा और खेलकूद (अकादमिक स्तर 13क)/ महाविद्यालय निदेशक शारीरिक शिक्षा और खेलकूद (अकादमिक स्तर 13क) में प्रोन्नति हेतु

- 1) उन्होंने तीन वर्ष की सेवा पूर्ण कर ली हो;
- 2) उन्होंने पिछले तीन वर्षों के दौरान निम्नलिखित में से किसी दो को पूर्ण किया हो: (i) पुनश्चर्या पाठ्यक्रम, शोध कार्यविधि कार्यशालाओं की श्रेणी में से एक पाठ्यक्रम/ कार्यक्रम पूर्ण किया हो। (ii) कम से कम दो सप्ताह (दस दिन) की अवधि का शिक्षण- ज्ञान अर्जन- मूल्यांकन प्रौद्योगिकी कार्यक्रम/ संकाय विकास कार्यक्रम पूर्ण किया हो, (अथवा कम से कम दो सप्ताह (दस दिन) के प्रत्येक पाठ्यक्रम/कार्यक्रम के स्थान पर कम से कम एक सप्ताह (5 दिन) की अवधि के दो पाठ्यक्रम पूर्ण किए हों), और (iii) संगत विषय में (ई- प्रमाणन के साथ) एमओओसी पाठ्यक्रम पूर्ण किया हो/ विकसित किया हो।

सीएस प्रोन्नति मानदण्ड:

किसी व्यक्ति विशेष को प्रोन्नत किया जा सकता है, यदि;

- (i) उसे मूल्यांकन अवधि के पिछले तीन वर्षों में से कम से कम दो वर्षों के दौरान वार्षिक निष्पादन मूल्यांकन रिपोर्ट में 'संतोषजनक' अथवा 'अच्छे' ग्रेड प्राप्त हुए हों, जैसा कि परिशिष्ट— II तालिका 5 में विनिर्दिष्ट किया गया है; और
- (ii) प्रोन्नति की सिफारिश साक्षात्कार में निष्पादन के आधार पर इन विनियमों के अनुसार गठित चयन समिति द्वारा की जाएगी।

IV. विश्वविद्यालय उप निदेशक, शारीरिक शिक्षा और खेलकूद/ महाविद्यालय निदेशक, शारीरिक शिक्षा और खेलकूद (अकादमिक स्तर 13क) से विश्वविद्यालय उप निदेशक शारीरिक शिक्षा और खेलकूद/ महाविद्यालय निदेशक शारीरिक शिक्षा और खेलकूद (अकादमिक स्तर 14) में सीएस प्रोन्नति के लिए मानदण्ड निम्नलिखित होंगे:

- 1) उन्होंने तीन वर्ष की सेवा पूर्ण कर ली हो;
- 2) उन्होंने पिछले पांच वर्षों के दौरान निम्नलिखित में से किसी एक को पूर्ण किया हो:
 - (i) पुनश्चर्या पाठ्यक्रम, शोध कार्यविधि कार्यशालाओं की श्रेणी में से एक पाठ्यक्रम/ कार्यक्रम पूर्ण किया हो। (ii) कम से कम दो सप्ताह (दस दिन) की अवधि का शिक्षण- ज्ञान अर्जन- मूल्यांकन प्रौद्योगिकी कार्यक्रम/ संकाय विकास कार्यक्रम पूर्ण किया हो, (अथवा कम से कम दो सप्ताह (दस दिन) के प्रत्येक पाठ्यक्रम/कार्यक्रम के स्थान पर कम से कम एक सप्ताह (5 दिन) की अवधि के दो पाठ्यक्रम पूर्ण किए हों), और (iii) संगत विषय में (ई- प्रमाणन के साथ) एमओओसी पाठ्यक्रम पूर्ण किया हो/ विकसित किया हो।
- 3) कम से कम दो सप्ताह की अवधि की प्रतिस्पर्धाओं और अनुशिक्षण कैम्पों के आयोजन का साक्ष्य।
- 4) राज्य/ राष्ट्रीय/ अंतर्विश्वविद्यालयी/ संयुक्त विश्वविद्यालयी आदि जैसी प्रतिस्पर्धाओं के लिए दलों/ एथलिटों द्वारा बेहतर निष्पादन कराने के साक्ष्य आदि।
- 5) शारीरिक शिक्षा अथवा शारीरिक शिक्षा तथा खेलकूद और खेलकूद विज्ञान में पीएचडी उपाधि धारक हो।

सीएस प्रोन्नति मानक :

किसी व्यक्ति विशेष को प्रोन्नत किया जा सकता है, यदि;

- (i) वह गत 3 वर्षों की समीक्षा अवधि में से कम से कम दो वर्षों में 'संतुष्ट' या 'बेहतर' ग्रेड की निष्पादन मूल्यांकन रिपोर्ट प्राप्त करता है जैसा की के परिशिष्ट II, तालिका 5 में विनिर्दिष्ट है, और;
- (ii) प्रोन्नति की संस्तुति इन नियमों के अनुसार गठित एक चयन समिति की सिफारिशों पर साक्षात्कार में किए गए प्रदर्शन के आधार पर की जाएगी।

6.5 इस व्यवसाय में आने वाले उच्च मैरिट, उच्च गुणवत्ता के अनुसंधान प्रकाशनों की अधिक संख्या और उपयुक्त स्तर पर अनुभव वाले सह-आचार्य अथवा आचार्य का अग्रिम वेतन वृद्धि का विवेकपूर्ण पुरस्कार, संकाय में अन्य शिक्षकों के वेतन ढांचे और मैरिट- विशिष्ट कार्य को ध्यान में रखते हुए प्रत्येक मामले की मैरिट के संदर्भ में व्यक्तिगत अभ्यर्थियों के मामले पर विचार करते समय चयन समिति की सिफारिशों के आधार पर संबंधित विश्वविद्यालय अथवा भर्ती करने वाली संस्था के उपयुक्त प्राधिकारी की सक्षमता पर आधारित होगा। अग्रिम वेतन वृद्धि का

यह विवेकपूर्ण पुरस्कार उन लोगों पर लागू नहीं होगा जो सहायक आचार्य/ सहायक पुस्तकाध्यक्ष/ सहायक निदेशक शारीरिक शिक्षा और खेलकूद के रूप में इस पेशे में आते हैं और जो पीएचडी, एमफिल अथवा एमटेक और एलएलएम की उपाधि प्राप्त करने पर अग्रिम वेतन वृद्धि प्राप्त करने के पात्र हैं। तथापि, चयन समिति की बैठक में लिए गए निर्णय और रिकॉर्ड के अनुसार सेवा में आने वाले ऐसे सहायक आचार्य/ सहायक पुस्तकाध्यक्ष/ सहायक निदेशक शारीरिक शिक्षा और खेलकूद अग्रिम वेतनवृद्धि के विवेकपूर्ण पुरस्कार के पात्र हो सकते हैं जिनके पास पीएचडी उपाधि प्राप्त करने के पश्चात् पोस्ट डॉक्टरल शिक्षा शोध अनुभव और सिद्ध पूर्ववृत्त हों।

7.0 विश्वविद्यालयों के सम कुलपति/कुलपति का चयन :

7.1 सम कुलपति :

सम कुलपति की नियुक्ति कार्यकारी परिषद द्वारा कुलपति की सिफारिशों के आधार की जाएगी।

7.2 यह कुलपति का विशेषाधिकार होगा कि वह एक व्यक्ति की कार्यकारी परिषद् में सम कुलपति के रूप में सिफारिश करे। सम कुलपति, कुलपति की कार्यालय अवधि समाप्त होने तक ही कार्यालय में बना रहेगा।

7.3 कुलपति

- (i) सर्वोच्च स्तर की सक्षमता, सत्यनिष्ठता, नैतिकता और संस्था के प्रति प्रतिबद्धता सम्पन्न व्यक्ति को ही कुलपति नियुक्त किया जाएगा। कुलपति के रूप में नियुक्त किए जाने वाला व्यक्ति एक विश्वविद्यालय में कम से कम 10 वर्षों के लिए आचार्य के रूप में अनुभव या एक प्रतिष्ठित अनुसंधान या शैक्षणिक प्रशासनिक संगठन में शैक्षणिक नेतृत्व के साक्ष्य के साथ 10 वर्षों के अनुभव के साथ एक विशिष्ट शिक्षाविद् होना चाहिए।
- (ii) कुलपति के पद हेतु चयन एक खोज सह चयन समिति के माध्यम से एक सार्वजनिक अधिसूचना या नामांकन या प्रतिभा खोज प्रक्रिया या इनके संयोजन से 3 से 5 लोगों के एक पैनल द्वारा उचित पहचान के माध्यम से की जानी चाहिए। ऐसी खोज सह चयन समिति के सदस्य उच्चतर शिक्षा के क्षेत्र में प्रतिष्ठित व्यक्ति होने चाहिए और किसी भी प्रकार से संबंधित विश्वविद्यालय या उसके महाविद्यालयों से नहीं जुड़े होने चाहिए। पैनल तैयार करते समय खोज सह चयन समिति को शैक्षणिक उत्कृष्टता, देश और विदेश में उच्चतर शिक्षा प्रणाली से अवगत होने के अतिरिक्त शैक्षणिक और प्रशासनिक अभिशासन में पर्याप्त अनुभव को लिखित रूप में पैनल सहित कुलाध्यक्ष/कुलाधिपति को देना चाहिए। राज्यों, निजी और सम विश्वविद्यालयों के कुलपतियों के चुनाव हेतु खोज सह चयन समिति के एक सदस्य का नामांकन विश्वविद्यालय अनुदान आयोग के सभापति द्वारा किया जाना चाहिए।
- (iii) कुलपति की नियुक्ति खोज सह चयन समिति द्वारा सिफारिश किए गए पैनल के नामों में से कुलाध्यक्ष/ कुलाधिपति द्वारा की जाएगी।
- (iv) कुलपति का कार्यकाल उसकी मौजूदा सेवा अवधि का भाग बन जाएगा, जो उसे सेवा से जुड़े सभी लाभों हेतु पात्र बनाएगी।

8.0 इतर कार्यार्थ छुट्टी, अध्ययन छुट्टी, सबैटिकल छुट्टी

8.1 इतर कार्यार्थ छुट्टी

- (i) एक शैक्षणिक वर्ष में 30 दिन तक की इतर कार्यार्थ छुट्टी निम्नलिखित प्रयोजनार्थ प्रदान की जा सकती है :
- (क) विश्वविद्यालय द्वारा नामित प्रतिनिधि के रूप में या विश्वविद्यालय/ महाविद्यालय की अनुमति के साथ अभिविन्यास कार्यक्रम, पुनश्चर्या पाठ्यक्रम, शोध पद्धति कार्यशाला, संकाय अधिष्ठापन कार्यक्रम, सम्मेलन, संगोष्ठी या विचार गोष्ठी में भाग लेने के लिए ;
- (ख) विश्वविद्यालय को संस्थानों और विश्वविद्यालयों से ऐसे संस्थानों और महाविद्यालयों में व्याख्यान देने के लिए आमंत्रण मिलने और उसे उपकुलपति/ महाविद्यालय के प्राचार्य द्वारा स्वीकृत करने की स्थिति में;
- (ग) विश्वविद्यालय/ महाविद्यालय द्वारा प्रतिनियुक्ति आधार पर अन्य भारतीय या विदेशी विश्वविद्यालय, अन्य किसी एजेंसी, संस्था, या संगठन में काम करने हेतु;
- (घ) केंद्र सरकार, राज्य सरकार, विश्वविद्यालय अनुदान आयोग, सहयोगी विश्वविद्यालय या अन्य किसी समान शैक्षणिक निकाय द्वारा नियुक्त समिति के शिष्टमंडल में भाग लेने या काम करने पर; और
- (ङ) विश्वविद्यालय/ महाविद्यालय द्वारा उसे दिया गया अन्य कोई कार्य करने के लिए।
- (ii) प्रत्येक अवसर पर छुट्टी की अवधि इस प्रकार होनी चाहिए जिसे स्वीकृति प्रदान करने वाले अधिकारी द्वारा अनिवार्य समझा जाए।
- (iii) पूर्ण वेतन के साथ छुट्टी दी जा सकती है बशर्ते यदि शिक्षक एक अध्येतावृत्ति या मानदेय या उसके सामान्य खर्च हेतु आवश्यक राशि से इतर कोई और वित्तीय सहायता प्राप्त कर रहा है तो कम वेतन और भत्तों के साथ इतर कार्यार्थ छुट्टी को स्वीकृति दी जा सकती है।
- (iv) इतर कार्यार्थ छुट्टी को अर्जित छुट्टी, अर्ध वेतन छुट्टी या वेतन रहित छुट्टी या असाधारण छुट्टी के साथ जोड़ा जा सकता है।

(v) इतर कार्यार्थ छुट्टी, विश्वविद्यालय अनुदान आयोग, डीएसटी इत्यादि की बैठकों में भाग लेने हेतु भी प्रदान की जा सकती है, जहां एक शिक्षक को एक शैक्षणिक निकाय, सरकारी एजेंसी या गैर- सरकारी संगठन के साथ उसकी विशेषज्ञता को साझा करने के लिए आमंत्रित किया गया हो।

8.2 अध्ययन छुट्टी :

- (i) अध्ययन अवकाश की योजना उन संकायों को छात्रवृत्ति/ अध्येतावृत्ति का लाभ उठाने का अवसर प्रदान करती है जो नव- ज्ञान अर्जित करने और अपने विश्लेषणात्मक कौशल को सुधारना चाहते हैं। जब किसी शिक्षक को उच्चतर शिक्षा प्राप्त करने, पीएचडी, पोस्ट डॉक्टोरल अहर्ता या विदेशी उच्चतर शिक्षा संस्थान में एक शोध परियोजना हेतु छात्रवृत्ति या वजीफा (चाहे किसी भी नाम से कहा जाए) मिलता है तो छात्रवृत्ति/ अध्येतावृत्ति की राशि को उसके मूल संस्थान द्वारा उसे दिए जा रहे वेतन से नहीं जोड़ना चाहिए। पुरस्कृत व्यक्ति को छात्रवृत्ति/ अध्येतावृत्ति की संपूर्ण अवधि के लिए वेतन दिया जाना चाहिए बशर्ते कि वह मेजबान देश में शिक्षण जैसी कोई अन्य लाभकारी नौकरियां नहीं करता हो।
- (ii) अध्ययन छुट्टी पर गए एक शिक्षक को उस छुट्टी अवधि के दौरान भारत या विदेश में किसी संगठन के अंतर्गत नियमित या अशकालिक नियुक्ति के अंतर्गत कोई कार्य नहीं करेगा। हालांकि, उसे भारत या विदेश में किसी भी संस्थान में नियमित रोजगार के अतिरिक्त एक मानदेय या किसी और प्रकार की सहायता के साथ एक अध्येतावृत्ति या एक शोध छात्रवृत्ति या एक तदर्थ शिक्षण और शोध कार्य स्वीकृत करने की अनुमति है। यदि उसका/उसकी प्रधान संस्था की कार्यकारिणी परिषद्/ सिंडिकेट चाहे तो इस संबंध में प्राप्त किसी पावती के आधार पर उसके शिक्षण इत्यादि जो कि उसके नियोजक द्वारा निर्धारित किया जाएगा, के स्थान पर कम वेतन और भत्तों पर अध्ययन छुट्टी दे सकती है।
- (iii) अध्ययन छुट्टी प्रवेश स्तर पर नियुक्त किए गए व्यक्ति जैसे सहायक आचार्य/ सहायक पुस्तकाध्यक्ष/ शारीरिक शिक्षा और खेलकूद सहायक निदेशक/ महाविद्यालय डीपीईएंडएस (विश्वविद्यालय/ महाविद्यालय/ संस्थान के सहायक आचार्य या आचार्य जो अन्यथा सबैटिकल छुट्टी के लिए पात्र हैं के अतिरिक्त) को कम से कम 3 वर्ष की निरंतर सेवा के पश्चात् एक विशिष्ट क्षेत्र में अध्ययन करने या उसके विश्वविद्यालय/ महाविद्यालय/ संस्थान में उसके कार्य से सीधे संबंधित शोध या विश्वविद्यालय संगठन के विभिन्न पहलुओं और शिक्षा की पद्धतियों के विशेष अध्ययन हेतु पूर्ण योजना देने के पश्चात् प्रदान की जानी चाहिए।
- (iv) अध्ययन छुट्टी संबंधित विभाग के विभागाध्यक्ष की सिफारिशों पर कार्यकारिणी परिषद्/ सिंडिकेट द्वारा प्रदान की जानी चाहिए। अपवाद स्वरूप मामलों जिसमें कार्यकारिणी परिषद्/ सिंडिकेट संतुष्ट हो कि इस प्रकार छुट्टी को बढ़ाया जाना शैक्षणिक आधार पर अपरिहार्य है और विश्वविद्यालय/ महाविद्यालय/ संस्थान के हित में है, को छोड़कर छुट्टी एक बार में 3 वर्ष से अधिक की अवधि के लिए नहीं दी जानी चाहिए।
- (v) अध्ययन छुट्टी समाप्त होने के पश्चात् कार्य पर लौटने की संभावित तिथि के 5 वर्ष के अंदर उस शिक्षक के सेवानिवृत्त होने की स्थिति में उसे अध्ययन छुट्टी प्रदान नहीं की जाएगी।
- (vi) किसी को भी उसके संपूर्ण सेवाकाल के दौरान अध्ययन छुट्टी दो बार से अधिक प्रदान नहीं की जाएगी। अपितु, संपूर्ण सेवाकाल के दौरान ग्राह्य अध्ययन छुट्टी की अधिकतम अवधि पांच वर्ष से अधिक नहीं होनी चाहिए।
- (vii) अध्ययन छुट्टी एक बार से अधिक दी जा सकती है बशर्ते कि अध्ययन छुट्टी की पहले वाली अवधि पूर्ण होने पर शिक्षक के वापस आने के पश्चात् पांच वर्ष से कम का समय नहीं हुआ हो। आगामी अध्ययन छुट्टी की अवधि हेतु शिक्षक को पूर्व में ली गई छुट्टी की अवधि के दौरान किए गए कार्य के बारे में सूचित करना होगा और संभावित अध्ययन छुट्टी की अवधि के दौरान किए जाने वाले कार्य का विवरण भी देना होगा।
- (viii) कोई भी शिक्षक जिसे अध्ययन छुट्टी प्रदान की गई है, को कार्यकारिणी परिषद्/ सिंडिकेट की अनुमति के बिना अध्ययन पाठ्यक्रम या शोध कार्यक्रम को पर्याप्त रूप से बदलने की अनुमति नहीं दी जाएगी, यदि अध्ययन पाठ्यक्रम स्वीकृत अध्ययन छुट्टी की तुलना में कम पड़ता है, तो शिक्षक को अध्ययन पाठ्यक्रम की समाप्ति के पश्चात् सेवा में वापस आना होगा, जब तक की कार्यकारिणी परिषद्/ सिंडिकेट की अग्रिम मंजूरी से कम हुई अवधि में प्राप्त की असाधारण छुट्टी नहीं माना जाता है।
- (ix) ड्यूटी से अनुपस्थिति रहने की अधिकतम अवधि जो कि तीन वर्ष से अधिक नहीं हो, के अध्यधीन, अध्ययन छुट्टी में अर्जित छुट्टी, अर्ध वेतन छुट्टी, असाधारण छुट्टी जोड़ी जा सकती है बशर्ते कि शिक्षक के खाते में पड़ी अर्जित छुट्टियों को शिक्षक के स्वविवेक के अनुसार उपयोग किया जाए। जब अध्ययन छुट्टी, छुट्टियों से लगातार ली गई हो तब अध्ययन छुट्टी की अवधि, छुट्टियों के समाप्त होने के पश्चात् आरंभ हुई मानी जानी चाहिए। एक शिक्षक जो कि अध्ययन छुट्टी के दौरान उच्चतर पद पर चयनित हुआ हो, उसे पद ग्रहण करने के पश्चात् उस पद पर रखा जाएगा और उच्चतर वेतनमान प्रदान किया जाएगा।
- (x) अध्ययन छुट्टी की अवधि को सेवानिवृत्ति लाभ (पेंशन/ अंशदायी भविष्य निधि) के प्रयोजनार्थ सेवा में जोड़ा जाना चाहिए, बशर्ते शिक्षक अपनी अध्ययन छुट्टी की समाप्ति के पश्चात् विश्वविद्यालय/ महाविद्यालय/ संस्थान में पुनः कार्यग्रहण करता है और जिस अवधि के लिए बंधपत्र निष्पादित किया गया है, उस अवधि तक संस्थान की सेवा करता है।

- (xi) एक शिक्षक को प्रदान की गई अध्ययन छुट्टी निरस्त मानी जाएगी यदि मंजूरी के बारह माह के भीतर वह प्राप्त नहीं की जाती है बशर्ते कि जब प्रदान की गई अध्ययन छुट्टी को निरस्त कर दिया गया हो, शिक्षक उक्त छुट्टी के लिए पुनः आवेदन कर सकता है ।
- (xii) अध्ययन छुट्टी लेने वाले शिक्षक को यह वचन देना होगा कि वह अध्ययन छुट्टी समाप्त होने के पश्चात् सेवा में वापस आने पर सेवा में शामिल होने की तिथि से लेकर लगातार कम से कम 3 वर्षों तक विश्वविद्यालय / महाविद्यालय / संस्थान की सेवा करेगा ।
- (xiii) एक शिक्षक—
- (क) जो उसे प्रदान की गई अध्ययन छुट्टी की अवधि के भीतर अपना अध्ययन पूरा करने में असमर्थ रहता है, अथवा
- (ख) जो अपनी अध्ययन छुट्टी समाप्त होने के पश्चात् विश्वविद्यालय की सेवाओं को पुनः शामिल होने में असफल रहता है, अथवा
- (ग) जो विश्वविद्यालय की सेवा में पुनः शामिल होता है लेकिन सेवा में शामिल होने के पश्चात् निर्धारित सेवा अवधि को पूरा किए बिना सेवा छोड़ देता है, अथवा
- (घ) जिसे उक्त अवधि के भीतर विश्वविद्यालय द्वारा सेवा से निष्कासित किया जाता है अथवा हटाया जाता है तो वह शिक्षक छुट्टी वेतन में दी गई राशि और उस पर दिए गए भत्तों और अन्य खर्चों अथवा उसको या उसकी ओर से अध्ययन पाठ्यक्रम से संबंधित भुगतान की राशि के प्रतिदाय के लिए बाध्य है ।

स्पष्टीकरण:

यदि एक शिक्षक छुट्टी अवकाश को बढ़ाने की मांग करता है और उसकी छुट्टी नहीं बढ़ाई जाती है लेकिन वह मूलतः मंजूर की गई छुट्टी की समाप्ति के पश्चात् सेवा में वापस नहीं आता है तो इन्हीं विनियमों के अंतर्गत वसूली के प्रयोजनार्थ यह माना जाएगा कि वह छुट्टियां समाप्त होने के पश्चात् सेवा में पुनः वापस आने में असफल रहा है ।

उपरोक्त उपबंध के बावजूद, कार्यकारिणी परिषद / सिंडिकेट आदेश दे सकता है कि इन विनियमों में से कुछ भी उस शिक्षक पर लागू नहीं होगा, जिसे अध्ययन छुट्टी से वापस आने के बाद 3 वर्ष के भीतर चिकित्सा आधार पर सेवा से सेवानिवृत्त होने की अनुमति प्रदान की गई है । बशर्ते आगे, यदि कार्यकारिणी परिषद / सिंडिकेट इन विनियमों के अंतर्गत शिक्षक द्वारा प्रतिदाय राशि को किसी अन्य अपवादस्वरूप मामले में माफ करता है या कम करता है तो इसके कारण का रिकॉर्ड रखा जाए ।

(xiv) छुट्टी की मंजूरी के पश्चात् शिक्षक को छुट्टी पर जाने से पहले विश्वविद्यालय / महाविद्यालय / संस्थान के पक्ष में एक बंधपत्र निष्पादित करना होगा जिससे वह उपर्युक्त पैरा (x) से (xiii) में दी गई शर्तों को पूरा करने के लिए बाध्य होगा और उपर्युक्त पैरा (x) से (xiii) के अनुरूप विश्वविद्यालय / महाविद्यालय / संस्थान को प्रतिदाय हो सकने वाली राशि वित्त अधिकारी / कोषाध्यक्ष की संतुष्टि के अनुरूप अचल संपत्ति को धरोहर राशि या एक बीमा कंपनी के एक निष्ठा बंधपत्र या एक अनुसूचित बैंक की प्रतिभूति अथवा दो स्थाई अध्यापकों की प्रतिभूति देनी होगी ।

(xv) अध्ययन छुट्टी पर गए शिक्षक को अपने मूल विश्वविद्यालय / महाविद्यालय / संस्थान के कुलसचिव / प्राचार्य के समक्ष उसके पर्यवेक्षक अथवा संस्थान के प्रमुख से उसकी प्रगति की छमाही रिपोर्ट जमा करानी होगी । ऐसी रिपोर्ट अध्ययन छुट्टी की अवधि के प्रत्येक 6 माह की समाप्ति से 1 माह पूर्व कुलसचिव / प्राचार्य के पास पहुंच जानी चाहिए । यदि रिपोर्ट कुलसचिव / प्राचार्य के पास विनिर्दिष्ट समय के भीतर नहीं पहुंचती है तो छुट्टी हेतु वेतन का भुगतान को ऐसी रिपोर्ट की प्राप्ति तक आस्थगित रखा जा सकता है ।

(xvi) छुट्टी पर गए शिक्षक को अध्ययन छुट्टी अवधि के पूरा होने पर एक विस्तृत रिपोर्ट जमा करनी होगी । अध्ययन छुट्टी की अवधि के दौरान प्रस्तुत किए गए शोध दस्तावेज / विनिबंध / शैक्षणिक पत्रों की एक प्रति प्राथमिक रूप से विश्वविद्यालय / महाविद्यालय / संस्थान की वेबसाइट पर सार्वजनिक की जानी चाहिए ।

(xvii) संकाय सदस्य, विशेषरूप से सहायक आचार्य के स्तर पर कनिष्ठ संकाय के ज्ञान और कौशल को बढ़ाने की दृष्टि से विश्वविद्यालय / महाविद्यालय / संस्थानों और उनके अधीनस्थ विभागों के प्रमुखों को संकाय सुधार के हित को ध्यान में रखते हुए अध्ययन छुट्टी प्रदान करने में उदार होना चाहिए ताकि दीर्घावधि में विश्वविद्यालय / महाविद्यालय / संस्थान के शैक्षणिक मानक सकारात्मक रूप से प्रभावित हो सकें ।

8.3 सबैटिकल छुट्टी :

(i) विश्वविद्यालय और महाविद्यालयों के स्थायी, पूर्णकालिक शिक्षक जिन्होंने उपाचार्य / सह आचार्य या आचार्य के रूप में 7 वर्ष की सेवा पूरी कर ली है, को विश्वविद्यालय और उच्चतर शिक्षा प्रणाली में अपनी कुशलता और उपयोगिता बढ़ाने के उद्देश्य से अध्ययन अथवा शोध अथवा अन्य कोई शैक्षणिक लक्ष्य प्राप्त करने के लिए सबैटिकल छुट्टियां प्रदान की जाएं । इन छुट्टियों की अवधि, एक बार में, एक वर्ष से अधिक नहीं होनी चाहिए और शिक्षक के संपूर्ण कैरियर में दो वर्ष से अधिक नहीं होनी चाहिए ।

(ii) एक शिक्षक जिसने अध्ययन छुट्टी ली है, वह तब तक सबैटिकल छुट्टी का हकदार नहीं होगा जब तक कि शिक्षक पहले वाली अध्ययन छुट्टी से वापस आने की तिथि के पांच वर्ष की अवधि पूर्ण न की गई हो, अथवा एक वर्ष या उससे अधिक अवधि के किसी अन्य प्रकार के प्रशिक्षण कार्यक्रम को पूरा न कर ले ।

(iii) एक शिक्षक को सबैटिकल छुट्टी के दौरान उसके सबैटिकल छुट्टी पर जाने से तुरंत पहले वाली उपर्युक्त दरों पर वेतन और भत्ते (विहित शर्तें पूरी की जाने के अध्वधीन) मिलने चाहिए।

(iv) सबैटिकल छुट्टी पर गए एक शिक्षक को उस छुट्टी अवधि के दौरान भारत में या विदेश में किसी संगठन के अंतर्गत नियमित या अंशकालिक नियुक्ति के अंतर्गत कोई कार्य नहीं करना चाहिए। हालांकि, उसे भारत या विदेश में किसी भी संस्थान में नियमित रोजगार के अतिरिक्त एक मानदेय या किसी और प्रकार की सहायता के साथ एक अध्वेतावृत्ति या एक शोध छात्रवृत्ति या एक तदर्थ शिक्षण और शोध कार्य स्वीकृत करने की अनुमति है बशर्तें कि ऐसे मामले में कार्यकारिणी परिषद्/ सिंडिकेट, यदि चाहे तो, नियोजक द्वारा निर्धारित कम वेतन और भत्तों पर सबैटिकल छुट्टी प्रदान की जा सकती है।

(v) सबैटिकल छुट्टी की अवधि के दौरान शिक्षक को नियत तिथि पर वेतन वृद्धि प्राप्त करने की अनुमति होगी। छुट्टी की अवधि को पेंशन/ अंशदायी भविष्य निधि के प्रयोजनार्थ हेतु सेवा में जोड़ा जाना चाहिए, *बशर्तें कि* शिक्षक अध्ययन छुट्टी की समाप्ति के पश्चात् विश्वविद्यालय/ महाविद्यालय संस्थान में पुनः कार्यग्रहण करे।

8.4 विश्वविद्यालयों/ महाविद्यालयों के स्थायी शिक्षकों हेतु अन्य प्रकार की छुट्टी के नियम

स्थायी अध्यापकों के लिए निम्नलिखित प्रकार की छुट्टियां स्वीकार्य होगी :

- (i) छुट्टी जैसे आकस्मिक छुट्टी, विशेष आकस्मिक छुट्टी और इतर कार्यार्थ छुट्टी को ड्यूटी समझा जाए;
 - (ii) सेवा द्वारा अर्जित की गई छुट्टियां जैसे अर्जित छुट्टी, अर्ध वेतन छुट्टी और परिवर्तित छुट्टी ;
 - (iii) ड्यूटी के बिना अर्जित की गई छुट्टियां जैसे असाधारण छुट्टी और अर्जन शोध्य छुट्टी ;
 - (iv) छुट्टी खाते से नहीं काटी गई छुट्टी;
 - (v) शैक्षणिक उत्कृष्टता हेतु प्राप्त की गई छुट्टी जैसे अध्ययन छुट्टी, सबैटिकल छुट्टी और शैक्षणिक छुट्टी;
 - (vi) स्वास्थ्य के आधार पर प्राप्त की गई छुट्टी जैसे प्रसूति छुट्टी और संगरोध छुट्टी;
- (ख) कार्यकारिणी परिषद्/सिंडिकेट *अपवादस्वरूप मामलों* में किसी भी प्रकार की शर्तें और निबंधन के अध्वधीन जैसा वह उचित समझे कोई भी अन्य छुट्टी दे सकती है, जिसके लिए कारण दर्ज किया जाना चाहिए।

I. आकस्मिक छुट्टी

- (i) किसी शिक्षक को दी जाने वाली आकस्मिक छुट्टी की संख्या एक शैक्षणिक वर्ष में आठ दिनों से अधिक नहीं होनी चाहिए।
- (ii) आकस्मिक छुट्टी को विशेष आकस्मिक छुट्टी के अतिरिक्त किसी भी अन्य प्रकार की छुट्टी के साथ नहीं जोड़ा जा सकता। तथापि, ऐसी आकस्मिक छुट्टी को रविवार सहित अन्य अवकाशों के साथ जोड़ा जा सकता है। आकस्मिक छुट्टी की अवधि के दौरान आने वाले अवकाश या रविवार को आकस्मिक छुट्टी के रूप में नहीं गिना जाएगा।

II. विशेष आकस्मिक छुट्टी

- (i) किसी शिक्षक को एक शैक्षणिक वर्ष में दस से अधिक विशेष आकस्मिक छुट्टी नहीं दी जानी चाहिए;
- (क) विश्वविद्यालय/ लोक सेवा आयोग/ परीक्षा बोर्ड या अन्य इसी प्रकार के निकायों/ संस्थानों की परीक्षा आयोजित कराने के लिए; और
- (ख) किसी सांविधिक बोर्ड से जुड़े शैक्षणिक संस्थानों के निरीक्षण के लिए।
- (ii) दस दिनों की ग्राह्य छुट्टी की गणना में की गई वास्तविक यात्रा के दिन, यदि कोई हो, उन स्थानों से वहां तक जहां उपर्युक्त विनिर्दिष्ट कार्यकलाप हुए हैं, को इससे बाहर रखा जाएगा।
- (iii) इसके अतिरिक्त, नीचे बताए गए स्तर तक विशेष आकस्मिक छुट्टी भी प्रदान की जाए;
- (क) परिवार नियोजन कार्यक्रम के अंतर्गत नसबंदी ऑपरेशन, (पुरुष नसबंदी और महिला नसबंदी) के मामले में छुट्टियां छह कार्य दिवसों तक सीमित रहेगी; और
- (ख) एक महिला शिक्षक जो 'नॉन-पयूरपूरल' नसबंदी कराती है। इस मामले में छुट्टी 14 दिन तक सीमित होगी।
- (iv) विशेष आकस्मिक छुट्टी जमा नहीं की जा सकती और ना ही इसे आकस्मिक छुट्टी के अतिरिक्त किसी और प्रकार की छुट्टी के साथ जोड़ा जा सकता है। प्रत्येक मौके पर स्वीकृति प्रदान करने वाले अधिकारी द्वारा इसे छुट्टियों के साथ प्रदान किया जा सकता है।

I. अर्जित छुट्टियां

- (i) एक शिक्षक के लिए ग्राह्य अर्जित छुट्टियां :

(क) प्रावकाश सहित वास्तविक सेवा का 1/30 ; सहित

(ख) उस अवधि का एक तिहाई, यदि कोई हो तो, जिसके दौरान उसे प्रावकाश के दौरान ड्यूटी करनी होगी।

वास्तविक सेवा की अवधि की गणना के प्रयोजनार्थ, आकस्मिक, विशेष आकस्मिक और इतर कार्यार्थ छुट्टी को छोड़कर सभी छुट्टी अवधि को हटाया जाना चाहिए।

(ii) किसी शिक्षक के पास 300 दिनों से अधिक की अर्जित छुट्टी जमा नहीं होनी चाहिए। एक बार में अर्जित छुट्टी मंजूर करने की अधिकतम अवधि 60 दिन से अधिक नहीं होनी चाहिए। तथापि, उच्चतर शिक्षा प्राप्ति या प्रशिक्षण या चिकित्सा प्रमाण पत्र के साथ छुट्टी या जब पूरी छुट्टी या छुट्टी का एक भाग भारत से बाहर बिताया गया हो तो इन मामलों में 60 दिन से अधिक की अर्जित छुट्टी मंजूर की जा सकती है।

संदेह दूर करने हेतु यह स्पष्ट किया जाता है :

1. जब एक शिक्षक अर्जित छुट्टियों के साथ प्रावकाश को जोड़ता है तो औसत वेतन पर अधिकतम छुट्टी की गणना में प्रावकाश की अवधि को छुट्टी माना जाएगा जिसे विशिष्ट अवधि की छुट्टी में शामिल किया जा सकता है।

2. यदि भारत से बाहर छुट्टी का एक केवल एक हिस्सा बिताया गया हो तो 120 दिन से अधिक की छुट्टी केवल उस स्थिति में दी जाएगी, जबकि भारत में बिताई गई छुट्टियों का भाग कुल मिलाकर 120 दिन से अधिक नहीं हो।

3. शिक्षण स्टाफ के सदस्यों के लिए अर्जित छुट्टियों के नकदीकरण की अनुमति केंद्र सरकार या राज्य सरकार के कर्मचारियों की भांति लागू होनी चाहिए।

IV. अर्ध-वेतन छुट्टी

किसी स्थायी शिक्षक के लिए सेवा का प्रत्येक वर्ष पूरा होने पर 20 दिन की अवधि की अर्ध-वेतन छुट्टी स्वीकृत की सकती है। ऐसी छुट्टी को किसी पंजीकृत चिकित्सक से चिकित्सा प्रमाणपत्र प्राप्त कर, किसी निजी मामले या किसी शैक्षणिक प्रयोजनार्थ के आधार पर प्रदान की जानी चाहिए।

स्पष्टीकरण :

“एक वर्ष की सेवा पूर्ण की” का अभिप्राय है कि विश्वविद्यालय के अंतर्गत एक विनिर्दिष्ट अवधि के लिए लगातार की गई सेवा जिसमें असाधारण छुट्टी सहित छुट्टी के साथ-साथ सेवा से अनुपस्थिति की अवधि भी शामिल है।

नोट : सेवानिवृत्ति के समय छुट्टियों के नगदीकरण के प्रयोजनार्थ यदि अर्जित छुट्टियों की संख्या 300 से कम है तो अर्जित छुट्टियों की संख्या की गणना हेतु अर्ध-वेतन छुट्टियों को अर्जित छुट्टियों के साथ जोड़ दिया जाना चाहिए जैसा कि भारत सरकार/ राज्य सरकार के कर्मचारियों के मामले में लागू होता है।

V. परिवर्तित छुट्टी

निम्नलिखित शर्तों के अधीन एक स्थायी शिक्षक को एक पंजीकृत चिकित्सक से चिकित्सा प्रमाणपत्र के आधार पर परिवर्तित छुट्टी, जो देय अर्ध-वेतन छुट्टी के आधे से अधिक न हो, प्रदान की जा सकती है :

(i) संपूर्ण सेवा अवधि के दौरान परिवर्तित छुट्टी की अवधि की अधिकतम सीमा 240 दिन होगी;

(ii) परिवर्तित छुट्टी प्रदान किए जाने की स्थिति में, अर्ध-वेतन छुट्टी के खाते से दोगनी छुट्टी काटी जाएगी; और

(iii) एक साथ ली गई अर्जित छुट्टी और परिवर्तित छुट्टी की कुल अवधि एक समय में 240 दिनों से अधिक नहीं होगी;

बशर्ते कि इन विनियमों के अधीन कोई परिवर्तित छुट्टी नहीं दी जाएगी, जब तक छुट्टी स्वीकृत करने वाले सक्षम प्राधिकारी को यह विश्वास ना हो कि शिक्षक इस अवधि के समाप्त होने पर अपने कार्य पर वापस लौटेगा।

VI. असाधारण छुट्टी

(i) किसी स्थायी शिक्षक को असाधारण छुट्टी दी जा सकती है जबकि -

(क) कोई अन्य छुट्टी स्वीकार्य ना हो; अथवा

(ख) अन्य छुट्टी ग्राह्य हो और शिक्षक असाधारण छुट्टी हेतु लिखित में आवेदन करें।

(ii) असाधारण छुट्टी सदैव बिना वेतन और भत्तों के होगी। इसमें निम्नलिखित मामलों को छोड़कर वेतन वृद्धि की गणना के लिए इस पर विचार नहीं किया जाएगा:

(क) चिकित्सा प्रमाण पत्रों के आधार पर ली गई छुट्टी;

(ख) ऐसे मामलों में जहां कुलपति/ प्राचार्य संतुष्ट हो कि शिक्षक के नियंत्रण से बाहर के कारणों के चलते छुट्टी ली गई थी, जैसे कि नागरिक विद्रोह, अथवा प्राकृतिक आपदा के कारण कार्यभार ग्रहण करने अथवा पुनः कार्यभार ग्रहण करने में अक्षमता और शिक्षक के खाते में अन्य कोई भी छुट्टी नहीं हो;

(ग) उच्चतर अध्ययन जारी रखने हेतु ली गई छुट्टी; और

(घ) शिक्षण पद, अध्येतावृत्ति अथवा शोध-सह-शिक्षण पद के लिए निमंत्रण स्वीकार करने अथवा तकनीकी अथवा अकादमिक महत्व के कार्य सौंपे जाने पर छुट्टी प्रदान की गई हो।

(iii) असाधारण छुट्टी को आकस्मिक छुट्टी और विशेष आकस्मिक छुट्टी के अलावा अन्य किसी छुट्टी के साथ जोड़ा जा सकता है बशर्त कि छुट्टी पर कार्य से लगातार अनुपस्थिति की कुल अवधि, ऐसे मामलों को छोड़कर जहां छुट्टी चिकित्सा प्रमाण पत्र पर ली गई हो, 3 वर्षों से अधिक नहीं होगी (उस छुट्टी की अवधि सहित जो उक्त छुट्टी के साथ जोड़ी गई है)। कार्य से अनुपस्थिति की कुल अवधि किसी भी स्थिति में व्यक्ति की संपूर्ण सेवा अवधि में पांच वर्षों से अधिक नहीं होगी।

(iv) छुट्टी प्रदान करने हेतु सक्षम प्राधिकारी, अनुपस्थिति की अवधि को भूतलक्षी प्रभाव से बिना छुट्टी के अनुपस्थिति को असाधारण छुट्टी में परिवर्तित कर सकता है।

VII. 'अर्जन शोध्य छुट्टी'

(i) 'अर्जन शोध्य छुट्टी' कुलपति/ प्राचार्य के विवेक पर स्थायी शिक्षक को उसकी संपूर्ण सेवा अवधि के दौरान 360 दिनों से अधिक नहीं प्रदान की जा सकती है, जिसमें से चिकित्सा प्रमाणपत्र पर एक समय में 90 दिन और संपूर्ण रूप से 180 दिन से अधिक की छुट्टी नहीं होनी चाहिए। उक्त छुट्टी को उनके द्वारा बाद में अर्जित किए गए अर्ध-वेतन छुट्टी से काटा जाएगा।

(ii) 'अर्जन शोध्य छुट्टी' कुलपति/ प्राचार्य द्वारा तब तक प्रदान नहीं की जाएगी, जब तक वह संतुष्ट ना हो कि जहाँ तक उन्हें यह यथोचित पूर्वानुमान हो कि शिक्षक छुट्टी की समाप्ति पर कार्य पर वापस लौटेगा और दी गई छुट्टी अर्जित करेगा।

(iii) एक शिक्षक, जिसे 'अर्जन शोध्य छुट्टी' प्रदान की गई है, उसे तब तक सेवा से त्यागपत्र देने की अनुमति नहीं दी जाएगी जब तक उसकी सक्रिय सेवा से उसके छुट्टी के खाते में शेष छुट्टी समाप्त नहीं हो जाती अथवा वह इस तरह से अर्जित नहीं की गई अवधि हेतु वेतन और भत्तों के रूप में उसे दी गई धनराशि वापस ना करें। ऐसे मामलों में जहां खराब स्वास्थ्य के कारण सेवानिवृत्ति अपरिहार्य बन जाती है, शिक्षक आगे की सेवा के लिए अशक्त हो जाता है, ऐसे मामलों में अर्जित की जाने वाली छुट्टी की अवधि हेतु वेतन अवकाश का प्रतिदाय कार्यकारी परिषद्/ महाविद्यालय के शासी निकाय द्वारा समाप्त किया जा सकता है।

बशर्त कि कार्यकारी परिषद्/ महाविद्यालय का शासी निकाय किसी अन्य अपवादस्वरूप मामले में लिखित में कारणों को दर्ज करके, अर्जित की जाने वाली छुट्टी की अवधि हेतु वेतन अवकाश के प्रतिदाय को समाप्त कर सकता है।

VIII. प्रसूति छुट्टी

(i) महिला शिक्षक को पूर्ण वेतन पर पूरी सेवा अवधि में दो बार 180 दिनों से अधिक की प्रसूति छुट्टी नहीं दी जा सकती है। प्रसूति छुट्टी अकाल प्रसव हो जाने सहित गर्भपात के मामले में भी प्रदान की जा सकती है, बशर्त कि एक महिला शिक्षक को अपनी सेवा अवधि में 45 दिनों से अधिक छुट्टी नहीं प्रदान की गई हो और छुट्टी हेतु आवेदन के साथ चिकित्सा प्रमाण पत्र प्रदान किया जाए।

(ii) प्रसूति छुट्टी को किसी अर्जित अवकाश, अर्ध-वेतन छुट्टी अथवा असाधारण छुट्टी के साथ जोड़ा जा सकता है परंतु प्रसूति छुट्टी को आगे बढ़ाने के लिए आवेदन के साथ किसी भी छुट्टी को केवल उस स्थिति में प्रदान किया जा सकता है जब उसके अनुरोध के साथ एक चिकित्सा प्रमाणपत्र संलग्न हो।

IX. बालचर्या छुट्टी

महिला शिक्षकों को अपने अवयस्क बच्चे/ बच्चों की देखभाल के लिए दो वर्षों की अवधि की छुट्टी प्रदान की जा सकती है। केंद्र सरकार की महिला कर्मचारियों की तर्ज पर महिला शिक्षकों को अपनी संपूर्ण सेवा अवधि के दौरान दो वर्षों (730) दिनों की अधिकतम अवधि हेतु बालचर्या छुट्टी प्रदान की जा सकती है। ऐसे मामलों में जहां बालचर्या छुट्टी 45 दिनों से अधिक की अवधि के लिए प्रदान की गई हो तो विश्वविद्यालय/ महाविद्यालय/ संस्थान एक अंशकालिक/ वैकल्पिक अतिथि शिक्षक को विश्वविद्यालय अनुदान आयोग को पूर्व जानकारी प्रदान कर नियुक्त कर सकते हैं।

X. पितृत्व अवकाश

पुरुष शिक्षकों को उनकी पत्नी की प्रसूति के दौरान 15 दिनों की पितृत्व अवकाश प्रदान किया जा सकता है पर ऐसा अवकाश केवल दो बच्चों पर ही प्रदान किया जाएगा।

XI. दत्तक ग्रहण छुट्टी

दत्तक ग्रहण छुट्टी केंद्र सरकार के नियमों के अनुसार प्रदान की जा सकती है।

XII. सरोगेसी हेतु छुट्टी

सरोगेसी हेतु छुट्टी भारत सरकार द्वारा निर्धारित नियमों, विनियमों और मानदंडों के अनुसार लागू होगी।

9. शोध संवर्धन अनुदान

विश्वविद्यालय अनुदान आयोग अथवा संबंधित एजेंसी (केंद्र/राज्य सरकार) शिक्षकों और अन्य गैर-व्यवसायिक अकादमिक स्टाफ को अपनी नियुक्ति के पश्चात् शीघ्र शोध शुरू करने के लिए सामाजिक विज्ञान, मानविकी और भाषा में 3 लाख रुपए और विज्ञान और प्रौद्योगिकी में 6 लाख रुपए तक स्टार्टअप अनुदान प्रदान कर सकते हैं।

9.1 परामर्शदात्री कार्य

संस्थाओं और परामर्शदाता शिक्षकों के बीच परामर्शदात्री नियमों, निबंधनों, शर्तों और राजस्व साझा करने के मॉडल को विश्वविद्यालय अनुदान आयोग के पृथक परामर्शदात्री नियमों के अनुसार किया जाएगा।

10.0 सी.ए.एस. के अंतर्गत सीधी भर्ती और प्रोन्नति हेतु पिछली सेवाओं की गणना करना

सहायक आचार्य, सह-आचार्य, आचार्य अथवा किसी अन्य नाम से जाने वाले रूप में एक शिक्षक को सी.ए.एस. के अंतर्गत सीधी भर्ती और प्रोन्नति हेतु विश्वविद्यालय, महाविद्यालय, राष्ट्रीय प्रयोगशालाओं अथवा सीएसआईआर, आईसीएआर, डीआरडीओ, विश्वविद्यालय अनुदान आयोग, आईसीएसएसआर, आईसीएचआर, आईसीएमआर और डीबीटी जैसे अन्य वैज्ञानिक/व्यावसायिक संगठनों में सहायक आचार्य, सह-आचार्य अथवा आचार्य अथवा समकक्ष के रूप में पूर्व नियमित सेवा, चाहे राष्ट्रीय अथवा अंतर्राष्ट्रीय हो, की गणना की जानी चाहिए, बशर्ते कि-

(क) धारित पद की अनिवार्य अर्हताएं सहायक आचार्य, सह-आचार्य और आचार्य, जैसी भी स्थिति हो, के लिए विश्वविद्यालय अनुदान आयोग द्वारा निर्धारित की गई अर्हताओं से कम नहीं हो।

(ख) पद, सहायक आचार्य (व्याख्याता), सह-आचार्य (उपाचार्य) और आचार्य के पद के रूप में समकक्ष श्रेणी का हो/था अथवा पूर्व संशोधित वेतनमान पर हो/रहा हो।

(ग) संबंधित सहायक आचार्य, सह-आचार्य और आचार्य के पास सहायक आचार्य, सह-आचार्य और आचार्य, जैसी भी स्थिति हो, के पद पर नियुक्ति हेतु विश्वविद्यालय अनुदान आयोग द्वारा निर्धारित न्यूनतम अर्हताएं होनी चाहिए।

(घ) ऐसी नियुक्तियों के लिए संबंधित विश्वविद्यालय/राज्य सरकार/केंद्र सरकार/संस्थानों की निर्धारित चयन प्रक्रिया के निर्धारित विनियमों के अनुसार पद भरे गए हो।

(ङ) किसी भी अवधि के दौरान पूर्व नियुक्ति अतिथि व्याख्याता के रूप में नहीं की गई हो।

(च) पूर्व तदर्थ अथवा अस्थाई अथवा परिशिष्ट सेवा (जिस भी नाम से इसे जाना जाए) की प्रत्यक्ष भर्ती और प्रोन्नति हेतु गणना की जाएगी, बशर्ते कि-

(i) विश्वविद्यालय अनुदान आयोग द्वारा सहायक आचार्य, सह-आचार्य और आचार्य, जैसी भी स्थिति हो, हेतु अनिवार्य अर्हताएं आवश्यक धारित पद की आवश्यक अर्हताओं से कम ना हो;

(ii) पदधारी की नियुक्ति, विधिवत रूप से गठित चयन समिति/संबंधित विश्वविद्यालय के नियमों के अनुसार गठित चयन समिति की सिफारिशों पर की गई हो;

(iii) पदधारी नियमित आधार पर नियुक्त किए गए सहायक आचार्य, सह-आचार्य और आचार्य, जैसी भी स्थिति हो, के मासिक सकल वेतन से कम कुल सकल परिलब्धियां प्राप्त नहीं कर रहे हों; और

(छ) इस खंड के अंतर्गत विगत सेवा की गणना करते समय संस्थान (निजी/स्थानीय निकाय/सरकारी), जहां पूर्व सेवाएं प्रदान की गई थी, की प्रबंधन के स्वरूप का संदर्भ देते समय कोई भेदभाव नहीं किया जाएगा।

11.0 परिवीक्षा और स्थायीकरण की अवधि

11.1 किसी शिक्षक की परिवीक्षा की न्यूनतम अवधि एक वर्ष होगी, जिसे असंतोषजनक प्रदर्शन किए जाने की स्थिति में एक वर्ष और बढ़ाया जा सकता है।

11.2 परिवीक्षाधीन शिक्षक को एक वर्ष के अंत में स्थायी किया जाएगा, जब तक कि पहले वर्ष की समाप्ति से पूर्व किसी विशिष्ट आदेश के माध्यम से इस अवधि को एक और वर्ष बढ़ाया ना गया हो।

11.3 इस विनियम के खंड 11 के अध्याधीन, विश्वविद्यालय/संबंधित संस्थान के लिए यह अनिवार्य है कि वह संतोषजनक कार्य निष्पादन के सत्यापन की यथावत प्रक्रिया के अनुसरण के पश्चात् परिवीक्षा अवधि के पूरा होने के 45 दिनों के भीतर पदधारियों को स्थायी करने का आदेश जारी करें।

11.4 परिवीक्षा और स्थायीकरण नियमों को केंद्र सरकार द्वारा समय-समय पर जारी केवल भर्ती के शुरूआती चरण पर ही लागू किया जाएगा।

11.5 परिवीक्षा और स्थायीकरण संबंधी केंद्र सरकार के अन्य सभी नियम यथाचित परिवर्तनों सहित लागू होंगे।

12.0 शिक्षकों के पदों का सृजन और उनका भरा जाना

12.1 जहां तक व्यवहार्य हो, विश्वविद्यालयों में शिक्षकों का पद पिरामिड क्रम में सृजित किए जाएं, उदाहरण के लिए, आचार्य के 1 पद के लिए प्रति विभाग सह- आचार्य के 2 पद और सहायक आचार्यों के चार पद होने चाहिए।

12.2 विश्वविद्यालय प्रणाली में सभी स्वीकृत/ अनुमोदित पद तत्काल आधार पर भरे जाएंगे।

13.0 परिशिष्ट आधार पर नियुक्तियां

परिशिष्ट आधार पर शिक्षक की नियुक्ति तभी की जानी चाहिए जब पूर्ण रूप से अनिवार्य न हो और जब छात्र शिक्षक का अनुपात निर्धारित मानदंड पर खरा न उतरता हो। ऐसे किसी मामले में, उक्त नियुक्तियों की संख्या महाविद्यालय/ विश्वविद्यालय में संकाय पदों की कुल संख्या के 10 प्रतिशत से अधिक नहीं होनी चाहिए। उन्हें नियुक्त करने संबंधी अर्हताएं और चयन प्रक्रिया वही होनी चाहिए जो नियमित आधार पर नियुक्त किए गए शिक्षकों पर लागू होती हैं। उक्त अनुबंधित शिक्षकों को दी गई निर्धारित परिलब्धियां नियमित आधार पर नियुक्त किए गए सहायक आचार्य के मासिक सकल वेतन से कम नहीं होनी चाहिए। प्रारंभ में, ऐसी नियुक्तियां एक शिक्षा सत्र से अधिक के लिए नहीं होनी चाहिए और ऐसे किसी नए शिक्षक के कार्य निष्पादन की अन्य सत्र हेतु परिशिष्ट आधार पर नियुक्त करने से पहले शैक्षणिक कार्यनिष्पादन की समीक्षा की जानी चाहिए। जब प्रसूति छुट्टी, बालचर्या छुट्टी इत्यादि के कारण रिक्तियां भरना पूर्ण रूप से अनिवार्य हो, तभी परिशिष्ट आधार पर ऐसी नियुक्तियां की जानी चाहिए।

14.0 शिक्षण के दिवस

14.1 विश्वविद्यालयों/ महाविद्यालयों में कम से कम 180 शिक्षण दिवस होने चाहिए अर्थात् 6 दिनों के सप्ताह में न्यूनतम 30 सप्ताह के वास्तविक शिक्षण दिवस होने चाहिए। शेष दिनों में, 12 सप्ताह को प्रवेश और परीक्षा संबंधी कार्यकलापों और सह- पाठ्यचर्या, खेलकूद, महाविद्यालय दिवस इत्यादि हेतु शिक्षणोत्तर दिवसों के लिए उपयोग किया जा सकता है। 8 सप्ताह प्रावकाश के लिए और 2 सप्ताह विभिन्न सरकारी छुट्टियों के लिए दिए जा सकते हैं। यदि विश्वविद्यालय पांच दिवसीय प्रति सप्ताह की पद्धति अपनाता है तो सप्ताह की संख्या तदनुसार बढ़ाई जानी चाहिए ताकि यह सुनिश्चित किया जा सके कि छह दिवसीय सप्ताह में 30 सप्ताह के समकक्ष वास्तविक शिक्षण कार्य किया जा सके।

उक्त उपबंध को निम्नानुसार संक्षेप में दिया गया है -

श्रेणीकरण	सप्ताहों की संख्या : एक सप्ताह में 6 दिवसीय पद्धति		सप्ताहों की संख्या : एक सप्ताह में 5 दिवसीय पद्धति	
	विश्वविद्यालय	महाविद्यालय	विश्वविद्यालय	महाविद्यालय
शिक्षण और ज्ञान अर्जन प्रक्रिया	30 (180 दिन) सप्ताह	30 (180 दिन) सप्ताह	36 (180 दिन) सप्ताह	36 (180 दिन) सप्ताह
प्रवेश, परीक्षा और परीक्षा हेतु तैयारी	12	10	8	8
प्रावकाश	8	10	6	6
सरकारी छुट्टियां (शिक्षण दिनों में तदनुसार वृद्धि करना और उनका समायोजन करना)	2	2	2	2
कुल	52	52	52	52

14.2 प्रावकाश में 2 सप्ताह की कमी करने के बदले विश्वविद्यालय के शिक्षकों के अर्जित अवकाश में उक्त अवधि की एक तिहाई दिनों के अवकाश की वृद्धि की जा सकती है। तथापि, महाविद्यालय के पास एक वर्ष में कुल 10 सप्ताहों के प्रावकाश का विकल्प होगा और प्रावकाश के दौरान कार्य करने की आवश्यकता के अलावा किसी और कारण से अर्जित अवकाश नहीं दिया जाएगा जिसके लिए विश्वविद्यालय के शिक्षकों के मामले में अर्जित अवकाश के रूप में एक तिहाई अवधि की छुट्टी दी जाएगी।

15.0 कार्यभार

15.1 पूर्णकालिक रोजगार के मामले में एक शिक्षा वर्ष में शिक्षकों का कार्यभार 30 कार्य सप्ताह (एक सौ अस्सी शिक्षण दिवस) के लिए एक सप्ताह में 40 घंटों से कम नहीं होना चाहिए। विश्वविद्यालय/ महाविद्यालय में शिक्षकों के लिए यह अनिवार्य होगा कि वह कम से कम 5 घंटे प्रतिदिन उपलब्ध हो। शिक्षक अवर- स्नातक पाठ्यक्रमों के मामले में सामुदायिक विकास/ पाठ्योत्तर कार्यकलापों/ पुस्तकालय परामर्श/ शोध हेतु छात्रों को शिक्षित करने के लिए कम से कम प्रतिदिन दो घंटे (प्रति समन्वयक न्यूनतम 15 छात्र) और/ अथवा स्नातकोत्तर

पाठ्यक्रमों के मामले में शोध हेतु प्रतिदिन कम से कम दो घंटे का समय देंगे जिसके लिए विश्वविद्यालय/ महाविद्यालय द्वारा आवश्यक स्थान और अवसंरचना प्रदान की जाएगी। प्रत्यक्ष शिक्षण- ज्ञान अर्जन कार्यभार निम्नानुसार होना चाहिए :

सहायक आचार्य	16 घंटे प्रति सप्ताह
सह- आचार्य और आचार्य	14 घंटे प्रति सप्ताह

15.2 ऐसे आचार्य, जो विस्तार तथा प्रशासनिक कार्यों में शामिल हैं, तथा ऐसे सह-आचार्य और सहायक आचार्य जो सक्रिय रूप से प्रशासनिक कार्यों में जुटे हुए हों उन्हें प्रति सप्ताह कार्यों के लिए शिक्षण और ज्ञान अर्जन में दो घंटे की छूट प्रदान की जा सकती है।

16.0 सेवा करार और वरिष्ठता का निर्धारण करना

16.1 विश्वविद्यालय और महाविद्यालय में भर्ती के समय विश्वविद्यालय/ महाविद्यालय और संबंधित शिक्षक के बीच एक सेवा करार होना चाहिए और उसकी एक प्रति रजिस्ट्रार/ प्राचार्य के पास जमा की जाएगी। उक्त सेवा करार पर सरकारी प्रयोजनों के अनुसार विधिवत् रूप से स्टॉम्प ड्यूटी का भुगतान किया जाएगा।

16.2 खंड 6.0 और इसके उपखंडों और उपखंड 6.1 से 6.4 और इसमें अंतर्विष्ट सभी उपखंड तथा परिशिष्ट - II की तालिका 1 से 5 के अनुसार स्व- मूल्यांकन प्रविधियां, पात्रता के अनुसार, सेवा करार/ रिकॉर्ड का भाग होंगी।

16.3 सी.ए.एस. के अंतर्गत प्रत्यक्ष रूप से भर्ती किए गए और प्रोन्नत किए गए शिक्षकों के बीच परस्पर वरिष्ठता का निर्धारण

सी.ए.एस. के अंतर्गत प्रत्यक्ष रूप से भर्ती किए गए और प्रोन्नत किए गए शिक्षकों के बीच परस्पर वरिष्ठता का निर्धारण कार्यभार संभालने की तिथि से किया जाएगा और सी.ए.एस. के अंतर्गत प्रोन्नत किए गए शिक्षकों हेतु पात्रता की तिथि से किया जाएगा, जैसे कि संबंधित भर्तियों की चयन समिति की सिफारिशों में दर्शाया गया है। वरिष्ठता के अन्य सभी मामलों के लिए संबंधित केंद्र/ राज्य सरकार के नियम और विनियम लागू होंगे।

17.0 व्यावसायिक आचार संहिता

I. शिक्षक और उनके दायित्व :

जो कोई भी शिक्षण को व्यवसाय के रूप में अपनाता है उसका दायित्व होता है कि वह पेशे के आदर्शों के अनुरूप अपने आचरण को बनाए रखे। एक शिक्षक लगातार अपने छात्रों और समाज की समीक्षा के अधीन रहता है। इसलिए, प्रत्येक शिक्षक को यह ध्यान रखना चाहिए कि उसकी कथनी और करनी के बीच कोई भेद नहीं हो। पहले से ही निर्धारित शिक्षा के राष्ट्रीय आदर्शों और उन्हें छात्रों प्रसार करना एक शिक्षक का स्वयं का आदर्श होना चाहिए। इस व्यवसाय में आगे यह भी आवश्यक है कि शिक्षक शांत, धैर्यवान, मिलनसार और मैत्रीपूर्ण स्वभाव का हो।

एक शिक्षक को :

- (i) ऐसा जिम्मेदारी भरे आचरण तथा व्यवहार का पालन करना चाहिए जैसा कि समुदाय उनसे आशा करता है;
- (ii) उन्हें अपने निजी मामलों का इस प्रकार से प्रबंधन करना चाहिए जो कि पेशे की प्रतिष्ठा के अनुरूप हों;
- (iii) अध्ययन और शोध के माध्यम से लगातार पेशेवर विकास जारी रखने चाहिए;
- (iv) ज्ञान के क्षेत्र में योगदान देने के लिए पेशेवर बैठकों, संगोष्ठियों, सम्मेलनों इत्यादि में भागीदारी करके मुक्त और मैत्रीपूर्ण विचार व्यक्त करने चाहिए;
- (v) पेशेवर संगठनों में सक्रिय सदस्यता को बनाए रखना चाहिए और उनके माध्यम से शिक्षा और व्यवसाय को बेहतर बनाने का प्रयास करना चाहिए;
- (vi) विवेकपूर्ण और समर्पण भावना से शिक्षण, अनुशिक्षण, प्रायोगिक ज्ञान, संगोष्ठियों और शोध कार्य के रूप में अपने कर्तव्यों का निष्पादन करना चाहिए;
- (vii) शिक्षण और शोध में साहित्य चोरी और अन्य अनैतिक व्यवहार में शामिल नहीं होना और उन्हें हतोत्साहित करना चाहिए;
- (viii) विश्वविद्यालय के अधिनियम, सांविधि और अध्यादेश का पालन करना चाहिए और विश्वविद्यालय के आदर्शों, विजन, मिशन, सांस्कृतिक पद्धतियों और परंपराओं का आदर करना चाहिए;
- (ix) महाविद्यालय और विश्वविद्यालय के शैक्षणिक दायित्वों से संबंधित कार्यों का क्रियान्वयन करने में सहयोग और सहायता प्रदान करना जैसे कि: प्रवेश हेतु आवेदनों का मूल्यांकन करने में सहायता करना, छात्रों को परामर्श देना और उनका मार्गदर्शन और निगरानी करना, पर्यवेक्षण और मूल्यांकन सहित विश्वविद्यालय और महाविद्यालय में परीक्षाएं आयोजित कराने में सहायता करना; और
- (x) सामुदायिक सेवा सहित सह- पाठ्यचर्या और पाठ्येत्तर कार्यकलापों के विस्तार में भागीदारी करना।

II. शिक्षक और छात्र**शिक्षक को :**

- (i) छात्रों को विचार व्यक्त करने के उनके अधिकारों और प्रतिष्ठा का आदर करना चाहिए ;
- (ii) छात्रों के धर्म, जाति, लिंग, राजनीति, आर्थिक, सामाजिक और शारीरिक गुणों को ध्यान में नहीं रखते हुए उनसे निष्पक्ष और बिना भेदभाव व्यवहार करना चाहिए;
- (iii) छात्रों के व्यवहार और क्षमताओं में अंतर को पहचानना और उनकी व्यक्तिगत आवश्यकताओं को पूरा करने का प्रयास करना चाहिए;
- (iv) छात्रों को उनकी उपलब्धियों में और सुधार करने के लिए प्रोत्साहित करना चाहिए, उनके व्यक्तित्व का विकास करना चाहिए और सामुदायिक कल्याण में योगदान देने के लिए उन्हें प्रोत्साहित करना चाहिए;
- (v) छात्रों में वैज्ञानिक मनोवृत्ति, जिज्ञासा का भाव और लोकतंत्र, देश भक्ति, सामाजिक न्याय, पर्यावरण संरक्षण, और शांति के आदर्श का संचरण करना चाहिए;
- (vi) छात्रों के साथ सम्मान से व्यवहार करना और किसी भी कारण के लिए किसी के साथ प्रतिशोधात्मक तरीके से व्यवहार नहीं करना चाहिए;
- (vii) गुणों का मूल्यांकन करने में छात्र की केवल उपलब्धियों पर ध्यान देना चाहिए;
- (viii) कक्षा के समय के बाद भी छात्रों के लिए स्वयं को उपलब्ध कराना और बिना किसी लाभ और पुरस्कार के छात्रों की सहायता और उनका मार्गदर्शन करना चाहिए;
- (ix) छात्रों में हमारी राष्ट्रीय विरासत और राष्ट्रीय उद्देश्यों की समझ विकसित करने में सहायता करना चाहिए;
- (x) अन्य छात्रों, सहपाठियों अथवा प्रशासन के विरुद्ध छात्रों को उत्तेजित नहीं करना चाहिए।

III. शिक्षक और सहयोगी शिक्षक**शिक्षक को :**

- (i) पेशे से जुड़े अन्य सदस्यों के साथ वैसा ही व्यवहार करना चाहिए जैसा वह स्वयं के साथ पसंद करेंगे;
- (ii) अन्य शिक्षकों के बारे में आदरपूर्वक बात करना और पेशेवर बेहतरी के लिए सहायता देनी चाहिए;
- (iii) उच्च प्राधिकारियों को सहयोगियों के विरुद्ध बेबुनियादी आरोप लगाने से बचना चाहिए;
- (iv) अपने पेशेवर प्रयासों में जाति, रंग, धर्म, प्रजाति अथवा लिंग संबंधी विचारों को नहीं आने देना चाहिए।

IV. शिक्षक और प्राधिकारी**शिक्षक को :**

- (i) लागू नियमों के अनुसार अपने व्यवसायिक दायित्वों का निर्वहन करना चाहिए और अपने स्वयं के संस्थागत निकाय और/ अथवा व्यवसायिक संगठनों के माध्यम से पेशे के लिए घातक ऐसे नियम में परिवर्तन के लिए कदम उठाने के लिए पेशे के अनुकूल प्रक्रियाओं और पद्धतियों का पालन करना चाहिए जो पेशेवर हित में हों।
- (ii) निजी ट्यूशन और अनुशिक्षण कक्षाओं सहित अन्य कोई रोजगार और प्रतिबद्धता से दूर रहना चाहिए, जिससे उनके पेशेवर उत्तरदायित्वों में हस्तक्षेप होने की संभावना हो;
- (iii) विभिन्न पदों का कार्यभार स्वीकार करके और उक्त पदों के उत्तरदायित्वों का निर्वहन करके संस्था की नीति निर्माण में सहयोग करना;
- (iv) अन्य संस्थाओं की नीतियों के निर्माण में अपने संगठनों के माध्यम से सहयोग करके पदों को स्वीकार करेंगे;
- (v) पेशे की मर्यादा के अनुरूप और हितों के मद्देनजर संस्थाओं की बेहतरी हेतु प्राधिकरणों का सहयोग करना चाहिए;
- (vi) परिशिष्ट की शर्तों का अनुपालन करेंगे;
- (vii) किसी स्थिति में नियोजन में परिवर्तन से पहले उचित नोटिस देंगे और ऐसे नोटिस की अपेक्षा करेंगे;
- (viii) अपरिहार्य कारणों के अतिरिक्त छुट्टियां लेने से बचेंगे और और जहां तक संभव हो सके शैक्षणिक सत्र को पूरा करने हेतु अपने विशेष उत्तरदायित्वों के मद्देनजर छुट्टी लेने से पूर्व सूचना प्रदान करेंगे।

शिक्षक और शिक्षणेत्तर कर्मचारी**शिक्षकों को चाहिए कि :**

- (i) प्रत्येक शैक्षणिक संस्था में सहयोग से किए जाने वाले कार्यों में शिक्षणेत्तर स्टाफ को अपना सहकर्मी और समान सहयोगी समझे;
- (ii) शिक्षकों और शिक्षणेत्तर स्टाफ से संबंधित संयुक्त स्टाफ परिषदों के कार्य में सहायता करें।

VI. शिक्षक और अभिभावक**शिक्षकों को चाहिए कि :**

- (i) शिक्षक, निकायों और संगठनों के माध्यम से इस बात पर ध्यान देने का प्रयास करें कि संस्थाएं, अभिभावकों, अपने विद्यार्थियों के साथ संपर्क बनाएं और जब कभी आवश्यक हो, अभिभावकों को उनकी निष्पादन रिपोर्ट भेजें और परस्पर विचारों के आदान-प्रदान और संस्था के लाभ हेतु इस प्रयोजनार्थ आयोजित बैठकों में अभिभावकों से भेंट करें।

VII. शिक्षक और समाज**शिक्षकों को चाहिए कि :**

- (i) इस बात को स्वीकार करें कि शिक्षा एक जन सेवा है और चलाए जा रहे कार्यक्रमों के बारे में लोगों को जानकारी प्रदान करने के लिए प्रयास करें;
- (ii) समाज में शिक्षा में सुधार करने और समाज के नैतिक और बौद्धिक जीवन को सुदृढ़ करने के लिए कार्य करें;
- (iii) सामाजिक समस्याओं से अवगत हों और ऐसी क्रियाकलापों में भाग लें जो समाज की प्रगति और कुल मिलाकर देश की प्रगति में सहायक हों;
- (iv) नागरिक के कर्तव्यों का निर्वहन करें, सामाजिक क्रियाकलापों में भाग लें और सरकारी सेवा के उत्तरदायित्वों में सहायता करें;
- (v) ऐसी क्रियाकलापों में भाग लेने से और सदस्य बनने या किसी भी प्रकार से सहायता करने से बचें जो विभिन्न समुदायों, धर्मों या भाषाई समूहों में नफरत और दुश्मनी को बढ़ावा देती हो, परंतु राष्ट्रीय एकता के लिए सक्रिय होकर कार्य करें।

कुलपति / सम-कुलपति / कुलदेशिक**कुलपति / सम-कुलपति / कुलदेशिक को चाहिए कि :**

- (क) नीति निर्माण, प्रचालन प्रबंधन, मानव संसाधनों के इष्टतम उपयोग और पर्यावरण और धारणीयता के माध्यम से विश्वविद्यालय को प्रेरणादायक और प्रेरक मूल्य आधारित अकादमिक और कार्यकारी नेतृत्व प्रदान करें;
- (ख) पारदर्शिता, निष्पक्षता, ईमानदारी, सर्वोच्च नैतिकता के साथ आचरण करें और निर्णय लें, जोकि विश्वविद्यालय के सर्वोत्तम हित में हों;
- (ग) कार्य और शिक्षा के लिए एक अनुकूल वातावरण प्रदान करने के लिए उत्तरदायित्वपूर्ण, इष्टतम तथा, प्रभावी तरीके और कुशलता के साथ संसाधनों के प्रबंधन में विश्वविद्यालय की संपत्ति के प्रबंधक के रूप में कार्य करें;
- (घ) विश्वविद्यालय में सहयोग, साझा करने और परामर्श से कार्य करने की संस्कृति को बढ़ावा दें, जिससे अभिनव सोच और विचारों के लिए मार्ग प्रशस्त हो सके;
- (ङ) ऐसी कार्य संस्कृति और नैतिकता को बढ़ावा देने का प्रयास करें जो राष्ट्र और समाज के लिए गुणवत्ता, व्यावसायिकता, संतुष्टि और सेवा प्रदान करें;
- (च) अपने पेशेवर प्रयासों के माध्यम से जाति, पंथ, धर्म, नस्ल, लिंग पर विचार करने से बचें।

महाविद्यालय के प्राचार्य को चाहिए कि;

- (क) नीति निर्माण, प्रचालन प्रबंधन, मानव संसाधनों के इष्टतम उपयोग और पर्यावरण और धारणीयता के माध्यम से विश्वविद्यालय को प्रेरणादायक और प्रेरक मूल्य आधारित अकादमिक और कार्यकारी नेतृत्व प्रदान करें;
- (ख) पारदर्शिता, निष्पक्षता, ईमानदारी, सर्वोच्च नैतिकता के साथ आचरण करें और निर्णय लें, जोकि विश्वविद्यालय के सर्वोत्तम हित में हों;
- (ग) कार्य और शिक्षा के लिए एक अनुकूल वातावरण प्रदान करने के लिए उत्तरदायित्वपूर्ण, इष्टतम तथा, प्रभावी तरीके और कुशलता के साथ संसाधनों के प्रबंधन में विश्वविद्यालय की संपत्ति के प्रबंधक के रूप में कार्य करें;
- (घ) विश्वविद्यालय में सहयोग, साझा करने और परामर्श से कार्य करने की संस्कृति को बढ़ावा दें, जिससे अभिनव सोच और विचारों के लिए मार्ग प्रशस्त हो सके;
- (ङ) ऐसी कार्य संस्कृति और नैतिकता को बढ़ावा देने का प्रयास करें जो राष्ट्र और समाज के लिए गुणवत्ता, व्यावसायिकता, संतुष्टि और सेवा प्रदान करें;

- (च) आचरण और व्यवहार में उत्तरदायित्वपूर्ण प्रतिमानों का अनुपालन करें जिसकी समाज उनसे अपेक्षा करता है;
- (छ) पेशे की गरिमा के अनुरूप अपने निजी मामलों का प्रबंधन करें;
- (ज) शिक्षण और शोध में साहित्य चोरी और अन्य अनैतिक व्यवहार में संलिप्त न हों और इसे हतोत्साहित करें;
- (झ) समाज सेवा सहित विस्तार, पाठ्यचर्या से जुड़े हुए और पाठ्येत्तर क्रियाकलापों में भाग लें;
- (ञ) अपने पेशेवर प्रयासों के माध्यम से जाति, पंथ, धर्म, नस्ल, लिंग पर विचार करने से बचें।

शारीरिक शिक्षा और खेलकूद निदेशक (विश्वविद्यालय/ महाविद्यालय) / पुस्तकाध्यक्ष (विश्वविद्यालय/ महाविद्यालय) को चाहिए कि वह:

- (क) आचरण और व्यवहार में उत्तरदायित्वपूर्ण प्रतिमानों का अनुपालन करें जिसकी समाज उनसे अपेक्षा करता है;
- (ख) पेशे की गरिमा के अनुरूप अपने निजी मामलों का प्रबंधन करें;
- (ग) शिक्षण और अनुसंधान में साहित्य चोरी और अन्य अनैतिक व्यवहार में संलिप्त न हों और इसे हतोत्साहित करें;
- (घ) समाज सेवा सहित विस्तार, पाठ्यचर्या से जुड़े हुए और पाठ्येत्तर क्रियाकलापों में भाग लें;
- (ङ) अपने पेशेवर प्रयासों के माध्यम से जाति, पंथ, धर्म, नस्ल, लिंग पर विचार करने से बचें।

18.0 उच्चतर शिक्षा संस्थाओं में मानकों को बनाए रखना :

उच्चतर शिक्षा में शिक्षा मानकों को बनाए रखने के लिए संबंधित विश्वविद्यालय/ महाविद्यालय/ संस्थानों द्वारा निम्नलिखित सिफारिशें अपनाई जाएंगी:

- i. इस संबंध में संबंधित विश्वविद्यालय अनुदान आयोग के विनियमों और उनमें समय-समय पर किए गए संशोधनों के अनुसार सभी विश्वविद्यालयों में पीएचडी उपाधि की मूल्यांकन प्रक्रिया समान होगी। विश्वविद्यालय उक्त विनियमों को इनकी अधिसूचना के पश्चात् छह माह के भीतर अंगीकार कर लेंगे।
- ii. महाविद्यालयों और विश्वविद्यालयों के संकाय सदस्यों को पीएचडी उपाधि प्राप्त करने के लिए प्रोत्साहित करने हेतु सेवारत शिक्षकों के लिए पीएचडी सीटों की अधिकता के संबंध में विशेष उपबंध किया जाएगा लेकिन, यदि विभाग में पात्र पर्यवेक्षकों के पास कोई रिक्त सीट उपलब्ध नहीं हो तो यह विभाग में उपलब्ध कुल सीटों के 10 प्रतिशत से अधिक नहीं होगा।
- iii. शोध को बढ़ावा देने के लिए और देश की शोध उत्पादकता में वृद्धि करने के लिए विश्वविद्यालय, महाविद्यालय के शिक्षकों को पीएचडी/ एमफिल विद्वानों के पर्यवेक्षण की अनुमति प्रदान करेगा और आवश्यकता आधारित सुविधाएं प्रदान करेगा, तदनुसार विश्वविद्यालय अपनी उपविधियों तथा अध्यादेशों में संशोधन करेंगे।
- iv. इन विनियमों में निर्धारित उपबंधों के अनुसार सभी नव-नियुक्त संकाय सदस्यों को मूल शोध/ कंप्यूटेशनल सुविधा स्थापित करने के लिए एक बार प्रारम्भिक धन/ स्टार्ट-अप अनुदान/ शोध अनुदान प्रदान किया जाएगा।
- v. इन विनियमों में निर्धारित उपबंधों के अनुसार भर्ती और प्रोन्नति के लिए पीएचडी उपाधि को अनिवार्य अपेक्षा बनाया जाएगा।
- vi. संसाधनों का इष्टतम उपयोग सुनिश्चित करने के लिए और उच्चतर शिक्षा संस्थानों में समन्वय स्थापित करने के लिए शोध सुविधाओं, मानव संसाधन, कौशल, और अवसरचना को साझा करने के लिए राज्य में विश्वविद्यालयों/ महाविद्यालयों/ अनुसंधान संस्थाओं के बीच अनुसंधान शोध कलस्टर सृजित किए जाएंगे।
- vii. विश्वविद्यालयों/ महाविद्यालयों/ संस्थाओं में सभी नव-नियुक्त सहायक आचार्यों के लिए आदर्श रूप से उनके शैक्षिक कार्य शुरू करने से पहले एक माह का अनुगम कार्यक्रम शुरू किया जाएगा लेकिन यह नव-नियुक्त संकाय सदस्य की भर्ती के निश्चित रूप से एक वर्ष के भीतर हो जाना चाहिए। विश्वविद्यालय अनुदान आयोग के मानव संसाधन विकास केन्द्रों के अतिरिक्त, विश्वविद्यालय/ संस्थाएं, अध्यापक और शिक्षण से संबंधित पंडित मदन मोहन मालवीय राष्ट्रीय मिशन (पीएमएमएमएनएमटीटी) योजना के माध्यम से अपने अधिदेश के अनुरूप उक्त अनुगम कार्यक्रम आयोजित करेंगे।
- viii. उक्त अनुगम कार्यक्रमों को सीएसएस आवश्यकताओं के प्रयोजन हेतु विश्वविद्यालय अनुदान आयोग के मानव संसाधन विकास केन्द्रों द्वारा पहले से चलाए जा रहे अभिविन्यास कार्यक्रमों के समतुल्य माना जाएगा। विश्वविद्यालय/ महाविद्यालय/ संस्थाएं अपने संकाय सदस्यों को चरणबद्ध तरीके से उक्त कार्यक्रमों में भेजेंगे जिससे शिक्षण कार्य में बाधा उत्पन्न न हो।
- ix. पीएमएमएमएनएमटीटी योजना के अंतर्गत स्कूल ऑफ एजुकेशन (एसओई), टीचिंग लर्निंग सेंटर्स (टीएलसी), फेकल्टी डेवलपमेंट सेंटर्स (एफडीसी), सेंटर्स फॉर एक्सीलेंस इन साइंस एंड मेथेमेटिक्स (सीईएसएमई), सेंटर्स फॉर अकैडमिक लीडरशिप एंड एजुकेशन मैनेजमेंट (सीएएलईएम) जैसे केन्द्रों द्वारा शिक्षकों/संकाय सदस्यों हेतु आयोजित एक सप्ताह से लेकर एक माह तक के सभी अल्पकालीन और दीर्घकालीन क्षमता-निर्माण कार्यक्रमों के साथ-साथ अध्यापन-संबंधी और विषय-विशिष्ट

क्षेत्रों के लिए आयोजित किए जा रहे संगोष्ठियों, कार्यशालाओं पर इन विनियमों के तहत कॅरियर उन्नति योजना में निर्धारित आवश्यकताओं को पूरा करने में विचार किया जाएगा।

19.0 अन्य निबंधन और शर्तें

19.1 पीएचडी/ एमफिल और अन्य उच्चतर शिक्षा हेतु प्रोत्साहन

i. जिन अभ्यर्थियों को विश्वविद्यालय अनुदान आयोग द्वारा निर्धारित दाखिला, पंजीकरण, कोर्स- वर्क और बाह्य मूल्यांकन प्रक्रिया का अनुपालन करके संबंधित विषय में पीएचडी की उपाधि प्रदान की गई है, वे सहायक आचार्य के रूप में भर्ती के प्रवेश स्तर पर प्रदान की जाने वाली वेतन वृद्धि में पाँच गैर- मिश्रित अग्रिम वेतन वृद्धि के पात्र होंगे।

ii. सहायक आचार्य के पद पर भर्ती के समय एमफिल उपाधि धारक दो गैर- मिश्रित अग्रिम वेतन वृद्धि के पात्र होंगे।

iii. जिन शिक्षकों के पास एलएलएम/ एम.टेक/ एम.आर्क/ एम.ई/ एम.वी.एससी/ एम.डी., आदि जैसे व्यावसायिक पाठ्यक्रमों की उपाधि है जिन्हें संबन्धित सांविधिक निकाय/ परिषद् द्वारा मान्यता प्राप्त है वे भी प्रवेश स्तर पर दो गैर- मिश्रित अग्रिम वेतन वृद्धि के पात्र होंगे।

iv.

(क) जो शिक्षक सेवा के दौरान पीएचडी की उपाधि प्राप्त करते हैं वे तभी प्रवेश स्तर पर तीन गैर -मिश्रित वेतन वृद्धि के पात्र होंगे यदि पीएचडी, रोजगार से सम्बंधित विषय में की गई है और जो विश्वविद्यालय द्वारा नामांकन, कोर्स- वर्क, मूल्यांकन आदि हेतु विश्वविद्यालय अनुदान आयोग द्वारा निर्धारित प्रक्रिया का पालन करके प्रदान की गई हो।

(ख) तथापि, उन सेवारत शिक्षकों को जिन्हें इन विनियमों के लागू होने के समय से पहले ही पीएचडी की उपाधि प्रदान कर दी गई है या पीएचडी में नामांकन हो गया हो, जो कोर्स- वर्क और मूल्यांकन पूरा कर चुके हों, यदि कोई हो तो, और पीएचडी की उपाधि प्रदान करने के संबंध में केवल अधिसूचना जारी की गई हो, तो वे भी प्रवेश स्तर पर तीन गैर- मिश्रित वेतन वृद्धि के पात्र होंगे, चाहे, पीएचडी की उपाधि प्रदान करने वाले विश्वविद्यालय को आयोग द्वारा विनिर्दिष्ट प्रक्रिया का अनुपालन करने के लिए विश्वविद्यालय अनुदान आयोग द्वारा अभी अधिसूचित नहीं किया गया है।

v. अन्य प्रत्येक मामले के संबंध में, वे शिक्षक जो पीएचडी में पहले से ही नामांकित हैं वे उस स्थिति में भी प्रवेश स्तर पर तीन गैर- मिश्रित वेतन वृद्धि के पात्र होंगे जब पीएचडी प्रदान करने वाले विश्वविद्यालय को विश्वविद्यालय अनुदान आयोग द्वारा कोर्स- वर्क या मूल्यांकन या दोनों, जैसा भी मामला हो, के सम्बन्ध में पीएचडी की उपाधि प्रदान करने हेतु आयोग द्वारा विनिर्दिष्ट प्रक्रिया का अनुपालन करने के लिए अधिसूचित किया गया हो।

vi. ऐसे सेवारत शिक्षक जिनका अभी पीएचडी में नामांकन नहीं हुआ है, को प्रवेश स्तर पर तीन गैर- मिश्रित वेतन वृद्धि का लाभ तभी प्राप्त होगा जब वे सेवा में रहते हुए पीएचडी की उपाधि प्राप्त करें और उक्त नामांकन ऐसे विश्वविद्यालय में होना चाहिए जो विश्वविद्यालय अनुदान आयोग द्वारा विनिर्दिष्ट नामांकन सहित सम्पूर्ण प्रक्रिया का अनुपालन करता हो।

vii. ऐसे शिक्षक, जो सेवा के दौरान व्यावसायिक पाठ्यक्रम में एमफिल उपाधि या स्नातकोत्तर उपाधि प्राप्त करते हैं जिन्हें संबंधित सांविधिक निकाय/ परिषद् द्वारा मान्यता प्राप्त हो, भी केवल प्रवेश स्तर पर एक अग्रिम वेतन वृद्धि के पात्र होंगे।

viii. ऐसे सहायक पुस्तकाध्यक्ष/ महाविद्यालय पुस्तकाध्यक्ष जिनके पास प्रवेश स्तर पर पुस्तकालय विज्ञान में पुस्तकालय विज्ञान की विधा में ऐसे विश्वविद्यालय से पीएचडी की उपाधि प्राप्त की हो, जो विश्वविद्यालय अनुदान आयोग द्वारा पुस्तकालय विज्ञान में पी.एच.डी. प्रदान करने के लिए नामांकन, कोर्स- वर्क, और मूल्यांकन के सम्बन्ध में विहित प्रक्रिया का पालन करता हो, वे पाँच गैर- मिश्रित अग्रिम वेतन वृद्धि के पात्र होंगे।

ix. (क) सहायक पुस्तकाध्यक्ष/ महाविद्यालय पुस्तकाध्यक्ष जो सेवकाल के दौरान कभी भी पुस्तकालय विज्ञान में ऐसे विश्वविद्यालय से जो नामांकन, कोर्स- वर्क, और मूल्यांकन के संबंध में विश्वविद्यालय अनुदान आयोग द्वारा विनिर्दिष्ट प्रक्रिया का अनुपालन करता हो, से पीएचडी की उपाधि प्राप्त करते हैं वे केवल प्रवेश स्तर पर लागू वृद्धि में तीन गैर- मिश्रित वेतन वृद्धि के पात्र होंगे।

(ख) तथापि, ऐसे शिक्षक, जो सहायक पुस्तकाध्यक्ष/ महाविद्यालय पुस्तकाध्यक्ष या उच्च पदों पर आसीन हैं, जिन्होंने इन विनियमों के लागू होने से पूर्व पुस्तकालय विज्ञान में पीएचडी की उपाधि प्राप्त कर ली है या पहले ही कोर्स वर्क और मूल्यांकन, यदि कोई हों तो, पूरा कर लिया हो और इस सम्बन्ध में केवल अधिसूचना की प्रतीक्षा हो, वे लोग भी केवल प्रवेश स्तर पर लागू वृद्धि में तीन गैर- मिश्रित वेतन वृद्धि के पात्र होंगे।

ix. सहायक पुस्तकाध्यक्ष/ महाविद्यालय पुस्तकाध्यक्ष या उच्च पदों पर आसीन अन्य प्रत्येक मामले के संबंध में, जो पीएचडी में पहले से ही नामांकित हैं, वे प्रवेश स्तर पर तीन गैर- मिश्रित वेतन वृद्धि के पात्र होंगे जब पीएचडी प्रदान करने वाले विश्वविद्यालय को विश्वविद्यालय अनुदान आयोग द्वारा कोर्स-वर्क या मूल्यांकन या दोनों, जैसा भी मामला हो, के सम्बन्ध में पीएचडी की उपाधि प्रदान करने हेतु विश्वविद्यालय अनुदान आयोग द्वारा विनिर्दिष्ट प्रक्रिया का अनुपालन करने के लिए अधिसूचित किया गया हो।

x. अन्य प्रत्येक मामले के संबंध में, सहायक पुस्तकाध्यक्ष/ महाविद्यालय पुस्तकाध्यक्ष और उच्च पुस्तकालय पदों पर आसीन सेवारत व्यक्ति, जो पीएचडी में पहले से ही नामांकित है, केवल उस स्थिति में प्रवेश स्तर पर तीन गैर- मिश्रित वेतन वृद्धि के पात्र होंगे जब पीएचडी प्रदान करने वाले विश्वविद्यालय को विश्वविद्यालय अनुदान आयोग द्वारा कोर्स- वर्क या मूल्यांकन या दोनों, जैसी भी स्थिति हो, के सम्बन्ध में पीएचडी की उपाधि प्रदान करने हेतु आयोग द्वारा विनिर्दिष्ट प्रक्रिया का अनुपालन करने के लिए अधिसूचित किया गया हो।

xi. ऐसे सहायक पुस्तकाध्यक्ष/ महाविद्यालय पुस्तकाध्यक्ष जिनके पास पुस्तकालय विज्ञान में एमफिल की उपाधि है, के लिए प्रवेश स्तर पर दो गैर- मिश्रित अग्रिम वेतन वृद्धि स्वीकार्य होगी। सहायक पुस्तकाध्यक्ष/ महाविद्यालय पुस्तकाध्यक्ष और जो उच्च पदों पर आसीन हैं, जो सेवा के दौरान किसी भी समय पुस्तकालय विज्ञान में एमफिल की उपाधि प्राप्त करते हैं के लिए प्रवेश स्तर पर एक गैर- मिश्रित अग्रिम वेतन वृद्धि स्वीकार्य होगी।

xii. शारीरिक शिक्षा और खेलकूद सहायक निदेशक/ महाविद्यालय शारीरिक शिक्षा और खेलकूद निदेशक, जिनके पास प्रवेश स्तर पर शारीरिक शिक्षा/ शारीरिक शिक्षा और खेलकूद/ खेलकूद विज्ञान में ऐसे विश्वविद्यालय से पीएचडी की उपाधि प्राप्त है, जो शारीरिक शिक्षा/ शारीरिक शिक्षा और खेलकूद/ खेलकूद विज्ञान में पीएचडी की उपाधि के लिए नामांकन, कोर्स वर्क, और मूल्यांकन प्रक्रिया के संबंध विश्वविद्यालय अनुदान आयोग द्वारा विनिर्दिष्ट प्रक्रिया का अनुपालन करता हो, के लिए पांच गैर- मिश्रित अग्रिम वेतन वृद्धि स्वीकार्य होगी।

xiii. पूर्वगामी खंडों में किसी शर्त के बावजूद भी, जो पहले से ही इस विनियम या पूर्व योजनाओं/ विनियमों के अंतर्गत प्रवेश स्तर पर या सेवा के दौरान पीएचडी/ एमफिल की उपाधि के आधार पर अग्रिम वेतन वृद्धि का लाभ प्राप्त कर चुके हैं, वे इस विनियम के अंतर्गत अग्रिम वेतन वृद्धि के लाभ के पात्र नहीं होंगे।

xiv. शिक्षक, पुस्तकालय और शारीरिक शिक्षा और खेलकूद संवर्ग जिन्होंने सेवा के दौरान पहले ही पीएचडी/ एमफिल की उपाधि प्राप्त करने हेतु मौजूदा नीति के अनुसार वेतन वृद्धि का लाभ प्राप्त किया है, उन्हें इन विनियमों के अंतर्गत अग्रिम वेतन वृद्धि का लाभ प्राप्त नहीं होगा।

xv. उन पदों के लिए जहाँ पूर्व योजनाओं/ विनियमों के अंतर्गत प्रवेश स्तर पर पीएचडी/ एमफिल की उपाधि के आधार पर कोई वेतन वृद्धि स्वीकार्य नहीं थी, वहाँ पीएचडी/ एमफिल की उपाधि प्राप्त करने पर अग्रिम वेतन वृद्धि का लाभ केवल उन नियुक्तियों के लिए होगा, जो इन विनियमों के लागू होने पर या इसके पश्चात् की गई हैं।

19.2 पदोन्नति

जब किसी व्यक्ति की पदोन्नति होगी, तो पदोन्नति पर उनका वेतन नीचे दिए गए पे- मेट्रिक्स अनुसार निर्धारित किया जायेगा।

पदोन्नति पर, शिक्षक या समकक्ष पद को उस स्तर पर अगले उच्चतर प्रकोष्ठ में प्रविष्ट करके उसके मौजूदा वेतन के अकादमिक वेतन स्तर में कल्पित वेतनवृद्धि की जाएगी और इस प्रकोष्ठ में दर्शाया गया वेतन अब उस पद के अनुरूप नए शैक्षणिक स्तर पर निर्धारित होगा, जहाँ उसे प्रोन्नत किया गया है। यदि उस वेतन के समान एक प्रकोष्ठ नए स्तर पर उपलब्ध है, तो वह प्रकोष्ठ नया वेतन होगा, अन्यथा उस स्तर पर अगला प्रकोष्ठ शिक्षक या समकक्ष पद का नया वेतन होगा। यदि नए स्तर पर इस पद्धति से परिकल्पित वेतन नए स्तर के पहले प्रकोष्ठ से कम है, तो वेतन नए स्तर के पहले प्रकोष्ठ पर निर्धारित किया जाएगा।

19.3 भत्ते और लाभ

- I. शिक्षकों और पुस्तकालय और शारीरिक शिक्षा और खेलकूद संवर्ग हेतु अन्य भत्ते और लाभ, जैसे कि गृहनगर यात्रा रियायत, छुट्टी यात्रा रियायत, विशेष क्षतिपूर्ति भत्ता, संतान शिक्षा भत्ता, परिवहन भत्ता, मकान किराया भत्ता, गृह निर्माण भत्ता, प्रतिनियुक्ति भत्ता, यात्रा भत्ता, महंगाई भत्ता, क्षेत्र-आधारित विशेष क्षतिपूर्ति भत्ता आदि, केंद्र सरकार के कर्मचारियों के समान होंगे और समय-समय पर भारत सरकार द्वारा अधिसूचित संगत नियमों द्वारा शासित होंगे।
- II. केन्द्रीय/ राज्य सरकार के कर्मचारियों के लिए लागू पेंशन, उपदान, अनुग्रह राशि इत्यादि भी केन्द्रीय/ राज्य विश्वविद्यालयों के शिक्षकों और पुस्तकालय और शारीरिक शिक्षा और खेलकूद संवर्ग संबद्ध और घटक महाविद्यालयों सहित महाविद्यालयों, जैसा भी मामला हो, में लागू होंगे।
- III. चिकित्सा संबंधी लाभ: शिक्षकों और पुस्तकालय और शारीरिक शिक्षा संवर्ग के लिए सभी चिकित्सा लाभ केंद्र सरकार के कर्मचारियों के लिए लागू होने वाले लाभ के समान होंगे। इसके अलावा, शिक्षकों और पुस्तकालय और शारीरिक शिक्षा संवर्ग को केंद्र सरकार स्वास्थ्य योजना के तहत रखा जा सकता है या केंद्र/ राज्य विश्वविद्यालयों/ महाविद्यालयों हेतु केंद्र सरकार/ संबंधित राज्य सरकार की स्वास्थ्य योजना, के अंतर्गत, जैसा भी मामला हो, के तहत रखा जा सकता है।

परिशिष्ट

परिशिष्ट- 1	मौजूदा पदधारी, जो तालिकाओं में दर्शाई गई विभिन्न श्रेणियों के पदों पर दिनांक 01-01-2016 को आसीन थे, के लिए वेतन निर्धारण हेतु फिटमेंट तालिका, (मानव संसाधन और विकास मंत्रालय की अधिसूचना के संबंध में मानव संसाधन और विकास मंत्रालय दिनांक 08-11-2017 का पत्र संख्या शुद्धिपत्र संख्या 1-7/2015 -U-II(1))
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परिशिष्ट- 2	आकलन मानदंड और पद्धति
	तालिका 1 से 3 - विश्वविद्यालयों और महाविद्यालयों के शिक्षकों हेतु
	तालिका 4 - सहायक पुस्तकाध्यक्ष, उप-पुस्तकाध्यक्ष, पुस्तकाध्यक्ष आदि
	तालिका 5 - सहायक निदेशक/ उप निदेशक/ निदेशक शारीरिक शिक्षा और खेलकूद आदि।

संजीव कुमार नारायण, अवर सचिव

[विज्ञापन-III/4/असा./147/18]

परिशिष्ट 1

मौजूदा पदधारी, जो तालिकाओं में दर्शाई गई विभिन्न श्रेणियों के पदों पर दिनांक 01-01-2016 को आसीन थे, के लिए वेतन निर्धारण हेतु फिटमेंट तालिका

फ. सं. 1-7/2015- U.II(1)

भारत सरकार

मानव संसाधन विकास मंत्रालय

उच्चतर शिक्षा विभाग

विश्वविद्यालय-2 अनुभाग

शास्त्री भवन, नई दिल्ली

दिनांक: 8 नवम्बर, 2017

शुद्धिपत्र

विषय : सातवें केन्द्रीय वेतन आयोग (सीपीसी) की सिफारिशों के संबंध में केन्द्रीय सरकारी कर्मचारियों के वेतनमान में संशोधन के अनुक्रम में विश्वविद्यालयों और महाविद्यालयों में शिक्षकों और समकक्ष संवर्गों के वेतन में संशोधन की योजना।

भारत सरकार के मानव संसाधन विकास मंत्रालय (उच्चतर शिक्षा विभाग) के दिनांक 02-11-2017 की आदेश संख्या 1-7/2015-

U.II(1) में उक्त आदेश में जोड़े गए अनुलग्नक (पृष्ठ 9) में दिए गए आंकड़े

(क) प्रकोष्ठ अकादमिक स्तर 12, पंक्ति 3 को "84,100" की बजाय "84,700" पढ़ा जाए

(ख) प्रकोष्ठ अकादमिक स्तर 13क, पंक्ति 16 को "2,04,100" की बजाय "2,04,700" पढ़ा जाए

(ख) प्रकोष्ठ अकादमिक स्तर 14, पंक्ति 9 को "1,82,100" की बजाय "1,82,700" पढ़ा जाए

2. उक्त आदेश की शेष विषयवस्तु समान रहेगी।

ह0/-

(डॉ. के.के. त्रिपाठी)

निदेशक

प्रति प्रेषित :

1 सचिव, विश्वविद्यालय अनुदान आयोग, बहादुर शाह जफर मार्ग, नई दिल्ली- 110002

- 2 केंद्र सरकार द्वारा पूर्ण रूप से वित्तपोषित सभी केंद्रीय विश्वविद्यालयों/ सम विश्वविद्यालय संस्थाओं के कुलपति
 3 प्रधानमंत्री के प्रधान सचिव, सॉउथ ब्लॉक, केन्द्रीय सचिवालय, नई दिल्ली
 4 सचिव (समन्वय), मंत्रिमंडल सचिवालय, राष्ट्रपति भवन, नई दिल्ली
 5 सचिव, व्यय विभाग, नार्थ ब्लॉक, नई दिल्ली
 6 सचिव, कार्मिक एवं प्रशिक्षण विभाग, नार्थ ब्लॉक, नई दिल्ली
 7 सचिव, कृषि अनुसंधान और शिक्षा विभाग, कृषि भवन, नई दिल्ली
 8 सचिव, स्वास्थ्य और परिवार कल्याण (चिकित्सा शिक्षा) मंत्रालय, निर्माण भवन, नई दिल्ली
 9 सदस्य सचिव, अखिल भारतीय तकनीकी शिक्षा परिषद, नई दिल्ली
 10 सभी राज्य सरकारों के मुख्य सचिव
 11 वेबमास्टर, मानव संसाधन विकास मंत्रालय को इस आदेश को राष्ट्रीय सूचना विज्ञान केंद्र (एनआईसी) द्वारा तैयार मंत्रालय की वेबसाइट पर प्रकाशन हेतु

पे बैंड (रुपए)	15,600 से 39,100			37,400 से 67,000		67,000 से 79,000
18	95,300	1,13,800	1,31,700	2,17,100		
19	98,200	1,17,200	1,35,700			
20	1,01,100	1,20,700	1,39,800			
21	1,04,100	1,24,300	1,44,000			
22	1,07,200	1,28,000	1,48,300			
23	1,10,400	1,31,800	1,52,700			
24	1,13,700	1,35,800	1,57,300			
25	1,17,100	1,39,900	1,62,000			
26	1,20,600	1,44,100	1,66,900			
27	1,24,200	1,48,400	1,71,900			
28	1,27,900	1,52,900	1,77,100			
29	1,31,700	1,57,500	1,82,400			
30	1,35,700	1,62,200	1,87,900			
31	1,39,800	1,67,100	1,93,500			
32	1,44,000	1,72,100	1,99,300			
33	1,48,300	1,77,300	2,05,300			
34	1,52,700	1,82,600	2,11,500			
35	1,57,300	1,88,100				
36	1,62,000	1,93,700				
37	1,66,900	1,99,500				
38	1,71,900	2,05,500				
39	1,77,100					
40	1,82,400					

परिशिष्ट- III

तालिका 1

विश्वविद्यालय/ महाविद्यालय के शिक्षकों हेतु आकलन मानदंड और पद्धति

क्रम संख्या	क्रियाकलाप	ग्रेडिंग मानदंड
1	शिक्षण : (पढ़ाई गई कक्षाओं की संख्या/सौंपी गई कुल कक्षाएं) X 100 प्रतिशत (पढ़ाई गई कक्षाओं में अनुशिक्षण, प्रयोगशाला और शिक्षण संबंधी अन्य क्रियाकलाप शामिल हैं)	80 प्रतिशत और अधिक – अच्छा 80 प्रतिशत से कम लेकिन 70 प्रतिशत से अधिक – संतोषजनक 70 प्रतिशत से कम – संतोषजनक नहीं
2	विश्वविद्यालयों/ महाविद्यालयों के छात्र संबंधी क्रियाकलापों/ शोध क्रियाकलापों में भागीदारी – (क) प्रशासनिक दायित्व जैसे कि मुखिया, अध्यक्ष / संकाय अध्यक्ष / निदेशक/ समन्वयक/ वार्डन आदि। (ख) महाविद्यालय/ विश्वविद्यालय द्वारा सौंपी गई परीक्षा और मूल्यांकन ड्यूटी अथवा परीक्षा पत्र मूल्यांकन हेतु उपस्थित होना। (ग) छात्रों से संबंधित पाठ्यक्रम से जुड़ी, विस्तार और क्षेत्र आधारित क्रियाकलापों जैसे कि विद्यार्थी क्लब, कैरियर परामर्श, अध्ययन दौरा, छात्र संगोष्ठी और अन्य क्रियाकलाप, सांस्कृतिक, खेलकूद, एनसीसी, एनएसएस और समाज सेवा। (घ)संगोष्ठियों/ सम्मेलन/ कार्यशालाएं अन्य महाविद्यालय/ विश्वविद्यालय संबंधी क्रियाकलापों का आयोजन (ङ) पीएचडी छात्रों को मार्गदर्शन प्रदान करने में सक्रिय भागीदारी के साक्ष्य। (च) राष्ट्रीय और अंतरराष्ट्रीय एजेंसियों द्वारा प्रायोजित लघु और बृहद अनुसंधान परियोजनाओं का आयोजन। (छ) समकक्ष व्यक्ति समीक्षित अथवा विश्वविद्यालय द्वारा निर्धारित सूची के जर्नल में कम से कम एक एकल या संयुक्त प्रकाशन।	अच्छा – कम से कम 3 क्रियाकलापों में भागीदारी संतोषजनक – 1 से 2 क्रियाकलाप असंतोषजनक – किसी भी क्रियाकलाप में भाग नहीं लेना/ कोई भी क्रियाकलाप नहीं करना। नोट : क्रियाकलापों की संख्या क्रियाकलापों की वृहद श्रेणी के अंतर्गत या सभी श्रेणियों को मिलाकर हो सकती है।

समग्र ग्रेडिंग :

बेहतर – शिक्षण में अच्छा है और क्रम संख्या 2 पर उल्लिखित क्रियाकलापों में संतोषजनक या अच्छा है।

अथवा

संतोषजनक – शिक्षण में संतोषजनक और क्रम संख्या 2 पर उल्लिखित क्रियाकलापों में अच्छा या संतोषजनक।

संतोषजनक नहीं है– यदि समग्र ग्रेडिंग में न तो अच्छा हो और न ही संतोषजनक हो।

नोट: क्रम संख्या 1 और 2 में दिये गए क्रियाकलापों की ग्रेडिंग के आकलन के प्रयोजन हेतु, ऐसी सभी अवधियाँ जो शिक्षकों द्वारा मातृत्व अवकाश, बाल परिचर्या अवकाश, अध्ययन छुट्टी, चिकित्सा छुट्टी जैसी विभिन्न प्रकार की वैतनिक छुट्टियों पर व्यतीत की गई हैं और ग्रेडिंग आकलन में से प्रतिनियुक्ति को शामिल नहीं किया जाएगा। शिक्षक का शेष अवधि के लिए आकलन किया जाएगा और शिक्षक की ग्रेडिंग करने के लिए आकलन की सम्पूर्ण अवधि में से इन अवधियों को हटा दिया जाएगा। उपरोक्त वर्णित ऐसी छुट्टियों/ प्रतिनियुक्ति के कारण शिक्षक को सीएस के अंतर्गत प्रोन्नति में शिक्षण दायित्वों से उनकी अनुपस्थिति के कारण कोई नुकसान नहीं होगा बशर्त ऐसी छुट्टियाँ/ प्रतिनियुक्ति इन विनियमों में निर्धारित सभी प्रक्रियाओं का अनुपालन करके सक्षम प्राधिकारियों के पूर्व-अनुमोदन से और मूल संस्थान के अधिनियमों, संविधियों और अध्यादेशों के अनुसार ली गई हों।

तालिका- 2

शैक्षणिक/ शोध अंक की गणना हेतु विश्वविद्यालय और महाविद्यालय के शिक्षकों के लिए कार्यप्रणाली

(आकलन शिक्षकों द्वारा प्रस्तुत साक्ष्यों पर आधारित होना चाहिए, जैसे: प्रकाशनों की प्रति, परियोजना स्वीकृति पत्र, विश्वविद्यालय द्वारा जारी उपयोग तथा पूर्णता प्रमाण पत्र, पेटेंट दर्ज कराने संबंधी अभिस्वीकृति और स्वीकृति पत्र, विद्यार्थियों को पीएचडी उपाधि प्रदान किए जाने संबंधी पत्र इत्यादि।)

क्रम सं.	शैक्षणिक / शोध क्रियाकलाप	विज्ञान/ अभियांत्रिकी/ कृषि/ चिकित्सा/ पशु-चिकित्सा विज्ञान संकाय	भाषा/ मानविकी/ कला/ सामाजिक विज्ञान/ पुस्तकालय/ शिक्षा/ शारीरिक शिक्षा/ वाणिज्य / प्रबंधन तथा अन्य संबंधित विधाएं
1	समकक्ष व्यक्ति समीक्षित अथवा विश्वविद्यालय अनुदान आयोग द्वारा सूचीबद्ध पत्रों में शोध पत्र	08 प्रति पत्र	10 प्रति पत्र
2	प्रकाशन (शोध पत्रों के अतिरिक्त)		
	(क) लिखी गई पुस्तकें, जिन्हें निम्नवत के द्वारा प्रकाशित किया गया :		
	अंतर्राष्ट्रीय प्रकाशक	12	12
	राष्ट्रीय प्रकाशक	10	10
	संपादित पुस्तक में अध्याय	05	05
	अंतर्राष्ट्रीय प्रकाशक द्वारा पुस्तक का संपादक	10	10
	राष्ट्रीय प्रकाशक द्वारा पुस्तक का संपादक	08	08
	(ख) योग्य संकाय द्वारा भारतीय और विदेशी भाषाओं में अनुवाद कार्य		
	अध्याय अथवा शोध पत्र	03	03
	पुस्तक	08	08
3	आईसीटी के माध्यम से शिक्षण ज्ञान- अर्जन, शिक्षण शास्त्र और विषयवस्तु का सृजन तथा नए और नवोन्मेषी पाठ्यक्रमों और पाठ्यचर्या का विकास		
	(क) नवोन्मेषी अध्यापन का विकास	05	05
	(ख) नई पाठ्यचर्या और पाठ्यक्रमों को तैयार करना	02 प्रति पाठ्यचर्या/ पाठ्यक्रम	02 प्रति पाठ्यचर्या/ पाठ्यक्रम
	(ग) एमओओसी		
	चार चतुर्थांश में पूर्ण एमओओसी का विकास (4 क्रेडिट पाठ्यक्रम) (कम क्रेडिट के एमओओसी के मामले में 05 अंक/ क्रेडिट)	20	20
	प्रति मॉड्यूल/व्याख्यान एमओओसी (चार चतुर्थांश में विकसित)	05	05
	विषयवस्तु लेखक/ एमओओसी के प्रत्येक मॉड्यूल हेतु विषयवस्तु विशेषज्ञ (कम से कम एक चतुर्थांश)	02	02
	एमओओसी हेतु पाठ्यक्रम समन्वयक (4 क्रेडिट पाठ्यक्रम) (कम क्रेडिट के एमओओसी के मामले में 02 अंक/क्रेडिट)	08	08
	(घ) ई- विषयवस्तु		
	पूर्ण पाठ्यक्रम / ई- पुस्तक हेतु चार चतुर्थांशों में ई-विषयवस्तु का विकास	12	12
	प्रति मॉड्यूल ई- विषयवस्तु (चार चतुर्थांश में विकसित)	05	05
	समग्र पाठ्यक्रम/ पत्र/ ई-पुस्तक में ई- विषयवस्तु मॉड्यूल के विकास में योगदान (कम से कम एक चतुर्थांश)	02	02

	संपूर्ण पाठ्यक्रम/ पत्र/ ई-पुस्तक हेतु ई- विषयवस्तु का संपादक	10	10
4	(क) शोध मार्गदर्शन		
	पीएचडी	10 प्रति प्रदान की गई उपाधि 05 प्रति जमा किए गए शोध प्रबंध	10 प्रति प्रदान की गई उपाधि 05 प्रति जमा किए गए शोध प्रबंध
	एम.फिल./ स्नातकोत्तर शोध प्रबंध	02 प्रति प्रदान की गई उपाधि	02 प्रति प्रदान की गई उपाधि
	(ख) पूरी की गई शोध परियोजनाएं		
	10 लाख से अधिक	10	10
	10 लाख से कम	05	05
	(ग) जारी शोध परियोजनाएं :		
	10 लाख से अधिक	05	05
	10 लाख से कम	02	02
	(घ) परामर्शत्री सेवाएं	03	03
5	(क) पेटेंट		
	अंतर्राष्ट्रीय	10	10
	राष्ट्रीय	07	07
	(ख) *नीतिगत दस्तावेज (सं.रा.सं./ यूनेस्को/ विश्व बैंक/ अंतर्राष्ट्रीय मुद्रा कोष इत्यादि अथवा केंद्र सरकार या राज्य सरकार जैसे किसी अंतर्राष्ट्रीय निकाय/ संगठन को सौंपे गए)		
	अंतर्राष्ट्रीय	10	10
	राष्ट्रीय	07	07
	राज्य	04	04
	(क) पुरस्कार / अध्येतावृत्ति		
	अंतर्राष्ट्रीय	07	07
	राष्ट्रीय	05	05
6	*अतिथि व्याख्यान/ संसाधक/ संगोष्ठियों/ सम्मलेनों में पत्र प्रस्तुतीकरण/ सम्मलेन कार्यवाहियों में पूर्ण पत्र प्रस्तुत करना (संगोष्ठियों/ सम्मलेनों में प्रस्तुत किए गए पत्र और सम्मलेन कार्यवाहियों में पूर्ण पत्र के रूप में प्रकाशित पत्रों की गणना सिर्फ एक बार की जाएगी)		
	अंतर्राष्ट्रीय (विदेश)	07	07
	अंतर्राष्ट्रीय (देश के भीतर)	05	05
	राष्ट्रीय	03	03
	राज्य/ विश्वविद्यालय	02	02

सहकर्मी द्वारा समीक्षित अथवा विश्वविद्यालय अनुदान आयोग द्वारा सूचीबद्ध जर्नल (थॉमसन रॉयटर्स की सूची के अनुसार निर्धारित किए जाने वाले प्रभाव कारक) :

- i. प्रभाव कारक रहित संदर्भित जर्नल में प्रकाशित पत्र - 5 अंक
- ii. 1 से कम प्रभाव कारक वाले पत्र - 10 अंक
- iii. 1 और 2 के बीच प्रभाव कारक वाले पत्र - 15 अंक
- iv. 2 और 5 के बीच प्रभाव कारक वाले पत्र - 20 अंक
- v. 5 और 10 के बीच प्रभाव कारक वाले पत्र - 25 अंक
- vi. 10 से अधिक प्रभाव कारक वाले पत्र - 30 अंक

(क) दो लेखक : प्रत्येक लेखक हेतु प्रकाशन के कुल मान का 70 प्रतिशत

(ख) दो से अधिक लेखक : प्रथम /मूल/संवादी लेखक हेतु प्रकाशन के कुल मान का 70 प्रतिशत और प्रत्येक संयुक्त लेखकों हेतु प्रकाशन के कुल मान का 30 प्रतिशत

संयुक्त परियोजनाएं : मूल शोधकर्ता और सह- शोधकर्ता में से प्रत्येक को 50 प्रतिशत प्राप्त होगा

नोट :

- यदि संपादित पुस्तक अथवा कार्यवाहियों का भाग के रूप में पत्र प्रस्तुत किया जाता है तो इस पर एक बार ही दावा किया जा सकता है।
- शोध विद्यार्थियों के संयुक्त पर्यवेक्षण के लिए पर्यवेक्षक और सह पर्यवेक्षक हेतु सूत्र, कुल प्राप्तांक का 70 प्रतिशत होगा। पर्यवेक्षक और सह- पर्यवेक्षक दोनों में से प्रत्येक को 7 अंक मिलेंगे।
- * शिक्षक के शोध अंकों की गणना करने के प्रयोजनार्थ 5(ख), नीतिगत दस्तावेज और 6 की श्रेणियों से संयुक्त शोध अंक, आमंत्रित व्याख्याता /संसाधक /पत्र प्रस्तुतीकरण संबंधित शिक्षक के कुल शोध अंकों के लिए अधिकतम 30 प्रतिशत की ऊपरी सीमा होगी।
- शोध प्राप्तांक 6 श्रेणियों में से कम से कम तीन श्रेणियों से होंगे।

तालिका 3 क

विश्वविद्यालयों में सहायक आचार्यों के पद हेतु साक्षात्कार के लिए अभ्यर्थियों के चयन संबंधी मानदंड

क्रम संख्या	शैक्षणिक रिकॉर्ड	प्राप्तांक			
1	स्नातक	80 प्रतिशत और उससे अधिक=15	60 प्रतिशत से लेकर 80 प्रतिशत से कम= 13	55 प्रतिशत से लेकर 60 प्रतिशत से कम = 10	45 प्रतिशत से लेकर 55 प्रतिशत से कम =05
2	स्नातकोत्तर	80 प्रतिशत और उससे अधिक =25	60 प्रतिशत से लेकर 80 प्रतिशत से कम तक= 23	55 प्रतिशत लेकर (अनुसूचित जाति, अनुसूचित जनजाति, अन्य पिछड़ा वर्ग के मामले में 50 प्रतिशत (असंपन्न वर्ग) / शारीरिक रूप से निशक्त) से 60 प्रतिशत से कम = 20	
3	एमफिल	60 प्रतिशत और उससे अधिक = 07	55 प्रतिशत से लेकर	60 प्रतिशत से कम = 05	
4	पीएचडी	30			
5	नेट सहित जेआरएफ	07			
	नेट	05			
	एसएलईटी / एसईटी	03			
6	शोध प्रकाशन (सहकर्मी द्वारा समीक्षित अथवा विश्वविद्यालय अनुदान आयोग द्वारा सूचीबद्ध जर्नल में प्रकाशित प्रत्येक शोध प्रकाशन हेतु 2 अंक)	10			
7	शिक्षण/ पोस्ट डॉक्टरल अनुभव (प्रत्येक एक वर्ष के लिए 2 अंक) #	10			
8	पुरस्कार				
	अंतर्राष्ट्रीय/ राष्ट्रीय स्तर (अंतरराष्ट्रीय संगठनों/ भारत सरकार/ भारत सरकार द्वारा मान्यता प्राप्त राष्ट्रीय स्तर के निकायों द्वारा दिए गए पुरस्कार)	03			
	राज्य स्तरीय (राज्य सरकार द्वारा दिए गए पुरस्कार)	02			

तथापि, यदि शिक्षण/ पोस्ट डॉक्टरल अनुभव की अवधि एक वर्ष से कम है तो अंकों को अनुपातिक रूप से घटा दिया जाएगा।

नोट :

(क)

- i. एमफिल + पीएचडी अधिकतम - 30 अंक

ii. जेआरएफ/ नेट/ सेट अधिकतम - 07 अंक

iii. अवार्ड की श्रेणी में अधिकतम - 03 अंक

(ख) साक्षात्कार के लिए बुलाए जाने वाले अभ्यर्थियों की संख्या संबंधित विश्वविद्यालयों द्वारा निर्धारित की जाएगी।

(ग)

शैक्षणिक प्राप्तांक - 80

शोध प्रकाशन - 10

शिक्षण अनुभव - 10

कुल : 100

(घ) यह अंक संबंधित राज्यों के एसएलईटी/ सेट विश्वविद्यालयों/ महाविद्यालयों/ संस्थाओं में नियुक्ति के लिए वैध होंगे।

तालिका 3 (ख)

महाविद्यालयों में सहायक आचार्य के पद हेतु साक्षात्कार के लिए अभ्यर्थियों के चयन संबंधी मानदंड

क्रम संख्या	शैक्षणिक रिकॉर्ड	प्राप्तांक			
1	स्नातक	80 प्रतिशत और उससे अधिक = 21	60 प्रतिशत से अधिक और 80 प्रतिशत से कम = 19	55 प्रतिशत से अधिक और 60 प्रतिशत से कम = 16	45 प्रतिशत से अधिक और 55 प्रतिशत से कम = 10
2	स्नातकोत्तर	80 प्रतिशत और उससे अधिक = 25	60 प्रतिशत से अधिक और 80 प्रतिशत से कम = 23	55 प्रतिशत (अनुसूचित जाति, अनुसूचित जनजाति, अन्य पिछड़ा वर्ग (असंपन्न वर्ग)/ शारीरिक रूप से निशक्त अभ्यर्थियों के मामले में 50 प्रतिशत) से अधिक और 60 प्रतिशत से कम = 20	
3	एमफिल	60 प्रतिशत और उससे अधिक = 07	55 प्रतिशत से अधिक और 60 प्रतिशत से कम = 05		
4	पीएचडी	25			
5	जेआरएफ सहित नेट	10			
	नेट	08			
	एसएलईटी/ सेट	05			
6	शोध प्रकाशन (सहकर्मी द्वारा समीक्षित अथवा विश्वविद्यालय अनुदान आयोग द्वारा सूचीबद्ध जर्नल में प्रकाशित प्रत्येक शोध प्रकाशन हेतु 2 अंक)	06			
7	शिक्षण/ पोस्ट डॉक्टोरल अनुभव (प्रत्येक एक वर्ष के लिए 2 अंक) #	10			
8	पुरस्कार				
	अंतर्राष्ट्रीय/ राष्ट्रीय स्तर (अंतरराष्ट्रीय संगठनों/ भारत सरकार/ भारत सरकार द्वारा मान्यता प्राप्त राष्ट्रीय स्तर के निकायों द्वारा दिए गए पुरस्कार)	03			
	राज्य स्तरीय (राज्य सरकार द्वारा दिए गए पुरस्कार)	02			

तथापि यदि शिक्षण/ पोस्ट डॉक्टोरल अनुभव की अवधि एक वर्ष से कम है तो अंकों को अनुपातिक रूप से घटा दिया जाएगा।

नोट :

(क)

- i. एमफिल + पीएचडी अधिकतम – 25 अंक
 ii. जेआरएफ/ नेट/ सेट अधिकतम – 10 अंक
 iii. अवार्ड की श्रेणी में अधिकतम – 03 अंक

(ख) साक्षात्कार के लिए बुलाए जाने वाले अभ्यर्थियों की संख्या संबंधित विश्वविद्यालयों द्वारा निर्धारित की जाएगी।

(ग)

शैक्षणिक प्राप्तांक – 84

शोध प्रकाशन – 06

शिक्षण अनुभव – 10

कुल : 100

(घ) एसएलईटी/ सेट प्राप्तांक केवल संबंधित राज्यों के विश्वविद्यालयों/ महाविद्यालयों/ संस्थाओं में नियुक्ति के लिए वैध होंगे।

तालिका 4

पुस्तकाध्यक्ष हेतु आकलन मानदंड और पद्धति

क्रम संख्या	क्रियाकलाप	ग्रेडिंग मानदंड
1	पुस्तकालय में उपस्थित होने की नियमितता (उपस्थित होने के लिए अपेक्षित दिनों की कुल संख्या की तुलना में उपस्थित दिनों के प्रतिशत के संदर्भ में गणना) पुस्तकालय में उपस्थित होने के समय व्यक्ति से अन्य बातों के साथ-साथ निम्नलिखित कार्य करने की आशा की जाती है : <ul style="list-style-type: none"> पुस्तकालय संसाधनों और संगठन तथा पुस्तकों, जर्नलों और रिपोर्टों का रखरखाव पुस्तकालय पाठक सेवा जैसे शोधकर्ताओं से साहित्य प्राप्ति सेवाओं और रिपोर्ट के विश्लेषण का प्रावधान संस्थागत वेबसाइट को अद्यतन करने में सहायता 	90 प्रतिशत और उससे अधिक – अच्छा 90 प्रतिशत से कम लेकिन 80 प्रतिशत और उससे अधिक – संतोषजनक 80 प्रतिशत से कम – असंतोषजनक
2	पुस्तकालय कार्यकलाप से संबंधित अथवा विशिष्ट पुस्तक अथवा पुस्तकों की शैली के संबंध में संगोष्ठियों/ कार्यशालाओं का आयोजन	अच्छा – 1 राष्ट्रीय स्तर की संगोष्ठी/ कार्यशाला + 1 राज्य/ संस्था स्तर की कार्यशाला/ संगोष्ठी संतोषजनक – 1 राष्ट्रीय स्तर की संगोष्ठी/ कार्यशाला अथवा 1 राज्य स्तर की संगोष्ठी/ कार्यशाला + 1 संस्था स्तरीय संगोष्ठी/ कार्यशाला अथवा 4 संस्था स्तरीय संगोष्ठी/ कार्यशाला असंतोषजनक – उपर्युक्त दोनों श्रेणियों के अंतर्गत नहीं आने वाले
3	यदि पुस्तकालय में कंप्यूटरीकृत डॉटाबेस है तो <i>अथवा</i> यदि पुस्तकालय में कंप्यूटरीकृत डॉटाबेस नहीं है	अच्छा – कंप्यूटरीकृत डॉटाबेस में शतप्रतिशत वास्तविक पुस्तकें और जर्नल संतोषजनक – कंप्यूटरीकृत डॉटाबेस में कम से कम 99 प्रतिशत वास्तविक पुस्तकें और जर्नल असंतोषजनक – अच्छा अथवा संतोषजनक श्रेणी के अंतर्गत नहीं आने वाले अथवा अच्छा – अद्यतन किया गया 100 प्रतिशत कैटलॉग डॉटाबेस

		संतोषजनक - अद्यतन किया गया 90 प्रतिशत कैटलॉग डॉटाबेस असंतोषजनक - कैटलॉग डॉटाबेस का अद्यतन नहीं होना (सीएएस संवर्धन समिति द्वारा औचक रूप से सत्यापित किया जाए)
4	वस्तुसूची और खोई हुई पुस्तकों की जांच करना	अच्छा - जांची गई वस्तुसूची और खोई हुई पुस्तकों 0.5 प्रतिशत से कम। संतोषजनक - जांची गई वस्तुसूची और खोई हुई पुस्तकों एक प्रतिशत से कम। असंतोषजनक - वस्तुसूची की जांच नहीं की गई हो अथवा जांची गई वस्तुसूची और खोई हुई पुस्तकों एक प्रतिशत अथवा उससे अधिक।
5	i. बिना कंप्यूटरीकृत डॉटाबेस वाली संस्था में पुस्तकों के डॉटाबेस का डिजिटलीकरण ii. पुस्तकालय नेटवर्क का संवर्धन iii. पुस्तकों और अन्य संसाधनों से संबंधित सूचनाओं का प्रसार करने के लिए प्रणाली की स्थापना। iv. दाखिले, परीक्षाओं और पाठ्येतर कार्यक्रमों के दौरान किए गए कार्यों सहित महाविद्यालय प्रशासन और अभिशासन संबंधी कार्यों में सहायता प्रदान करना। v. उपयोगकर्ताओं हेतु अल्पकालिक पाठ्यक्रम तैयार करना और उनका संचालन करना। vi. विश्वविद्यालय अनुदान आयोग द्वारा अनुमोदित जर्नल में कम से कम एक शोध पत्र का प्रकाशन करना।	अच्छा - किन्हीं दो कार्यक्रमों में शामिल होना। संतोषजनक - कम से कम एक कार्यक्रमों में शामिल होना। असंतोषजनक - किसी भी कार्यक्रमों में शामिल ना होना / नहीं किया जाना।
समग्र ग्रेडिंग	अच्छा : मद 1 में अच्छा और मद 4 सहित किन्हीं दो अन्य मदों में संतोषजनक/अच्छा संतोषजनक : मद 1 में संतोषजनक और मद 4 सहित किन्हीं अन्य दो मदों में संतोषजनक/अच्छा असंतोषजनक : यदि समग्र ग्रेडिंग में न तो अच्छा है और न ही संतोषजनक।	
<p>नोट :</p> <p>1 - पुस्तकालय कर्मचारियों की उपस्थिति की निगरानी करने और आकलन के मानदंड की गणना करने के लिए आईसीटी प्रौद्योगिकी का उपयोग करने की सिफारिश की जाती है।</p> <p>2 - पुस्तकाध्यक्ष को प्रकाशित पत्र, पुनश्चर्या अथवा प्रविधि पाठ्यक्रम में शामिल होने, संबंधित विभाग के विभागाध्यक्ष से सफलतापूर्वक शोध मार्गदर्शन करने, परियोजना पूर्ण करने संबंधी साक्ष्य को संबंधित विभाग को सौंपना होगा।</p> <p>3 - उपयोगकर्ताओं की शिकायतों की निगरानी करने की प्रणाली और जिस सीमा तक शिकायतों के समाधान किया गया उस संबंध में ब्योरा भी सीएएस प्रोन्नति समिति को उपलब्ध कराया जाए।</p>		

तालिका 5**शारीरिक शिक्षा और खेलकूद निदेशकों हेतु आकलन मानदंड और पद्धति**

क्रम संख्या	क्रियाकलाप	ग्रेडिंग मानदंड
1	उपस्थिति को जितने दिनों तक महाविद्यालय में उपस्थित हुए हैं की तुलना में जितने दिन उनसे उपस्थित रहने की आशा की जाती है के संदर्भ में प्रतिशत में परिकलन किया जाता है।	90 और उससे अधिक - अच्छा 80 से अधिक लेकिन 90 से कम - संतोषजनक 80 से कम - असंतोषजनक

2	अंतर्महाविद्यालयी प्रतिस्पर्धाओं का आयोजन	अच्छा - 5 से अधिक विधाओं में अंतर्महाविद्यालयी प्रतिस्पर्धाएं। संतोषजनक - 3 से 5 विधाओं में अंतर्महाविद्यालयी प्रतिस्पर्धाएं। असंतोषजनक - न ही अच्छा और न ही संतोषजनक
3	बाह्य प्रतिस्पर्धाओं में संस्थान की भागीदारी	अच्छा - कम से कम एक विधा में राष्ट्रीय स्तर की प्रतिस्पर्धा और कम से कम तीन विधाओं में राज्य / जिला स्तर की प्रतिस्पर्धा संतोषजनक - कम से कम एक विधा में राज्य स्तर की प्रतिस्पर्धा और कम से कम तीन विधाओं में जिला स्तरीय प्रतिस्पर्धा अथवा कम से कम 5 विधाओं में जिला स्तरीय प्रतिस्पर्धा असंतोषजनक - न तो अच्छा और न ही संतोषजनक
4	वैज्ञानिक और प्रौद्योगिकीय आगतों के साथ खेलकूद और शारीरिक प्रशिक्षण अवसंरचना का उन्नयन। खेलकूद के मैदानों और खेलकूद तथा शारीरिक शिक्षा सुविधाओं का विकास और रखरखाव।	अच्छा/ संतोषजनक/ असंतोषजनक का आकलन प्रोन्नति समिति द्वारा किया जाएगा।
5	<p>i. संस्थान के कम से कम एक विद्यार्थी राष्ट्रीय /राज्य /विश्वविद्यालय की टीमों (केवल महाविद्यालय स्तरों के लिए) में भागीदारी करता है। राज्य /राष्ट्रीय /अंतर्विश्वविद्यालय/ अंतर्महाविद्यालय स्तर की प्रतिस्पर्धाओं का आयोजन।</p> <p>ii. राज्य/ राष्ट्रीय स्तर पर अनुशिक्षण हेतु आमंत्रित किया जाना।</p> <p>iii. वर्ष में कम से कम तीन कार्यशालाओं का आयोजन</p> <p>iv. विश्वविद्यालय अनुदान आयोग द्वारा अनुमोदित जर्नल में कम से कम एक शोध पत्र का प्रकाशन। दाखिले, परीक्षाओं और पाठ्येतर कार्यक्रमों के दौरान किए गए कार्य सहित महाविद्यालय प्रशासन और अभिशासन संबंधी कार्य में सहायता।</p>	अच्छा : किन्हीं दो कार्यक्रमों में शामिल होना। संतोषजनक : एक कार्यक्रम असंतोषजनक : किसी भी कार्यक्रम में शामिल ना होना / आरंभ नहीं किया जाना।
समग्र ग्रेडिंग :	अच्छा : मद 1 में अच्छा और किन्हीं अन्य दो मदों में संतोषजनक/ अच्छा संतोषजनक : मद 1 में संतोषजनक और किन्हीं अन्य दो मदों में संतोषजनक/ अच्छा असंतोषजनक : यदि समग्र ग्रेडिंग में न तो अच्छा है और न ही संतोषजनक।	
<p>नोट :</p> <p>1- खेलकूद और शारीरिक शिक्षा के शिक्षकों की उपस्थिति की निगरानी करने और मूल्यांकन के मानदंड की गणना करने के लिए आईसीटी प्रौद्योगिकी का उपयोग करने की सिफारिश की जाती है।</p> <p>2- संस्थान को छात्रों से प्रतिक्रिया प्राप्त करनी चाहिए। इस प्रतिक्रिया को संबंधित शारीरिक शिक्षा और खेलकूद निदेशक तथा सीएएस प्रोन्नति समिति के साथ भी साझा करना चाहिए।</p> <p>3- उपयोगकर्ताओं की शिकायतों की निगरानी करने की प्रणाली और किस सीमा तक शिकायतों का निवारण किया गया, इस संबंध में ब्योरा भी सीएएस प्रोन्नति समिति को उपलब्ध कराया जाए।</p>		

UNIVERSITY GRANTS COMMISSION

NOTIFICATION

New Delhi, the 18th July, 2018

UGC REGULATIONS ON MINIMUM QUALIFICATIONS FOR APPOINTMENT OF TEACHERS AND OTHER ACADEMIC STAFF IN UNIVERSITIES AND COLLEGES AND MEASURES FOR THE MAINTENANCE OF STANDARDS IN HIGHER EDUCATION, 2018

No. F.1-2/2017(EC/PS).—In exercise of the powers conferred under clause (e) and (g) of sub-section(I) of Section 26 read with Section 14 of the University Grants Commission Act, 1956 (3 of 1956), and in supersession of the “UGC Regulations on Minimum qualifications for Appointment of Teachers and other Academic Staff in Universities and Colleges and Measures for the Maintenance of Standards in Higher Education 2010” (Regulation No.F.3-1/2009 dated 30th June, 2010) together with all amendments made therein from time to time, the University Grants Commission, hereby, frames the following Regulations, namely:-

1. Short title, application and commencement:

- 1.1 These Regulations may be called the University Grants Commission (Minimum Qualifications for Appointment of Teachers and other Academic Staff in Universities and Colleges and other Measures for the Maintenance of Standards in Higher Education) Regulations, 2018.
- 1.2 These shall apply to every University established or incorporated by or under a Central Act, Provincial Act or a State Act, every Institution including a Constituent or an affiliated College recognized by the Commission, in consultation with the University concerned under Clause (i) of Section 2 of the University Grants Commission Act, 1956 and every Institution deemed to be a University under Section 3 of the said Act.
- 1.3 These shall come into force from the date of notification.
2. The Minimum Qualifications for appointment and other service conditions of University and College teachers, Librarians, and Directors of Physical Education and Sports as a measure for the maintenance of standards in higher education, shall be as provided in the Annexure to these Regulations.
3. If any University contravenes the provisions of these Regulations, the Commission after taking into consideration the cause, if any, shown by the University for such failure or contravention, may withhold from the University, the grants proposed to be made out of the Fund of the Commission.

UGC REGULATIONS ON MINIMUM QUALIFICATIONS FOR APPOINTMENT OF TEACHERS AND OTHER ACADEMIC STAFF IN UNIVERSITIES AND COLLEGES AND OTHER MEASURES FOR THE MAINTENANCE OF STANDARDS IN HIGHER EDUCATION, 2018**Minimum qualifications for the posts of Senior Professor, Professors and Teachers, and other Academic Staff in Universities and Colleges and revision of pay scales and other Service Conditions pertaining to such posts.****1.0 Coverage**

These Regulations are issued for minimum qualifications for appointment and other service conditions of University and College teachers and cadres of Librarians, Directors of Physical Education and Sports for maintenance of standards in higher education and revision of pay-scales.

- 1.1 For the purposes of direct recruitment to teaching posts in disciplines relating to university and collegiate education, interalia in the fields of health, medicine, special education, agriculture, veterinary and allied fields, technical education, teacher education, norms or standards laid down by authorities established by the relevant Act of Parliament under article 246 of the Constitution for the purpose of co-ordination and determination of standards in institutions for higher education or research and scientific and technical institutions, shall prevail
 - i. Provided that where no such norms and standards have been laid down by any regulatory authority, UGC Regulations herein shall be applicable till such time as any norms or standards are prescribed by the appropriate regulatory authority.
 - ii. Provided further that for appointment to the post of Assistant Professor and equivalent positions pertaining to disciplines in which the National Eligibility Test (NET), conducted by the University Grants Commission or Council of Scientific and Industrial Research as the case may be, or State level

Eligibility Test (SLET) or the State Eligibility Test (SET), conducted by bodies accredited by the UGC for the said purpose, qualifying in NET/SLET/SET shall be an additional requirement.

- 1.2** Every university or institution deemed to be University, as the case may be, shall as soon as may be, but not later than within six months of the coming into force of these Regulations, take effective steps for the amendment of the statutes, ordinances or other statutory provisions governing it, so as to bring the same in accordance with these Regulations.

2.0 Pay Scales, Pay Fixation, and Age of Superannuation

Pay scales as notified by the Government of India from time to time will be adopted by the University Grants Commission.

- 2.1** Subject to the availability of vacant positions and fitness, teachers such as Assistant Professor, Associate Professor, Professor and Senior Professor only, may be re-employed on contract appointment beyond the age of superannuation, as applicable to the concerned University, college and Institution, up to the age of seventy years.

Provided further that all such re-employment shall be strictly in accordance with the guidelines prescribed by the UGC, from time to time.

- 2.2 The date of implementation of the revision of pay shall be 1st January, 2016.**

3.0 Recruitment and Qualifications

- 3.1** The direct recruitment to the posts of Assistant Professor, Associate Professor and Professor in the Universities and Colleges, and Senior Professor in the Universities, shall be on the basis of merit through an all-India advertisement, followed by selection by a duly-constituted Selection Committee as per the provisions made under these Regulations. These provisions shall be incorporated in the Statutes/Ordinances of the university concerned. The composition of such a committee shall be as specified in these Regulations.

- 3.2** The minimum qualifications required for the post of Assistant Professor, Associate Professor, Professor, Senior Professor, Principal, Assistant Librarian, Deputy Librarian, Librarian, Assistant Director of Physical Education and Sports, Deputy Director of Physical Education and Sports and Director of Physical Education and Sports, shall be as specified by the UGC in these Regulations.

3.3

- I.** The National Eligibility Test (NET) or an accredited test (State Level Eligibility Test SLET/SET) shall remain the minimum eligibility for appointment of Assistant Professor and equivalent positions wherever provided in these Regulations. Further, SLET/SET shall be valid as the minimum eligibility for direct recruitment to Universities/Colleges/Institutions in the respective state only:

Provided that candidates who have been awarded a Ph.D. Degree in accordance with the University Grants Commission (Minimum Standards and Procedure for Award of M.Phil./Ph.D. Degree) Regulation, 2009, or the University Grants Commission (Minimum Standards and Procedure for Award of M.Phil./Ph.D. Degree) Regulation, 2016, and their subsequent amendments from time to time, as the case may be, shall be exempted from the requirement of the minimum eligibility condition of NET/SLET/SET for recruitment and appointment of Assistant Professor or any equivalent position in any University, College or Institution.

Provided further that the award of degree to candidates registered for the M.Phil/Ph.D. programme prior to July 11, 2009, shall be governed by the provisions of the then existing Ordinances / Bye-laws / Regulations of the Institutions awarding the degree. All such Ph.D. candidates shall be exempted from the requirement of NET/SLET/SET for recruitment and appointment of Assistant Professor or equivalent positions in Universities/Colleges/Institutions subject to the fulfillment of the following conditions:

- a) The Ph.D. degree of the candidate has been awarded in regular mode only;
- b) The Ph.D. thesis has been awarded by at least two external examiners;
- c) An open Ph.D. viva voce of the candidate has been conducted;
- d) The candidate has published two research papers from his/her Ph.D. work out of which at least one is in a refereed journal;
- e) The candidate has presented at least two papers, based on his/her Ph.D. work in conferences/seminars sponsored/funded/supported by the UGC/ ICSSR/CSIR or any similar agency.

The fulfilment of these conditions is to be certified by the Registrar or the Dean (Academic Affairs) of the University concerned.

- II.** The clearing of NET/SLET/SET shall not be required for candidates in such disciplines for which NET/SLET/SET has not been conducted.
- 3.4** A minimum of 55% marks (or an equivalent grade in a point-scale, wherever the grading system is followed) at the Master's level shall be the essential qualification for direct recruitment of teachers and other equivalent cadres at any level.
- I.** A relaxation of 5% shall be allowed at the Bachelor's as well as at the Master's level for the candidates belonging to Scheduled Caste/Scheduled Tribe/Other Backward Classes (OBC)(Non-creamy Layer)/Differently-abled ((a) Blindness and low vision; (b) Deaf and Hard of Hearing; (c) Locomotor disability including cerebral palsy, leprosy cured, dwarfism, acid-attack victims and muscular dystrophy; (d) Autism, intellectual disability, specific learning disability and mental illness; (e) Multiple disabilities from amongst persons under (a) to (d) including deaf-blindness) for the purpose of eligibility and assessing good academic record for direct recruitment. The eligibility marks of 55% marks (or an equivalent grade in a point scale wherever the grading system is followed) and the relaxation of 5% to the categories mentioned above are permissible, based only on the qualifying marks without including any grace mark procedure.
- 3.5.** A relaxation of 5% shall be provided, (from 55% to 50% of the marks) to the Ph.D. Degree holders who have obtained their Master's Degree prior to 19 September, 1991.
- 3.6** A relevant grade which is regarded as equivalent of 55%, wherever the grading system is followed by a recognized university, at the Master's level shall also be considered valid.
- 3.7** The Ph.D. Degree shall be a mandatory qualification for appointment and promotion to the post of Professor.
- 3.8** The Ph.D. Degree shall be a mandatory qualification for appointment and promotion to the post of Associate Professor.
- 3.9** The Ph.D. Degree shall be a mandatory qualification for promotion to the post of Assistant Professor (Selection Grade/Academic Level 12) in Universities.
- 3.10** The Ph.D. Degree shall be a mandatory qualification for direct recruitment to the post of Assistant Professor in Universities with effect from 01.07.2021.
- 3.11** The time taken by candidates to acquire M.Phil. and / or Ph.D. Degree shall not be considered as teaching/ research experience to be claimed for appointment to the teaching positions. Further the period of active service spent on pursuing Research Degree simultaneously with teaching assignment without taking any kind of leave, shall be counted as teaching experience for the purpose of direct recruitment/ promotion. Regular faculty members upto twenty per cent of the total faculty strength (excluding faculty on medical / maternity leave) shall be allowed by their respective institutions to take study leave for pursuing Ph.D. degree.
- 3.12 Qualifications:**
- No person shall be appointed to the post of University and College teacher, Librarian or Director of Physical Education and Sports, in any university or in any of institutions including constituent or affiliated colleges recognised under clause (f) of Section 2 of the University Grants commission Act, 1956 or in an institution deemed to be a University under Section 3 of the said Act if such person does not fulfil the requirements as to the qualifications for the appropriate post as provided in the Schedule 1 of these Regulations.
- 4.0 Direct Recruitment**
- 4.1 For the Disciplines of Arts, Commerce, Humanities, Education, Law, Social Sciences, Sciences, Languages, Library Science, Physical Education, and Journalism & Mass Communication.**
- I. Assistant Professor:**
- Eligibility (A or B) :**
- A.**
- i) A Master's degree with 55% marks (or an equivalent grade in a point-scale wherever the grading system is followed) in a concerned/relevant/allied subject from an Indian University, or an equivalent degree from an accredited foreign university.

- ii) Besides fulfilling the above qualifications, the candidate must have cleared the National Eligibility Test (NET) conducted by the UGC or the CSIR, or a similar test accredited by the UGC, like SLET/SET or who are or have been awarded a Ph. D. Degree in accordance with the University Grants Commission (Minimum Standards and Procedure for Award of M.Phil./Ph.D. Degree) Regulations, 2009 or 2016 and their amendments from time to time as the case may be exempted from NET/SLET/SET :

Provided, the candidates registered for the Ph.D. programme prior to July 11, 2009, shall be governed by the provisions of the then existing Ordinances/Bye-laws/Regulations of the Institution awarding the degree and such Ph.D. candidates shall be exempted from the requirement of NET/SLET/SET for recruitment and appointment of Assistant Professor or equivalent positions in Universities/Colleges/Institutions subject to the fulfillment of the following conditions :-

- a) The Ph.D. degree of the candidate has been awarded in a regular mode;
- b) The Ph.D. thesis has been evaluated by at least two external examiners;
- c) An open Ph.D. viva voce of the candidate has been conducted;
- d) The Candidate has published two research papers from his/her Ph.D. work, out of which at least one is in a refereed journal;
- e) The candidate has presented at least two papers based on his/her Ph.D work in conferences/seminars sponsored/funded/supported by the UGC / ICSSR/ CSIR or any similar agency.

The fulfilment of these conditions is to be certified by the Registrar or the Dean (Academic Affairs) of the University concerned.

Note: NET/SLET/SET shall also not be required for such Masters Programmes in disciplines for which NET/SLET/SET is not conducted by the UGC, CSIR or similar test accredited by the UGC, like SLET/SET.

OR

- B.** The Ph.D degree has been obtained from a foreign university/institution with a ranking among top 500 in the World University Ranking (at any time) by any one of the following: (i) Quacquarelli Symonds (QS) (ii) the Times Higher Education (THE) or (iii) the Academic Ranking of World Universities (ARWU) of the Shanghai Jiao Tong University (Shanghai).

Note: The Academic score as specified in Appendix II (Table 3A) for Universities, and Appendix II (Table 3B) for Colleges, shall be considered for short-listing of the candidates for interview only, and the selections shall be based only on the performance in the interview.

II. Associate Professor:

Eligibility:

- i) A good academic record, with a Ph.D. Degree in the concerned/allied/relevant disciplines.
- ii) A Master's Degree with at least 55% marks (or an equivalent grade in a point-scale, wherever the grading system is followed).
- iii) A minimum of eight years of experience of teaching and / or research in an academic/research position equivalent to that of Assistant Professor in a University, College or Accredited Research Institution/industry with a minimum of seven publications in the peer-reviewed or UGC-listed journals and a total research score of Seventy five (75) as per the criteria given in Appendix II, Table 2.

III. Professor:

Eligibility (A or B) :

A.

- i) An eminent scholar having a Ph.D. degree in the concerned/allied/relevant discipline, and published work of high quality, actively engaged in research with evidence of published work with, a minimum of 10 research publications in the peer-reviewed or UGC-listed journals and a total research score of 120 as per the criteria given in Appendix II, Table 2.

- ii) A minimum of ten years of teaching experience in university/college as Assistant Professor/Associate Professor/Professor, and / or research experience at equivalent level at the University/National Level Institutions with evidence of having successfully guided doctoral candidate.

OR

- B.** An outstanding professional, having a Ph.D. degree in the relevant/allied/applied disciplines, from any academic institutions (not included in A above) / industry, who has made significant contribution to the knowledge in the concerned/allied/relevant discipline, supported by documentary evidence provided he/she has ten years' experience.

IV. Senior Professor in Universities

Up to 10 percent of the existing sanctioned strength of Professors in the university may be appointed as Senior Professor in the universities, through direct recruitment.

Eligibility:

- i) An eminent scholar with good track record of high-quality research publications in Peer-reviewed or UGC-listed journals, significant research contribution to the discipline, and engaged in research supervision.
- ii) A minimum of ten years of teaching/research experience as Professor or an equivalent grade in a University, College or an institute of national level.
- iii) The selection shall be based on academic achievements, favourable review from three eminent subject experts who are not less than the rank of Senior Professor or a Professor of at least ten years experience.
- iv) The selection shall be based on ten best publications in the Peer-reviewed or UGC -listed journals and award of Ph.D degrees to at least two candidates under his/her supervision during the last 10 years and interaction with the Selection Committee constituted as per the UGC Regulations.

V. College Principal and Professor (Professor's Grade)

A. Eligibility:

- (i) Ph.D. degree
- (ii) Professor/Associate Professor with a total service/ experience of at least fifteen years of teaching/research in Universities, Colleges and other institutions of higher education.
- (iii) A minimum of 10 research publications in peer-reviewed or UGC-listed journals.
- (iv) A minimum of 110 Research Score as per Appendix II, Table 2

B. Tenure

- i) A College Principal shall be appointed for a period of five years, extendable for another term of five years on the basis of performance assessment by a Committee appointed by the University, constituted as per these regulations.
- ii) After the completion of his/her term as Principal, the incumbent shall join back his/her parent organization with the designation as Professor and in the grade of the Professor.

VI. Vice Principal

An existing senior faculty member may be designated as Vice-Principal by the Governing Body of the College on the recommendation of the Principal, for a tenure of two years, who can be assigned specific activities, in addition to his/her existing responsibilities. During the absence of the Principal, for any reason, the Vice Principal shall exercise the powers of the Principal.

4.2. Music, Performing Arts, Visual Arts and Other Traditional Indian Art Forms like Sculpture, etc.

I. Assistant Professor:

Eligibility (A or B):

A.

- i) Master's Degree with 55% marks (or an equivalent grade in a point scale wherever grading system is followed) in the relevant subject or an equivalent degree from an Indian/foreign University.

- ii) Besides fulfilling the above qualifications, the candidate must have cleared the National Eligibility Test (NET) conducted by the UGC, CSIR or similar test accredited by the UGC like SLET/SET or who are or have been awarded a Ph. D. Degree in accordance with the University Grants Commission (Minimum Standards and Procedure for Award of M.Phil./Ph.D. Degree) Regulations, 2009 or 2016 and their amendments from time to time as the case may be.

Provided further, candidates registered for the Ph.D. programme prior to July 11, 2009, shall be governed by the provisions of the then existing Ordinances / Bye-laws / Regulations of the Institutions awarding the degree and such Ph.D. candidates shall be exempted from the requirement of NET/SLET/SET for recruitment and appointment of Assistant Professor or equivalent positions in Universities/Colleges /Institutions subject to the fulfilment of the following conditions:

- a) Ph.D. degree has been awarded to the candidate in a regular mode
- b) The Ph.D. thesis has been evaluated by at least two external examiners;
- c) An open Ph.D. viva voce of the candidate had been conducted;
- d) candidate has published two research papers from his/her Ph.D. work, out of which, at least one is in a refereed journal;
- e) The candidate has presented at least two research papers based on his/her Ph.D. work in conferences/seminars supported/funded/sponsored by the UGC/AICTE/ICSSR or any other similar agency.

Note 1: The fulfilment of these conditions is to be certified by the Registrar or the Dean (Academic Affair) of the University concerned.

Note 2: The clearance of NET/SLET/SET shall also not be required for such Masters Programmes in disciplines for which NET/SLET/SET is not conducted by the UGC, CSIR or similar test accredited by the UGC (like SLET/SET).

OR

- B.** A traditional or a professional artist with highly commendable professional achievement in the subject concerned having a Bachelor's degree, who has:
- i) studied under a noted/reputed traditional Master(s)/Artist(s)
 - ii) Has been 'A' grade artist of AIR/Doordarshan;
 - iii) Has the ability to explain, with logical reasoning the subject concerned; and
 - iv) Has adequate knowledge to teach theory with illustrations in the discipline concerned.

II. Associate Professor :

Eligibility (A or B):

A.

- i) Good academic record, with a doctoral degree.
- ii) Performing ability of a high professional standard.
- iii) Eight year's experience of teaching in a University or College and / or of research in a University/national level institution, equal to that of Assistant Professor in a University/College.
- iv) Has made a significant contribution to knowledge in the subject concerned, as evidenced by quality publications.

OR

- B.** A traditional or a professional artist with highly-commendable professional achievement having Master's degree in the subject concerned, who has:

- i) been 'A'-grade artist of AIR/Doordarshan;
- ii) eight years' experience of outstanding performing achievement in the

- field of specialisation;
- iii) experience in designing of new courses and /or curricula;
- iv) participated in National level Seminars/Conferences/Concerts in reputed institutions' and
- v) ability to explain, with logical reasoning, the subject concerned and adequate knowledge to teach theory with illustrations in the said discipline.

III. Professor :

Eligibility (A or B):

A.

- i) An eminent scholar having a doctoral degree
- ii) Have been actively engaged in research with at least ten years of experience in teaching in University/College and / or research at the University/National level institutions
- iii) Minimum of 6 research publications in the peer-reviewed or UGC-listed journals,
- iv) Has a total research score of 120, as per Appendix II, Table 2.

OR

B. A traditional or a professional artist, with highly-commendable professional achievement, in the subject concerned,

- i) Having Masters degree, in the relevant subject
- ii) Has been 'A'-grade artist of AIR/Doordarshan
- iii) Has Ten years of outstanding performing achievements in the field of specialisation
- iv) Has made significant contributions in the field of specialisations and ability to guide research;
- v) Has participated in National/International Seminars/Conferences/ Workshops/Concerts and/ or recipient of National/International Awards/Fellowships;
- vi) Has the ability to explain with logical reasoning the subject concerned, and
- vii) Has adequate knowledge to teach theory with illustrations in the said discipline.

4.3 Drama Discipline:

I. Assistant Professor

Eligibility (A or B)

A.

- i) Master's Degree with 55% marks (or an equivalent grade in a point scale wherever grading system is followed) in the relevant subject or an equivalent degree from an Indian/foreign University.
- ii) Besides fulfilling the above qualifications, the candidate must have cleared the National Eligibility Test (NET) conducted by the UGC or the CSIR or a similar test accredited by the UGC, like SLET/SET or who are or have been awarded a Ph.D. Degree in accordance with the University Grants Commission (Minimum Standards and Procedure for Award of M.Phil./Ph.D. Degree) Regulations, 2009, or 2016, and their amendments from time to time as the case may be.

Provided further, candidates registered for the Ph.D. programme, prior to July 11, 2009, shall be governed by the provisions of the then existing Ordinances/Bye-laws/Regulations of the Institutions awarding the degree and such Ph.D. candidates shall be exempted from the requirement of NET/SLET/SET for recruitment and appointment of Assistant Professor or equivalent positions in Universities/Colleges/Institutions, subject to the fulfillment of the following conditions:-

- a) The Ph.D. degree of the candidate has been awarded in the regular mode;
- b) The Ph.D. thesis has been evaluated by at least two external examiners;
- c) An open Ph.D. viva voce of the candidate has been conducted;
- d) The candidate has published two research papers from his/her Ph.D. work out of which at least one must be in a refereed journal;
- e) The candidate has presented at least two research papers based on his/her Ph.D. work in conferences/seminars supported/funded/ sponsored by the UGC/CSIR/ICSSR or any other similar agency.

Note:

1. *The fulfilment of these conditions is to be certified by the Registrar or the Dean (Academic Affairs) of the University concerned.*
2. NET/SLET/SET shall also not be required for such Masters Programmes in disciplines for which the NET/SLET/SET is not conducted by the UGC, CSIR or similar test accredited by the UGC, like SLET/SET.

OR

- B.** A traditional or a professional artist with highly commendable professional achievement in the concerned subject, who has:
- i) been a professional artist with three years' Bachelor degree/Post Graduate Diploma, with 55% marks (or an equivalent grade in a point-scale wherever the grading system is followed), from the National School of Drama, or any other such Institution in India or abroad;
 - ii) five years of regular acclaimed performance at regional/ national/ international stage, supported by evidence; and
 - iii) the ability to explain, with logical reasoning, the subject concerned and adequate knowledge to teach theory with illustrations in the discipline concerned.

II. Associate Professor:

Eligibility (A or B) :

A.

- i) A good academic record, having a Ph.D degree with performing ability of high professional standard as certified by an Expert Committee constituted by the University concerned for the said purpose.
- ii) Eight years experience of teaching in a University/College and/ or research in a University/national-level institutions equal to that of Assistant Professor in a University/College.
- iii) A significant contribution to knowledge in the subject concerned, as evidenced by the quality publications.

OR

- B.** A traditional or a professional artist, having highly commendable professional achievement in the subject concerned, has a Master's degree, who has:
- i) Been recognised artist of Stage/ Radio/TV;
 - ii) Eight years of outstanding performance in the field of specialisation;
 - iii) Experience of designing new courses and /or curricula;
 - iv) Participated in Seminars/Conferences in reputed institutions; and
 - v) The ability to explain with logical reasoning the subject concerned and adequate knowledge to teach theory with illustrations in the said discipline.

III. Professor**Eligibility (A or B) :**

- A.** An eminent scholar, having a doctoral degree, actively engaged in research with ten years of experience in teaching and /or research at a University/National-level institution, including experience of guiding research at the doctoral level, with outstanding performing achievement in the field of specialisation, with a minimum of 6 research publications in the peer-reviewed or UGC listed journals, and a total research score of 120, as per Appendix II, Table 2.

OR

- B.** A traditional and a professional artist, having highly commendable professional achievement in the subject concerned, who has:
- i) Master's degree, in the relevant subject::
 - ii) Ten years of outstanding performing achievements in the field of specialisation;
 - iii) Made significant contribution in the field of specialisation
 - iv) Guided research;
 - v) Participated in National/International Seminars/Conferences/Workshops and/or recipient of National/International Awards/Fellowships;
 - vi) Ability to explain with logical reasoning the subject concerned;
 - vii) Adequate knowledge to teach theory, with illustrations in the said discipline.

4.4 Yoga Discipline**I. Assistant Professor :****Eligibility (A or B) :**

- A.** Good academic record, with at least 55% marks (or an equivalent grade in a point-scale wherever the grading system is followed) at the Master's degree in Yoga or any other relevant subject, or an equivalent degree from an Indian/foreign University.

Besides fulfilling the above qualifications, the candidate must have cleared the National Eligibility Test (NET) conducted by the UGC, CSIR or a similar test accredited by the UGC like SLET/SET or who are or have been awarded a Ph. D. Degree in accordance with the University Grants Commission (Minimum Standards and Procedure for Award of M.Phil./Ph.D. Degree) Regulations, 2009 or 2016 and their amendments from time to time.

OR

- B.** A Master's degree in any discipline with at least 55% marks (or an equivalent grade in a point-scale wherever the grading system is followed) and a Ph.D. Degree in Yoga* in accordance with the University Grants Commission (Minimum Standards and Procedure for Award of M.Phil./Ph.D. Degree) Regulations, 2009 or 2016 and their amendments from time to time as the case may be.

*Note: Considering the paucity of teachers in the newly-emerging field of Yoga, this alternative has been provided and shall be valid only for five years from the date of notification of these Regulations

II. ASSOCIATE PROFESSOR

- i) A good academic record, with a Ph.D. degree in the subject concerned or in a relevant discipline.
- ii) A Master's degree with at least 55% marks (or an equivalent grade in a point-scale, wherever the grading system is followed).
- iii) A minimum of eight years' experience of teaching and/ or research in an academic/research position equivalent to that of Assistant Professor in a University, College or Accredited Research Institutions/Industry with evidence of published work and a minimum of 7 publications as books and / or research/policy papers in peer-reviewed or UGC listed journals and a total research score of at least Seventy five (75), as per the criteria given in Appendix II, Table 2.

III. PROFESSOR**Eligibility (A or B) :****A.**

- i) An eminent scholar with Ph. D. degree in the subject concerned or in an allied/relevant subject and published work of high quality, actively engaged in research with evidence of published work, with a minimum of 10 publications as books and/ or research/policy papers in the peer-reviewed or UGC listed journals and a total research score of at least 120 as per the criteria given in Appendix II, Table 2.
- ii) A minimum of ten years of teaching experience in a University/College and / or experience in research at the university/National level institution/Industries, with evidence of having successfully guided doctoral candidate.

Or

- B.** An outstanding professional, with established reputation in the relevant field, who has made significant contribution to the knowledge in the concerned/allied/relevant discipline, to be substantiated by credentials.

4.5 QUALIFICATIONS, EXPERIENCE AND OTHER ELIGIBILITY REQUIREMENTS FOR APPOINTMENT OF OCCUPATIONAL THERAPY TEACHERS**I. ASSISTANT PROFESSOR:**

A Bachelor's Degree in Occupational Therapy (B.O.T./B. Th.O./B.O.Th.), Masters in Occupational Therapy (M.O.Th/M.Th.O./ M.Sc. O.T/M.OT.), with at least 55% marks (or an equivalent grade in a point-scale wherever the grading system is followed), from a recognised University

II. ASSOCIATE PROFESSOR:

- i) Essential : A Master's Degree in Occupational Therapy (M.O.T./M.O.Th./M.Sc. O.T.), with eight years' experience as Assistant Professor.
- ii) Desirable: Higher Qualification, including a Ph. D. degree in any discipline of occupational therapy recognised by the UGC, and published work of high standard in peer-reviewed or UGC- listed journals.

III. PROFESSOR:

- i) Essential : Master's Degree in Occupational Therapy (M.O.T./ M.O.Th./M.Th.O./M.Sc. O.T.), with Ten years of total experience in Occupational Therapy.
- ii) Desirable: Higher Qualification, such as Ph.D. degree in any discipline of occupational therapy recognised by the UGC, and published work of high standard in peer- reviewed or UGC- listed journals.

IV. PRINCIPAL / DIRECTOR / DEAN:

Essential: Master's Degree in Occupational Therapy (M.O.T./M.Th.O./M.Oth./M.Sc. O.T.), with fifteen years' experience, which shall include five years' experience as Professor (Occupational Therapy).

Note:

- (i) The senior-most Professor in the institution shall be designated as the Principal / Director / Dean.
- (ii) Desirable: Higher qualification, like a Ph. D. degree in any discipline of occupational therapy recognized by the UGC and published work of high standard in peer reviewed or UGC listed journals.

4.6 QUALIFICATIONS, EXPERIENCE AND OTHER ELIGIBILITY REQUIREMENTS FOR APPOINTMENT OF PHYSIOTHERAPY TEACHERS**I. ASSISTANT PROFESSOR:**

Bachelor's Degree in Physiotherapy (B.P./T./B. Th./P./B.P.Th.), Master's Degree in Physiotherapy (M.&P.Th/M.Th.P./M.Sc. P.T/M.P.T.) with at least 55% marks (or an equivalent grade in a point scale wherever the grading system is followed) from a recognized University.

II. ASSOCIATE PROFESSOR:

- i) Essential: A Master's Degree in Physiotherapy (M.P.T./M.P.Th./M.Th.P/M.Sc. P.T.) with eight years' experience as Assistant Professor.

- ii) Desirable: Higher Qualification, such as Ph.D. degree in any discipline of Physiotherapy recognised by the U.G.C, and published work of high standard in peer-reviewed or UGC - listed journals.

III. PROFESSOR:

Essential: Master's Degree in Physiotherapy (M.P.T. / M.P.Th./M.Th.P./M.Sc. P.T.), with ten years experience.

Desirable:

- (i) Higher Qualification like Ph. D. in any subject of Physiotherapy recognised by U.G.C, and
(ii) Published work of high standard in peer -reviewed or UGC- listed journals.

IV. PRINCIPAL / DIRECTOR / DEAN:

Essential: Master's Degree in Physiotherapy (M.P.T./M.Th.P./M.Pth./M.Sc. P.T.) with fifteen years total experience, including five years experience as Professor (Physiotherapy).

Note:

- (i) Senior-most Professor shall be designated as the Principal / Director / Dean.
(ii) Desirable: Higher qualification like Ph.D. in any subject of Physiotherapy recognized by the UGC and published work of high standard in peer reviewed or UGC listed journals.

4.7 MINIMUM QUALIFICATIONS FOR DIRECT RECRUITMENT TO THE POSTS OF UNIVESRITY ASSISTANT LIBRARIAN / COLLEGE LIBRARIAN, UNIVERSITY DEPUTY LIBRARIAN AND UNIVERSITY LIBRARIAN

I. UNIVERSITY ASSISTANT LIBRARIAN / COLLEGE LIBRARIAN

- i) A Master's Degree in Library Science, Information Science or Documentation Science or an equivalent professional degree, with at least 55% marks (or an equivalent grade in a point –scale, wherever the grading system is followed)
ii) A consistently good academic record, with knowledge of computerization of a library.
iii) Besides fulfilling the above qualifications, the candidate must have cleared the National Eligibility Test (NET) conducted by the UGC, CSIR or similar test accredited by the UGC like SLET/SET or who are or have been awarded a Ph.D. Degree in accordance with the University Grants Commission (Minimum Standards and Procedure for Award of M.Phil./Ph.D. Degree) Regulations, 2009 or 2016 and their amendments from time to time as the case may be:

Provided that the, candidates registered for the Ph.D. degree prior to July 11, 2009, shall be governed by the provisions of the then existing Ordinances / Bye-laws / Regulations of the Institution awarding the degree, and such Ph.D. candidates shall be exempted from the requirement of NET/SLET/SET for recruitment and appointment of Assistant Professor or equivalent positions in Universities/Colleges / Institutions subject to the fulfillment of the following conditions:-

- a) The Ph.D. degree of the candidate has been awarded in the regular mode
b) The Ph.D. thesis has been evaluated by at least two external examiners;
c) Open Ph.D. viva voce of the candidate has been conducted;
d) The candidate has published two research papers from his/her Ph.D. work out of which at least one is in a refereed journal;
e) The candidate has presented at least two papers based on his/her Ph.D work in conferences/seminars sponsored /funded/supported by the UGC/ICSSR/CSIR or any similar agency.

Note:

- (i) *The fulfilment of these conditions is to be certified by the Registrar or the Dean (Academic Affairs) of the University concerned.*
(ii) NET/SLET/SET shall also not be required for candidates in such Master's Programmes for which NET/SLET/SET is not conducted by the UGC, CSIR or similar test accredited by the UGC like SLET/SET.

II. UNIVERSITY DEPUTY LIBRARIAN

- i) A Master's Degree in library science/information science/documentation science, with at least 55% marks or an equivalent grade in a point –scale, wherever grading system is followed.
- ii) Eight years experience as an Assistant University Librarian/College Librarian.
- iii) Evidence of innovative library services including integration of ICT in library.
- iv) A Ph.D. Degree in library science/ Information science / Documentation Science/Archives and manuscript keeping/computerization of library.

III. UNIVERSITY LIBRARIAN

- i) A Master's Degree in Library Science/Information Science/Documentation Science with at least 55% marks or an equivalent grade in a point -scale wherever the grading system is followed.
- ii) At least ten years as a Librarian at any level in University Library or ten years of teaching as Assistant/Associate Professor in Library Science or ten years' experience as a College Librarian.
- iii) Evidence of innovative library services, including the integration of ICT in a library.
- iv) A Ph.D. Degree in library science/information science/documentation /archives and manuscript-keeping.

4.8 MINIMUM QUALIFICATIONS FOR THE POSTS OF ASSISTANT DIRECTORS OF PHYSICAL EDUCATION AND SPORTS, DEPUTY DIRECTOR OF PHYSICAL EDUCATION AND SPORTS AND DIRECTOR OF PHYSICAL EDUCATION AND SPORTS (DPES)**I. University Assistant Director of Physical Education and Sports / College Director of Physical Education and Sports****Eligibility (A or B) :****A.**

- i) A Master's Degree in Physical Education and Sports or Physical Education or Sports Science with 55% marks (or an equivalent grade in a point-scale, wherever the grading system is followed)
- ii) Record of having represented the university / college at the inter-university /inter-collegiate competitions or the State and/ or national championships.
- iii) Besides fulfilling the above qualifications, the candidate must have cleared the National Eligibility Test (NET), conducted by the UGC or CSIR, or a similar test accredited by the UGC, like SLET/SET, or who are or have been awarded a Ph.D. Degree in Physical Education or Physical Education and Sports or Sports Science, in accordance with the University Grants Commission (Minimum Standards and Procedure for Award of M.Phil./Ph.D. Degree) Regulations, 2009 or 2016 and their amendments from time to time, as the case may be:

Provided that, candidates registered for the Ph.D. degree prior to July 11, 2009, shall be governed by the provisions of the then existing Ordinances/ Bye-laws/Regulations of the Institutions awarding the degree and such Ph.D. degree holders shall be exempted from the requirement of NET/SLET/SET for recruitment and appointment of Assistant Professor or equivalent positions in Universities/Colleges / Institutions, subject to the fulfillment of the following conditions:-

- a) The Ph.D. degree of the candidate has been awarded in regular mode;
- b) The Ph.D. thesis has been evaluated by at least two external examiners;
- c) Open Ph.D. viva voce of the candidate has been conducted;
- d) The candidate has published two research papers from his/her Ph.D. work out of which at least one is in a refereed journal;
- e) The candidate has presented at least two research papers in conference/seminar, based on his/her Ph.D work.

Note: The fulfilment of these conditions (a) to (e) is to be certified by the Registrar or the Dean (Academic Affairs) of the University concerned.

- iv. NET/SLET/SET shall also not be required for such Masters Programmes in disciplines for which NET/SLET/SET is not conducted by the UGC, CSIR or similar test accredited by the UGC like SLET/SET.
- v. Passed the physical fitness test conducted in accordance with these Regulations.

OR

- B. An Asian game or commonwealth games medal winner who has a degree at least at Post-Graduation level.

II. University Deputy Director of Physical Education and Sports

Eligibility (A or B) :

A.

- i) A Ph.D. in Physical Education or Physical Education and Sports or Sports Science. Candidates from outside the university system, in addition, shall also possess at least 55% marks (or an equivalent grade in a point scale wherever grading system is followed) at the Master's Degree level by the university concerned.
- ii) Eight years experience as University Assistant DPES/College DPES.
- iii) Evidence of organizing competitions and conducting coaching camps of at least two weeks duration.
- iv) Evidence of having produced good performance of teams/athletes for competitions like state/national/inter-university/combined university, etc.
- v) Passed the physical fitness test in accordance with these Regulations.

OR

- B. An Olympic games/ world cup/ world Championship medal winner who has a degree at least at the Post-Graduation Level.

III. University Director of Physical Education and Sports

- i) A Ph.D. in Physical Education or Physical Education and Sports or Sports Science.
- ii) Experience of at least ten years in Physical Education and Sports as University Assistant/Deputy DPES or ten years as College DPES or teaching for ten years in Physical Education and Sports or Sports Science as Assistant/Associate Professor.
- iii) Evidence of organising competitions and coaching camps of at least two weeks' duration.
- iv) Evidence of having produced good performance of teams/athletes for competitions like state/national/inter-university/combined university, etc.

IV. Physical Fitness Test Norms

- (a) Subject to the provisions of these Regulations, all candidates who are required to undertake the physical fitness test are required to produce a medical certificate certifying that he/she is medically fit before undertaking such tests.
- (b) On the production of such certificate mentioned in sub-clause (a) above, the candidate would be required to undertake the physical fitness test in accordance with the following norms:

NORMS FOR MEN			
12 MINUTES RUN/WALK TEST			
Upto 30 Years	Upto 40 Years	Upto 45 Years	Upto 50 Years
1800 metres	1500 metres	1200 metres	800 metres

NORMS FOR WOMEN			
8 MINUTES RUN/WALK TEST			
Upto 30 Years	Upto 40 Years	Upto 45 Years	Upto 50 Years
1000 metres	800 metres	600 metres	400 metres

5.0 CONSTITUTION OF SELECTION COMMITTEES AND GUIDELINES ON SELECTION PROCEDURE:

5.1 Selection Committee Composition

I. Assistant Professor in the University:

- (a) The Selection Committee for the post of Assistant Professor in the University shall consist of the following persons :
- i) The Vice Chancellor or his/her nominee, who has at least ten years of experience as Professor, shall be the Chairperson of the Committee.
 - ii) An academician not below the rank of Professor to be nominated by the Visitor/Chancellor, wherever applicable.
 - iii) Three experts in the subject concerned nominated by the Vice Chancellor out of the panel of names approved by the relevant statutory body of the university concerned.
 - iv) Dean of the Faculty concerned, wherever applicable.
 - v) Head/Chairperson of the Department/School concerned.
 - vi) An academician representing SC/ST/OBC/Minority/Women/Differently-abled categories to be nominated by the Vice Chancellor, if any of the candidates from any of these categories is an applicant and if any of the above members of the selection committee does not belong to that category.
- (b) Four members, including two outside subject experts, shall constitute the quorum.

II. Associate Professor in the University

- (a) The Selection Committee for the post of Associate Professor in the University shall have the following composition:
- i) The Vice Chancellor or his/her nominee, who has at least ten years of experience as Professor, shall be the Chairperson of the Committee.
 - ii) An academician not below the rank of Professor to be nominated by the Visitor/Chancellor, wherever applicable.
 - iii) Three experts in the subject/field concerned nominated by the Vice-Chancellor, out of the panel of names approved by the relevant statutory body of the university.
 - iv) Dean of the faculty, wherever applicable.
 - v) Head/Chairperson of the Department/School.
 - vi) An academician representing SC/ST/OBC/ Minority / Women / Differently-abled categories, if any of candidates belonging to any of these categories is the applicant, to be nominated by the Vice Chancellor, if any of the above members of the selection committee does not belong to that category.
- (b) At least four members, including two outside subject experts, shall constitute the quorum

III. Professor in the University

- (a) The Selection Committee for the post of Professor in the University shall consist of the following persons :
- i) Vice-Chancellor who shall be the Chairperson of the Committee.
 - ii) An academician not below the rank of Professor to be nominated by the Visitor/Chancellor, wherever applicable.
 - iii) Three experts in the subject/field concerned to be nominated by the Vice-Chancellor out of the panel of names approved by the relevant statutory body of the university concerned.
 - iv) Dean of the faculty, wherever applicable.
 - v) Head/Chairperson of the Department/School.
 - vi) An academician belonging to the SC/ST/OBC/ Minority / Women / Differently-abled categories, if any of the candidates representing these categories is the applicant, to be nominated by the Vice-Chancellor, if any of the above members of the selection committee does not belong to that category.
- (b) At least four members, including two outside subject experts, shall constitute the quorum.

IV. Senior Professor

- (a) The Selection Committee for the post of Senior Professor in the University shall consist of the following persons:
- i) Vice Chancellor who shall be the Chairperson of the Committee.
 - ii) An academician not below the rank of Senior Professor/Professor with minimum ten years experience who is the nominee of the Visitor/Chancellor, wherever applicable.
 - iii) Three experts not below the rank of a Senior Professor/Professor with a minimum of ten years' experience in the subject/field concerned nominated by the Vice-Chancellor out of the panel of names approved by the relevant statutory body of the university.
 - iv) Dean (not below the rank of Senior Professor/Professor with minimum ten years experience) of the faculty, wherever applicable.
 - v) Head/Chairperson (not below the rank of Senior Professor/Professor with minimum ten years experience) or Senior-most Professor (not below the rank of Senior Professor/Professor, with a minimum of ten years' experience) of the Department/School.
 - vi) An academician (not below the rank of a Senior Professor/Professor with minimum ten years experience) representing SC/ST/OBC/ Minority / Women / Differently-abled categories, if any of candidates representing these categories is the applicant, to be nominated by the Vice Chancellor, if any of the above members of the selection committee do not belong to that category.
- (b) Four members, including two outside subject experts, shall constitute the quorum.

V. Assistant Professor in Colleges, including Private and Constituent Colleges:

- (a) The Selection Committee for the post of Assistant Professor in Colleges, including Private and constituent Colleges shall consist of the following persons:
- i) Chairperson of the Governing Body of the college or his/her nominee from amongst the members of the Governing body, who shall be the Chairperson of the Committee.
 - ii) The Principal of the College.
 - iii) Head of the Department/Teacher-in-charge of the subject concerned in the College.
 - iv) Two nominees of the Vice-Chancellor of the affiliating university, of whom one should be a subject-expert. In case of colleges notified/declared as a minority educational institution, two nominees of the Chairperson of the college from out of a panel of five names, preferably from the minority community, recommended by the Vice-Chancellor of the affiliating university, from the list of experts suggested by the relevant statutory body of the college, of whom one should be a subject-expert.

- v) Two subject-experts not connected with the college who shall be nominated by the Chairperson of the College governing body out of a panel of five names recommended by the Vice-Chancellor from the list of subject experts approved by the relevant statutory body of the university concerned. In case of colleges notified/declared as minority educational Institutions, two subject experts not connected with the University nominated by the Chairperson of the Governing Body of the College out of the panel of five names, preferably from the minority communities, recommended by the Vice-Chancellor from the list of subject experts approved by the relevant statutory body of the College.
- vi) An academician representing SC/ST/OBC/Minority/Women/Differently-abled categories, if any of candidates belonging to any of these categories is the applicant, to be nominated by the Vice-Chancellor, if any of the above members of the selection committee does not belong to that category.

(b) Five members, including two outside subject experts, shall constitute the quorum.

VI. Associate Professor in Colleges, including Private and Constituent Colleges

- (a) The Selection Committee for the post of Associate Professor in Colleges including Private and Constituent Colleges, shall consist of the following persons:
 - i) The Chairperson of the Governing Body or his/her nominee, from amongst the members of the Governing body, who shall be the Chairperson of the Selection Committee.
 - ii) The Principal of the College.
 - iii) The Head of the Department / Teacher-In charge of the concerned subject from the college.
 - iv) Two University representatives nominated by the Vice-Chancellor, one of whom shall be the Dean of College Development Council or equivalent position in the University, and the other must be expert in the concerned subject. In case of Colleges notified/declared as minority educational institutions, two nominees of the Chairperson of the College from out of a panel of five names, preferably from minority communities, recommended by the Vice-Chancellor of the affiliating university from the list of experts suggested by the relevant statutory body of the college of whom one should be a subject expert.
 - v) Two subject-experts not connected with the college to be nominated by the Chairperson of the governing body of the college out of a panel of five names recommended by the Vice Chancellor from the list of subject experts approved by the relevant statutory body of the university concerned. In case of colleges notified/declared as minority educational Institutions, two subject experts not connected with the University nominated by the Chairperson of the College Governing Body out of the panel of five names, preferably from minority communities, recommended by the Vice Chancellor from the list of subject experts approved by the relevant statutory body.
 - vi) An academician belonging to the SC/ST/OBC/ Minority/Women/Differently-abled categories, if any of candidates belonging to these categories is the applicant, to be nominated by the Vice-Chancellor, if any of the above members of the selection committee does not belong to that category.
- (b) The quorum for the meeting shall be five, including two subject experts.

VII. Professor in Colleges, including Private and Constituent Colleges

- (a) The Selection Committee for the post of Professor in Colleges including Private and Constituent Colleges shall consist of the following persons:
 - i) The Chairperson of the Governing Body or his/her nominee, from amongst the members of the Governing body, who shall be the Chairperson of the Selection Committee.
 - ii) The Principal of the College.
 - iii) The Head of the Department / Teacher-In charge of the concerned subject from the college not below the rank of Professor.
 - iv) Two University representatives not below the rank of Professor nominated by the Vice-Chancellor, one of whom shall be the Dean of College Development Council or equivalent position in the University, and the other must be expert in the concerned subject. In case of Colleges notified/declared as minority

educational institutions, two nominees, not below the rank of Professor, of the Chairperson of the College from out of a panel of five names, preferably from minority communities, recommended by the Vice-Chancellor of the affiliating university from the list of experts suggested by the relevant statutory body of the college of whom one should be a subject expert.

- v) Two subject-experts not connected with the college to be nominated by the Chairperson of the governing body of the college out of a panel of five names recommended by the Vice Chancellor from the list of subject experts approved by the relevant statutory body of the university concerned. In case of colleges notified/declared as minority educational Institutions, two subject experts not connected with the University nominated by the Chairperson of the College Governing Body out of the panel of five names, preferably from minority communities, recommended by the Vice Chancellor from the list of subject experts approved by the relevant statutory body.
 - vi) An academician not below the rank of Professor belonging to the SC/ST/OBC/Minority/Women/Differently-abled categories, if any of candidates belonging to these categories is the applicant, to be nominated by the Vice-Chancellor, if any of the above members of the selection committee does not belong to that category.
- (b) The quorum for the meeting shall be five, including two subject experts.

VIII. College Principal and Professor

A. Selection Committee

- (a) The Selection Committee for the post of College Principal and Professor shall have the following composition:
- i) Chairperson of the Governing Body to be the Chairperson.
 - ii) Two members of the Governing Body of the college to be nominated by the Chairperson of whom one shall be an expert in academic administration.
 - iii) Two nominees of the Vice-Chancellor who shall be Higher Education experts in the subject/field concerned out of which at least one shall be a person not connected in any manner with the affiliating University. In case of Colleges notified/declared as minority educational institutions, one nominee of the Chairperson of the College from out of a panel of five names, preferably from minority communities, recommended by the Vice-Chancellor of the affiliating university of whom one should be a subject expert.
 - iv) Three Higher Education experts consisting of the Principal of a College, a Professor and an accomplished educationist not below the rank of a Professor (to be nominated by the Governing Body of the college out of a panel of six experts approved by the relevant statutory body of the university concerned).
 - v) An academician representing SC/ST/OBC/Minority/Women/Differently-abled categories, if any of candidates representing these categories is the applicant, to be nominated by the Vice-Chancellor, if any of the above members of the selection committee does not belong to that category.
 - vi) Two subject-experts not connected with the college to be nominated by the Chairperson of the governing body of the college out of a panel of five names recommended by the Vice Chancellor from the list of subject experts approved by the relevant statutory body of the university concerned. In case of colleges notified/declared as minority educational institutions, two subject experts not connected with the University nominated by the Chairperson of the College governing body out of the panel of five names, preferably from minority communities, recommended by the Vice Chancellor from the list of subject experts approved by the relevant statutory body.
- (b) Five members, including two experts, shall constitute the quorum.
- (c) All the selection procedures of the selection committee shall be completed on the day/last day of the selection committee meeting itself, wherein, minutes are recorded along with the scoring Proforma and recommendation made on the basis of merit with the list of selected and waitlisted candidates/Panel of names in order of merit, duly signed by all members of the selection committee.

- (d) The term of appointment of the College Principal shall be five years, with eligibility for reappointment for one more term only after an assessment by a Committee appointed by the University as per the composition given in sub-clause (B) of 5.1 (VIII).
- (e) After the completion of his/her term as Principal, the incumbent shall join back his/her parent organisation with the designation as Professor and in the grade of the Professor..

B. Committee for Assessment of College Principal and Professor for Second Term

The Committee for assessment to the post of College Principal for second term shall have the following composition:

- i) Nominee of the Vice-Chancellor of the affiliating University.
- ii) Nominee of the Chairman, University Grants Commission.

The nominees shall be nominated from the Principals of the Colleges with Excellence/College with Potential of Excellence/Autonomous College/NAAC Grade 'A' accredited colleges.

IX. Selection Committees for the posts of Directors, Deputy Directors, Assistant Directors of Physical Education and Sports, Librarians, Deputy Librarians and Assistant Librarians shall be the same as that of Professor, Associate Professor and Assistant Professor, respectively, except that in Library and Physical Education and Sports or Sports Administration, respectively, practicing Librarian/Director Physical Education and Sports, as the case may be, shall be associated with the Selection Committee as one of the subject experts.

X. The "Screening-cum-Evaluation Committee" for CAS promotion of Assistant Professors/equivalent cadres in Librarians/Physical Education and Sports from one level to the other higher level shall consist of:

A. For University teachers:

- i) The Vice-Chancellor or his/her nominee shall be the Chairperson of the Committee;
- ii) The Dean of the Faculty concerned;
- iii) The Head of the Department /Chairperson of the School; and
- iv) One subject expert in the subject concerned nominated by the Vice-Chancellor from the University panel of experts.

B. For College teachers:

- i) The Principal of the college;
- ii) Head /Teacher-Incharge of the department concerned from the college;
- iii) Two subject experts in the subject concerned nominated by the Vice-Chancellor from the university panel of experts;

C. For University Assistant Librarian:

- i) The Vice-Chancellor shall be the Chairperson of the Committee;
- ii) The Dean of the Faculty concerned;
- iii) The Librarian, University Library; and
- iv) One expert who is a working Librarian nominated by the Vice-Chancellor from the University panel of experts.

D. For College Assistant Librarian:

- i) The Principal shall be the Chairperson of the Committee;
- ii) The Librarian, University Library; and
- iii) Two experts who are working Librarians nominated by the Vice-Chancellor from the University panel of experts.

E. For University Assistant Director, Physical Education and Sports:

- i) The Vice-Chancellor shall be the Chairperson of the Committee;

- ii) The Dean of the Faculty concerned;
- iii) The University Director, Physical Education and Sports; and
- iv) One expert in Physical Education and Sports Administration from University system nominated by the Vice-Chancellor from the University panel of experts.

F. For College Director, Physical Education and Sports:

- i) The Principal shall be the Chairperson of the Committee;
- ii) The University Director, Physical Education and Sports; and
- iii) Two experts in Physical Education and Sports Administration from University system nominated by the Vice-Chancellor from the University panel of experts.

Note: The quorum for these committees in all categories shall be three which will include one subject expert/university nominee.

5.2. The Screening-cum-Evaluation Committee on verification/evaluation of grades secured by the candidate through the Assessment Criteria and Methodology Proforma designed by the respective university based on these Regulations and as per the minimum requirement specified:

- (a) In Appendix II, Table 1 for each of the cadre of Assistant Professor;
- (b) In Appendix II, Table 4 for each of the cadre of Librarian; and
- (c) In Appendix II, Table 5 for each of the cadre of Physical Education and Sports

shall recommend to the Syndicate/ Executive Council /Board of Management of the University/College about the suitability for the promotion of the candidate(s) under CAS for implementation.

5.3 The selection process shall be completed on the day/last day of the selection committee meeting, wherein the minutes are recorded and recommendation made on the basis of the performance of the interview are duly signed by all members of the selection committee.

5.4 For all Selection Committees specified in these Regulations, Head of Department / Teacher-Incharge should be either in the same or higher rank/ position than the rank/position for which the interview is to be held.

6.0 SELECTION PROCEDURE:

I. The overall selection procedure shall incorporate transparent, objective and credible methodology of analysis of the merits and credentials of the applicants based on the weightage given to the performance of the candidate in different relevant parameters and his/her performance on a grading system proforma, based on Appendix II, Tables 1, 2, 3A, 3B, 4, and 5.

In order to make the system more credible, universities may assess the ability for teaching and / or research aptitude through a seminar or lecture in a classroom situation or discussion on the capacity to use the latest technology in teaching and research at the interview stage. These procedures can be followed for both the direct recruitment and the CAS promotions, wherever selection committees are prescribed in these Regulations.

II. The universities shall adopt these Regulations for selection committees and selection procedure through their respective statutory bodies incorporating Appendix II, Table 1, 2, 3A, 3B, 4, and 5 at the institutional level for University Departments and their Constituent colleges/ affiliated colleges (Government/Government-aided/Autonomous/ Private Colleges) to be followed transparently in all the selection processes. The universities may devise their own self-assessment-cum-performance appraisal forms for teachers in strict adherence to the Appendix II, Table 1, 2, 3A, 3B, 4, and 5 specified in these Regulations.

III. In all the Selection Committees of direct recruitment of teachers and other academic staff in universities and colleges provided herein, an academician belonging to the Scheduled Caste/Scheduled Tribe/OBC/Minority/Women/Differently-abled categories, if any of candidates belonging to these categories is the applicant and if any of the members of the selection committee does not belong to that category, shall be nominated by the Vice-Chancellor of the University, and in case of a College, Vice-Chancellor of the University to which the college is affiliated to. The academician, so nominated for this purpose, shall be one level above the cadre level of the applicant, and such nominee shall ensure that the norms of the Central Government or concerned State Government, in relation to the categories mentioned above, are strictly followed during the selection process.

- IV. The process of selection of a Professor shall involve the inviting of the application developed by the respective university, based on the Assessment Criteria and Methodology guidelines set out in these Regulations in Appendix II, Table 1 and 2 and reprints of all significant publications of the candidates.

Provided that the publications submitted by the candidate shall have been published during the qualifying period.

Provided further that such publications shall be made available to the subject experts for assessment before holding the interview. The evaluation of the publications by the experts shall be taken into consideration while finalizing the outcome of selection.

- V. In the case of selection of faculty members who are from outside the academic field and are considered under Clause 4.1 (III.B), 4.2 (I.B, II.B, III.B), 4.3 (I.B, II.B, III.B) and 4.4 (III.B) of these Regulations, the university's statutory bodies must lay down clear and transparent criteria and procedure so that only outstanding professionals who can contribute substantially to the university knowledge system are selected.

- VI. In the selection process for the posts involving different nature of responsibilities in certain disciplines/areas, such as Music and Fine Arts, Visual Arts and Performing Arts, Physical Education and Sports, and Library, greater emphasis may be laid on the nature of deliverables indicated against each of the posts in these Regulations which need to be taken up by the institution while developing the Proforma for both the direct recruitment and the CAS promotion.

- VII. The Internal Quality Assurance Cell (IQAC) shall be established in all Universities/Colleges as per the UGC/ National Assessment Accreditation Council (NAAC) guidelines with the Vice-Chancellor, as Chairperson (in the case of Universities), and Principal, as Chairperson (in case of Colleges). The IQAC shall act as the documentation and record-keeping Cell for the institution, including assistance in the development of Assessment Criteria and Methodology Proforma based on these Regulations. The IQAC may also introduce, wherever feasible, the student feedback system as per the NAAC guidelines on institutional parameters without incorporating the component of the students' assessment of individual teachers in the Assessment Criteria and Methodology Proforma.

- A. The Assessment of the performance of College and University teachers for the CAS promotion is based on the following criteria:

- i. **Teaching-Learning and Evaluation:** The commitment to teaching based on observable indicators such as being regular to class, punctuality to class, remedial teaching and clarifying doubts within and outside the class hours, counselling and mentoring, additional teaching to support the college/university as and when the need arises, etc. Examination and evaluation activities like performing of examination supervision duties, question-papers setting for university/college examinations, participation in the evaluation of examination answer scripts, conducting examinations for internal assessment as per the schedule to be announced by the institution at the beginning of each Academic Session and returning and discussing the answers in the class.
- ii. **Personal Development Related to Teaching and Research Activities:** Attending orientation/refresher/methodology courses, development of e-contents and MOOC's, organising seminar/conference/ workshop / presentation of papers and chairing of sessions/guiding and carrying out research projects and publishing the research output in national and international journals etc.
- iii. **Administrative Support and Participation in Students' Co- curricular and Extra-curricular Activities.**

B. Assessment Process

The following **three-step** process is recommended for carrying out assessment for promotion under the CAS at all levels:

Step 1: The college/university teachers shall submit to college/university an annual self-appraisal report in the prescribed Proforma to be designed based on Tables 1 to 5 of Appendix II. The report should be submitted at the end of every academic year, within the stipulated time. The teacher will provide documentary evidence for the claims made in the annual self-appraisal report, which is to be verified by the HOD/Teacher- in-charge etc. The submission should be through the Head of the Department (HOD)/teacher-in-charge.

Step: 2: After completion of the required years of experience for promotion under CAS and fulfilment of other requirements indicated below, the teacher shall submit an application for promotion under CAS.

Step 3: A CAS Promotion shall be granted as mentioned in Clauses 6.4 of these Regulations.

6.1 Assessment Criteria and Methodology:

- (a) Tables 1 to 3 of Appendix II are applicable to the selection of Assistant Professors/ Associate Professors/ Professors/Senior Professor in Universities and Colleges;
- (b) Table 4 of Appendix II is applicable to Assistant Librarians/ College Librarians and Deputy Librarians for promotion under Career Advancement Scheme; and
- (c) Table 5 of Appendix II is applicable to Assistant Directors/ College Director of Physical Education sports and Deputy Directors/Directors of Physical Education and Sports for promotions under Career Advancement Scheme

6.2 The constitution of the Selection Committees and Selection Procedure as well as the Assessment Criteria and Methodology for the above cadres, either through direct recruitment or through Career Advancement Scheme, shall be in accordance with these Regulations.

6.3 The criteria for promotions under Career Advancement Scheme laid down under these Regulations shall be effective from the date of notification of these Regulations. However, to avoid hardship to those faculty members who have already qualified or are likely to qualify shortly under the existing regulations, a choice may be given to them, for being considered for promotions under the existing Regulations. This option can be exercised only within three years from the date of notification of these Regulations.

- I.** A teacher who wishes to be considered for promotion under the CAS may submit in writing to the university/college, within three months in advance of the due date, that he/she fulfils all the requirements under the CAS and submit to the university/college the Assessment Criteria and Methodology Proforma as evolved by the university concerned supported by all credentials as per the Assessment Criteria and Methodology guidelines set out in these Regulations. In order to avoid any delay in holding the Selection Committee meetings for various positions under the CAS, the University/College may initiate the process of screening/selection, and complete the process within six months from the receipt of application. Further, in order to avoid any hardship, the candidates who fulfil all other criteria mentioned in these Regulations, as on and till the date on which these regulations are notified, can be considered for promotion from the date, on or after the date, on which they fulfil these eligibility conditions.
- II.** The Selection Committee specifications as contained in Clauses 5.1 to 5.4 shall be applicable to all direct recruitments of faculty positions and equivalent cadres and Career Advancement promotions from Assistant Professor to Associate Professor, from Associate Professor to Professor, Professor to Senior Professor (in University) and for equivalent cadres.
- III.** The CAS promotion from a lower stage to a higher stage of Assistant Professor shall be conducted through a "Screening-cum-Evaluation Committee", following the criteria laid down in Table 1 of Appendix II.
- IV.** The promotion under the CAS being a personal promotion to a teacher holding a substantive sanctioned post, on his/her superannuation, the said post shall revert back to its original cadre.
- V.** For the promotion under the CAS, the applicant teacher must be on the role and in active service of the University/College on the date of consideration by the Selection Committee.
- VI.** The candidate shall offer himself/herself for assessment for promotion, if he/she fulfils the minimum grading specified in the relevant Assessment Criteria and Methodology Tables, by submitting an application and the required Assessment Criteria and Methodology Proforma. He/she can do so three months before the due date. The university shall send a general circular twice a year, inviting applications for the CAS promotions from the eligible candidates.
- i) If a candidate applies for promotion on completion of the minimum eligibility period and is successful, the date of promotion shall be from that of minimum period of eligibility.
- ii) If, however, the candidate finds that he/she would fulfil the CAS promotion criteria, as defined in Tables 1, 2, 4, and 5 of Appendix II at a later date and applies on that date and is successful, his/her promotion shall be effected from that date of the candidate fulfilling the eligibility criteria.
- iii) The candidate who does not succeed in the first assessment, he/she shall have to be re-assessed only after one year. When such a candidate succeeds in the eventual assessment, his/her promotion shall be deemed to be one year from the date of rejection.

VII. Regarding the cases pending for promotions from one Academic Level/Grade Pay to another Academic Level/Grade Pay under the Career Advancement Scheme provided under the UGC Regulations on Minimum Qualifications for Appointment of Teachers and other Academic Staff in Universities and Colleges and Measures for the Maintenance of Standards in Higher Education 2010 and its subsequent amendments, the teachers shall be given the option to be considered for the promotion from one Academic Level/Grade Pay to another Academic Level/Grade Pay as per the following:

(a) The teachers shall be considered for promotion from one Academic Level/Grade Pay to another as per the CAS under these Regulations.

OR

(b) The faculty members shall be considered for the promotion from one Academic Level/Grade Pay to another as per the CAS provided under the UGC Regulations on Minimum Qualifications for Appointment of Teachers and other Academic Staff in Universities and Colleges and Measures for the Maintenance of Standards in Higher Education 2010 and its amendments with relaxation in the requirements of Academic Performance Indicators (API) based Performance Based Appraisal System (PBAS) upto the date of notification of these Regulations.

The relaxation in the requirements of Academic Performance Indicators (API) based Performance Based Appraisal System (PBAS) upto the date of notification of these Regulations for the promotion from one Academic Level/Grade Pay to another under CAS as provided in UGC Regulations on Minimum Qualifications for Appointment of Teachers and other Academic Staff in Universities and Colleges and Measures for the Maintenance of Standards in Higher Education 2010 and its amendments, is defined as under :

i. Exemption from scoring under Category I, as defined in Appendix III of said above mentioned UGC Regulations on Minimum Qualifications for Appointment of Teachers and other Academic Staff in Universities and Colleges and Measures for the Maintenance of Standards in Higher Education 2010 and its amendments including University Grants Commission (Minimum Qualifications for Appointment of Teachers and other Academic Staff in Universities and Colleges and Measures for the Maintenance of Standards in Higher Education) (4th Amendment), Regulations, 2016, for faculty and other equivalent cadre positions.

ii. Scoring in Category II and Category III for faculty and other equivalent cadre positions shall be as provided for in the UGC Regulations on Minimum Qualifications for Appointment of Teachers and other Academic Staff in Universities and Colleges and Measures for the Maintenance of Standards in Higher Education 2010 with the following combined minimum API score requirement for Category II and Category III taken together, as mentioned below.

Note: There shall be no minimum API score requirement for Category II and Category III individually.

TABLE-A

(Minimum API requirement for the promotion of teachers under CAS in university departments)

S.No.		Assistant Professor (Stage 1/ AGP Rs.6000/- to Stage 2/AGP Rs.7000/-)	Assistant Professor (Stage 2/ AGP Rs.7000/- to Stage 3/AGP Rs.8000/-)	Assistant Professor (Stage 3/ AGP Rs.8000/) to Associate Professor (Stage 4/AGP Rs.9000/-)	Associate Professor (Stage 4/ AGP Rs.9000/- to Professor (Stage 5/AGP Rs.10000/-)
1	Research and Academic contribution (Category III)	40/assessment period	100/assessment period	90/assessment period	120/assessment period
2	Expert assessment system	Screening Committee	Screening Committee	Selection Committee	Selection Committee

Table-B

(Minimum API requirement for the promotion of teachers under CAS in colleges (UG & PG))

S.No.		Assistant Professor (Stage 1/ AGP Rs.6000/- to Stage 2/AGP Rs.7000/-)	Assistant Professor (Stage 2/ AGP Rs.7000/- to Stage 3/AGP Rs.8000/-)	Assistant Professor (Stage 3/ AGP Rs.8000/-) to Associate Professor (Stage 4/AGP Rs.9000/-)	Associate Professor (Stage 4/ AGP Rs.9000/- to Professor (Stage 5/AGP Rs.10000/-)
1	Research and Academic contribution (Category III)	20/assessment period	50/assessment period	45/assessment period	60/assessment period
2	Expert assessment system	Screening Committee	Screening Committee	Selection Committee	Selection Committee

Table-C

(Minimum API requirement for the promotion of Library staff under CAS in Universities)

S.N		Assistant Librarian (Stage 1/ AGP Rs.6000/- to Stage 2/AGP Rs.7000/-)	Assistant Librarian (Stage 2/ AGP Rs.7000/- to Stage 3/AGP Rs.8000/-)	Assistant Librarian (Selection Grade/Deputy Librarian) (Stage 3/ AGP Rs.8000/-) to Deputy Librarian (Stage 4/AGP Rs.9000/-)	Deputy Librarian (Stage 4/AGP Rs. 9000/-) to Deputy Librarian (Stage 5 AGP Rs10,000/-)
1	Research and Academic contribution (Category III)	40/assessment period	100/assessment period	90/assessment period	120 per assessment period
2	Expert assessment system	Screening Committee	Screening Committee	Selection Committee	Selection committee

Table-D

(Minimum API requirement for the promotion of Library staff under CAS in Colleges)

S.No.		Assistant Librarian (Stage 1/ AGP Rs.6000/- to Stage 2/AGP Rs.7000/-)	Assistant Librarian (Stage 2/ AGP Rs.7000/- to Stage 3/AGP Rs.8000/-)	Assistant Librarian (Selection Grade/Deputy Librarian) (Stage 3/ AGP Rs.8000/-) to Deputy Librarian (Stage 4/AGP Rs.9000/-)
1	Research and Academic contribution (Category III)	20/assessment period	50/assessment period	45/assessment period
2	Expert assessment system	Screening Committee	Screening Committee	Selection Committee

Table-E

(Minimum API requirement for the promotion of University Director/Deputy Director/Assistant Director, Physical Education and Sports)

S.No.		Assistant Director (Stage 1/ AGP Rs.6000/- to Stage 2/AGP Rs.7000/-)	Assistant Director (Stage 2/ AGP Rs.7000/-) to Assistant Director (Selection Grade)/Deputy Director (Stage 3/AGP Rs.8000/-)	Assistant Director (Selection Grade)/Deputy Director (Stage 3/ AGP Rs.8000/-) to Deputy Director (Stage 4/AGP Rs.9000/-)	Deputy Director (Stage 4/AGP Rs. 9000/-) to Deputy Director (Stage 5 AGP Rs10,000/-)
1	Research and Academic contribution (Category III)	40/assessment period	100/assessment period	90/assessment period	120 per assessment period
2	Expert assessment system	Screening Committee	Screening Committee	Selection Committee	Selection committee

Table-F

(Minimum API requirement for the promotion of College Director, Physical Education and Sports)

S.No.		Assistant Director (Stage 1/ AGP Rs.6000/- to Stage 2/AGP Rs.7000/-)	Assistant Director (Stage 2/ AGP Rs.7000/-) to Assistant Director (Selection Grade)/Deputy Director (Stage 3/AGP Rs.8000/-)	Assistant Director (Selection Grade)/Deputy Director (Stage 3/ AGP Rs.8000/-) to Deputy Director (Stage 4/AGP Rs.9000/-)
1	Research and Academic contribution (Category III)	20/assessment period	50/assessment period	45/assessment period
2	Expert assessment system	Screening Committee	Screening Committee	Selection Committee

VIII. The requirement for Orientation course and Refresher course for promotions due under the CAS shall not be mandatory upto 31st December, 2018.

6.4 STAGES OF PROMOTION UNDER THE CAREER ADVANCEMENT SCHEME OF INCUMBENT AND NEWLY-APPOINTED ASSISTANT PROFESSORS/ASSOCIATE PROFESSORS/PROFESSORS

A. The entry-level Assistant Professors (Level 10) shall be eligible for promotion under the Career Advancement Scheme (CAS) through two successive levels (Level 11 and Level 12), provided they are assessed to fulfill the eligibility and performance criteria as laid down in Clause 6.3. of these Regulations.

B. Career Advancement Scheme (CAS) for Colleges teachers

I. Assistant Professor (Academic Level 10) to Assistant Professor (Senior Scale/Academic Level 11)

Eligibility: Assistant Professors who have completed four years of service and having a Ph.D. degree or five years of service and having a M.Phil. / PG Degree in Professional Courses, such as LLM, M.Tech.,M.V.Sc., M.D., or six years of service for those without Ph.D./M.Phil./ PG Degree in Professional courses.

- i. Attended one Orientation course of 21 days' duration on teaching methodology; and
- ii. Any one of the following: Completed one Refresher / Research Methodology Course

OR

Any two of the following: Workshop, Syllabus Up-gradation Workshop, Training Teaching-Learning-Evaluation, Technology Programmes and Faculty Development Programmes of at least one week (5 days) duration,

OR

Completed one MOOCs course (with e-certification) or development of e-contents in four-quadrants / MOOC's course during the assessment period.

CAS Promotion Criteria:

A teacher shall be promoted if;

- i. He/she gets 'satisfactory' or 'good' grade in the annual performance assessment reports of at least three/four/five of the last four/five/six years of the assessment period as the case may be, as specified in Appendix II, Table 1, and;
- ii. The promotion is recommended by the screening-cum-evaluation committee.

II. Assistant Professor (Senior Scale/Academic Level 11) to Assistant Professor (Selection Grade/Academic Level 12)

Eligibility:

- 1) Assistant Professors who have completed five years of service in Academic Level 11/Senior Scale.
- 2) Any two of the following in the last five years of Academic Level-11/ Senior Scale: Completed courses/programmes from among the categories of Refresher Courses/Research Methodology course/Workshops/Syllabus Up Gradation Workshop/ Teaching-Learning-Evaluation/ Technology Programmes/ Faculty Development Programme/ Syllabus Up-gradation Workshop/ Teaching-Learning-Evaluation/ Technology Programmes/ Faculty Development Programmes of at least two weeks (ten days) duration (or completed two courses of at least one week (five days) duration in lieu of every single course/programme of at least two weeks (ten days) duration); or completed MOOCs course in the relevant subject (with e-certification); or Contribution towards development of e-content in 4-quadrant (at least one quadrant) minimum of 10 modules of a course/contribution towards development of at least 10 modules of MOOCs course/ contribution towards conducting of a MOOCs course during the period of assessment.

CAS Promotion Criteria:

A teacher shall be promoted if;

- i) The teacher gets 'satisfactory' or 'good' grade in the annual performance assessment reports of at least four of the last five years of the assessment period, (as prescribed in Appendix II, Table 1) and
- ii) The promotion is recommended by the Screening-cum-evaluation committee.

III. Assistant Professor (Selection Grade/Academic Level 12) to Associate Professor (Academic Level 13A)

Eligibility:

- 1) Assistant Professor who has completed three years of service in Academic Level 12/Selection-Grade.
- 2) A Ph.D. degree in subject relevant /allied/relevant discipline.
- 3) Any one of the following during the last three years: completed one course / programme from amongst the categories of Refresher Courses/ Methodology Workshop/Syllabus Up-gradation Workshop/ Teaching-Learning-Evaluation Technology Programme/ Faculty Development Programme of at least two weeks (ten days) duration (or completed two courses of at least one week (five days) duration in lieu of every single course/programme of at least two weeks (ten days) duration); or completed one MOOCs course (with e-certification); or contribution towards development of e-contents in 4-quadrant(at least one quadrant) minimum of 10 modules of a course/contribution towards development of at least 10 modules of MOOCs course/ contribution towards conduct of a MOOCs course during the period of assessment.

CAS Promotion Criteria:

A teacher may be promoted if;

- i) He/she gets a 'satisfactory' or 'good' grade in the annual performance assessment reports of at least two of the last three years of the assessment period as prescribed in Appendix II, Table 1, and
- ii) The promotion to the post of Associate Professor is recommended by the selection committee in accordance with these Regulations.

IV. Associate Professor (Academic Level 13A) to Professor (Academic Level 14)**Eligibility:**

1. Associate Professors who have completed three years of service in Academic Level 13A.
2. A Ph.D. degree in subject relevant/allied/relevant discipline.
3. A minimum of 10 research publications in peer-reviewed or UGC-listed journals out of which three research papers shall be published during the assessment period.
4. A minimum of 110 Research Score as per Appendix II, Table 2

CAS Promotion Criteria:

A teacher shall be promoted if;

- i) The teacher gets 'satisfactory' or 'good' grade in the annual performance assessment reports of at least two of the last three years of the assessment period, as per Appendix II, Table 1 and at least 110 research score as per Appendix II, Table 2.
- ii) The promotion to the post of Professor is recommended by selection committee constituted in accordance with these Regulations.

C. Career Advancement Scheme (CAS) for University teachers**I. Assistant Professor (Academic Level 10) to Assistant Professor (Senior Scale/Academic Level 11)****Eligibility:**

- i) An Assistant Professor who has completed four years of service with a Ph.D. degree or five years of service with a M.Phil. / PG Degree in Professional Courses, such as LLM, M.Tech, M.V.Sc. and M.D., or six years of service in case of those without a Ph.D./M.Phil./ PG Degree in a Professional course and satisfies the following conditions:
 - ii) Attended one Orientation course of 21 days duration on teaching methodology;
 - iii) Any one of the following: Completed Refresher/ Research Methodology Course/ Workshop/ Syllabus Up-gradation Workshop/ Training Teaching-Learning-Evaluation, Technology Programmes/ Faculty Development Programmes of at least one week (5 days) duration, or taken one MOOCs course (with e-certification) or development of e-contents in four-quadrants / MOOC's course during the assessment period; and
 - iv) Published one research publication in the peer-reviewed journals or UGC-listed journals during assessment period.

CAS Promotion Criteria :

A teacher shall be promoted if;

- i) He/she gets a 'satisfactory' or 'good' grade in the annual performance assessment reports of at least three/four/five of the last four/five/six years of the assessment period as the case may be (as provided in Appendix II, Table 1), and;
- ii) The promotion is recommended by the screening-cum evaluation committee.

II. Assistant Professor (Senior Scale/Academic Level 11) to Assistant Professor (Selection Grade/Academic Level 12)**Eligibility:**

- i) Assistant Professors who has completed five years of service in Academic Level 11/Senior Scale.
- ii) A Ph.D. Degree in the subject relevant/allied/relevant discipline.
- iii) Has done any two of the following in the last five years of Academic Level 11/Senior Scale: Completed a course / programme from amongst the categories of Refresher Courses/Research Methodology/ Workshops/ Syllabus Up-gradation Workshop/ Teaching-Learning-Evaluation/ Technology Programmes / Faculty Development Programme of at least two weeks (ten days) duration (or completed two courses of at least one week (five days) duration in lieu of every single course/programme of at least two weeks (ten

days) duration), or, completed one MOOCs course in the relevant subject (with e-certification); or contribution towards the development of e-content in 4-quadrant (at least one quadrant) minimum of 10 modules of a course/contribution towards the development of at least 10 modules of MOOCs course/ contribution towards conduct of a MOOCs course during the period of assessment.

- iv) Published three research papers in the peer-reviewed journals or UGC-listed journals during assessment period.

CAS Promotion Criteria:

A teacher shall be promoted if;

- i) The teacher gets a 'satisfactory' or 'good' grade in the annual performance assessment reports of at least four of the last five years of the assessment period, (as prescribed in Appendix II, Table 1) and;
- ii) The promotion is recommended by the Screening-cum-evaluation committee.

III. Assistant Professor (Selection Grade/Academic Level 12) to Associate Professor (Academic Level 13A)

- 1) Assistant Professor who has completed three years of service in Academic Level 12/ Selection grade.
- 2) A Ph.D Degree in the subject concerned/allied/relevant discipline.
- 3) Any one of the following during last three years: completed one course / programme from amongst the categories of Refresher Courses/ Research Methodology Workshops/Syllabus Up-gradation Workshop/ Teaching-Learning-Evaluation Technology Programme/ Faculty Development Programme of at least two weeks (ten days) duration (or completed two courses of at least one week (five days) duration in lieu of every single course/programme of at least two weeks (ten days) duration); or completed one MOOCs course (with e-certification); or contribution towards the development of e-content in 4-quadrant (at least one quadrant) minimum of 10 modules of a course/contribution towards development of at least 10 modules of MOOCs course/ contribution towards conduct of a MOOCs course during the period of assessment.
- 4) A minimum of seven publications in the peer-reviewed or UGC-listed journals out of which three research papers should have been published during the assessment period.
- 5) Evidence of having guided at least one Ph.D. candidate.

CAS Promotion Criteria:

A teacher shall be promoted if;

- i) He/she gets a 'satisfactory' or 'good' grade in the annual performance assessment reports of at least two of the last three years of the assessment period as specified in Appendix II, Table 1, and has a research score of at least 70 as per Appendix II, Table 2.
- ii) The promotion is recommended by a selection committee constituted in accordance with these Regulations.

IV. Associate Professor (Academic Level 13A) to Professor (Academic Level 14)

Eligibility:

- 1) An Associate Professor who has completed three years of service in Academic Level 13 A.
- 2) A Ph.D degree in the subject concerned/allied/relevant discipline.
- 3) A minimum of ten research publications in the peer- reviewed or UGC-listed journals out of which three research papers should have been published during the assessment period.
- 4) Evidence of having successfully guided doctoral candidate.
- 5) A minimum of 110 Research Score as per Appendix II, Table 2.

CAS Promotion Criteria:

A teacher shall be promoted if;

- i) He/she gets 'satisfactory' or 'good' grade in the annual performance assessment reports of at least two of the last three years of the assessment period, as per Appendix II, Table 1, and at least 110 research score, as per Appendix II, Table 2.
- ii) The promotion is recommended by a selection committee constituted in accordance with these Regulations.

V. Professor (Academic Level 14) to Senior Professor (Academic Level 15)

A Professor can be promoted to the post of Senior Professor under the CAS. The promotion shall be based on academic achievement, favourable review from three eminent subject -experts who are not of the rank lower than the rank of a Senior Professor or a Professor having at least ten years' of experience. The selection shall be based on 10 best publications during the last 10 years and interaction with a Selection Committee constituted in accordance with these Regulations.

Eligibility:

- i) Ten years' experience as a Professor.
- ii) A minimum of ten publications in the peer-reviewed or UGC-listed journals and Ph.D. degree has been successfully awarded to two candidates under his/her supervision during the assessment period.

D. Career Advancement Scheme (CAS) for Librarians**Note:**

- i) **The following provisions apply only to those persons who are not involved in the teaching of Library Science. Teachers in institutions where Library Science is a teaching department shall be covered by the provisions given under sections 6.4 (B) and 6.4 (C), of these Regulations for Colleges/Institutions and for Universities, respectively.**
- ii) **The Deputy Librarian in Universities shall have two levels i.e. Academic Level 13A and Academic Level 14 while College Librarians shall have five levels i.e. Academic Level 10, Academic Level 11, Academic Level 12, Academic Level 13A and Academic Level 14.**

I. From University Assistant Librarian (Academic level 10)/College Librarian (Academic level 10) to University Assistant Librarian (Senior Scale/Academic level 11)/ College Librarian (Senior Scale/Academic level 11):**Eligibility:**

An Assistant Librarian/ College Librarian who is in Academic Level 10 and has completed four years of service having a Ph.D. degree in Library Science/ Information Science/ Documentation Science or an equivalent degree or five years' of experience, having at least a M.Phil.degree, or six years of service for those without a M.Phil or a Ph.D. degree.

- (i) He/she has attended at least one Orientation course of 21 days' duration; and
- (ii) Training, Seminar or Workshop on automation and digitalisation, maintenance and related activities, of at least 5 days, as per Appendix II, Table 4.

CAS Promotion Criteria:

An Assistant Librarian/College Librarian may be promoted if:

- i) He/she gets a 'satisfactory' or 'good' grade in the annual performance assessment reports of at least three/four/five out of the last four/five/six years of the assessment period as the case may be as specified in Appendix II, Table 4, and
- ii) The promotion is recommended by a screening-cum-evaluation committee.

II. From University Assistant Librarian (Senior Scale/Academic level 11)/College Librarian (Senior Scale/Academic level 11) to University Assistant Librarian (Selection Grade/ Academic level 12/ College Librarian (Selection Grade/Academic level 12)**Eligibility:**

- 1) He/she has completed five years of service in that grade.
- 2) He/she has done any two of the following in the last five years: (i) Training/Seminar/Workshop/Course on automation and digitalisation, (ii) Maintenance and other activities as per Appendix II, Table 4 of at least two weeks (ten days) duration (or completed two courses of at least one week (five days) duration in lieu of every single course/programme of at least two weeks (ten days) duration), (iii) Taken/developed one MOOCs course in the relevant subject (with e-certification), or (iv) Library up-gradation course.

CAS Promotion Criteria:

An individual shall be promoted if:

- i) He/she gets a 'satisfactory' or 'good' grade in the annual performance assessment reports of at least four out of the last five years of the assessment period, as specified in Appendix II, Table 4, and;
- ii) The promotion is recommended by a screening-cum-evaluation committee.

III. From University Assistant Librarian (Selection Grade/Academic level 12)/ College Librarian (Selection Grade/Academic level 12) to University Deputy Librarian (Academic Level 13A)/College Librarian (Academic Level 13A)

- 1) He/she has completed three years of service in that grade.
- 2) He/she has done any one of the following in the last three years: (i) Training/Seminar/Workshop/Course on automation and digitalization, (ii) Maintenance and related activities as per Appendix II, Table 4 of at least two weeks' (ten days) duration, (iii) Completed two courses of at least one week (five days) duration in lieu of every single course/programme of at least two weeks (ten days) duration, (iv) Taken/developed one MOOCs course in the relevant subject (with e-certification), and (v) Library up-gradation course.

CAS Promotion Criteria:

An individual shall be promoted if:

- i) He/she gets a 'satisfactory' or 'good' grade in the annual performance assessment reports of at least two out of the last three years of the assessment period, as specified in Appendix II, Table 4; and
- ii) The promotion is recommended by a Selection Committee constituted as per these Regulations on the basis of the interview performance.

IV. The criteria for CAS Promotions from University Deputy Librarian/College Librarians (Academic Level 13A) to University Deputy Librarian/College Librarians (Academic Level 14) shall be the following:

- 1) He/she has completed three years of service in that grade.
- 2) He/she has done any one of the following in the last three years: (i) Training/Seminar/Workshop/Course on automation and digitalization, (ii) Maintenance and related activities as per Appendix II, Table 4 of at least two weeks' (ten days) duration, (iii) Completed two courses of at least one week (five days) duration in lieu of every single course/programme of at least two weeks (ten days) duration, (iv) Taken/developed one MOOCs course in the relevant subject (with e-certification), and (v) Library up-gradation course.
- 3) Evidence of innovative library services, including the integration of ICT in a library.
- 4) A Ph.D. Degree in Library Science/Information Science/Documentation /archives and Manuscript-Keeping

CAS Promotion Criteria:

An individual shall be promoted if:

- i) He/she gets a 'satisfactory' or 'good' grade in the annual performance assessment reports of at least two out of the last three years of the assessment period, as specified in Appendix II, Table 4; and
- ii) The promotion is recommended by a Selection Committee constituted as per these Regulations on the basis of the interview performance.

E. Career Advancement Scheme (CAS) for Directors of Physical Education and Sports**Note:**

- i) **The following provisions apply only to those personnel who are not involved in teaching physical education and sports. Teachers in institutions where Physical Education and Sports is a teaching department shall be covered by the provisions given under sections 6.4 (B) and 6.4 (C), of these Regulations for Colleges/Institutions and for Universities, respectively.**
- ii) **The Deputy Director Physical Education and Sports in Universities shall have two levels i.e. Academic Level 13A and Academic Level 14 while College Director Physical Education and Sports shall have five levels i.e. Academic Level 10, Academic Level 11, Academic Level 12, Academic Level 13A and Academic Level 14.**

I. From Assistant Director of Physical Education and Sports (Academic Level 10)/College Director of Physical Education and Sports (Academic Level 10) to Assistant Director of Physical Education and Sports (Senior Scale/Academic Level 11) / College Director of Physical Education and Sports (Senior Scale/Academic Level 11)

Eligibility:

- i) He/she has completed four years of service with a Ph.D. degree in Physical Education or Physical Education & Sports or Sports Science or five years of service with an M.Phil. degree or six years of service for those without an M.Phil or Ph.D. degree.
- ii) He/she has attended one Orientation course of 21 days' duration; and
- iii) He/she has done any one of the following: (a)Completed Refresher / Research Methodology Course/ workshop, (b)Training Teaching-Learning-Evaluation Technology Programme/ Faculty Development Programme of at least 5 days duration and (c) Taken/developed one MOOCs course (with e-certification).

CAS Promotion Criteria:

An individual may be promoted if:

- i) He/she gets a 'satisfactory' or 'good' grade in the annual performance assessment reports of at least three/four/five of the last four/five/six years of the assessment period as the case may be, as specified in Appendix II, Table 5; and
- ii) The promotion is recommended by a screening-cum-evaluation committee.

II. From Assistant Director of Physical Education and Sports (Senior Scale/Academic Level 11)/ College Director of Physical Education And Sports (Senior Scale/Academic Level 11) to University Assistant Director of Physical Education and Sports (Selection Grade/Academic Level 12) / College Director of Physical Education and Sports (Selection Grade/Academic Level 12)

- 1) He/she has completed five years of service in that grade.
- 2) He/she has done any two of the following in the last five years: (i)Completed one course / programme from among the categories of refresher courses, research methodology workshops, (ii)Teaching-Learning-Evaluation Technology Programmes / Faculty Development Programmes of at least two weeks (ten days) duration, (iii)Completed two courses of at least one week(five days) duration in lieu of every single course/programme of at least two weeks (ten days) duration), and (iv) Taken/developed one MOOCs course in the relevant subject (with e-certification).

CAS Promotion Criteria:

An individual may be promoted if;

- i) He/she gets a 'satisfactory' or 'good' grade in the annual performance assessment reports of at least four out of the last five years' of the assessment period as specified in Appendix II,Table 5, and;
- ii) The promotion is recommended by a screening-cum-evaluation committee .

III. From University Assistant Director of Physical Education and Sports (Selection Grade/Academic Level 12)/ College Director of Physical Education and Sports (Selection Grade/Academic Level 12) to University Deputy Director of Physical Education and Sports (Academic Level 13 A)/ College Director of Physical Education and Sports (Academic Level 13A)

- 1) He/she has completed three years of service.
- 2) He/she has done any one of the following during last three years: (i)Completed one course / programme from among the categories of Refresher Courses, Research Methodology Workshop, (ii)Teaching-Learning-Evaluation Technology Programmes / Faculty Development Programmes of at least two weeks (ten days) duration (or completed two courses of at least one week (five days) duration in lieu of every single course/programme of at least two weeks (ten days) duration), (iii) Taken / developed one MOOCs course in relevant subject (with e-certification).

CAS Promotion Criteria:

An individual may be promoted if;

- i) He/she gets a 'satisfactory' or 'good' grade performance assessment reports of at least two out of the last three years of the assessment period as specified in Appendix II,Table 5, and;
- ii) The promotion is recommended by a selection committee constituted as per these Regulations on the basis of the interview performance.

IV. The criteria for CAS Promotions from University Deputy Director Physical Education and Sports/College Director Physical Education and Sports (Academic Level 13A) to University Deputy Director Physical Education and Sports/College Director Physical Education and Sports (Academic Level 14) shall be the following:

- 1) He/she has completed three years of service.
- 2) He/she has done any one of the following during last three years: (i) Completed one course / programme from among the categories of Refresher Courses, Research Methodology Workshop, (ii) Teaching-Learning-Evaluation Technology Programmes / Faculty Development Programmes of at least two weeks (ten days) duration (or completed two courses of at least one week (five days) duration in lieu of every single course/programme of at least two weeks (ten days) duration), (iii) Taken / developed one MOOCs course in relevant subject (with e-certification).
- 3) Evidence of organising competitions and coaching camps of at least two weeks' duration.
- 4) Evidence of having produced good performance of teams/athletes for competitions like state/national/inter-university/combined university, etc.
- 5) A Ph.D. in Physical Education or Physical Education and Sports or Sports Science.

CAS Promotion Criteria:

An individual may be promoted if;

- i) He/she gets a 'satisfactory' or 'good' grade performance assessment reports of at least two out of the last three years of the assessment period as specified in Appendix II, Table 5, and;
- ii) The promotion is recommended by a selection committee constituted as per these Regulations on the basis of the interview performance.

6.5. Discretionary award of advance increments for those who enter the profession as Associate Professor or Professor with higher merit, high number of research publications of high quality and experience at the appropriate level, shall be within the competence of the appropriate authority of the University concerned or recruiting institution based on the recommendations of a selection committee while considering the case of individual candidates in the context of the merits of each case, taking into account the pay structure of other teachers in the faculty and other merit-specific factors. Discretionary award of advance increments is not applicable to those entering the profession as Assistant Professor/Assistant Librarian/Assistant Director of Physical Education and Sports and to those who are entitled for grant of advance increments for having acquired a Ph. D., M. Phil. or M.Tech. and LL.M. degree. However, those entering the service as Assistant Professor/Assistant Librarian/Assistant Director of Physical Education and Sports, having a post-doctoral teaching/research experience, after obtaining a Ph.D. degree and proven credentials, may be eligible for discretionary award of advanced increments to be given to the person, as decided and recorded by the Selection Committee in the minutes of its meeting.

7.0 SELECTION OF PRO-VICE CHANCELLOR / VICE - CHANCELLOR OF UNIVERSITIES:

7.1 PRO-VICE-CHANCELLOR:

The Pro-Vice-Chancellor shall be appointed by the Executive Council on the recommendation of the Vice-Chancellor.

7.2 It shall be the prerogative of the Vice-Chancellor to recommend a person to be the Pro-Vice-Chancellor to the Executive Council. The Pro-Vice-Chancellor shall hold office for a period, which is co-terminus with that of the Vice-Chancellor.

7.3. VICE CHANCELLOR:

- i. A person possessing the highest level of competence, integrity, morals and institutional commitment is to be appointed as Vice-Chancellor. The person to be appointed as a Vice-Chancellor should be a distinguished academician, with a minimum of ten years' of experience as Professor in a University or ten years' of experience in a reputed research and / or academic administrative organisation with proof of having demonstrated academic leadership.
- ii. The selection for the post of Vice-Chancellor should be through proper identification by a Panel of 3-5 persons by a Search-cum-Selection-Committee, through a public notification or nomination or a talent search process or a combination thereof. The members of such Search-cum-Selection Committee shall be

persons' of eminence in the sphere of higher education and shall not be connected in any manner with the University concerned or its colleges. While preparing the panel, the Search cum-Selection Committee shall give proper weightage to the academic excellence, exposure to the higher education system in the country and abroad, and adequate experience in academic and administrative governance, to be given in writing along with the panel to be submitted to the Visitor/Chancellor. One member of the Search cum-Selection Committee shall be nominated by the Chairman, University Grants Commission, for selection of Vice Chancellors of State, Private and Deemed to be Universities.

- iii. The Visitor/Chancellor shall appoint the Vice Chancellor out of the Panel of names recommended by the Search-cum-Selection Committee.
- iv. The term of office of the Vice-Chancellor shall form part of the service period of the incumbent making him/her eligible for all service related benefits.

8.0 DUTY LEAVE, STUDY LEAVE, SABBATICAL LEAVE

8.1 DUTY LEAVE:

- i. Duty leave upto 30 days in an academic year may be granted for the following purposes:
 - (a) Attending Orientation Programme, Refresher Course, Research Methodology Workshop, Faculty Induction Programme, Conference, Congresses, Symposia and Seminar, as a delegate nominated by the university or with the permission of the university/college ;
 - (b) Delivering lectures in institutions and universities at the invitation of such institutions or universities received by the university, and accepted by the Vice- Chancellor/Principal of the College;
 - (c) Working in another Indian or foreign university, any other agency, institution or organisation, when so deputed by the university/College;
 - (d) Participating in a delegation or working on a committee appointed by the Central Government, State Government, the UGC, a sister university or any other similar academic body; and
 - (e) For performing any other duty assigned to him/her by the university/college.
- ii. The duration of leave should be such as may be considered necessary by the sanctioning authority on each occasion.
- iii. The leave may be granted on full pay, provided, that if the teacher receives a fellowship or honorarium or any other financial assistance beyond the amount needed for normal expenses, he/she may be sanctioned duty leave on reduced pay and allowances.
- iv. Duty leave may be combined with earned leave, half pay leave or extraordinary leave, or Casual leave.
- v. Duty leave should be given also for attending meetings in the UGC, DST, etc. where a teacher is invited to share his/her expertise with an academic body, government agency or NGO.

8.2 STUDY LEAVE:

- i. The scheme of Study Leave provides an opportunity to avail of scholarships/fellowships awarded to the faculty who wish to acquire new knowledge and to improve analytical skills. When a teacher is awarded a scholarship or stipend (by whatever nomenclature called), for pursuing further studies, leading to a Ph.D./Post- doctoral qualification or for undertaking a research project in a higher education institution abroad, the amount of the scholarship/fellowship shall not be linked to the recipient's pay/salary paid to him/her by his /her parent institution. The awardee shall be paid salary for the entire duration of fellowship/scholarship, provided, that he/she does not take up any other remunerative jobs, like teaching, in the host country.
- ii. A teacher on Study Leave shall not take up, during the period of that leave, any regular or part-time appointment under an organisation in India or abroad. He/she may, however, be allowed to accept a fellowship or a research scholarship or an ad-hoc teaching and research assignment with an honorarium or any other form of assistance, other than the regular employment in an institution either in India or abroad, provided, that the Executive Council/Syndicate of his/her parent institution may, if it so desires, sanction study leave on reduced pay and allowances to the extent of any receipt in this regard, in-lieu of teaching etc., which may be determined by his/her employer.

- iii. The study leave shall be granted to an entry-level appointee as Assistant Professor/Assistant Librarian/Assistant Director of Physical Education and Sport/College DPE&S (other than as Associate Professor or Professor of a University/College/Institution, who is otherwise eligible for sabbatical leave) after a minimum of three years of continuous service, to pursue a special line of study or research directly related to his/her work in the University/College/Institution or to make a special study of the various aspects of University organisation and methods of education, giving full plan of the work.
- iv. The study leave shall be granted by the Executive Council/Syndicate on the recommendation of the Head of the Department concerned. The leave shall not be granted for more than three years in one spell, save in exceptional cases, in which the Executive Council/Syndicate is satisfied that such extension is unavoidable on academic grounds and necessary in the interest of the University/College/Institution.
- v. The study leave shall not be granted to a teacher who is due to retire within five years of the date on which he/she is expected to return to duty after the expiry of study leave.
- vi. The study leave shall be granted not more than twice during one's entire career. However, the maximum period of study leave admissible during the entire service shall not exceed five years.
- vii. The study leave may be granted more than once, provided, that not less than five years have elapsed after the teacher/returned to duty on completion of the earlier spell of study leave. For subsequent spell of study leave, the teacher shall indicate the work done during the period of earlier leave as also give details of work to be done during the proposed spell of study leave.
- viii. No teacher who has been granted study leave shall be permitted to alter substantially the course of study or the programme of research without the permission of the Executive Council/Syndicate, in the event the course of study falls short of study leave sanctioned, the teacher shall resume duty on the conclusion of the course of study unless the previous approval of the Executive Council/Syndicate to treat the period of short-fall as Extra-Ordinary leave has been obtained.
- ix. Subject to the maximum period of absence from duty, on leave not exceeding three years, the study leave may be combined with the earned leave, half-pay leave, extra-ordinary leave of vacation provided that the earned leave at the credit of the teacher shall be availed of at the discretion of the teacher. When the study leave is taken in continuation of vacation, the period of study leave shall be deemed to begin to run on the expiry of the vacation. A teacher, who is selected to a higher post during the study leave, shall be placed in that position and shall get the higher scale only after joining the post.
- x. The period of study leave shall count as service for purpose of the retirement benefits (pension/contributory provident fund), provided that the teacher rejoins the University/College/Institution on the expiry of his/her study leave, and serve the institution for the period for which the Bond has been executed.
- xi. The study leave granted to a teacher shall be deemed to have been cancelled in case it is not availed of within 12 months of its sanction, provided, that where the study leave granted has been so cancelled. The teacher may apply again for such leave.
- xii. A teacher availing himself/herself of the study leave, shall undertake that he/she shall serve the University/College/Institution for a continuous period of at least three years to be calculated from the date of his/her resuming duty on the expiry of the study leave.
- xiii. A teacher -
 - (a) who is unable to complete his/her studies within the period of study leave granted to him/her or
 - (b) who fails to rejoin the services of the University on the expiry of his/her study leave or
 - (c) who rejoins the service of the university but leaves the service without completing the prescribed period of service after rejoining the service or
 - (d) who, within the said period, is dismissed or removed from the service by the University shall be liable to refund, to the University/College/Institution, the amount of the leave salary and allowances and other expenses, incurred on the teacher or paid to him/her or on his/her behalf in connection with the course of study.

Explanation:

If a teacher asks for extension of the study leave and is not granted the extension but does not rejoin duty on the expiry of the leave originally sanctioned, he/she shall be deemed to have failed to rejoin the service on the expiry of his/her leave for the purpose of recovery of dues under these Regulations.

Notwithstanding the above provision, the Executive Council/Syndicate may order that nothing in these Regulations shall apply to a teacher who, within three years of return to duty from study leave is permitted to retire from service on medical grounds, provided further that the Executive Council/Syndicate may, in any other exceptional case, waive or reduce, for reasons to be recorded the amount refundable by a teacher under these Regulations.

- xiv. After the leave has been sanctioned, the teacher shall, before availing himself/herself of the leave, execute a bond in favour of the University/College/Institution, binding himself/herself for the due fulfillment of the conditions laid down in paragraph (x) to (xiii) above and give security of immovable property to the satisfaction of the Finance Officer/Treasurer or a fidelity bond of an insurance company or a guarantee by a scheduled bank or furnish security of two permanent teachers for the amount which might become refundable to the University/College/Institutions in accordance with paragraph (x) to (xiii) above.
- xv. The teacher on study leave shall submit to the Registrar/Principal of his/her parent University/College/Institution six-monthly reports of progress in his/her studies from his/her supervisor or the Head of the institution. Such report shall reach the Registrar/Principal within one month of the expiry of every six months of the period of the study leave. If the report does not reach the Registrar/Principal within the specified time, the payment of leave salary may be deferred till the receipt of such report.
- xvi. The teacher on leave shall submit a comprehensive report on the completion of the study leave period. A copy of the research document/monograph/academic paper produced during the period of the study leave shall be put in the public domain, preferably on the website of the University/College/Institution.
- xvii. With a view to enhancing the knowledge and skills of the faculty members, especially the junior faculty, at the level of Assistant Professor, the Heads of universities/Colleges/Institutions and their subordinate Departments are enjoined to be generous in the award of study leave in the interest of faculty improvement, thereby impacting the academic standards of the University/College/Institution in the long run.

8.3 Sabbatical Leave:

- i) The permanent, whole-time teachers of the university and colleges who have completed seven years' of service as a Reader/Associate Professor or a Professor may be granted sabbatical leave to undertake study or research or any other academic pursuit solely for the object of increasing their proficiency and usefulness to the university and higher education system. The duration of leave shall not exceed one year, at a time, and two years in the entire career of the teacher.
- ii) A teacher, who has availed himself/herself of study leave, would not be entitled to the sabbatical leave, until after the expiry of five years from the date of the teacher's return from previous study leave or any other kind of training programme of duration of one year or more.
- iii) A teacher shall, during the period of sabbatical leave, be paid full pay and allowances (subject to the prescribed conditions being fulfilled) at the rates applicable to him/her immediately prior to his/her proceeding on sabbatical leave.
- iv) A teacher on sabbatical leave shall not take up, during the period of that leave, any regular appointment under another organisation in India or abroad. He/she may, however, be allowed to accept a fellowship or a research scholarship or ad hoc teaching and research assignment with honorarium or any other form of assistance, other than the regular employment in an institution of advanced studies, *provided* that in such cases the Executive Council/Syndicate may, if it so desires, sanction the sabbatical leave on reduced pay and allowances.
- v) During the period of sabbatical leave, the teacher shall be allowed to draw the increment on the due date. The period of leave shall also count as service for purposes of pension/contributory provident fund, *provided* that the teacher rejoins the university on the expiry of his/her leave.

8.4 Other Kinds of Leave Rules for Permanent Teachers of the Universities / Colleges

The following kinds of leave would be admissible to permanent teachers:

- (i) Leave treated as duty, viz. casual leave, special casual leave, and duty leave;
 - (ii) Leave earned by duty, viz. earned leave, half-pay leave, and commuted leave;
 - (iii) Leave not earned by duty, viz. extraordinary leave; and leave not due;
 - (iv) Leave not debited to leave account
 - (v) Leave for academic pursuits, viz. study leave, sabbatical leave and academic leave;
 - (vi) Leave on grounds of health, viz., maternity leave and quarantine leave.
- (b) The Executive Council/Syndicate may grant, *in exceptional cases*, for the reasons to be recorded, any other kind of leave, subject to such terms and conditions as it may deem fit to impose.

I. Casual Leave

- (i) The total casual leave granted to a teacher shall not exceed eight days in an academic year.
- (ii) Casual leave cannot be combined with any other kind of leave except special casual leave. However, such casual leave may be combined with holidays including Sundays. Holidays or Sundays falling within the period of casual leave shall not be counted as casual leave.

II. Special Casual Leave

- (i) Special casual leave, not exceeding 10 days in an academic year, may be granted to a teacher:
 - (a) To conduct examination of a university/Public Service Commission/Board of Examination or any other similar body/institution; and
 - (b) To inspect academic institutions attached to a statutory board.
- (ii) In computing the 10 days' leave admissible, the days of actual journey, if any, to and from the places where activities specified above, take place, will be excluded.
- (iii) In addition, special casual leave to the extent mentioned below, may also be granted;
 - (a) To undergo sterilization operation (vasectomy or salpingectomy) under family welfare programme. Leave in this case shall be restricted to six working days; and
 - (b) To a female teacher who undergoes non-puerperal sterilization. Leave in this case shall be restricted to 14 days.
- (iv) The special casual leave shall not accumulate, nor can it be combined with any other kind of leave except the casual leave. It may be granted in combination with holidays or vacation by the sanctioning authority on each occasion.

III. Earned Leave

- (i) Earned leave admissible to a teacher shall be:
 - (a) 1/30th of the actual service, including vacation; *plus*
 - (b) 1/3rd of the period, if any, during which he/she is required to perform duty during the vacation.

For purposes of computation of the period of actual service, all periods' of leave except casual, special casual, and duty leave, shall be excluded.

- (ii) Earned leave at the credit of a teacher shall not accumulate beyond 300 days. The maximum period of earned leave that may be sanctioned at a time shall not exceed 60 days. Earned leave exceeding 60 days may, however, be sanctioned in the case of higher study, or training, or leave with medical certificate, or when the entire leave, or a portion thereof, is spent outside India.

For removal of doubt, it may be clarified :

1. When a teacher combines vacation with earned leave, the period of vacation shall be reckoned as leave in calculating the maximum amount of leave on average pay which may be included in the particular period of leave.

2. In case where only a portion of the leave is spent outside India, the grant of leave in excess of 120 days shall be subject to the condition that the portion of the leave spent in India shall not, in the aggregate, exceed 120 days.
3. Encashment of earned leave shall be allowed to members of the teaching staff as applicable to the employees of the Central Government or State Government.

IV. Half-pay Leave

Half-pay leave may be sanctioned for a period of 20 days to a permanent teacher for each completed year of service. Such leave may be granted on the basis of a medical certificate from a registered medical practitioner, for any private affairs or for any academic purpose.

Explanation:

A "completed year of service" means the continuous service of a specified duration under the university, and includes the periods of absence from duty as well as leave, including the extraordinary leave.

Note : Half-pay leave shall be combined with earned leave for calculating the number of earned leaves in case the number of earned leaves are less than 300 for purpose of encashment of leave at the time of superannuation as applicable to the employees of Government of India/State Government.

V. Commuted Leave

Commuted leave, not exceeding half the amount of half-pay leave due, may be granted to a permanent teacher on the basis of medical certificate from a registered medical practitioner subject to the following conditions:

- (i) Commuted leave during the entire service shall be limited to a maximum of 240 days;
- (ii) When commuted leave is granted, twice the amount of such leave shall be debited against the half-pay leave account; and
- (iii) The total duration of earned leave and commuted leave taken in conjunction shall not exceed 240 days, at a time;

Provided that no commuted leave shall be granted under these Regulations, unless the authority competent to sanction leave has reason to believe that the teacher would return to duty on its expiry.

VI. Extraordinary Leave

- (i) A permanent teacher may be granted extraordinary leave when:
 - (a) No other leave is admissible; or
 - (b) Other leave is admissible and the teacher applies in writing for the grant of extraordinary leave.
- (ii) The extraordinary leave shall always be without pay and allowances. It shall not count for an increment except in the following cases:
 - (a) Leave taken on the basis of medical certificates;
 - (b) Cases where the Vice-Chancellor/Principal is satisfied that the leave was taken due to causes beyond the control of the teacher, such as inability to join or rejoin duty due to civil commotion or a natural calamity, and the teacher has no other kind of leave to his credit;
 - (c) Leave taken for pursuing higher studies; and
 - (d) Leave granted to accept an invitation to a teaching post or fellowship or research-cum-teaching post or on assignment for technical or academic work of importance.
- (iii) Extraordinary leave may be combined with any other leave except the casual leave and special casual leave, provided that the total period of continuous absence from duty on leave (including periods of vacation when such vacation is taken in conjunction with leave) shall not exceed three years, except in cases where the leave is taken on medical certificate. The total period of absence from duty shall in no case, exceed five years in the entire service period of the individual.
- (iv) The authority empowered to grant leave may commute retrospectively the periods of absence without the leave into extraordinary leave.

VII. 'Leave Not Due'

- (i) 'Leave not due', may, at the discretion of the Vice-Chancellor/Principal, be granted to a permanent teacher for a period not exceeding 360 days during the entire period of service, out of which not more than 90 days at a time and 180 days, in all, may be otherwise than on a medical certificate. Such leave shall be debited against the half-pay leave earned by him/her subsequently.
- (ii) 'Leave not due' shall not be granted, unless the Vice-Chancellor/Principal is satisfied that as far as can reasonably be foreseen, the teacher will return to duty on the expiry of the leave and earn the leave granted.
- (iii) A teacher to whom 'leave not due' is granted shall not be permitted to tender his/her resignation from service so long as the debit balance in his/her leave account is not wiped off by active service, or he/she refunds the amount paid to him/her as pay and allowances for the period not so earned. In a case where retirement is unavoidable on account of reason of ill-health, incapacitating the teacher for further service, refund of leave salary for the period of leave yet to be earned may be waived by the Executive Council/College Governing Body.

Provided that the Executive Council/College Governing Body may waive off, in any other exceptional case, for reasons to be recorded in writing, the refund of leave salary for the period of leave yet to be earned.

VIII. Maternity Leave

- (i) Maternity leave on full pay may be granted to a woman teacher for a period not exceeding 180 days, to be availed of twice in the entire career. Maternity leave may also be granted in case of miscarriage, including abortion, subject to the condition that the total leave granted in respect of this to a woman teacher in her career is not more than 45 days, and the application for leave is supported by a medical certificate.
- (ii) Maternity leave may be combined with any earned leave, half-pay leave or extraordinary leave, but any leave applied for in continuation of the maternity leave may be granted if the request is supported by a medical certificate.

IX. Child-care Leave

Woman teachers having any minor child/children may be granted leave up to a period of two years for taking care of the minor child/children. The child-care leave for a maximum period of two years (730 days) may be granted to the woman teachers during entire service period in lines with the Central Government woman employees. In the cases, where the child-care leave is granted for more than 45 days, the University/College/Institution may appoint a part-time / guest substitute teacher with intimation to the UGC.

X. Paternity Leave

Paternity leave of 15 days may be granted to male teachers during the confinement of their wife, and such leave shall be granted only up to two children.

XI. Adoption leave

Adoption leave may be provided as per the rules of the Central Government.

XII. Surrogacy leave

Leave for Surrogacy shall be applicable as per the Rules, Regulations and Norms as laid down by the Government of India.

9. Research Promotion Grant

The UGC or the respective agency (Central/State Governments) may provide a start-up grant at the level of Rs. 3.0 lakhs in Social Sciences, Humanities and Languages and Rs. 6.0 lakhs in Sciences and Technology to teachers and other non-vocational academic staff to take up research immediately after their appointment.

9.1 Consultancy Assignments

The consultancy rules, terms, conditions and the model of revenue sharing between institutions and consultant-teachers shall be as per the UGC Consultancy Rules to be provided separately.

10.0 Counting of Past Services for Direct Recruitment and Promotion under CAS

Previous regular service, whether national or international, as Assistant Professor, Associate Professor or Professor or equivalent in a University, College, National Laboratories or other scientific/professional organisations such as the CSIR, ICAR, DRDO, UGC, ICSSR, ICHR, ICMR and DBT, should count for the direct recruitment and promotion under the CAS of a teacher as Assistant Professor, Associate Professor, Professor or any other nomenclature, provided that:

- (a) The essential qualifications of the post held were not lower than the qualifications prescribed by the UGC for Assistant Professor, Associate Professor and Professor, as the case may be.
- (b) 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) The concerned Assistant Professor, Associate Professor and Professor should possess the same minimum qualifications as prescribed by the UGC for appointment to the post of Assistant Professor, Associate Professor and Professor, as the case may be.
- (d) The post was filled in accordance with the prescribed selection procedure as laid down in the Regulations of the University/State Government/Central Government/ Institutions concerned, for such appointments.
- (e) The previous appointment was not as guest lecturer for any duration.
- (f) The previous Ad-hoc or Temporary or contractual service (by whatever nomenclature it may be called) shall be counted for direct recruitment and for promotion, provided that:
 - (i) the essential qualifications of the post held were not lower than the qualifications prescribed by the UGC for Assistant Professor, Associate Professor and Professor, as the case may be
 - (ii) the incumbent was appointed on the recommendation of a duly constituted Selection Committee/Selection Committee constituted as per the rules of the respective university;
 - (iii) the incumbent was drawing total gross emoluments not less than the monthly gross salary of a regularly appointed Assistant Professor, Associate Professor and Professor, as the case may be; and
- (g) No distinctions shall be made with reference to the nature of management of the institution where previous service was rendered (private/local body/Government), while counting the past service under this clause.

11.0 Period of Probation and Confirmation

- 11.1** The minimum period of probation of a teacher shall be one year, extendable by a maximum period of one more year in case of unsatisfactory performance.
- 11.2** The teacher on probation shall be confirmed at the end of one year, unless extended by another year through a specific order, before expiry of the first year.
- 11.3** Subject to Clause 11 of this Regulation, it is obligatory on the part of the university/the concerned institution to issue an order of confirmation to the incumbents within 45 days of completion of the probation period after following the due process of verification of satisfactory performance.
- 11.4** The probation and confirmation rules shall be applicable only at the initial stage of recruitment, issued from time to time, by the Central Government.
- 11.5** All other Central Government rules on probation and confirmation shall be applicable *mutatis mutandis*.

12.0 Creation and Filling-up of Teaching Posts

- 12.1** Teaching posts in universities, as far as feasible, may be created in a pyramidal order, for instance, for one post of Professor, there shall be two posts of Associate Professors and four posts of Assistant Professor, per department.
- 12.2** All the sanctioned/approved posts in the university system shall be filled up on an urgent basis.

13.0 Appointments on Contract Basis

The teachers should be appointed on contract basis only when it is absolutely necessary and when the student-teacher ratio does not satisfy the laid-down norms. In any case, the number of such appointments should not exceed 10% of the total number of faculty positions in a College/University. The qualifications and selection procedure for appointing them should be the same as those applicable to a regularly-appointed teacher. The

fixed emoluments paid to such contract teachers should not be less than the monthly gross salary of a regularly-appointed Assistant Professor. Such appointments should not be made initially for more than one academic session, and the performance of any such entrant teacher should be reviewed for academic performance before reappointing him/her on contract basis for another session. Such appointments on contract basis may also be resorted to when absolutely necessary to fill vacancies arising due to maternity leave, child-care leave, etc.

14.0 Teaching Days

14.1 The Universities/Colleges must have at least 180 teaching, i.e., there should be a minimum of 30 weeks of actual teaching in a 6-day week. Of the remaining period, 12 weeks may be devoted to admission and examination activities, and non-instructional days for co-curricular, sports, college day, etc., 8 weeks for vacations and 2 weeks may be attributed to various public holidays. If the University adopts a 5 day week pattern, then the number of weeks should be increased correspondingly to ensure the equivalent of 30 weeks of actual teaching, with a 6-day week.

The above provision is summarised as follows:

Categorisation	Number of weeks : 6-days a week pattern		Number of weeks : 5-days a week pattern	
	University	College	University	College
Teaching and Learning Process	30 (180 days) weeks	30 (180 days) weeks	36 (180 days) weeks	36 (180 days) weeks
Admissions, Examinations, and preparation for Examination	12	10	8	8
Vacations	8	10	6	6
Public Holidays (to increase and adjust teaching days accordingly)	2	2	2	2
Total	52	52	52	52

14.2 In-lieu of the curtailment of vacation by 2 weeks, the university teachers may be credited with 1/3rd of the period of their earned leave. However, colleges may have an option of a total vacation of 10 weeks in a year and no earned leave except when required to work during the vacations for which, as in the case of University teachers, 1/3rd of the period shall be credited as Earned Leave.

15.0 Workload

15.1 The workload of the teachers in full employment should not be less than Forty hours a week for Thirty working weeks (One Hundred and Eighty teaching days) in an academic year. It should be necessary for the teacher to be available for at least Five hours daily in the University/College. Teachers shall devote at least Two hours per day for mentoring of students (minimum Fifteen students per coordinator) for Community Development/Extra-Curricular Activities/library consultation/research in case of Under-Graduate Courses and/or at least Two hours per day for research in case of Post-Graduate courses, for which the necessary space and infrastructure shall be provided by the University/College. The direct teaching-learning work load should be as follows:

Assistant Professor	-	16 hours per week
Associate Professor/Professor	-	14 hours per week

15.2 Professors/ Associate Professors/ Assistant Professors involved in administration/ extension work can devote two hours per week from the teaching and learning hours.

16.0 Service Agreement and Fixing of Seniority

16.1 At the time of recruitment in Universities and Colleges, a service agreement should be executed between the University/College and the teacher concerned and a copy thereof shall be deposited with the Registrar/Principal. Such service agreement shall be duly stamped as per the government rates applicable.

16.2. The self-appraisal methodology, as per Clause 6.0 and its sub-clauses and Clauses 6.1 to 6.4 and all the sub-clauses contained therein and as per Tables 1 to 5 of Appendix II, as per eligibility, shall form part of the service agreement/record.

16.3 Inter-se seniority between the direct recruited and teachers promoted under CAS

The inter-se seniority of a direct recruit shall be determined with reference to the date of joining and for the teachers promoted under the CAS with reference to the date of eligibility as indicated in the recommendations of the selection committee of the respective candidates. The rules and regulations of the respective Central/State Government shall apply, for all other matters of seniority.

17.0 Code of Professional Ethics

I. Teachers and their Responsibilities :

Whoever adopts teaching as a profession assumes the obligation to conduct himself / herself in accordance with the ideal of the profession. A teacher is constantly under the scrutiny of his students and the society at large. Therefore, every teacher should see that there is no incompatibility between his precepts and practice. The national ideals of education which have already been set forth and which he/she should seek to inculcate among students must be his/her own ideals. The profession further requires that the teacher should be calm, patient and communicative by temperament and amiable in disposition.

Teacher should:

- (i) Adhere to a responsible pattern of conduct and demeanor expected of them by the community;
- (ii) Manage their private affairs in a manner consistent with the dignity of the profession;
- (iii) Seek to make professional growth continuous through study and research;
- (iv) Express free and frank opinion by participation at professional meetings, seminars, conferences etc., towards the contribution of knowledge;
- (v) Maintain active membership of professional organisations and strive to improve education and profession through them;
- (vi) Perform their duties in the form of teaching, tutorials, practicals, seminars and research work, conscientiously and with dedication;
- (vii) Discourage and not indulge in plagiarism and other non ethical behaviour in teaching and research;
- (viii) Abide by the Act, Statute and Ordinance of the University and to respect its ideals, vision, mission, cultural practices and tradition;
- (ix) Co-operate and assist in carrying out the functions relating to the educational responsibilities of the college and the university, such as: assisting in appraising applications for admission, advising and counselling students as well as assisting the conduct of university and college examinations, including supervision, invigilation and evaluation; and
- (x) Participate in extension, co-curricular and extra-curricular activities, including the community service.

II. Teachers and Students

Teachers should:

- (i) Respect the rights and dignity of the student in expressing his/her opinion;
- (ii) Deal justly and impartially with students regardless of their religion, caste, gender, political, economic, social and physical characteristics;
- (iii) Recognise the difference in aptitude and capabilities among students and strive to meet their individual needs;
- (iv) Encourage students to improve their attainments, develop their personalities and at the same time contribute to community welfare;
- (v) Inculcate among students scientific temper, spirit of inquiry and ideals of democracy, patriotism, social justice, environmental protection and peace;
- (vi) Treat the students with dignity and not behave in a vindictive manner towards any of them for any reason;

- (vii) Pay attention to only the attainment of the student in the assessment of merit;
- (viii) Make themselves available to the students even beyond their class hours and help and guide students without any remuneration or reward;
- (ix) Aid students to develop an understanding of our national heritage and national goals; and
- (x) Refrain from inciting students against other students, colleagues or administration.

III. Teachers and Colleagues

Teachers should:

- (i) Treat other members of the profession in the same manner as they themselves wish to be treated;
- (ii) Speak respectfully of other teachers and render assistance for professional betterment;
- (iii) Refrain from making unsubstantiated allegations against colleagues to higher authorities; and
- (iv) Refrain from allowing considerations of caste, creed, religion, race or sex in their professional endeavour.

IV. Teachers and Authorities :

Teachers should:

- (i) Discharge their professional responsibilities according to the existing rules and adhere to procedures and methods consistent with their profession in initiating steps through their own institutional bodies and / or professional organisations for change of any such rule detrimental to the professional interest;
- (ii) Refrain from undertaking any other employment and commitment, including private tuitions and coaching classes which are likely to interfere with their professional responsibilities;
- (iii) Co-operate in the formulation of policies of the institution by accepting various offices and discharge responsibilities which such offices may demand;
- (iv) Co-operate through their organisations in the formulation of policies of the other institutions and accept offices;
- (v) Co-operate with the authorities for the betterment of the institutions keeping in view the interest and in conformity with the dignity of the profession;
- (vi) Adhere to the terms of contract;
- (vii) Give and expect due notice before a change of position takes place; and
- (viii) Refrain from availing themselves of leave except on unavoidable grounds and as far as practicable with prior intimation, keeping in view their particular responsibility for completion of academic schedule.

V. Teachers and Non-Teaching Staff :

Teachers should :

- (i) Treat the non-teaching staff as colleagues and equal partners in a cooperative undertaking, within every educational institution;
- (ii) Help in the functioning of joint-staff councils covering both the teachers and the non-teaching staff.

VI. Teachers and Guardians

Teachers should:

- (i) Try to see through teachers' bodies and organisations, that institutions maintain contact with the guardians, their students, send reports of their performance to the guardians whenever necessary and meet the guardians in meetings convened for the purpose for mutual exchange of ideas and for the benefit of the institution.

VII. Teachers and Society

Teachers should:

- (i) Recognise that education is a public service and strive to keep the public informed of the educational programmes which are being provided;

- (ii) Work to improve education in the community and strengthen the community's moral and intellectual life ;
- (iii) Be aware of social problems and take part in such activities as would be conducive to the progress of society and hence the country as a whole;
- (iv) Perform the duties of citizenship, participate in community activities and shoulder responsibilities of public offices;
- (v) Refrain from taking part in or subscribing to or assisting in any way activities, which tend to promote feeling of hatred or enmity among different communities, religions or linguistic groups but actively work for national integration.

The Vice-Chancellor/Pro-Vice-Chancellor/Rector

The Vice-Chancellor/Pro-Vice-Chancellor/Rector should :

- (a) Provide inspirational and motivational value-based academic and executive leadership to the university through policy formation, operational management, optimization of human resources and concern for environment and sustainability;
- (b) Conduct himself/herself with transparency, fairness, honesty, highest degree of ethics and decision making that is in the best interest of the university;
- (c) Act as steward of the university's assets in managing the resources responsibility, optimally, effectively and efficiently for providing a conducive working and learning environment;
- (d) Promote the collaborative, shared and consultative work culture in the university, paving way for innovative thinking and ideas;
- (e) Endeavour to promote a work culture and ethics that brings about quality, professionalism, satisfaction and service to the nation and society.
- (f) Refrain from allowing considerations of caste, creed, religion, race, gender or sex in their professional endeavour.

College Principal should;

- (a) Provide inspirational and motivational value-based academic and executive leadership to the college through policy formation, operational management, optimization of human resources and concern for environment and sustainability;
- (b) Conduct himself/herself with transparency, fairness, honesty, highest degree of ethics and decision making that is in the best interest of the college;
- (c) Act as steward of the College's assets in managing the resources responsibility, optimally, effectively and efficiently for providing a conducive working and learning environment;
- (d) Promote the collaborative, shared and consultative work culture in the college, paving way for innovative thinking and ideas;
- (e) Endeavour to promote a work culture and ethics that brings about quality, professionalism, satisfaction and service to the nation and society.
- (f) Adhere to a responsible pattern of conduct and demeanor expected of them by the community;
- (g) Manage their private affairs in a manner consistent with the dignity of the profession;
- (h) Discourage and not indulge in plagiarism and other non ethical behaviour in teaching and research;
- (i) Participate in extension, co-curricular and extra-curricular activities, including the community service.
- (j) Refrain from allowing considerations of caste, creed, religion, race, gender or sex in their professional endeavour.

Director Physical Education and Sports (University/College)/Librarian (University/College) should;

- (a) Adhere to a responsible pattern of conduct and demeanor expected of them by the community;
- (b) Manage their private affairs in a manner consistent with the dignity of the profession;
- (c) Discourage and not indulge in plagiarism and other non ethical behaviour in teaching and research;
- (d) Participate in extension, co-curricular and extra-curricular activities, including the community service.

(e) Refrain from allowing considerations of caste, creed, religion, race, gender or sex in their professional endeavour.

18.0 Maintenance of Standards in Higher-Education Institutions:

In order to maintain the academic standards in higher education, the following recommendations shall be adopted by the respective Universities/Colleges/Institutions:

- i. The process of evaluation for Ph.D shall be uniform in all the universities in accordance with the respective UGC Regulations and their amendments from time to time, in this regard. The Universities shall adopt these Regulations within six months of their notification.
- ii. There shall be special provision of supernumerary Ph.D seats not exceeding 10% of the total seats available in the department, if there is no vacant seat available with the eligible Supervisors in that department, to the in-service teachers for encouraging the faculty members of colleges and universities for getting a Ph.D. degree.
- iii. In order to encourage research and increase country's research output, Universities shall accord permission and provide need-based facility for college teachers to supervise Ph.D./M.Phil. scholars. Universities shall amend their Statutes and Ordinances accordingly.
- iv. All newly-recruited faculty members shall be provided one-time seed money/start up grant/research grant for establishing a basic research/computational facility as per the provisions laid down in these regulations.
- v. The Ph.D. degree shall be made a mandatory requirement for recruitment and promotions in accordance with the provisions laid down in these Regulations.
- vi. Research clusters shall be created amongst the universities/colleges/research institutions within the state for sharing research facilities, human resources, skills and infrastructure to ensure optimal utilisation of resources and to create synergies among higher education institutions.
- vii. An induction programme of one month shall be introduced for all newly-recruited Assistant Professors in the universities /colleges/institutions ideally before the starting of their teaching work, but definitely within one year of the recruitment of the new faculty member. In addition to the Human Resource Development Centres of the UGC, Universities/Institutions with the Pandit Madan Mohan Malviya National Mission on Teachers and Teaching(PMMMNMTT) scheme shall also organize such induction programmes as per their mandate.
- viii. These induction programmes shall be treated at par with the Orientation Programmes already being run by the Human Resource Development Centres of the UGC for the purpose of the CAS requirements. Universities/Colleges/Institutions shall send the faculty members to such programmes in a phased manner so that the teaching work does not suffer.
- ix. All short-term and long-duration capacity-building programmes for teachers/faculty ranging from one week to one month as well as seminars, workshops in different pedagogic and discipline-specific areas being conducted by centres such as Schools of Education (SoEs), Teaching Learning Centres (TLCs), Faculty Development Centres (FDCs), Centres for Excellence in Science and Mathematics (CESMEs), Centres for Academic Leadership and Education Management (CALEMs) under the PMMMNMTT scheme shall be taken into consideration for fulfilment of the requirements as laid down in Career Advancement Scheme of these Regulations.

19.0 Other Terms and Conditions

19.1 Incentives for Ph.D./M.Phil. and other Higher Qualification

- i. Five non-compounded advance increments shall be admissible at the entry level of recruitment as Assistant Professor to persons possessing the degrees of Ph.D. awarded in a relevant discipline by the University following the process of admission, registration, course work and external evaluation as prescribed by the UGC.
- ii. M.Phil degree holders at the time of recruitment to the post of Assistant Professor shall be entitled to two non-compounded advance increments.
- iii. Those possessing Post-graduate degree in the professional course such as LL.M./M.Tech/M.Arch./M.E./M.V.Sc./M.D., etc. recognized by the relevant statutory body/ council, shall also be entitled to two non-compounded advance increments at the entry level.
- iv.
 - a) Teachers who complete their Ph.D. degree while in service shall be entitled to three non-compounded increments fixed at increment applicable at entry level only if such Ph.D. is in a relevant discipline of the

discipline of employment and has been awarded by a University complying with the process prescribed by the UGC for enrolment, course work, evaluation, etc.

- b) However, teachers in service who have already been awarded Ph.D. by the time of coming into force of these Regulations or having been enrolled for Ph.D. have already undergone course-work as well as evaluation, if any, and only Notification in regard to the award of Ph.D. is awarded, shall also be entitled to the award of three non-compounded increments fixed at increment applicable at entry level only, even if the university awarding such Ph.D. has not yet been notified by the UGC as having complied with the process prescribed by the Commission.
- v. In respect of every other case, a teacher who is already enrolled for Ph.D. shall avail the benefit of three non-compounded increments fixed at increment applicable at entry level only if the university awarding the Ph.D. has been notified by the UGC to have complied with the process prescribed by the Commission for the award of Ph.D. in respect of either course-work or evaluation or both, as the case may be.
- vi. Teachers in service who have not yet enrolled for Ph.D. shall therefore, derive the benefit of three non-compounded increments fixed at increment applicable at entry level only on award of Ph.D. , while in service only if such enrolment is with a university which complies with the entire process including that of enrolment as prescribed by the UGC.
- vii. Teachers who acquire M.Phil. Degree or a post-graduate degree in a professional course recognised by the relevant Statutory Body / Council, while in service, shall be entitled to one advance increment fixed at increment applicable at entry level only.
- viii. Five non-compounded advance increments shall be admissible to Assistant Librarian / College Librarian who are recruited at entry level with Ph.D. degree in the discipline of library science from a university complying with the process prescribed by the UGC in respect of enrolment, course-work and evaluation process for the award of Ph.D. in Library Science.
- ix. (a) Assistant Librarian/College Librarian acquiring the degree of Ph.D. at any time while in service, in the discipline of library science from a university complying with the process prescribed by the UGC in respect of enrolment, course-work and evaluation shall be entitled to three non-compounded advance increments fixed at increment applicable at entry level only.
- (b) However, persons in posts of Assistant Librarian/College Librarian on higher positions who have already been awarded Ph.D. in library science at the time of coming into force of these Regulations or having already undergone course-work as well as evaluation, if any, and only Notification in regard to the award of Ph.D. is awaited, shall also be entitled to the award of three non-compounded increments fixed at increment applicable at entry level only.
- x. In respect of every other case of persons in the post of Assistant Librarian / College Librarian or higher positions who are already enrolled for Ph.D. shall avail the benefit three non-compounded increments fixed at increment applicable at entry level only if the university awarding the Ph.D. has been notified by the UGC to have complied with the process prescribed by the Commission for the award of Ph.D.in respect of either course-work or evaluation or both as the case may be.
- xi. Assistant Librarian/College librarian and others in higher library positions in service who have not yet enrolled for Ph.D. shall therefore, derive the benefit of three non-compounded increments fixed at increment applicable at entry level only on award of Ph.D. while in service only if such enrolment is with a university which complies with the entire process, including that of enrolment as prescribed by the UGC.
- xii. Two non-compounded advance increments shall be admissible for Assistant Librarian/College Librarian with M.Phil. degree in Library Science at the entry level. Assistant Librarian/College Librarian and those in higher positions acquiring M.Phil degree in library science at any time during the course of their service shall be entitled to one advance increment fixed at increment applicable at entry level only.
- xiii. Five non-compounded advance increments shall be admissible to Assistant Director of Physical Education and Sports / College Director of Physical Education and Sports who are recruited at entry level with Ph.D. degree in the discipline of Physical Education/Physical Education and Sports / Sports Science from a university complying with the process prescribed by the UGC in respect of enrolment, course-work and evaluation process for the award of Ph.D. in Physical Education/Physical Education and Sports / Sports Science.

xiv. Notwithstanding anything in the forgoing clauses, those who have already availed the benefit of advance increments for possessing Ph.D./M.Phil at the entry level or in service once either under this regulation or under the earlier schemes/regulations shall not be entitled to the benefit of advance increments under these Regulations.

xv. Teachers, library and Physical Education and Sports cadres who have already availed the benefits of increments as per the then existing policy for acquiring Ph.D./M.Phil. while in service shall not be entitled to advance increments under these Regulations.

xvi. For posts at the entry level where no such advance increments were admissible for possessing Ph.D./M.Phil. under the earlier schemes/regulations, the benefit of advance of increments for possessing Ph.D./M.Phil shall be available to only those appointments which have been made on or after the coming into force of these Regulations.

19.2 Promotion

When an individual gets a promotion, his new pay on promotion would be fixed in the Pay Matrix as follows:

On promotion, the teacher or equivalent position would be given a notional increment in his/her existing Academic Level of Pay, by moving him/her to the next higher Cell at that Level; and the pay shown in this Cell would now be located in the new Academic Level corresponding to the post to which he/she has been promoted. If a Cell identical with that pay is available in the new Level, that Cell shall be the new pay, otherwise the next higher Cell in that Level shall be the new pay of the teacher or equivalent position. If the pay arrived at in this manner is less than the first Cell in the new Level, then the pay shall be fixed at the first Cell of the new Level.

19.3 Allowances and Benefits

- I. Other allowances and benefits, such as Hometown Travel Concession, Leave Travel Concession, Special Compensatory Allowances, Children's Education Allowance, Transport Allowance, House Rent Allowance, House Building Allowance, Deputation Allowance, Travelling Allowance, Dearness Allowance, Area-based Special Compensatory Allowance etc. for teachers and Library and Physical Education and Sports Cadres, shall be as applicable to the Central Government employees and be governed by the relevant rules as notified by the Government of India from time to time.
- II. Pension, Gratuity, ex-gratia compensation etc. as applicable to Central/State Government employees shall also be applicable to teachers and Library and Physical Education and Sports Cadres of Central/State Universities and Colleges including affiliated and constituent Colleges as the case may be.
- III. Medical Benefits: All medical benefits for teachers and Library and Physical Education Cadres, shall be as applicable to the Central Government employees. Further, the Teachers and Library and Physical Education Cadres may be placed under Central Government Health Scheme or any other such scheme of the Central Government/ Health Scheme of respective State Government, as the case may be, for Central/State Universities/Colleges respectively.

APPENDICES

Appendix I	Fitment Tables for fixation of pay of the existing incumbents, who were in position as on 01.01.2016, in various categories of posts indicated in the tables (MHRD Notification MHRD letters No. Corrigendum F.No.1-7/2015-U.II(1) dated 08.11.2017
Appendix II	<u>Assessment Criteria and Methodology</u> Table 1 to 3 - For University and College Teachers Table 4 - For Assistant Librarian, Deputy Librarian, Librarian etc. Table 5 - For Assistant Director/Deputy Director/Director Physical Education and Sports etc.

SANJEEV KUMAR NARAYAN, Under Secy.

[ADVT.-III/4/Exty./147/18]

Appendix I

Fitment Tables for fixation of pay of the existing incumbents, who were in position as on 01.01.2016, in various categories of posts indicated in the tables

F.No.1-7/2015-U.II(1)
Government of India
Ministry of Human Resource Development
Department of Higher Education
University-2 Section

Shastri Bhavan, New Delhi
Dated 2nd November, 2017

Corrigendum

Subject: Scheme of revision of pay of teachers and equivalent cadres in universities and colleges following the revision of pay scales of Central Government employees on the recommendations of the 7th Central Pay Commission (CPC).

In the order of the Government of India in the Ministry of Human Resource Development (Department of Higher Education) no. 1-7/2015-U.II(1) dated 2.11.2017 in the Annexure (Page 9) appended to the said order, figures mentioned in

- (a) Cell Academic level 12, row 9 may be read as "24,700" instead of "24,100"
(b) Cell Academic level 13A, row 16 may be read as "2,04,700" instead of "2,04,100"
(c) Cell Academic level 14, row 9 may be read as "1,82,700" instead of "1,82,100"

2. The rest of the content of the above order remains the same.

K. K. Tripathy
(Dr. K.K. Tripathy) 21/11/17
Director

To,

1. The Secretary, University Grants Commission, Bahadurshah Zafar Marg, New Delhi -110 002.
2. Vice Chancellors of all Central Universities/ Institutions Deemed to Be Universities fully funded by the Central Government.
3. Principal Secretary to Prime Minister, South Block, Central Secretariat, New Delhi.
4. Secretary (Coordination), Cabinet Secretariat, Rashtrapati Bhavan, New Delhi.
5. Secretary, Department of Expenditure, North Block, New Delhi.
6. Secretary, Department of Personnel & Training, North Block, New Delhi.
7. Secretary, Department of Agriculture Research and Education, Krishi Bhavan, New Delhi.
8. Secretary, Ministry of Health and Family Welfare (Medical Education), Nirman Bhavan, New Delhi.
9. Member Secretary, All India Council for Technical Education, New Delhi.
10. Chief Secretaries of all State Governments.
11. Web Master, Ministry of Human Resource Development for publication on the website of the Ministry, hosted by the National Informatics Centre.

Annexure-I

Pay Matrix

Pay Band (Rs.)	15,600-39,100			37,400-67,000		67,000-79,000
Grade Pay (Rs.)	6,000	7,000	8,000	9,000	10,000	0
Index of Rationalization	2.67	2.67	2.67	2.67	2.72	2.72
Entry Pay (Rs.)	21,600	25,790	29,900	49,200	53,000	67,000
Academics Level	10	11	12	13A	14	15
Rationalised Entry Pay (Rs.) 1	57,700	68,900	79,800	1,31,400	1,44,200	1,82,300
2	59,400	71,000	82,200	1,35,300	1,48,500	1,87,700
3	61,200	73,100	84,700	1,39,400	1,53,000	1,93,200
4	63,000	75,200	87,200	1,43,600	1,57,500	1,98,700
5	64,900	77,600	89,800	1,47,900	1,62,300	2,05,100
6	66,800	79,900	92,500	1,52,300	1,67,200	2,11,300
7	68,800	82,300	95,300	1,56,900	1,72,200	2,17,600
8	70,900	84,800	98,200	1,61,600	1,77,400	2,24,100
9	73,000	87,300	1,01,100	1,66,400	1,82,700	
10	75,200	89,900	1,04,100	1,71,400	1,88,200	
11	77,500	92,600	1,07,200	1,76,500	1,93,900	
12	79,800	95,400	1,10,400	1,81,600	1,99,800	
13	82,200	98,300	1,13,700	1,87,000	2,05,800	
14	84,700	1,01,300	1,17,100	1,92,600	2,11,800	
15	87,200	1,04,200	1,20,600	1,98,300	2,18,200	
16	89,800	1,07,300	1,24,200	2,04,100		
17	92,500	1,10,500	1,27,900	2,10,000		

K.K. Tripathi
21/11

Pay Band (Rs.)	15,600-39,100			37,400-67,000	67,000-79,000
18	95,300	1,13,800	1,31,700	2,17,100	
19	98,200	1,17,200	1,35,700		
20	1,01,100	1,20,700	1,39,800		
21	1,04,100	1,24,300	1,44,000		
22	1,07,200	1,28,000	1,48,300		
23	1,10,400	1,31,800	1,52,700		
24	1,13,700	1,35,800	1,57,300		
25	1,17,100	1,39,900	1,62,000		
26	1,20,600	1,44,100	1,66,900		
27	1,24,200	1,48,400	1,71,900		
28	1,27,900	1,52,800	1,77,100		
29	1,31,700	1,57,300	1,82,400		
30	1,35,700	1,62,200	1,87,900		
31	1,39,800	1,67,100	1,93,500		
32	1,44,000	1,72,100	1,99,300		
33	1,48,300	1,77,300	2,05,300		
34	1,52,700	1,82,600	2,11,500		
35	1,57,300	1,88,100			
36	1,62,000	1,93,700			
37	1,66,900	1,99,500			
38	1,71,900	2,05,500			
39	1,77,100				
40	1,82,400				

K.K. Tripathi
21/11

Appendix II**Table 1****Assessment Criteria and Methodology for University/College Teachers**

S.No.	Activity	Grading Criteria
1.	Teaching: (Number of classes taught/total classes assigned)x100% (Classes taught includes sessions on tutorials, lab and other teaching related activities)	80% & above - Good Below 80% but 70% & above-Satisfactory Less than 70% - Not satisfactory
2.	Involvement in the University/College students related activities/research activities: (a) Administrative responsibilities such as Head, Chairperson/ Dean/ Director/ Co-ordinator, Warden etc. (b) Examination and evaluation duties assigned by the college / university or attending the examination paper evaluation. (c) Student related co-curricular, extension and field based activities such as student clubs, career counselling, study visits, student seminars and other events, cultural, sports, NCC, NSS and community services. (d) Organising seminars/ conferences/ workshops, other college/university activities. (e) Evidence of actively involved in guiding Ph.D students. (f) Conducting minor or major research project sponsored by national or international agencies. (g) At least one single or joint publication in peer-reviewed or UGC list of Journals.	Good - Involved in at least 3 activities Satisfactory - 1-2 activities Not-satisfactory - Not involved / undertaken any of the activities Note: Number of activities can be within or across the broad categories of activities
<p>Overall Grading:</p> <p>Good: Good in teaching and satisfactory or good in activity at Sl.No.2. Or</p> <p>Satisfactory: Satisfactory in teaching and good or satisfactory in activity at Sl.No.2.</p> <p>Not Satisfactory: If neither good nor satisfactory in overall grading</p> <p>Note: For the purpose of assessing the grading of Activity at Serial No. 1 and Serial No. 2, all such periods of duration which have been spent by the teacher on different kinds of paid leaves such as Maternity Leave, Child Care Leave, Study Leave, Medical Leave, Extraordinary Leave and Deputation shall be excluded from the grading assessment. The teacher shall be assessed for the remaining period of duration and the same shall be extrapolated for the entire period of assessment to arrive at the grading of the teacher. The teacher on such leaves or deputation as mentioned above shall not be put to any disadvantage for promotion under CAS due to his/her absence from his/her teaching responsibilities subject to the condition that such leave/deputation was undertaken with the prior approval of the competent authority following all procedures laid down in these regulations and as per the acts, statutes and ordinances of the parent institution.</p>		

Table 2**Methodology for University and College Teachers for calculating Academic/Research Score**

(Assessment must be based on evidence produced by the teacher such as: copy of publications, project sanction letter, utilization and completion certificates issued by the University and acknowledgements for patent filing and approval letters, students' Ph.D. award letter, etc.,)

S.N.	Academic/Research Activity	Faculty of Sciences /Engineering / Agriculture / Medical /Veterinary Sciences	Faculty of Languages / Humanities / Arts / Social Sciences / Library /Education / Physical Education / Commerce / Management & other related disciplines
1.	Research Papers in Peer-Reviewed or UGC listed Journals	08 per paper	10 per paper
2.	Publications (other than Research papers)		
	(a) Books authored which are published by ;		
	International publishers	12	12
	National Publishers	10	10
	Chapter in Edited Book	05	05
	Editor of Book by International Publisher	10	10
	Editor of Book by National Publisher	08	08
	(b) Translation works in Indian and Foreign Languages by qualified faculties		
	Chapter or Research paper	03	03
	Book	08	08
3.	Creation of ICT mediated Teaching Learning pedagogy and content and development of new and innovative courses and curricula		
	(a) Development of Innovative pedagogy	05	05
	(b) Design of new curricula and courses	02 per curricula/course	02 per curricula/course
	(c) MOOCs		
	Development of complete MOOCs in 4 quadrants (4 credit course)(In case of MOOCs of lesser credits 05 marks/credit)	20	20
	MOOCs (developed in 4 quadrant) per module/lecture	05	05
	Content writer/subject matter expert for each module of MOOCs (at least one quadrant)	02	02
	Course Coordinator for MOOCs (4 credit course)(In case of MOOCs of lesser credits 02 marks/credit)	08	08
	(d) E-Content		
	Development of e-Content in 4 quadrants for a complete course/e-book	12	12
	e-Content (developed in 4 quadrants) per module	05	05
	Contribution to development of e-content module in complete course/paper/e-book (at least one quadrant)	02	02
	Editor of e-content for complete course/ paper /e-book	10	10
4	(a) Research guidance		

	Ph.D.	10 per degree awarded 05 per thesis submitted	10 per degree awarded 05 per thesis submitted
	M.Phil./P.G dissertation	02 per degree awarded	02 per degree awarded
	(b) Research Projects Completed		
	More than 10 lakhs	10	10
	Less than 10 lakhs	05	05
	(c) Research Projects Ongoing :		
	More than 10 lakhs	05	05
	Less than 10 lakhs	02	02
	(d) Consultancy	03	03
5	(a) Patents		
	International	10	10
	National	07	07
	(b) *Policy Document (Submitted to an International body/organisation like UNO/UNESCO/World Bank/International Monetary Fund etc. or Central Government or State Government)		
	International	10	10
	National	07	07
	State	04	04
	(c) Awards/Fellowship		
	International	07	07
	National	05	05
6.	*Invited lectures / Resource Person/ paper presentation in Seminars/ Conferences/full paper in Conference Proceedings (Paper presented in Seminars/Conferences and also published as full paper in Conference Proceedings will be counted only once)		
	International (Abroad)	07	07
	International (within country)	05	05
	National	03	03
	State/University	02	02

The Research score for research papers would be augmented as follows :

Peer-Reviewed or UGC-listed Journals (Impact factor to be determined as per Thomson Reuters list) :

- i) Paper in refereed journals without impact factor - 5 Points
 - ii) Paper with impact factor less than 1 - 10 Points
 - iii) Paper with impact factor between 1 and 2 - 15 Points
 - iv) Paper with impact factor between 2 and 5 - 20 Points
 - v) Paper with impact factor between 5 and 10 - 25 Points
 - vi) Paper with impact factor >10 - 30 Points
- (a) Two authors: 70% of total value of publication for each author.
 - (b) More than two authors: 70% of total value of publication for the First/Principal/Corresponding author and 30% of total value of publication for each of the joint authors.

Joint Projects: Principal Investigator and Co-investigator would get 50% each.

Note:

- Paper presented if part of edited book or proceeding then it can be claimed only once.
- For joint supervision of research students, the formula shall be 70% of the total score for Supervisor and Co-supervisor. Supervisor and Co-supervisor, both shall get 7 marks each.
- *For the purpose of calculating research score of the teacher, the combined research score from the categories of 5(b). Policy Document and 6. Invited lectures/Resource Person/Paper presentation shall have an upper capping of thirty percent of the total research score of the teacher concerned.
- The research score shall be from the minimum of three categories out of six categories.

Table: 3 A**Criteria for Short-listing of Candidates for Interview for the Post of Assistant Professors in Universities**

S.N.	Academic Record	Score			
1.	Graduation	80% & Above = 15	60% to less than 80% = 13	55% to less than 60% = 10	45% to less than 55% = 05
2.	Post-Graduation	80% & Above = 25	60% to less than 80% = 23	55% (50% in case of SC/ST/OBC (non-creamy layer)/PWD) to less than 60% = 20	
3.	M.Phil.	60% & above = 07	55% to less than 60% = 05		
4.	Ph.D.	30			
5.	NET with JRF	07			
	NET	05			
	SLET/SET	03			
6.	Research Publications (2 marks for each research publications published in Peer-Reviewed or UGC-listed Journals)	10			
7.	Teaching / Post Doctoral Experience (2 marks for one year each)#	10			
8.	Awards				
	International / National Level (Awards given by International Organisations/ Government of India / Government of India recognised National Level Bodies)	03			
	State-Level (Awards given by State Government)	02			

#However, if the period of teaching/Post-doctoral experience is less than one year then the marks shall be reduced proportionately.

Note:

- (A) (i) M.Phil + Ph.D Maximum - 30 Marks
(ii) JRF/NET/SET Maximum - 07 Marks
(iii) In awards category Maximum - 03 Marks
- (B) Number of candidates to be called for interview shall be decided by the concerned universities.

(C)

Academic Score	-	80
Research Publications	-	10
Teaching Experience	-	10
Total	-	100

(D) Score shall be valid for appointment in respective State SLET/SET Universities/ Colleges/ Institutions only

Table: 3 B**Criteria for Short-listing of candidates for Interview for the Post of Assistant Professors in Colleges**

S.N.	Academic Record	Score			
		1.	Graduation	80% & Above = 21	60% to less than 80% = 19	55% to less than 60% = 16	45% to less than 55% = 10
2.	Post-Graduation	80% & Above = 25	60% to less than 80% = 23	55% (50% in case of SC/ST/OBC (non-creamy layer)/PWD) to less than 60% = 20	
3.	M.Phil.	60% & above = 07	55% to less than 60% = 05		
4.	Ph.D.	25			
5.	NET with JRF	10			
	NET	08			
	SLET/SET	05			
6.	Research Publications (2 marks for each research publications published in Peer-Reviewed or UGC-listed Journals)	06			
7.	Teaching / Post Doctoral Experience (2 marks for one year each)#	10			
8.	Awards				
	International / National Level (Awards given by International Organisations/ Government of India / Government of India recognised National Level Bodies)	03			
	State-Level (Awards given by State Government)	02			

However, if the period of teaching/post-doctoral experience is less than one year then the marks shall be reduced proportionately.

Note :

(A)

- | | | | | |
|-------|--------------------|---------|---|----------|
| (i) | M.Phil. + Ph.D. | Maximum | - | 25 Marks |
| (ii) | JRF/NET/SET | Maximum | - | 10 Marks |
| (iii) | In awards category | Maximum | - | 03 Marks |

- (B) Number of candidates to be called for interview shall be decided by the college.
- (C) Academic Score - 84
 Research Publications - 06
Teaching Experience - 10
TOTAL - 100
- (D) SLET/SET score shall be valid for appointment in respective State Universities/Colleges/institutions only.

Table 4
Assessment Criteria and Methodology for Librarians

S.No.	Activity	Grading Criteria
1	<p>Regularity of attending library (calculated in terms of percentage of days attended to the total number of days he/she is expected to attend)</p> <p>While attending in the library, the individual is expected to undertake, inter alia, following items of work:</p> <ul style="list-style-type: none"> • Library Resource and Organization and maintenance of books, journals and reports. • Provision of Library reader services such as literature retrieval services to researchers and analysis of report. • Assistance towards updating institutional website 	<p>90% and above - Good</p> <p>Below 90% but 80% and above - Satisfactory</p> <p>Less than 80% - Not satisfactory</p>
2.	Conduct of seminars/workshops related to library activity or on specific books or genre of books.	<p>Good – 1 National level seminar/ workshop + 1 State/institution level workshop/Seminar</p> <p>Satisfactory - 1 National level seminar/ workshop or 1 state level seminar/ workshop + 1 institution level seminar/ workshop or 4 institution seminar / workshop</p> <p>Unsatisfactory – Not falling in above two categories</p>
3.	<p>If library has a computerized database then OR If library does not have a computerized database</p>	<p>Good – 100% of physical books and journals in computerized database.</p> <p>Satisfactory – At least 99% of physical books and journals in computerized database.</p> <p>Unsatisfactory – Not falling under good or satisfactory.</p> <p>OR</p> <p>Good – 100% Catalogue database made up to date</p> <p>Satisfactory- 90% catalogue database made up to date</p> <p>Unsatisfactory - Catalogue database not upto mark.</p> <p>(To be verified in random by the CAS Promotion Committee)</p>

4.	Checking inventory and extent of missing books	Good : Checked inventory and missing book less than 0.5% Satisfactory - Checked inventory and missing book less than 1% Unsatisfactory - Did not check inventory Or Checked inventory and missing books 1% or more.
5.	(i) Digitisation of books database in institution having no computerized database. (ii) Promotion of library network. (iii) Systems in place for dissemination of information relating to books and other resources. (iv) Assistance in college administration and governance related work including work done during admissions, examinations and extracurricular activities. (v) Design and offer short-term courses for users. (vi) Publications of at least one research paper in UGC approved journals.	Good : Involved in any two activities Satisfactory : At least one activity Not Satisfactory : Not involved/ undertaken any of the activities.
Overall Grading	Good : Good in Item 1 and satisfactory/good in any two other items including Item 4. Satisfactory : Satisfactory in Item 1 and satisfactory /good in any other two items including Item 4. Not satisfactory : If neither good nor satisfactory in overall grading.	
Note :		
<p>(1) It is recommended to use ICT technology to monitor the attendance of library staff and compute the criteria of assessment.</p> <p>(2) The Librarian must submit evidence of published paper, participation certificate for refresher or methodology course, successful research guidance from Head of Department of the concerned department, project completion.</p> <p>(3) The system of tracking user grievances and the extent of grievances redressal details may also be made available to the CAS promotion committee.</p>		

Table 5**Assessment Criteria and Methodology for Directors of Physical Education and Sports**

S. No.	Activity	Grading Criteria
1	Attendance calculated in terms of percentage of days attended to the total number of days he is expected to attend.	90 and above - Good Above 80 but below 90- Satisfactory. Less than 80 - Not satisfactory.
2.	Organizing intra college competition	Good - Intra college competition in more than 5 disciplines. Satisfactory - Intra college competition in 3-5 disciplines. Unsatisfactory - Neither good nor satisfactory.

3.	Institution participating in external competitions	<p>Good - National level competition in at least one discipline plus State/District level competition in at least 3 disciplines.</p> <p>Satisfactory- State level competition in at least one discipline plus district level competition in at least 3 disciplines.</p> <p>Or District level competition in at least 5 disciplines.</p> <p>Unsatisfactory - Neither good nor satisfactory.</p>
4.	<p>Up-gradation of sports and physical training infrastructure with scientific and technological inputs.</p> <p>Development and maintenance of playfields and sports and physical Education facilities.</p>	Good/Satisfactory/Not-Satisfactory to be assessed by the Promotion committee.
5.	<p>(i)At least one student of the institution participating in national/ state/ university (for college levels only) teams. Organizing state/national/inter university/inter college level competition.</p> <p>(ii)Being invited for coaching at state/national level.</p> <p>(iii)Organizing at least three workshops in a year.</p> <p>(iv)Publications of at least one research paper in UGC approved journal. Assistance in college administration and governance related work including work done during admissions, examinations and extracurricular college activities.</p>	<p>Good: Involved in any two activities.</p> <p>Satisfactory: 1 activity</p> <p>Not Satisfactory : Not involved/ undertaken any of the activities.</p>
Overall Grading	<p>Good: Good in Item 1 and satisfactory/good in any two other items.</p> <p>Satisfactory: Satisfactory in Item 1 and satisfactory/good in any other two items.</p> <p>Not Satisfactory: If neither good nor satisfactory in overall grading.</p>	
<p>Note:</p> <p>i)It is recommended to use ICT technology to monitor the attendance of sports and physical education and compute the criteria of assessment.</p> <p>ii)The institution must obtain student feedback. The feed-backs must be shared with the concerned Director of Physical and Education and Sports and also the CAS Promotion committee.</p> <p>iii)The system of tracking user grievances and the extent of grievance redressal details may also be made available to the CAS Promotion Committee.</p>		

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**Dr. Babasaheb Ambedkar Marathwada University,
Aurangabad – 431004 (MS) India**

Internal Quality Assurance Cell



**Code of conduct handbook for Students, Teachers, Governing body,
Administrators including Vice-Chancellor / Pro-Vice Chancellor /
Administrative Staff and Support Staff**

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Code of conduct handbook for Students, Teachers, Governing body, Administrators including Vice-Chancellor / Pro-Vice Chancellor / Administrative Staff and Support Staff

The conduct of University Students, Teachers, Governing Body, Administrators including Vice Chancellor, Director, and support staff should be characterized by integrity. Each individual's personal and professional conduct reflects on one's institution, profession, and the higher education enterprise at large.

“Code of Conduct” has been prepared to make all the staff to know the rules and regulations and code of conduct that exist in the University. It is expected that all the teaching, and non-teaching staff should strictly adhere to the rules and regulations and code of conduct mentioned in this document. The management reserves the right to change/modify the policies and code of conduct as and when deemed to be changed.

Code of conduct for students:

Preamble

All students must abide by the rules and regulations of the University. The University authority may take disciplinary action if any student violates the University rules and regulations. Students are advised to adhere to the rules and regulations of the University and discharge their responsibilities as a student with diligence, fidelity and honour. The rules and regulations are categorized into three categories as mentioned below. Students are required to follow these rules.

General Rules and Regulations for Students

Students shall behave with dignity and courtesy inside and outside the University.

1. Students shall observe strict modesty in dress.

2. Students should wear identity cards inside the campus and also when attending any meetings outside the campus. Any violation of these orders will lead to disciplinary action.
3. Possession of mobile phones during the teaching hours in Academic Departments is strictly prohibited. If anybody is found with a mobile, a fine of Rs.500/- and deduction of marks from general proficiency will be imposed.
4. Girls' students are not allowed to leave the Hostel premises after 8.00 pm. If any Girl student wants to leave the Hostel after 8.00 for some valid reasons, she has to seek prior permission of Hostel Warden.
5. **Students shall not entertain visitors** without prior permission in the campus. Students are expected to read notices/circulars displayed on the University notice board. Aftermath of not reading any notice/circular displayed shall not be accepted as an excuse for failing to comply with the directions contained in it.
6. Spitting, smoking and throwing bits of paper inside the University campus are harmful and must be avoided. Students should refrain from possessing, consuming or distributing alcohol, harmful drugs, narcotics, gutkhas, tobacco or items related to tobacco (in any form), and chewing gums. Any violation of these orders will lead to disciplinary action.
7. Possessing firecrackers of any kind in the hostel and University campus is strictly prohibited.
8. Use of smear coloured powder and splash colour water in the guise of festivals and functions on or during any other occasion in the hostel or University campus is strictly prohibited.
9. Scribbling on the desks or the black board or on the walls of the University and hostelis strictly prohibited.

10. Students are forbidden from entering the University office during unspecified hours.
11. Students should be attentive to not to harm the reputation of the University or individual (fellow students and University staff) through social and electronic media.
12. Students should respect the University property. Destroying or damaging the University property is punishable. Students should not destroy/ damage/ deface, remove the institute property, disturb or injure a person under the pretext of celebrating/inducting/pledging or for any other reason like rivalry etc. The cost of any damage so caused will be recovered from the students collectively if the responsibility for it cannot be fixed on any individual or group of individuals.
13. It is unlawful for any person to mutilate any tree, shrub, or herbaceous plant or remove any identification sign or tag attached to it.
14. Students are not allowed to convene any kind of meeting in the campus or any sort of fund without the permission of the HOD/ Director or to circulate/display any kind of notice among students or on black boards or on notice board without the written permission of the HOD/ Director. No information or report should be sent to press or board-casting agencies and placement companies without the permission and approval of the HOD/ Director.
15. Students shall not indulge in any kind of misdemeanour bringing opprobrium to the University.
16. All vehicles should be parked in the allotted place. Vehicles found parked in unauthorized places shall be impounded.
17. While attending University functions, the students will conduct themselves in such a way as to bring recognition/ honour to themselves and to the University.

Discipline and Conduct Rules for Students:

(a) Level of Misconduct and Indiscipline

Level 1 : All acts of violence and all forms of mob activities such as gheraos, sit-ins or any variation of the same which disrupt the normal academic and administrative functioning of the University and/or any act which incites violence.

1. Gheraos, laying siege or staging demonstrations around the residence of any Officer of the University or any other form of coercion, intimidation or disturbance of right to privacy of the residents of the campus.
2. Sexual harassment of any kind which shall also include:
 - i. Sexual proposition/advancements, sexually graphic comments of a body, unwelcome touching, patting, pinching or leering or persistent offensive or sexual jokes and/or vulgar comments.
 - ii. Eve-teasing or disrespectful behavior or any misbehavior with a girl student, woman staff member/visitor. Ragging in any form.

Level 2

1. Committing forgery, tampering with the Identity Card or University records, impersonation, misusing University property (movable or immovable), documents and records, tearing of pages, defacing, burning or in any way destroying the books, journals, magazines and any material of the library or unauthorized photocopying or possession of library books, journals, magazines or any other material.
2. Furnishing false certificates or false information in any manner to the University.
3. Arousing communal, caste or regional feeling or creating disharmony among students.
4. Using insulting, inciting, threatening language when talking with fellow students inside or outside the campus. Students talking or behaving in any manner inside or outside the University in a way that would bring disrepute to the University.

5. Use of abusive, defamatory or derogatory language against any staff member of the University.
6. Causing or colluding unauthorized entry of any person into the Campus or in the hostel and/or accommodating unauthorized guests or other persons in hostels.
7. Indulging in acts of gambling, possessing or consuming or distributing alcohol, harmful drugs, illegal narcotics, gutkhas and smoking cigarettes in the Institute premises.
8. Damaging or defacing any property of the University.
9. Misusing University resources and facilities such as library, software, computers and internet or causing any type of damage to intranet and computer security system of the University.
10. Harming reputation of the University or individual (fellow students and University staff) through social and electronic media.
11. Not disclosing one's identity when asked to do so by a faculty member or employee of the University who is authorized to ask for such identity.
12. Improper behaviour while on tour or excursion.
13. Violation of security and safety rules notified by the University.
14. Any other offence under the law of land.
15. Any intimidation or insulting behaviour towards a student, staff or faculty or any other person.
16. Any other act which may be considered by the Chairman/Director General/Director or any other competent authority to be an act of violation of discipline and conduct.

Punishment for Violation of University Rules and Regulations :

The competent authority may impose any of the following punishments on any student found guilty of any of the acts of indiscipline or misconduct and violation of General and Academic Rules and Regulation of the institute.

For Level 1 of Misconduct and Indiscipline

1. Expulsion from the institute and/ or hostel.
2. Rustication up to four semester period and/or declaring the entire University Campus out of bounds.
3. Fine up to Rs. 20,000/- . (In case of Ragging as per Supreme Court ruling)
4. Lodging of FIR with the Police.

For Level 2 of Misconduct and Indiscipline and Violation of General and Academic Rules and Regulations

1. Admonition/ Reprimand and submission of bond or affidavit on Rs. 100/- stamp paper duly notarized.
2. Deduction of marks from Teacher Assessment Marks (Internal Marks).
3. Fine up to Rs. 10,000/-
4. Recovery of any kind, such as scholarship/fellowship, any dues, cost of damages etc.
5. Withdrawal of any or all facilities available to a student as per, University Rules (such as Scholarship/Fellowship, hostel etc.)
6. Suspension from the University for a Specific Period.

General Guidelines for Implementation of Punishments

1. No punishment shall ordinarily be imposed on a student unless he/she is found guilty of the offence for which he/she has been charged by a Proctorial or any other inquiry committee after following the normal procedure and providing due opportunity to the student to defend himself.
2. If any student is found guilty with any in-disciplinary activity by the Proctorial board, one “Red Mark” will be marked against his / her profile. Further, if count of such red marks reaches 3 during his/her entire course duration, he/she will be automatically

debarred from the campus placement and hostel if he/ she is a hosteller. Further, red marks may result in to expulsion from the University.

3. However, if a student improves his / her conduct, behaviour, attendance, percentage of marks and takes keen interest in student welfare, he/ she can give application to the Proctorial board to remove red marks. If board is satisfied with the improvement, then the board may remove such red marks from the student's profile.
4. In case the Chairman or any competent authority is of the opinion that on the basis of the available material and evidence on record, a prima facie case exists against a student, he may order suspension of the student including withdrawal of any or all facilities available to a bonafide student pending Proctorial or any other inquiry
5. In case any dispute arises with regard to the interpretation of any of these Rules the matter shall be referred to the Head/ Director / Pro-Vice Chancellor, whose decision thereon shall be final.
6. The University should not be held responsible for the loss, theft, or damage of any personal property owned, operated, or possessed by the student, guest(s), parents, or family members which may be held, located or stored in any residence unit or anywhere else on the University-owned or leased property. Students should understand and explicitly agree to accept all risks of such losses or damages.

Hostel Rules and Regulations:

1. Student seeking to avail hostel facility has to note that hostel accommodation will only be allotted to studious students who believe in leading a Spartan life and remain disciplined. Every student, before room allotment in hostel shall give an undertaking with respect to the acceptance of rules and regulations, along with duly filled General Information form and Immunization Record.

2. Rooms will be allotted on the basis of the criteria & procedure laid down by the authorities and under the sole Discretion of Director, Student Welfare from time to time.
No change in room will be permitted during the session.
3. Hostellers must always keep their Hostel Identity Card in their possession.
4. Students are advised to be properly dressed during breakfast, lunch and dinner.
5. Hostel Fee, once paid will not be refunded expect for the security amount. No hostel fee will be refunded in case of expulsion of any student from the hostel due to any kind of undisciplined activities.
6. Students (Boarders) should not keep expensive article in their room. Authorities will not be responsible for any loss or theft of such items. Boarders will be held fully responsible for any loss or damage to the electric fitting, furniture and any other property in their room and hostel premises.
7. It is the responsibility of the students to do their best for maintaining discipline, peace and harmony in the hostel. The senior students are advised to set good examples to their juniors. Creating noisy or unruly scenes in Hostel or destroying academic ambience in any manner will also lead to instant vacation of hostel accommodation.
8. Any activity of the students observed to be prejudicial and detrimental to the smooth and peaceful functioning of the University hostel will be noted seriously by the University and disciplinary action will be taken against those found to be guilty.
9. Misuse of electricity, water and other facilities will be liable for penalty. Students are advised to switch off all electrical gadgets before leaving their rooms and create example of good hostellers. Use of Room Heater, Water heater, Immersion Rod, Electric iron, Room coolers or any other electric appliance (mobile phone charger and electric mosquito repellent is excluded from this list) in room is **STRICLY BANNED**.

10. No student shall enter the kitchen or give instructions to the cooks or other servants. Complaints regarding food, service etc if any, may be brought to the notice of the Mess Manager / Warden.
11. Smoking, chewing tobacco, consuming alcoholic drinks or any other intoxicating drugs etc. are strictly prohibited. Any student, if found indulging in such practices, shall be asked to vacate the hostel without any notice.
12. Students, while going out, should enter the time of leaving, purpose and proposed time of return in stipulated register. After returning, they should also enter the time of return in the same register.
13. Day scholars or any outsiders should not be allowed inside hostel rooms. Any hosteller, found to be accompanied by a day scholar in hostel or facilitating a day scholar's stay, will be immediately asked to vacate the hostel. No boarder shall permit any other person to live in his/ her room.
14. Students shall not entertain any beggars, vendors or any other persons inside the hostel premises.
15. Coming late in the night after 10.00 pm (Boys Hostel) and 8.00 pm (for Girls Hostel) will be **NOT AT ALL** acceptable and amounts to violation of hostel rules. Over stayal without prior sanction of warden will not be permitted. Defaulters will be dealt with strictly and habitual late comers may be asked to vacate the hostel
16. During teaching hours of the respective Department, no student shall be allowed to remain in the hostel without the permission of Hostel Warden.
17. No Backup electricity will be provided in the hostel when classes are running.

Anti-Ragging RAGGING is a CRIMINAL offense. BAMU campus is a NO-RAGGING Zone

It is mandatory for all students to fill the Anti-ragging Affidavit at the time of admission.

What constitutes Ragging?

Ragging constitutes one or more of any of the following acts:

1. Any conduct by any student or students whether by words spoken or written or by an act which has the effect of teasing, treating or handling a fresher or any other student with rudeness
2. Indulging in rowdy or indiscipline activities by any student or students which causes or is likely to cause annoyance, hardship, physical or psychological harm or to raise fear or apprehension thereof in any fresher or any other student;
3. Asking any student to do any act which such student will not in the ordinary course do and which has the effect of causing or generating a sense of shame, or torment or embarrassment so as to adversely affect the physique or psyche of that fresher or any other student;
4. Any act by a senior student that prevents, disrupts or disturbs the regular academic activity of any other student or a fresher;
5. Exploiting the services of a fresher or any other student for completing the academic tasks assigned to an individual or a group of students;
6. Any act of financial extortion or forceful expenditure burden put on a fresher or any other student by students;
7. Any act of physical abuse including all variants of it: sexual abuse, homosexual assaults, stripping, forcing obscene and lewd acts, gestures, causing bodily harm or any other danger to health or person;
8. Any act or abuse by spoken words, emails, posts, public insults which would also include deriving perverted pleasure, vicarious or sadistic thrill from actively or passively participating in the discomfiture to fresher or any other student;

9. Any act that affects the mental health and self-confidence of a fresher or any other student with or without an intent to derive a sadistic pleasure or showing off power, authority or superiority by a student over any fresher or any other student.

Punishment for Culprits:

University shall consider one or more of the following punishments for students involved in ragging -

1. Cancellation of admission
2. Suspension from attending classes
3. Withholding/withdrawing scholarship/fellowship and other benefits
4. Debarring from appearing in any test/examination or other evaluation process
5. Withholding results
6. Debarring from representing the institution in any regional, national or international meet, tournament, youth festival, etc.
7. Suspension/expulsion from the hostel
8. Rustication from the University for period ranging from 1 to 4 semesters
9. Expulsion from the University and consequent debarring from admission to any other institution
10. Lodging of an FIR with the police
11. Monetary penalty of up to Rs. 20,000/- (Rs. Twenty Thousand)
12. Collective punishment: when the persons committing or abetting the crime of ragging are not identified, the institution shall resort to collective punishment as a deterrent to ensure community pressure on the potential raggers.

Anti-Ragging Squad

Several senior faculty members are nominated to the **Anti-Ragging Squad**. All students are encouraged to approach them without any hesitation in case of ragging.

Code of conduct for Faculty Members (Teaching):

Preamble

Teaching is the highest noble profession and plays a very important role in nation building. Teachers have always been 'Role Model' for the students. In a developing nation like ours, a teacher has great role to play in shaping the character and career of the students. Besides this, good character of a teacher has an everlasting impression in the society at large. All these are expected to contribute a long way to make our country a vibrant and strong nation. All the faculty members are expected to display a good conduct so that the students consider their teachers as their role model. Following (the below mentioned) code of conduct is imperative for each faculty of Dr. Babasaheb Ambedkar Marathwada University:

1. A faculty member must believe that he / she has responsibility to shape the future of the students and therefore the duties of a faculty member do not end by completing the subject course and leaving the rest to the students. It is to be understood that all students will not be self-motivated. Such students may need regular counselling in various forms. A faculty member is expected to continuously make efforts to devise new ways and means to counsel and motivate the students towards studies and career growth.
2. In order to achieve this, a faculty member must engage lectures well prepared with theory and practical examples of the subject. He/ she may use pictures and videos to explain the subject. Encourage students (if required; make compulsory for the students) turn by turn to participate and explain the subject in class during the discussion. Use English to the best possible extent as medium of communication for such discussion.
3. A quality and high standard teaching is only possible when a faculty member is dedicated to the profession, its students and the subject he / she is teaching. Dedication and motivation are complementary to each other. A dedicated faculty member must seek his future in teaching profession. A faculty member must display his / her

dedication for the students so that it is felt by the students. Needless to say that although dedication is un-measurable and intangible but its impact can be felt.

4. A faculty member who is supposed to be a good thinker must evolve methodology to improve the system, academic environment of the institute and suggest ways and means to do it.
5. General counselling of the students is required and is the responsibility of each faculty. If the student appears to be not convinced from the counselling, he / she should be given full opportunity to put forward his point of view, inside or outside the classroom, and faculty member must act wise to explain what is best in the interest of a student.
6. Faculty member should not enter into the arguments with students in front of everybody. Converse and communicate with the student about the outcomes which he may face, today or in future jobs, due to the poor way of talking with the faculty members/ seniors etc.
7. Many a times, it happens that the student is not always at fault. So, faculty should communicate politely and respectfully so that a good rapport with students gets maintained. In such situations “give respect to command respect”, should be followed.
8. Behaviour of faculty members with the students should be such that it displays authority and command with love and affection for them. Ultimately faculty member should be able to convey to the students that they are being taken care for their all-round growth.
9. It is the duty of a faculty member to report any act of indiscipline noticed by him / her within the campus. Also, as far as possible, faculty member should interrupt in the act of indiscipline noticed by him / her and make an effort to bring a desired order and situation.
10. Although, everybody has a right to look for his / her own career development. However faculty member should refrain during University hours from any such activity like

preparing for competitive examinations to seek employment outside University and / or applying outside in other organizations for seeking employment. All such activities are private matters of individual faculty member and the same should not be performed during institute hours or within the academic area of the University.

11. It is expected that faculty members shall not keep any material with them or in their departmental cabin other than subject text books, class notes and the related material like the answer sheet submitted by the students etc. Anybody found indulging in such activities will call for a disciplinary action against him / her.
12. Except during the lunch hours, a faculty member must be present within the department and / or within the academic area of the University and must avoid holding private meetings with other staff member / faculty member during the Department working hours to discuss topics other than academics.
13. Behaviour of the faculty member with the fellow staff member / faculty member during the Department working hours, especially before the students, should be very decent which could be set as an example to follow. He/she should not criticize fellow staff member / faculty member and the university authorities especially before the students.
14. A faculty member must follow law of the land and should not indulge himself/ herself in an activity which can be detrimental to the reputation of the University.

Code of Professional Ethics

Teachers and Their Responsibilities

Whoever adopts teaching as a profession assumes the obligation to conduct himself / herself in accordance with the ideal of the profession. A teacher is constantly under the scrutiny of his students and the society at large. Therefore, every teacher should see that there is no incompatibility between his precepts and practice. The national ideals of education which have already been set forth and which he/she should seek to inculcate among students must be his/her

own ideals. The profession further requires that the teachers should be calm, patient and communicative by temperament and amiable in disposition.

Teachers should:

1. Adhere to a responsible pattern of conduct and demeanour expected from them by the community;
2. Manage their private affairs in a manner consistent with the dignity of the profession;
3. Seek to make professional growth continuous through study and research;
4. Express free and frank opinion by participation at professional meetings, seminars, conferences etc. towards the contribution of knowledge;
5. Maintain active membership of professional organizations and strive to improve education and profession through them;
6. Perform their duties in the form of teaching, tutorial, practical, seminar and research work conscientiously and with dedication;
7. Co-operate and assist in carrying out functions relating to the educational responsibilities of the college and the university such as: assisting in appraising applications for admission, advising and counselling students as well as assisting the conduct of university and college examinations, including supervision, invigilation and evaluation; and
8. Participate in extension, co-curricular and extra-curricular activities including community service.

Teachers and the students

Teachers should:

1. Respect the right and dignity of the student in expressing his/her opinion;
2. Deal justly and impartially with students regardless of their religion, caste, political, economic, social and physical identity;

3. Recognize the difference in aptitude and capabilities among students and strive to meet their individual needs;
4. Encourage students to improve their attainments, develop their personalities and at the same time, contribute to community welfare;
5. Inculcate among students, scientific outlook and respect for physical labour and ideals of democracy, patriotism and peace;
6. Be affectionate to the students and not behave in a vindictive manner towards any of them for any reason, whatsoever;
7. Pay attention to only the attainment of the student in the assessment of merit;
8. Make themselves available to the students even beyond their class hours and help and guide students without any remuneration or reward;
9. Aid students to develop an understanding of our national heritage and national goals; and
10. Refrain from inciting students against other students, colleagues or administration.

Teachers and colleagues

Teachers should:

1. Treat other members of the profession in the same manner as they themselves wish to be treated;
2. Speak respectfully of other teachers and render assistance for professional betterment;
3. Refrain from lodging unsubstantiated allegations against colleagues to higher authorities; and
4. Refrain from allowing considerations of caste, creed, religion, race or sex in their professional endeavour.

Teachers and Authorities:

Teachers should:

1. Discharge their professional responsibilities according to the existing rules and adhere to procedures and methods consistent with their profession in initiating steps through their own institutional bodies and/or professional organizations for change of any such rule detrimental to the professional interest;
2. Refrain from undertaking any other employment and commitment including private tuitions and coaching classes which are likely to interfere with their professional responsibilities;
3. Co-operate in the formulation of policies of the institution by accepting various offices and discharge responsibilities which such offices may demand;
4. Co-operate through their organizations in the formulation of policies of the other institutions and accept offices;
5. Co-operate with the authorities for the betterment of the institutions keeping in view the interest and in conformity with dignity of the profession;
6. Should adhere to the conditions of contract;
7. Give and expect due notice before a change of position is made; and
8. Refrain from availing themselves of leave except on unavoidable grounds and as far as practicable with prior intimation, keeping in view their particular responsibility for completion of academic schedule.

Teachers and non-Teaching Staff:

1. Teachers should treat the non-teaching staff as colleagues and equal partners in a cooperative undertaking, within every educational institution; and
2. Teachers should help in the function of joint staff-councils covering both teachers and the non-teaching staff.

Teachers and Guardians

Teachers should:

1. Try to see through teachers' bodies and organizations, that institutions maintain contact with the guardians, their students, send reports of their performance to the guardians whenever necessary and meet the guardians in meetings convened for the purpose for mutual exchange of ideas and for the benefit of the institution.

Teachers and Society

Teachers should:

1. Recognize that education is a public service and strive to keep the society informed of the educational programmes which are being provided;
2. Work to improve education in the community and strengthen the community's moral and intellectual life ;
3. Be aware of social problems and take part in such activities as would be conducive to the progress of society and hence the country as a whole;
4. Perform the duties of citizenship, participate in community activities and shoulder responsibilities of public offices;
5. Refrain from taking part in or subscribing to or assisting in any way activities that tend to promote feeling of hatred or enmity among different communities, religions or linguistic groups and actively work for National Integration.

Code of conduct for Governing Body (University Authorities such as Senate, Management Council, Academic Council etc)

Introduction

The responsibilities of the Governing Body, as the entity controlling a large and prestigious University are onerous. The function of governance is to ensure that the organization fulfils its

overall purpose, achieves its intended outcomes and operates in an efficient, effective and ethical manner. This Code is intended to ensure that members are aware of and accept the responsibilities associated with coveted membership and follow high standards of ethical and professional conduct, as members of the Governing Body.

Objectives:

The objectives of the Code of Conduct are:

- To set out decided pack of ethical ideologies.
- To endorse and preserve the confidence and faith in the governing body of Dr. Babasaheb Ambedkar Marathwada University.
- To avert unethical practices.
- To endorse compliance with best management practices in all the activities of the University.

Conduct as Members:

Members shall:

- Treat each other, University staff and students with professionalism, courtesy and respect.
- Not negatively influence other members.
- Participate actively and work co-operatively with fellow members in carrying out their responsibilities as members.
- Act at all times honestly and in good faith.
- Have a duty to maintain the confidentiality of information received in the course of their duties and to not use such information for any purpose outside that of understanding the work of the Board.

Responsibilities of Senate:

As per Maharashtra Public University Act 2016, The Senate shall transact the following business at its meeting, namely:—

1. to give suggestions to the university authorities on improvements that can be made in all areas and domains that are an integral part of the university, namely, academics, research and development, administration and governance;
2. to review current academic programmes and collaborative programmes;
3. to suggest new academic programmes consistent with the societal requirements in higher education;
4. to suggest measures for improvement and development of the university;
5. to confer, on the recommendation of the Management Council, honorary degrees or other academic distinctions;
6. to review broad policies and programmes of the university and suggest measures for its improvement and development;
7. to receive, discuss and approve the annual financial estimate (budget), annual report, accounts, audit reports and their satisfactory compliances along with its certification by the auditor and the disciplinary or otherwise action taken report in this regard by the University;
8. to approve comprehensive perspective plan and annual plan for the location of colleges and institutions of higher learning, as recommended by the Academic Council;
9. to review and adopt the report of students' grievance redressal report to be presented by Registrar of the University;
10. to review and adopt the reports of the Board of Students' Development and Board of Sports to be presented by the concerned directors;

11. to give suggestions to the University authorities on improvements that can be made in the area and domains of student welfare, sports, cultural activities of the University;
12. to make, amend or repeal statutes.

Responsibilities of Management Council:

As per Maharashtra Public University Act 2016, The Management Council shall have the following powers and duties, namely:—

1. to review and deliberate on short and long term reforms in academic, research and development activities, finances, management and governance that are taking place at the national and global level with a view to allow them to be adapted at appropriate level of the University;
2. to study and decide upon the operative mechanism for the reforms that would be recommended by the Commission in all the domains of the university;
3. to make such provisions, as may enable colleges and institutions to undertake specialized studies and courses, and where necessary or desirable, organize and make provision for common laboratories, libraries, museums and equipment for teaching and research;
4. to establish departments, colleges, schools, centres, institutions of higher learning, research and specialized studies, on the recommendation of the Academic Council;
5. to recommend to the senate, the draft of statutes or amendment of statutes for approval;
6. to make, amend or repeal ordinances and regulations;
7. to control and arrange for administration of assets and properties of the university;
8. to discuss and approve with modifications, if any, the annual financial estimates or budget, that is to say the fund which may be received from State Government, university funds and other funding agencies separately, as received from the Finance and Accounts Committee;

9. to consider proposals to enter into, amend, carry out and cancel contracts on behalf of the university;
10. to determine the form of common seal for the university and provision for its use;
11. to accept, on behalf of the university the transfer of any trusts, bequests, donations and transfer of any movable, immovable and intellectual property to the university;
12. to transfer by sale or otherwise, any movable or intellectual property rights on behalf of the university;
13. to transfer by sale or lease or contract any immovable property to other organization with the prior permission of the State Government:
14. to create immovable assets in the form of land, building and other infrastructure out of reserve funds, for its campus and sub-campuses;
15. to borrow, lend or invest funds on behalf of the university as recommended by the Finance and Accounts Committee;
16. to lay down policy for administering funds at the disposal of the university for specific purposes;
17. to provide buildings, premises, furniture, equipment and other resources needed for the conduct of the work of the university;
18. to recommend the conferment of honorary degrees and academic distinctions;
19. to institute and confer such degrees, diplomas, certificates and other academic distinctions as recommended by the Academic Council and arrange for convocation for conferment of the same, as provided by the Ordinances;
20. to institute fellowship, travelling fellowship, scholarship, studentship, exhibitions, awards, medals and prizes, and prescribe Regulations for their award;

21. to make Regulations for collaborations with other universities, institutions and organizations for mutually beneficial academic programmes recommended by the Board of Deans;
22. to create posts of university teachers and non-vacation academic staff from the funds of the university and from the funds received from other funding agencies, on the recommendation of the Academic Council, as and when required, and prescribe their qualifications, experience and pay-scales;
23. to create posts of officers, non-teaching staff (skilled/ unskilled), administrative, ministerial staff and other posts from the funds of the university and from the funds received from other funding agencies, as and when required, and prescribe their qualifications, experience and pay-scales;
24. to prescribe honoraria, remunerations, fees and travelling and other allowances for paper-setters and other examination staff, visiting faculty, and fees or charges for any other services rendered to the university;
25. to recommend to the Academic Council, the comprehensive perspective plan and annual plan for the location of colleges and institutions of higher learning, as prepared by the Board of Deans;\
26. to consider and approve proposals for change or transfer of management and shifting of locations of colleges and institutions, as prescribed in the Statutes;
27. to receive and consider report of the development activities of the university received from the Registrar every six months;
28. to confer autonomous status on university departments, university institutions, affiliated colleges and recognized institutions on the recommendation of the Academic Council, as per the Statutes;

29. to assess and approve proposals for academic programmes received from the Academic Council;
30. to consider and adopt the annual report, annual accounts and audit report in respect of State Government funds, university funds and funds received from other agencies separately;
31. to cause an inquiry to be made in respect of any matter concerning the proper conduct, working and finances of colleges, institutions or departments of the university ;
32. to delegate, any of its powers, except the power to make, amend or repeal Statutes and Ordinances, to the Vice-Chancellor or such officer or authority of the university or a committee appointed by it, as it thinks fit ;
33. to define the functions, duties, powers and responsibilities of non-teaching employees in the university, in respect of the posts created from the funds of the university and from the funds received from other funding agencies ;
34. to deal with the cases related to the violation of prescribed fees according to the provisions of the Maharashtra Educational Institutions (Prohibition of Capitation Fee) Act, 1987 and other relevant Acts;
35. to accept donations, gifts and other forms of financial support from alumni, philanthropists, industries and other stakeholders and prescribe the procedure to be followed by the university for accepting such donations, gifts, etc ;
36. to impose penalties upon the erring colleges or recognized institutions after following the procedure laid down by the Statutes;
37. to recommend to the State Government through the Vice Chancellor to appoint an Administrative Board for the affiliated college to run the management of such college in case of disputes regarding the management of such colleges, till the dispute is statutorily resolved. The constitution of this board and the process of its appointment

shall be as prescribed by the Statutes. The decision of the State Government in this regard shall be final and binding ;

38. to develop and adopt students' charter.

Responsibilities of Academic Council:

As per Maharashtra Public University Act 2016, The Academic Council shall have the following powers and duties, namely:—

1. to ensure that the university becomes a vibrant hub for promotion of research and development, interactions and linkages with industries, cultivation of intellectual property rights and entrepreneurship and incubation of knowledge linked industries;
2. to consider and approve with modifications, if any, the matters referred to it by the Board of Studies through the faculty;
3. to ensure that there are choice based credit systems for all certificates, diplomas, degrees, post-graduate programmes and other academic distinctions;
4. to ensure that the spirit of research and entrepreneurship percolates to all colleges and recognized institutions of the university;
5. to approve fees, other fees and charges as recommended by the Board of Deans through the fee fixation committee;
6. to recommend to the Management Council, the institution of degrees, diplomas, certificates and other academic distinctions;
7. to propose draft of Ordinances relating to the academic matter to the Management Council;
8. to make amend or repeal Ordinances and Regulations relating to academic matters;
9. to allocate subjects to the faculties;
10. to prescribe qualifications and norms for appointment of paper-setters, examiners, moderators and others, concerned with the conduct of examinations and evaluation;

11. to consider and make recommendations to the Management Council for creation of posts of university teachers and non-vacation academic staff, required by the university from the funds of the university and from the funds received from other funding agencies and prescribe their qualifications, experience and pay-scales;
12. to prescribe norms for recognition of any member of the staff of an affiliated college or recognized institution as a teacher of the university, in consonance with the norms of the University Grants Commission and the State Government;
13. to prescribe norms for granting affiliation, continuation of affiliation, extension of affiliation to colleges, and recognition, continuation of recognition, extension of recognition to institutions of higher learning and research or specialized studies;
14. To grant affiliation to colleges or institutions in accordance with the provisions of this Act, the Statutes, Ordinances and Regulations;
15. to accord recognition to various certificate, diploma, advanced diploma and degrees programmes run by private skills education providers and empowered autonomous skills development colleges, in consonance with the norms of the University Grants Commission and the State Government;
16. to recommend to the senate the comprehensive perspective plan as prepared by the Board of Deans and recommended by the Management Council;
17. to approve annual plan for the location of colleges and institutions of higher learning, as prepared by the Board of Deans and recommended by the Management Council;
18. to recommend to the Management Council regarding conferment of autonomous status on institutions, departments, affiliated or conducted colleges and recognized institutions in accordance with the provisions of the Statutes;
19. to approve new courses, inter-disciplinary courses and short-term training programmes referred to it by the Board of Deans;

20. to approve the course syllabi, paper-setters, examiners and moderators, paper-setters, and evaluation schemes of various courses recommended by the faculty concerned;
21. to advise the University on all academic matters and submit to the Management Council feasibility reports on academic programme recommended by the Senate at its previous annual meeting;
22. to create policy, procedure and practice for choice based credit system for all academic programmes;
23. to create policy for mobility of students among various universities of the State and also lay down the policy for giving flexibility to choose and learn different course modules among different faculties in a university or other universities in the State;
24. to work out the procedures, policies and practices to introduce more flexible approach to education and of 'adaptive pace of learning' with minimum and maximum duration for completion of a degree and other academic programme;
25. to ensure that the research projects are an integral part of choice based modules for post-graduate programme;
26. to prepare academic calendar of the university for the subsequent academic year as per the guidelines from the University Grants Commission and the State Government, three months before the expiry of the current academic year;
27. to recommend to the Management Council regarding establishment of departments, colleges, schools, centres, institutions of higher learning, research and specialized studies;
28. to exercise such other powers and perform such other duties as may be conferred or imposed on it by or under this Act, the Statutes, Ordinances and Regulations.
29. Responsibilities of other governing bodies (Authorities of the university) such as the Faculty; the Board of Deans; the Board of Sub-campus of the university; the Board

of Studies; the Board of University Departments and Inter-disciplinary studies; the Board of Post-Graduate Education in Colleges; the Board of Lifelong Learning and Extension; the Board of Examinations and Evaluation; the Board of Information Technology; the Board of National and International Linkages; the Board for Innovation, Incubation and Enterprise; the Board of Students' Development; the Board of Sports and Physical Education; the Board of Research; as illustrated in the Maharashtra Public University Act -2016.

Code of conduct and responsibilities of Vice Chancellor / Pro-Vice Chancellor / Dean / Director / Registrar/ Finance and Accounts Officer

The conduct of University administrators should be characterized by integrity. Each individual's personal and professional conduct reflects on one's institution, profession, and the higher education enterprise at large. The Vice Chancellor / Pro-Vice Chancellor / Dean/ Director should:

- Comply with applicable governmental laws, rules, and regulations;
- Act with competence and strive to advance competence, both in self and in others;
- Devote time, thought, and study to the duties and responsibilities of one's job and be able to render effective and creditable service;
- Understand the University Vision, Mission and objectives and policies and contribute constructively to their ongoing evaluation and reformulation;
- Maintain the confidentiality of privileged information that infringes upon another's right to privacy and not disclose information to secure personal or financial gain;
- Refuse to accept any gift, favor, service, or other item of significant value from any person, group, private business, or public agency which may affect the impartial performance of one's duties; and
- Refuse to engage in actions that violate the ethical principles contained in this Code or provisions of law.

Power and Duties of Vice Chancellor:

As per Maharashtra Public University Act 2016 the Vice Chancellor has following powers and duties -

1. The Vice-Chancellor shall be the principal academic and executive officer of the university responsible for the development of academic programmes of the university. He shall oversee and monitor the administration of the academic programmes and general administration of the university to ensure efficiency and good order of the university.
2. He shall be entitled to be present, with the right to speak, at any meeting of any other authority or body or committee of the university, but shall not be entitled to vote thereat, unless he is the Chairperson or member of that authority or body.
3. The Vice-Chancellor shall have the power to convene meetings of any of the authorities, bodies or committees, as and when he considers it necessary to do so.
4. The Vice-Chancellor shall ensure that directions issued by the Chancellor are strictly complied with or, as the case may be, implemented.
5. It shall be the duty of the Vice-Chancellor to ensure that the directives of the State Government, if any, and the provisions of this Act, Statutes, Ordinances and Regulations are strictly observed and that the decisions of the authorities, bodies and committees which are not inconsistent with this Act, Statutes, Ordinances and Regulations are properly implemented.
6. The Vice-Chancellor may defer implementation of a decision taken or are solution passed by any authority, body or committee of the university if, he is of the opinion that the same is not consistent with the directives of the State Government or with the provisions of the Act, Statutes, Ordinances and Regulations or that such decision or resolution is not in the interest of the university and at the earliest opportunity refer it

back to the authority, body or committee concerned for reconsideration in its next meeting with reasons to be recorded in writing. If differences persist, he shall within a week, giving reasons, submit it to the Chancellor for decision and inform about having done so to the members of the authority, body or committee concerned. After receipt of the decision of the Chancellor, the Vice-Chancellor shall take action as directed by the Chancellor and inform the authority, body or committee concerned, accordingly.

7. If there are reasonable grounds for the Vice-Chancellor to believe that there is an emergency which requires immediate action to be taken, or if any action is required to be taken in the interest of the university, he shall take such action, as he thinks necessary, and shall at the earliest opportunity, report in writing the grounds for his belief that there was an emergency, and the action taken by him, to such authority or body as shall, in the ordinary course, have dealt with the matter. In the event of a difference arising between the Vice-Chancellor and the authority or body whether there was in fact an emergency, or on the action taken where such action does not affect any person in the service of the University, or on both, the matter shall be referred to the Chancellor whose decision shall be final :Provided that, where any such action taken by the Vice-Chancellor affects any person in the service of the university, such person shall be entitled to prefer, with in thirty days from the date on which he receives notice of such action, an appeal to the Management Council.
8. Where any matter is required to be regulated by the Statutes, Ordinances or Regulations, but no Statutes, Ordinances or Regulations are made in that behalf or where there is an exigency to amend Statutes, Ordinances or Regulations, the Vice-Chancellor may, for the time being, regulate the matter by issuing such directions as he thinks necessary, and shall, at the earliest opportunity thereafter, place them before the Management Council or other authority or body concerned for approval. He shall, at the same time,

place before such authority or body for consideration the draft of the Statutes, Ordinances or Regulations, as the case may be, required to be made in that behalf: Provided that, such direction shall have to be converted into Statute, Ordinance or Regulations as the case may be, within six months of issuing of such direction failing which such direction shall automatically lapse.

- 9.** The Vice-Chancellor shall be the appointing and disciplinary authority for the university teachers.
- 10.** The Vice-Chancellor shall be the appointing and disciplinary authority for officers of the University of the Rank of Assistant Registrar and of the rank equivalent there to and above.
- 11.** As the Chairperson of the authorities or bodies or committees of the university, the Vice-Chancellor shall be empowered to suspend member from the meeting of the authority, body or committee for persisting to obstruct or stall the proceedings or for indulging in behaviour unbecoming of a member, and shall report the matter accordingly, to the Chancellor.
- 12.** The Vice-Chancellor shall place before the Management Council a report of the work of the university periodically as provided under the Ordinances.
- 13.** The Vice-Chancellor shall have the power to,-
 - i) accord recognition to institutions of higher learning, research specialized and studies in accordance with the provisions of this Act;
 - ii) accord recognition to autonomous colleges, empowered autonomous colleges or cluster of institutions and empowered skills development colleges in accordance with the provisions of this Act;
 - iii) accord recognition to private skills education providers in accordance with the provisions of this Act;

- iv) accord recognition as qualified teachers to the experts from the field of application oriented industries or companies and domain specific experts in various professional skills, working as training experts in private skills education providers and empowered skills development colleges.
- v) Approve the recommended panel of referees for thesis or dissertations for awarding post-graduate, doctorate and higher degrees.

14. (a) The Vice-Chancellor shall have right to cause inspection to be made by the Pro-Vice-Chancellor or such person or persons or body of persons as he may direct, of the university, its buildings, laboratories, libraries, museums, workshops and equipment and of affiliated, conducted or autonomous college, empowered autonomous colleges or cluster of institutions, recognized or autonomous institutions, empowered skills development colleges or private skills education provider, hall or hostel maintained or recognized by the university, and of the examinations, teachings and other work conducted by or on behalf of the university, and to cause an inquiry to be made in a like manner regarding any matter connected with the administration or finance of the university, affiliated, conducted or community or autonomous college, empowered autonomous colleges or cluster of institutions, recognized or autonomous institutions, empowered skills development colleges or private skills education provider:

(b) after considering such representation, if any, the Vice-Chancellor may cause such inspection or inquiry to be made or may drop the same;

(c) in the case of management when an inspection or inquiry has been caused to be made, the management, shall be entitled to appoint a representative, who shall have the right to be present and be heard at such inspection or inquiry;

(d) the Vice-Chancellor may, if the inspection or inquiry is made regarding any college or institution admitted to the privileges of the university, communicate to the management the result of such inspection or inquiry;

(e) the management shall communicate to the Vice-Chancellor such action, if any, as it proposes to take or has been taken by it;

(f) where the management, does not, within the time fixed by the Vice-Chancellor, take action to his satisfaction, the Vice-Chancellor shall be competent to impose a fine upon the management and direct the management to stop fresh admissions to the colleges or institutions or to decide any other action to be taken in this behalf and the same shall be communicated to the management concerned for compliance.

15. The Vice-Chancellor shall forward to the State Government, report on the recommendation of the Management Council, regarding the temporary alternative arrangements, in the interest of students, to run the day to day academic and administrative activities, of the management of an affiliated college, institution or autonomous college or empowered autonomous college or cluster of institutions in case of dispute regarding the management of the affiliated college and where irregularities or commissions or omissions of criminal nature by the management of such college or institution or mismanagement of such college or institutions are, *prima facie*, evident to committee of inquiry appointed by the university and to make the necessary arrangements to run the day to day academic and administrative activities of such college till the dispute is statutorily resolved. The decision of the State Government in this behalf shall be final and binding.

16. The Vice-Chancellor shall exercise such other powers and perform such other duties as may be conferred upon him by or under this Act.

Responsibilities of Pro-Vice Chancellor:

As per Maharashtra Public University Act 2016, the Pro-Vice Chancellor shall -

1. be the principal academic planning and academic audit officer for the academic development programmes, including post-graduate teaching, research and extension programmes and collaborative programmes of the university;
2. ensure that quality in education and central academic services is maintained by the university;
3. be responsible for fostering intellectual interaction across the university and for ensuring that there is research and development and industry linkages;
4. ensure that the long-term and short-term development plans of the university and its colleges in their academic programmes are duly processed and implemented through relevant authorities, bodies, committees and officers;
5. monitor appointment of principals and teachers of affiliated colleges and institutions, autonomous colleges and institutions, empowered autonomous colleges, cluster of institutions and recognized institutions or post-graduate centers;
6. accord approval to the appointments of principals and teachers of affiliated colleges and institutions, autonomous colleges and institutions, empowered autonomous colleges, cluster of institutions and recognized institutions or withdraw the same in accordance with the procedure as prescribed in the Ordinances;
7. accord approvals to selection committees for appointment of teachers in the colleges as per the norms of the University Grants Commission and the State Government;
8. recommend proposals to the Management Council for the establishment of conducted colleges, schools, departments, institutions of higher learning, research and specialized studies, knowledge resource centre, academic services units, libraries, laboratories and museums in the university;

9. consider and recommend proposals to the Management Council for creation of the posts of directors, principals, university teachers, non-vacation academic staff, non-teaching employees and other posts required by the university, from the funds of the university and from the funds received from other funding agencies, and qualifications, experience and pay-scales for such posts;
10. be the principal liaison officer with the external funding agencies for generating funds for the collaborative and development programmes of the university and monitor their proper utilization;
11. be responsible for preparation of the comprehensive perspective plan, annual plan, and undertaking the systematic field survey within geographical jurisdiction under section 107;
12. be responsible for establishing liaison for fostering and promoting collaboration between the university, colleges and national and international institutions and scientific, industrial and commercial organizations;

Responsibilities of Registrar:

As per Maharashtra Public University Act 2016, The Registrar shall,—

1. act as a Member-Secretary of the Senate, Management Council, Academic Council and such other authorities, bodies and committees, as prescribed by or under this Act;
2. be the appointing and the disciplinary authority of the employees of the university other than the teachers, non-vacation academic staff and officers of the rank of Assistant Registrar and other officers holding posts equivalent there to or above. An appeal by a person aggrieved by the decision of the Registrar may be preferred within thirty days from the date of communication of such decision, to the Vice-Chancellor;
3. be the custodian of the records, the common seal and such other property of the university as the Management Council may, commit to his/her charge;

4. conduct elections to various authorities and bodies of the university as per the programme approved by the Vice-Chancellor;
5. prepare and update the Handbook of the Statutes and Regulations approved by the authorities, bodies or committees, from time to time, and make them available to all members of the authorities and officers of the university;
6. receive complaints and suggestions in regard to the improvement of administration and consider them for appropriate action;
7. organise training and orientation of non-teaching employees in the university and affiliated colleges;
8. have the power to enter into agreements, sign documents and authenticate records on behalf of the university, subject to the decision of the authorities of the university;
9. place before the Management Council, a report of the development activities of the university every six months;
10. have the power to seek information in regard to any matter of the university, from the Deans, Finance and Accounts Officer and any other officer of the university for submission to the State Government and other external agencies;
11. exercise such other powers and perform such other duties, as prescribed by or under this Act or assigned to him/her, by the Vice-Chancellor and Pro-Vice-Chancellor, from time to time.

Responsibilities of Dean of the Faculty:

As per Maharashtra Public University Act 2016, The Dean of the faculty shall -

1. be responsible for academic planning and academic audit of the programmes and implementation of academic policies approved by the Academic Council in respect of academic development, maintenance of quality of education including standards of

teaching and research and training of teachers within his faculty. He shall work directly under the superintendence, direction and control of the Vice-Chancellor;

2. be responsible for development and application of quality benchmarks or parameters for various academic and administrative activities of higher education;
3. facilitate the creation of a learner-centric environment conducive for quality education;
4. arrange for feedback responses from the students, the teachers, non-teaching staff, the parents and the other stakeholders on quality-related institutional processes;
5. ensure appropriate actions, as are needed for maintenance of quality of teaching spelt out by the Internal Quality Assurance Cell;
6. ensure that the teachers' appraisal by students is carried out and the reports thereof are sent to the university authorities concerned;
7. be responsible for dissemination of information on the various quality parameters of higher education, as may be defined by various national level bodies dealing with assessment and accreditation of quality in educational institutions;
8. organize inter-institutional and intra-institutional workshops, seminars on quality related themes and promotion of quality circles;
9. co-ordinate quality-related activities, including adoption and dissemination of good practices, development and maintenance of institutional database, through management information system for the purposes of maintaining or enhancing the institutional quality;
10. be responsible for development of quality culture in higher education;
11. prepare Annual Quality Assurance Report of programmes within his faculty, based on the quality parameters or assessment criteria, developed by the relevant quality assurance bodies, in the prescribed format;

12. be responsible for bi-annual development of quality parameters and ranking of integral units of higher education based on the Annual Quality Assurance Report;
13. interact with State Quality Assurance Cell in the pre-accreditation and post-accreditation quality assessment, sustenance and enhancement endeavours;
14. recommend to the Management Council proposals for the institution of fellowship, travelling fellowship, scholarship, studentship, medals and prizes and making Regulations for their award;
15. recommend to the Management Council through the Academic Council, proposals for the conduct of inter-faculty and area or regional studies, common facilities, such as instrumentation centers, knowledge resource centers, Science and Technology Parks, entrepreneurship development and industry incubation center, intellectual property rights center, workshops, hobby centers, museums, etc.;
16. control, regulate and co-ordinate research activities to maintain standards of teaching and research in the university departments, post-graduate departments in colleges and recognized institutions;
17. recommend to the Academic Council proposals for conduct of post-graduate courses in university departments, post-graduate departments in colleges and recognized institutions;
18. recommend to the Academic Council the norms of recognition of postgraduate teachers and research guides in post-graduate departments in colleges, autonomous colleges and institutions, empowered autonomous colleges, cluster of institutions and recognized institutions;
19. recommend to the Academic Council the norms of recognition of undergraduate teachers and project guides in under-graduate departments in colleges, autonomous

colleges and institutions, empowered autonomous colleges, cluster of institutions and recognized institutions;

20. recommend to the Academic Council the norms of recognition of experts working in industries or private professional skills development companies or private skills development institutions, as recognized teachers for the certificate or diploma or advanced diploma or associate degree programmes which may be run by colleges, institutions, autonomous colleges and institutions, empowered autonomous colleges or cluster of institutions, empowered skills development colleges and private skills education provider, as recommended by the university authorities;
21. be responsible for ensuring standards of under-graduate and post-graduate teaching and research in the faculty;
22. be responsible for ensuring academic development of the faculty under his purview and proper implementation of the decisions of the Board of Studies, Faculty, Academic Council, Management Council and the Board of Examinations and Evaluation in respect of his faculty;
23. be responsible for creation of a repository of questions with model answers which shall be continuously updated and expanded;
24. enquire into any malpractices committed in any academic programmes in the faculty by a university department, affiliated or conducted or community or autonomous, empowered autonomous colleges or cluster of institutions or recognized institutions, on being directed by the Academic Council and submit a report of the findings to the Academic Council;
25. render necessary assistance for redressal of grievances of the students in the faculty;
26. prepare proposals for award of fellowship, scholarship and other distinctions in the faculty for submission to the Academic Council;

27. prepare reports as required by the various authorities or bodies of the university, the State Government, the Central Government, the Central Educational Commissions or Councils, Commission and any such other body;
28. exercise such other powers and perform such other duties as prescribed by or under this Act or assigned to him by the Vice-Chancellor or Pro-Vice- Chancellor from time to time.

Responsibilities of Director, Board of Examinations and Evaluation:

As per Maharashtra Public University Act 2016, The Director, Board of Examination and Evaluation Shall -

1. be the principal officer-in-charge of the conduct of university examinations, tests and evaluation, and declaration of their results;
2. be the Member-Secretary of the Board of Examinations and Evaluation and of the committees appointed by the Board except the committees constituted for appointment of paper-setters, examiners and moderators;
3. be responsible for making all arrangements necessary for holding examinations, tests and evaluation, and for timely declaration of results;
4. evolve and implement in consultation with the Board of Examinations and Evaluation, processes for proper and smooth conduction of examinations and evaluation;
5. prepare and announce in advance the programme of examinations, after seeking approval of the Board of Examinations and Evaluation;
6. arrange for printing of question papers;
7. postpone or cancel examinations, in part or in whole, in the event of malpractices or if the circumstances so warrant, and take disciplinary action or initiate any civil or criminal proceedings against any person or a group of persons or a college or an institution alleged to have committed malpractices, in consultation with the Vice-Chancellor;

8. take disciplinary action where necessary against the candidates, paper setters, examiners, moderators, or any other persons connected with examinations and/or evaluation, found guilty of malpractices in relation to the examinations and evaluation;
9. review, from time to time, the results of university examinations and evaluation, and forward reports thereon to the Board of Examinations and Evaluation;
10. strive to declare the results of every examination and evaluation conducted by the University within thirty days from the last date of the examination for that particular course and shall in any case declare the results latest within forty-five days as provided in section 89 and in case of delay, prepare a detailed report outlining the reasons;
11. take all steps for implementation of all academic and administrative decisions taken by the Board of Examinations and Evaluation;
12. implement decisions taken by the various university authorities, connected with the examination and evaluation process;
13. implement all policy and operative decisions with reference to the choice based credit system, both at the under-graduate, post-graduate levels and in other teaching programmes;
14. organize workshops for teachers in the subjects concerned, in order to acquaint them with new trends in the assessment processes, such as cognitive and summative assessment, creation and use of repository of questions, use of technology in paper setting and conduction of examinations, tests and evaluation ;
15. ensure innovative and effective use of information and communication technology in the entire process of the conduction of examinations and evaluation;
16. arrange for proper assessment of performance of candidates at the examinations and process the results;

17. ensure that answer books for all degree examinations are assessed through the central assessment system;
18. ensure that every teacher and non-teaching employee in the university, affiliated or conducted college or recognized institution renders necessary assistance and service in respect of examinations of the university and in evaluation process;
19. carry out all other duties and functions assigned to him by the Board of Examinations and Evaluation;
20. undertake any other task assigned to him by the university authorities to carry out the objectives of the Board of Examinations and Evaluation, and to ensure that the objects of the university are accomplished;
21. exercise such other powers and perform such other duties as prescribed by or under this Act or assigned to him by the Vice-Chancellor and Pro-Vice-Chancellor, from time to time.

Responsibilities of Director, Knowledge Resource Centre

As per Maharashtra Public University Act 2016, Director, Knowledge Resource Centre shall –

1. be a Member-Secretary of the Knowledge Resource Centre Committee and shall ensure proper implementation of the decisions taken by the Knowledge Resource Centre Committee;
2. be the custodian of all books, periodicals, manuscripts, journals in print, audio and digital format, and equipment in the Knowledge Resource Center;
3. evolve and implement such processes and procedures to ensure that the books, periodical, manuscripts, journals and equipment in the Knowledge Resource Centre are not lost or damaged, and no irregularities take place in the Knowledge Resource Center;
4. cause periodic verification of stock, prepare appropriate report that includes losses, and place it before the Knowledge Resource Centre Committee;

5. be responsible for the development, modernization, up keeping and management of university Knowledge Resource Center;
6. render assistance and guidance to the concerned officer at Knowledge Resource Centre on the Sub-Campus of the university;
7. render assistance and advice to libraries and librarians of affiliated colleges and recognized institutions by conducting annual meeting of the librarians of affiliated colleges and recognized institutions;
8. conduct training programmes and workshops to update the skills and knowledge of librarians of affiliated colleges and recognized institutions;
9. create awareness among the students of various departments of the university regarding the availability of resources, information, search techniques and databases through the information literacy programme;
10. undertake any other task assigned to him by the university authorities to ensure that the objectives of Knowledge Resource Centre are accomplished;
11. exercise such other powers and perform such other duties as prescribed by or under this Act or assigned to him by the Vice-Chancellor and Pro-Vice-Chancellor, from time to time.

Responsibilities of Finance and Accounts Officer:

As per Maharashtra Public University Act 2016, The Finance and Accounts Officer shall,—

1. exercise general supervision over the funds of the university and advise the Vice-Chancellor as regards the finances of the university;
2. hold and manage the funds, property and investments, including trust and endowed property, for furthering the objects of the university, with the approval of the Vice-Chancellor;

3. ensure that the limits fixed by the university for recurring and non-recurring expenditure for a year are not exceeded, and that all allocations are expended for the purposes for which they are granted or allotted;
4. keep watch on the state of the cash and bank balances and investments;
5. ensure effective revenue management by keeping watch on the process and progress of collection of revenue, and advise the Vice- Chancellor on the methods to be employed in this regard;
6. perform the duties under clauses (1) to (5) as per the Maharashtra Universities Account Code;
7. get the accounts of the university audited, regularly;
8. ensure that the registers of buildings, land, equipment, machinery and other assets are maintained up-to-date and that the physical verification and reconciliation of these assets and other consumable material in all offices, conducted colleges, workshops and stores of the university are conducted regularly;
9. propose to the Vice-Chancellor that explanation be called for unauthorized expenditure or other financial irregularities from any academic member or non-vacation academic staff or an officer of the university of the rank of Assistant Registrar or equivalent and above;
10. propose to the Registrar that explanation be called from any non- academic member of the university, other than the teacher, non-vacation academic staff and an officer of the university of the rank of Assistant Registrar or equivalent and above, for unauthorized expenditure or irregularities in any particular case, and recommend disciplinary action against the persons in default;

11. call for, from any office, centre, laboratory, conducted college, department of the university or university institution, any information and returns that he thinks necessary for the proper discharge of his financial responsibilities;
12. maintain the minutes of the meetings of the Finance and Accounts Committee;
13. be responsible for preparation and maintenance of accounts by double entry accounting system, on accrual basis, presenting the annual financial estimates(budget), statement of accounts and audit reports, to the Finance and Accounts Committee and to the Management Council;
14. prepare financial reports as required by the various authorities or bodies of the university, the State Government, the Central Government, the Central Educational Commissions or Councils, Commission, University Grants Commission and All India Council for Technical Education and any such body providing funds to the university;
15. exercise such other powers and perform such other duties as prescribed by or under this Act or assigned to him by the Vice- Chancellor and Pro-Vice-Chancellor, from time to time.

Responsibilities, power and duties for other administrators such as the Director of Sub-campus of the University; the Director of Innovation, Incubation and Linkages; the Director of Lifelong Learning and Extension; the Director of Students' Development; the Director of Sports and Physical Education; the Director of National Service Scheme are illustrated in Maharashtra Public University Act 2016

Code of conduct and responsibilities for Heads of Departments:

Academics

- To monitor and conduct academic activities of the department.
- To take a stock of all stakeholders feedback and accordingly take the remedial actions.

- To plan and take the necessary actions for improvement of the department results and academic performance.

Administration:

- To maintain discipline and enforce rules as laid down by the University, in the department.
- To monitor the day to day activities of the department.
- To plan for the semester and academic year, in terms of activities, guest lectures, workshops etc. for the benefit of the students and faculty.
- To conduct regular meetings with teaching and non-teaching staff as well as the class representatives to sort out any issue and queries related to academics.
- To execute any other work assigned by the Vice Chancellor / Pro-Vice Chancellor.

Finance:

- To prepare the department requirements and budget needed.
- To oversee the purchase and deployment of any resource allotted for the department.

Code of conduct and responsibilities of Administrative staff / Support staff

1. Staff members should display the highest possible standards of professional behaviour that is required in an educational establishment
2. Staff members should seek to co-operate with their colleagues, providing support, help and guidance as required by them and Head of Department (HOD) / administrative head, and enable effective communication throughout the University.
3. Staff members should not use their position in the institute for private advantage or gain.
4. Staff members should avoid words and deeds that might bring the University into disrepute or might undermine colleagues in the perception of others (staff/students/parents/community).
5. Staff members should retain professional independent objectivity and not promote dogma or political bias to others in their working activities.
6. Staff members should be aware of, and should follow University policies systems and procedures. They should normally communicate through the management structure, and should ensure students do likewise.
7. Continuing professional development and support shall be provided by the University and, where appropriate and agreed, will be based on the objectives of the University Development Plan. Periodically, employees will be required to attend certain training activities.
8. Staff members should attend their place of work punctually in accordance with their conditions of service. Those unable to avoid being late or absent should, whenever possible, give as much notice to the HOD or administrative head, so that alternative arrangements may be made.

9. **Confidentiality** Staff shall maintain the appropriate levels of confidentiality with respect to student and staff records and other sensitive matters. They should take care not to discuss issues of particularly sensitive matters within the University community which could cause distress to institute staff, students or parents.

10. **Professional Behaviour** : Professional behaviour is a generic term, but within this Code of Conduct includes such aspects as:

- acting in a fair, courteous and mature manner to students, colleagues and other stakeholders;
- co-operating and liaising with colleagues, as appropriate, to ensure students receive a coherent and comprehensive educational service;
- endeavouring to assist the University to achieve its strategic objectives – in particular, by adopting a positive attitude to marketing and the achievement of quality and equality;
- respect for University property;
- maintaining the image of the University through standards of dress, general courtesy, correct use of University stationery, etc.;
- taking responsibility for the behaviour and conduct of students in the classroom and sharing such responsibility elsewhere in the premises;
- being fit for work (ie not adversely influenced by drugs, alcohol, etc.);
- being familiar with job requirements (eg proper preparation, use of suitable methods/systems, maintenance of appropriate/required records, etc), including keeping up-to-date with developments relevant to the job;
- being familiar with communication channels and Institute procedures applicable to both students and staff;

- ensuring all assessments/exams/tests are conducted in a fair and proper (prescribed) manner, and that procedures are strictly followed with respect to confidentiality and security;
- respect for the rights and opinions of others.

Disciplinary Rules:

The following are examples of behaviour which the University finds unacceptable. The list is not exhaustive and it is acknowledged that it will be necessary to exercise judgement in all cases and to be fair and reasonable in all the circumstances.

- Any form of physical/verbal violence towards students.
- Physical violence, actual or threatened towards other staff or visitors to the University.
- Sexual offences, sexual insults or sexual discrimination against students, other staff or visitors to the University
- Racial offences, racial insults or racial discrimination against students, other staff or visitors to the University.
- Theft of University money or property and of money or property of colleagues or visitors to the University. Removal from University premises of property which is not normally taken away without the express authority of the Director / Principal or of the owner of the property may be regarded as gross misconduct.
- Deliberate falsification of documents such as time sheets, bonus sheets, subsistence and expense claims for the purpose of gain.
- Acceptance of bribes or other corrupt financial practices.
- Wilful damage of Institute property or of property belonging to other staff or visitors to the University.
- Wilful disregard of safety rules or policies affecting the safety of students, other staff or visitors to the University.

- Any wilful act which could result in actionable negligence for compensation against the University.
- Refusal to comply with reasonable instructions given by staff with a supervisory responsibility.
- Gross neglect of duties and responsibilities.
- Unauthorized absence from work.
- Being untruthful and/or engaging in deception in matters of importance within the Institute community.
- Deliberate breaches of confidentiality particularly on sensitive matters.
- Being incapable by reason of alcohol or drugs (not prescribed for a health problem) from fulfilling duties and responsibilities of employment.
- Conduct which substantially brings the name of the University into disrepute or which seriously undermines confidence in the employee.

The following are examples of behaviour which could lead to formal disciplinary warnings.

- Unsatisfactory timekeeping without permission.
- Neglect of safety rules and procedures. Some offences of wilful neglect may be regarded as gross misconduct.
- Breaches of confidentiality. Deliberate breaches on sensitive matters maybe regarded as gross misconduct.
- Failure to comply with reasonable work related requirements or lack of care in fulfilling the duties of the post.
- Behaviour towards other employees, students, and visitors which gives justifiable offence. Certain behaviour giving rise to offence may be regarded as gross misconduct.

- Acting in a manner which could reasonably be regarded as rude, impolite, contemptuous or lacking appropriate professional demeanour. In certain circumstances, such behaviour may be regarded as gross misconduct.
- Conduct which is considered to be adversely affecting either the reputation of the University or affects confidence in the employee. Such conduct may be regarded as gross misconduct

Responsibilities of Deputy Registrar and Equivalent Cadres

1. The Deputy Registrar, in charge of Section/Unit /Department, shall be personally responsible for the smooth conduct and working of his section, for the allotment of work to the Assistant Registrar, Superintendent/Head-Clerk. etc. who shall be directly responsible to him.
2. He shall convene regular meetings of the officers and/or of the staff working under him and shall determine the time dimensions of each of the tasks assigned and supervise the overall working as per the prescribed norms, if any. He shall also get the daily reports/worksheets from the officers and guide the officers and/or staff to ensure that the job assigned to each of them is understood by them and to see that they conduct the business without any difficulties.
3. He shall issue warnings and reprimand to erring employees. He shall also maintain or cause to maintain leave register, movement register and all other official registers of appointments etc.
4. He shall inspect periodically and after every fifteen days, the attendance register and countersign it for having inspected the same and taken such action as he may deem fit in case of habitual latecomers or those who habitually are main absent by issuing warnings periodically in writing and recommending to the Registrar to take the disciplinary action of severe nature, in case, the same employee shows no improvement.

5. He shall have to maintain and review the annual confidential reports of the officers and employees directly working under him, review the confidential/assessment reports given by the subordinate officers and submit them to the Registrar within specified period. He should communicate in writing from time to time about the progress and difficulties and evaluate the staff and give his recommendations. He shall also be responsible for submission of accounts of money his section spends. He shall submit periodical returns and reports, and must prepare budget for his section every year and place it for the approval of the appropriate authority.
6. It shall be the duty of the Deputy Registrar to maintain cordial public relations and to attend the queries of the members of the Public and supply the information through the Registrar to Government. U.G.C., Chancellor and other semi-Government bodies as per the requirements. It shall also be the duty to help the members of the public to solve their difficulties concerning his section to entertain the complaints, if any, against the staff working under him.
7. He shall carry out his duties and responsibilities in a just manner without any discrimination and motivate his staff to take their work seriously and willingly and shall pay personal attention to their welfare.
8. He shall be solely responsible for the work of the highly confidential nature that may be undertaken by his section. He shall be responsible for preserving of the documents, deeds etc. concerning his section.
9. Deputy Registrar must personally look into the court cases concerning his section and must take steps to deal with the legal matters of his section adequately. He must keep the Registrar informed about the cases and obtain his orders wherever necessary.
10. Any other work assigned to him by the officers of the University from time to time.

Responsibilities of Estate Engineer:

1. The University Engineer shall perform the duties assigned to him by the Vice-Chancellor and the Registrar from time to time.
2. The University Engineer shall assist the Registrar/Deputy Registrar and shall be under the control of the Registrar
3. In exercise of his powers as University Engineer, he shall be responsible for the entire construction work of the University building.
4. He shall assist the Registrar or any other officer responsible for calling Building Committee meeting and meetings related to the Committee and preparing minutes of the same.
5. He shall be responsible for the entire maintenance of the university buildings, calling quotations, preparing blue prints etc. and overall responsible for the entire staff working under him.
6. He shall be responsible for the work for which payment is made on his recommendation. He should submit the account of projects undertaken storing the material and for the upkeep of stores/University Buildings etc.
7. He should inspect all the buildings periodically and submit his report to the Registrar/Vice Chancellor regarding state of building state of buildings repairs, modifications, water proofing/electrical fittings and fixtures and shall supervise construction/repair work as and when undertaken.
8. He will have all powers, duties and responsibilities as the Deputy Registrar stated above of respect of the staff working under him.

Responsibilities of Public Relations Officer:

1. Public Relations Officer shall be under the direct control of the Registrar and shall assist the Registrar in the matter as per needs.

2. He shall be responsible to ensure that the information relating to the University is disseminated. He shall have to coordinate the provision of media for communication purposes, publicising of social events, academic achievements of the University as concurred by the Registrar.
3. He shall have to maintain the enquiry service for students; staff and also for visitors to the University regarding courses being conducted, the examination and admission rules.
4. He shall have to forward information about the views and reaction of the community on the various University decisions, feedback to review its existing programme and plan for the future. He should keep liaison with institutions of academic/research Govt. research and development organisations or similar institution and shall disseminate information through periodicals, booklets, press advertisements and audio visual media.
5. He shall have acquaintance with printing techniques.
6. He shall assist the Vice-Chancellor/Registrar in calling and organizing press conferences as and when required by the Vice-Chancellor/Executive Council.
7. The Public Relations Officer shall have all disciplinary powers and responsibilities as that of the Deputy Registrar in respect of the staff working under him.

Responsibilities of Assistant Registrar and Equivalent cadres:

1. The Assistant Registrar shall perform the duties as may be assigned to him from time to time, by the Vice-Chancellor, Registrar, Deputy Registrar or Head of the concerned section; and where the Assistant Registrar is working as a Head of the Section, he shall have the powers and responsibilities analogous to the powers assigned to the Deputy Registrar above.
2. He shall be in charge of the units/sections and shall be responsible for their normal and smooth working.

3. He shall look after day-to-day work of the Section/Unit of which he is in charge as per the instructions from the higher authorities from time to time.
4. He shall be responsible for planning and scheduling of the entire work the section/unit/department well in advance and shall take the periodical reviews of its execution.
5. He shall assign/reassign specific jobs to his subordinates, and shall also decide the time dimension in respect of each of the jobs so assigned where the norms are not laid down.
6. He shall ensure and maintain proper co-ordination and follow up with other Department/Unit/Section and shall be totally accountable for follow up actions on the decisions given by the University authorities.
7. He shall be responsible for smooth and efficient running/working of the section/unit/department and timely disposal of cases letters, bills, reports, returns etc. and decide and maintain proper filing procedure.
8. He shall ensure that the cases/letters requiring immediate and urgent disposal are dealt with immediately.
9. He shall deal with non-routine cases referred to him by the supervisory staff working in his section/unit/department. He shall call meetings of his staff periodically and also train the members of his department and provide guidance to all.
10. He shall dispose of cases of importance where relevant and regulations are clearly applicable and forward otherwise the same to higher officer, with clear and specific comments. He shall also prepare item(s) for consideration of the Executive Council/Academic Council or for other authorities/bodies of the University.
11. He shall keep exhaustive and self-contained notes of important papers, pass down and keep track of their movements till final disposal and also consider the proceedings of the work.

12. He shall exercise constant vigilance, which is sign of speedy and qualitative disposal of work, safety of the record, regular and orderly behaviours of the staff.
13. He shall prepare as per rules and specifications the annual confidential and assessment report and submit them to the Registrar through Deputy Registrar. The Assistant Registrar shall also issue warning, in writing, to the staff working under him from time to time and report the cases of erring employees to the Registrar through the Deputy Registrar for suitable disciplinary action.
14. He shall record verbal discussions, orders and instructions, which shall be attested by the Registrar.
15. He shall hold meeting every fortnight with section officers/Assistant Section Officers to discuss the arrears of work, procedural knot-point and other problems, which create bottlenecks in the quick disposal of cases of his Unit/Department.
16. He shall appraise the plan which he may prepare and its time schedule to employees working under him, watch results, appraise responses and motivate individuals towards achievements of objectives. He shall also deal with staff in a just manner and shall show no discrimination on whatever ground and would look after the welfare of the employees working under him.
17. Any other work assigned to him from time to time.

Responsibilities of Superintendent, Supervisor and Equivalent Cadres :

1. To receive and to initial and date each receipt in token of his having seen it and to record therein instructions wherever necessary for the guidance of the staff working under him.
2. To deal with letters which he himself can dispose of without the assistance of the officers and those letters which in his opinion are important enough to be seen by the higher officers at the initial stage or on which he desires their instruction.

3. To mark and to distribute the letters in the name of dealing assistants.
4. To exercise check and follow up of letters received from the Government of India/Chancellor/State Government/U.G.C./Officer of the Director of Education/Universities etc.
5. To draft notes and independently deal with cases which are of routine in nature, draft notes essentially with reference to relevant rules, regulations, precedence and implications etc. on special cases and submit to higher officers, and give interim replies.
6. To point out mistakes or misstatements, if any, and draw attention wherever necessary, to the statutory or customary practice and point out rules where they are concerned. To maintain the muster roll of the members of the staff working under him and inform the Assistant Registrar about late attendance, absentees etc.
7. To scrutinize notes/cases submitted by the lower staff, put his own remarks/suggestion, if any, and submit the same to the Assistant Registrar and/or/Deputy Registrar, as the case may be.
8. To attend meetings, issue notice of meetings, prepare agenda, prepare draft minutes of the meetings and take follow-up actions.
9. To supervise the work of subordinate staff in the form of periodic check of the work carried out by the staff.
10. To inspect the racks and tables of assistants/and/or/ senior assistants working under him and satisfy himself that no papers of files have been overlooked and that there are no odd receipts or bills lying undisposed off.
11. To give instructions regarding destruction of old records according to the directives of Branch Officers/Section Head.

12. To attend to such other work as may be given to him with the approval of the Registrar/Head of the Department.

Responsibilities of Personal Assistant:

1. The Personal Assistant shall be responsible to the Officer under whom he is working.
2. He/ She shall be responsible for their personal correspondence, appointments, engagements etc., other than normal office duties.
3. He/ She shall perform the duties and responsibilities assigned to him/her by the concerned Officer from time to time.
4. He/ She shall maintain programme sheets of his/her officer; prepare drafts of meeting and correspondence of routine nature. He/ She shall organized plan and follow tour programme of his officer. He/ She shall maintain the confidential and other files as per requirements and make suitable arrangements for the safe custody. He shall sort out the mail and dispatch it promptly to relevant section. He/ She shall issue reminders etc. in respect of such cases, where the officer has called for information/date or has suggested or ordered immediate action in any of the cases. He/ She shall maintain absolute confidentiality and integrity in respect of the work assigned to him.

Responsibilities of Head Clerk/Assistant Superintendent and Equivalent Cadres

1. To exercise, check and to follow up the incoming letters received from the University Department/Colleges/Students etc.
2. To point out mistake or misstatements, if any, and draw attention wherever necessary, to the statutory or customary practice and point out rules wherever they are concerned.
3. To submit notes/drafts for approval of the officers through the Superintendent.

4. To scrutinise notes/cases submitted by the lower staff, put his own remarks/suggestions, if any, and submit the same to the Superintendent/Assistant Registrar, as the case may be.
5. To ensure the prompt dispatch of letters.
6. To arrange filing of the papers and arrange files in order, year-wise and subject-wise.
7. To scrutinise notes/cases submitted by the lower staff, put his own remarks/suggestions, if any, and submit the same to the Superintendent/Assistant Registrar.
8. To maintain calendar of periodical returns for incoming and outgoing, separately.
9. To attend to such other work that may be assigned to him with the approval of the concerned Deputy Registrar.

Responsibilities of Senior Clerk/Junior Clerk and Equivalent Cadres

1. To enter the mail and letters and inter-departmental correspondence/files etc. letters, documents etc. addressed to the officers by name will be received by the officers themselves or through PA's Stenographers/ Secretaries.
2. To acknowledge letters received.
3. To submit documents to the Section Officers/Assistant Section Officers daily, dispatch and watch every entry in the register bearing the initials of the recipients of the letter/documents etc.
4. To prepare list of letters issued during a fortnight to which replies have not been received and for which reminders are required to be sent.
5. To send relevant extracts or any part of a receipt, through Section Officers/Assistant Registrar/Superintendent to the Section, branch concerned for remarks and/or necessary action.

6. To open and maintain service book/new file(s)-note-book(s), do copying work/rubber stamping and to attend to all types of administrative/clerical work.
7. To maintain different registers, forms etc.
8. To keep a notebook to watch timely disposal of urgent papers.
9. To collect the relevant material required for taking action on a receipt viz. file on the subject, if one already exists, other papers/files, if any, refer to any receipt and any other relevant material etc.
10. To supply other relevant facts and figures and also papers pertaining to previous decisions of policy.
11. To prepare routine letters/replies for approval where noting is not required, issue reminders.
12. To maintain daily work sheet, and to submit weekly arrears report to the Section Officers and/or Assistant Section Officers.
13. To prepare monthly arrears report and submit it to the Assistant Section Officers and/or Section Officers for perusal and guidance/instructions.
14. Any other work assigned from time to time, with the approval of the Assistant Registrar.

Responsibilities of Deputy Accountant:

1. To ensure that the various payments made from the University funds are within budget provision and with the sanction of competent authorities.
2. To attend to correspondence/with State/Central Government/U.G.C. and other higher authorities with the assistance of the Assistant Accountant.
3. To ensure proper attendance of staff working under him.

4. To ensure accuracy in bank reconciliation statement and budget, final accounts of funds assigned to him and also to ensure that non-revenue accounts appearing in particular account of fund are reconciled.
5. To attend to audit queries and to reply audit report. To submit necessary statement of accounts.
6. To recover grants due to the University from the outside bodies including State and Central Government.
7. To report to the Assistant Registrar (Finance and Accounts)/ Deputy Registrar (Finance and Accounts) about such of the financial provisions of Act and Accounts Code that are followed by the department/Sections which are attached to him.
8. To attend to such other works assigned to him with the approval of the Finance Officer.

Responsibilities of Assistant Accountant

1. To prepare bank reconciliation statement, budget and final account of funds entrusted to him.
2. To prepare periodic accounts of funds entrusted to him and to assist the Deputy Accountant in furnishing of figures of expenditure to higher authorities.
3. To maintain books of accounts, payment register and funds entrusted to him.
4. To attend to all the matters pertaining to deduction of Income Tax, Professional Tax and L. I. C. Premium from the salary of individual employee.
5. To attend to routine correspondence with Banks and other Departments.
6. To supervise the work of Accounts Clerk under him and to pass the bill for payment as per relevant rules.
7. To attend to such other work as may be assigned to him with the approval of the Deputy Registrar (Finance and Accounts), from time to time.

Responsibilities of Accounts Clerk

1. To write various books of accounts such as ledger salary register, income tax register.
2. To ensure filing of vouchers and papers.
3. To prepare bills for payment.
4. To prepare various returns.
5. To report to the Assistant Accountant/Deputy Accountant about any mistakes noticed by him in books of accounts.
6. To attend to such other work as may be assigned to him with the approval of the Assistant Registrar (Finance and Accounts)/Accountant, from time to time.

Responsibilities of Garden Superintendent

1. The Garden Superintendent shall be under the direct control of the Administrative Co-ordinator or Registrar as the case may be.
2. He shall be responsible for maintenance and development of garden. He shall also supervise the work of Males and other persons working under him and shall exercise such power as he may deem fit to regulate the working of the staff working under him by obtaining directions from the Registrar/Administrative Coordinator.

Responsibilities of Receptionist

1. The Receptionist shall work under the direct control of the Public Relations Officer or Deputy Registrar/Assistant Registrar as the case may be.
2. He shall have to receive the guests, visitors, members of the various organisations and student community etc. and guide them to the proper sections to meet their requirements.
3. He shall be well acquainted with exam. Dates, various programmes of the University meetings, University publications and announcement of result etc.

4. He shall perform such other duties and responsibilities as may be assigned to him by the concerned Officer from time to time.
5. He shall display on the notice-board important notice, circulars etc. received from the various section.

Responsibilities of Telephone Operator:

1. To operate the telephone Board and take messages if required, inform the telephone department/the mechanic if there is any fault with the Board. Follow up the payment of telephone bills. Maintain records of the outward calls attended.
2. To ensure that no unofficial local/trunk calls are made without prior permission of the Registrar/Deputy Registrar and without prior payment of requisite charges.
3. Any other work as assigned by the concerned officer from time to time.

Responsibilities Laboratory Assistants

1. To assist students and teachers in conducting practical and experiments.
2. To maintain dead stock register and register of consumable materials and to undertake physical stock verification of laboratory materials.
3. To assist In charge of Laboratory in purchase and procurement of laboratory materials.
4. To supervise the work of laboratory attendants working under him.
5. To assist the In-charge of laboratory in routine administrative matters and to ensure that the laboratory facilities are not misused by any person.
6. To report about breakages/losses in laboratory, to his superiors.
7. To report to In-charge of laboratory about misbehaviours inside the laboratory.
8. To ensure that all the cupboards, doors, windows and gates are properly closed by the laboratory attendants.

9. To attend to such other duties as may be specially brought to his notice, with the approval of the Head of the Department.

Responsibilities Laboratory Attendants

1. To clean laboratory and to keep Laboratory materials including apparatus and equipments in proper place.
2. To render physical assistance to students, teachers and other Laboratory Staff in movement of laboratory equipment, instruments, chemical and other materials within and outside the laboratory.
3. To assist Laboratory Assistant and other laboratory staff in physical stock verification of laboratory equipment, instruments, chemicals and other materials.
4. To render physical assistance to students and teachers in conducting practical and experiments.
5. To report about loss of laboratory equipment and other materials to his superiors.
6. To open and to lock cupboards, doors, windows and gates of laboratory.
7. To attend to delivery of letters connected with laboratory and its staff.
8. To attend to such other duties which are assigned to him by the Laboratory staff, with the approval of In-charge of the Laboratory.

Responsibilities of Peons:

1. To open windows etc. in morning and switch on fans and lights to close the same, when not required.
2. Do dusting of office furniture, machines, files, table equipment, switch on light and fans and switch them off when not required, remove and replace covers of machines, filling up inkpots.

3. Do the work of opening, pasting and sorting and arranging paper and circulars in accordance with instructions of the Section Officer/Branch Head, and also do the work of stitching agenda and minutes of meeting according to instructions.
4. Do the work of affixing stamps, sticking and scaling envelopes or wrappers, packing up of parcels.
5. Carry messages, papers, registers, files, circulars, bags, portable size etc., from one place to another inside office or outside as the case may be.
6. Carry papers, franking machines, etc., within building and other such portable items (office equipment) from one place to another.
7. Operate franking machine, wherever necessary.
8. Operate cyclostyling machine, if he could operate that, wherever necessary.
9. Carry out any other work of similar nature which the Officer in charge /Dy. Registrar/ Assistant Registrar/Section Officer/Principal/Office Superintendent, may instruct.
10. Serve drinking water to employees and to visitors, when required.
11. Dispatch letters including letters by hand delivery (all peons getting bank duty allowance shall take cash/cheques etc. to banks, as per instructions).
12. Any other work as may be assigned to him by the concerned officer from time to time.
13. Peon shall also have to attend to the duties assigned to him.