KRANTIGURU SHYAMJI KRIAHNA VERMA KACHCHH UNIVERSITY

UPDATES ON RECRUITMENT PROCESS FOR REGULAR TEACHING POSTS (ADVERTISEMENT DATED 8TH MARCH 2024)

It is hereby notified to all concerned that Krantiguru Shyamji Krishna Verma Kachchh University has initiated the Recruitment Process (which includes Scrutiny, Preparation of Merit list and Personal Interview) for applications received against various Regular Teaching Posts advertised earlier, vide the notification dated 8th March, 2024.

As part of this process, the University has uploaded the following documents on its official website (https://www.kskvku.ac.in/)

1. Notice Regarding Initiation of the Interview Process containing general instructions and essential information regarding eligibility verification and selection process.
2. Provisional List of Candidates: A list of applicants who submitted applications for various posts before the specified deadline.

All candidates who applied for the above-mentioned positions are directed to visit the University website, review the notice carefully, and verify their details in the "Provisional List of Candidates". In case of any discrepancy, candidates must contact the University through email at recruitment@kskvku.ac.in along with supporting documentary evidence. All such representations must be received before 5:00 PM on February 18, 2026. The University will review concerns and publish the final list of applicants on the website soon after February 18, 2026. Any Future correspondence, including Provisional Eligibility details and Personal Interview Call Letters (for eligible shortlisted candidates), will be sent to the email address provided by the candidates. Please note that no separate postal communication in this connection will be sent. Candidates are advised to check the University website and their registered email regularly for updates.

Date: 10/02/2026
Place: Bhuj-Kachchh

(Sd/-)
REGISTRAR
Krantiguru Shyamji Krishna Verma Kachchh University

Krantiguru Shyamji Krishna Verma Kachchh University
BHUJ - Kachchh
370001

KRANTIGURU SHYAMJI KRISHNA VERMA KACHCHH UNIVERSITY

NOTICE REGARDING INITIATION OF THE INTERVIEW PROCESS FOR REGULAR TEACHING POSTS (ADVERTISEMENT DATED 8TH MARCH 2024)

Through an advertisement dated **8th March 2024**, the Krantiguru Shyamji Krishna Verma Kachchh University invited applications for various **Regular Teaching Positions** across different departments and faculties. The advertisement clearly stated that the recruitment process would be conducted in accordance with 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, 2018 (UGC Regulations, 2018), the Gujarat Public Universities Act, 2023, and the Statutes framed thereunder**.

In response to the advertisement, the University received multiple applications for the advertised posts. After completing detailed data entry, verification of the applications, scrutiny process, the University now proposes to initiate the **Personal Interview process** for all the subjects and posts advertised through the notification dated 8th March 2024.

The following are the general instructions and essential information. The applicants are directed to read them carefully.

1. The primary scrutiny, eligibility verification, shortlisting of candidates, and preparation of the merit list for calling shortlisted candidates for **Personal Interviews** against the advertisement dated 8th March 2024 will be carried out strictly as per the **UGC Regulations, 2018**. The Personal Interview, Assessment and Selection process will follow the provisions of the **Gujarat Public Universities Act, 2023 and the Gujarat Public Universities Uniform Statutes, 2024**.
2. For the post of **Assistant Professor**, the primary scrutiny, eligibility verification, shortlisting of candidates, and merit list preparation will be carried out as per **Annexure- I**, "Table-3A: Criteria for Shortlisting of Candidates for Interview for the Post of Assistant Professor in Universities – As per UGC Regulations, 2018" and subsequent amendments.
3. For the posts of **Associate Professor and Professor**, the primary scrutiny, eligibility verification, shortlisting of candidates, and merit list preparation will be carried out as per **Annexure- II**, "Table-2: Methodology for University and College Teachers for

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Calculating Academic/Research Score (API) – As per UGC Regulations, 2018" and subsequent amendments.

4. After finalizing the list of applicants, the University will email each candidate, at the email address provided in their application, with provisional details on their eligibility/non-eligibility status and primary scrutiny marks (as per UGC Regulations, 2018). This will allow time for review and submission of any queries. The University will also provide an opportunity to raise concerns (if any). Any such concerns will be reviewed before finalizing the eligibility/non-eligibility status, final marks, and merit list for the Personal Interview process.
5. The prescribed qualifications and experience are minimum requirements, and the mere fact that a candidate possesses them will not automatically entitle him/her to be called for a **Personal Interview**. As per the UGC Regulations, 2018, the number of candidates to be called for interview shall be decided by the concerned university. Further, as per the Gujarat Public Universities Uniform Statutes, 2024, only suitable and qualified candidates with higher merit, in the proportion of 1:15, shall be called for interview for the post of Assistant Professor. If the number of eligible candidates is less than 1:15, then only the eligible candidates shall be called for Personal Interview.
6. With reference to **Letter No. ED/SGG/e-file/3/2024/0035/KH-2, Approved Date:07/11/2025** from the Education Department, Government of Gujarat, the subsequent Personal Interview proceedings, including assessment, award of interview marks, and the selection process, will be strictly conducted in accordance with **Annexure- C** and **Annexure- D** of the Gujarat Public Universities Uniform Statutes, 2024, under the Gujarat Public Universities Act, 2023.
7. For subjects where the number of applications exceeds fifteen (15), only the top fifteen eligible candidates (as per the merit list) will be called for the interview.
8. For subjects with fewer than fifteen applications, all eligible candidates, as per the UGC Regulations, 2018, will be invited to participate in the interview process.
9. Any corrigendum/addendum and updates will be uploaded only on the website of the Krantiguru Shyamji Krishna Verma Kachchh University. Candidates are therefore advised to regularly check the University website (https://www.kskvku.ac.in/).
10. Personal Interview call letters will be sent only to the eligible shortlisted candidates on their registered e-mail address mentioned in the application form. Candidates are

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therefore advised not to change their registered e-mail address frequently and to ensure that they have access to the e-mail address provided in the application form.

11. No correspondence will be made with ineligible applicants regarding the Personal Interview.
12. The University will not be responsible for any loss of e-mail or any failure of communication due to an incorrect e-mail address or postal address, or any other contact information provided by the candidates.
13. No TA/DA shall be paid to candidates for attending the Personal Interview.
14. In case of any dispute or ambiguity that may arise in the process from shortlisting to selection, the decision of the Vice-Chancellor, Krantiguru Shyamji Krishna Verma Kachchh University, in all matters relating to eligibility, acceptance or rejection of applications, mode of selection, and conduct of the Personal Interview shall be final, and no query or correspondence will be entertained in this regard from any individual or his/her agency.
15. Errors and omissions in the notification and selection process are subject to correction as per the rules and regulations of the UGC, relevant statutory bodies, Ministry of Education, New Delhi, Government of Gujarat, and Krantiguru Shyamji Krishna Verma Kachchh University, from time to time.
16. In case of any inadvertent mistake in the process of selection, which may be detected at any stage, even after the issuance of the appointment letter, the University reserves the right to modify, withdraw, or cancel any communication made to the candidate.
17. Appointment to a sanctioned post by selection shall be on probation for a period of one year and may be extended by a maximum period of one more year in case of unsatisfactory performance, with reasons to be recorded and communicated to the candidate, giving him/her adequate opportunity to defend. The competent authority shall serve the order of confirmation after satisfactory completion of the probation period.
18. Till the completion of the entire recruitment process, no application under the RTI Act seeking information regarding the recruitment process will be entertained.
19. For any clarification or query, candidates may e-mail at: recruitment@kskvku.ac.in

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The following section provides the **Provisional List** of applicants, who applied for various regular teaching posts across subjects and categories. It includes their names (as provided in the submitted application forms) for applications received by the University before the deadline specified in the advertisement dated March 8, 2024. Candidates are requested to carefully verify their details. In case of any discrepancies (e.g., spelling errors or omission of a name despite having applied etc.), please contact the University by email at recruitment@kskvku.ac.in before **5:00 p.m. on February 18, 2026**, along with supporting documentary evidence. The University will review any concerns (if raised) and incorporate valid corrections before finalizing the List of applicants, which will be published on the University website soon after February 18, 2026.

THE FOLLOWING IS THE PROVISIONAL LIST OF CANDIDATES WHO HAVE APPLIED FOR THE VARIOUS REGULAR TEACHING POSTS (ADVERTISEMENT DATED 8TH MARCH 2024)

*(**Note:** This is neither the final merit list nor the list of candidates shortlisted for the Personal Interview Process)*

SUBJECT: EARTH & ENV SCIENCE, **POST:** PROFESSOR, **CATEGORY:** EWS

Sr. No.	Candidate Name
1	Sanghvi Jagruti Hiren

SUBJECT: GEOLOGY, **POST:** ASSISTANT PROFESSOR, **CATEGORY:** SC

Sr. No.	Candidate Name
1	Harijan Amrutbhai Nanji
2	Maru Sandeepkumar Keshavji
3	Saxena Jaimesh Bakulbhai
4	Parmar Chirag Ganpatbhai
5	Saha Sandip Subhasis
6	Waghmare Shubham Bharat
7	Saini Sweta Rajnarayan
8	Kaur Parminder Malkiat Singh
9	Rai Soni Narendranath
10	Dabhi Madhavi Dineshbhai

SUBJECT: ENV. SCIENCE, **POST:** ASSISTANT PROFESSOR, **CATEGORY:** OPEN

Sr. No.	Candidate Name
1	Chauhan Sunita Ganpatbhai
2	Gandhi Drashti Nikeshkumar
3	Thacker Hency Hiteshbhai
4	Vithlani Priya Chandulal
5	Vaidya Khayali Divyansubhai
6	Bhatt Rajendra Nitinkumar
7	Chigullarevu Kamala Ayloo Shreenath
8	Chauhan Vivek Umesh
9	Godhani Nimitbhai Ratilal

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10	Solanki Jigarkumar Bhogendrabhai
11	Patel Hetharth Bharatbhai
12	Patel Pratik Anthony
13	Senghani Pratik Devendrakumar
14	Soni Ashish Bharatbhai
15	Bhatt Malay Jayantkumar1
16	Kaushik Mohankumar Bhupendra Kaushik
17	Dixit Dhara Chandrasankar
18	Thacker Mital Jethalal
19	Kumar Abhishek Jai Govind
20	Jodhani Kaushikkumar Ashokbhai
21	Vaidya Druma Milind
22	Dhamal Chirag Hareshbhai
23	Dongare Chinmay Uday
24	Lalwani Dipa Premchandbhai
25	Jethva Chintan Dilipbhai
26	Priyadarshi Gautam Vinodray
27	Bhattacharyya Rama Pranab
28	Vaghela Foram Hasmukhlal
29	Kachhot Kanjibhai Devayatbhai
30	Goswami Mansi Sureshgar
31	Tank Savan Premjibhai
32	Vakani Bhavik Kishorbhai
33	Shukla Varun Chandrakant
34	Thakor Kartikkumar Maheshbhai
35	Gajjar Dipmala Ashish
36	Sanghvi Jagruti Hiren

SUBJECT: CHEMISTRY, **POST:** PROFESSOR, **CATEGORY:** SEBC

Sr. No.	Candidate Name
1.	Vijaykumar Ram

SUBJECT: CHEMISTRY, **POST:** ASSOCIATE PROFESSOR, **CATEGORY:** ST

Sr. No.	Candidate Name
1.	Chopda Lakha Veja

SUBJECT: CHEMISTRY, **POST:** ASSISTANT PROFESSOR, **CATEGORY:** OPEN

Sr. No.	Candidate Name
1	Thakrar Shailesh Arvindbhai
2	Thanki Pragna Hemantlal
3	Thakar Meetkuamr Kalpeshbhai
4	Kamaliya Bhagvanbhai Punjabhai
5	Vala Ruturajsinh Mahavirsinh
6	Parmar Yashkumar Babubhai
7	Shah Priyank Manishbhai
8	Prajapati Roanakkumar Vitthalbhai
9	Sil Manik Chandra Anil Chandra
10	Surani Urmiben Chhaganlal
11	Salvi Roshni Harshadbhai
12	Lakhani Partikkumar Chimanbhai
13	Patel Bonny Yogeshkumar
14	Makasana Jayantilal Somajibhai
15	Bhatt Tejal Dayaram
16	Prajapati Kuntal Nareshbhai
17	Mesurani Pooja Dhanji

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18	Patel Abhaykumar Ramniwas
19	Agrawal Arpit Anilkumar
20	Rajgor Sejal Rameshchandra
21	Meriya Mita Ranchod
22	Rathod Vaishali Kanubhai
23	Bariya Sanjaysinh Narottambhai
24	Limbachiya Nileshkumar Gunvantrai
25	Trivedi Hiralben Dhavalkumar
26	Travadi Maitrey Chirantan
27	Panchal Manthan Kanaiyalal
28	Mali Hitendrakumar Amrutbhai
29	Jadeja Upendrasingh Hamirji
30	Kapadiya Yashraj Manojbhai
31	Parmar Himanshu Veljibhai
32	Desai Kishanbhai Vasantbhai
33	Pomal Nandankumar Chamanlal
34	Soni Hetalben Ishwarlal
35	Maheshwari Tejas Harishkumar
36	Patel Divyangkumar Mahendrabhai
37	Trivedi Harshkumar Dipakbhai
38	Dhamal Chirag Hareshbhai
39	Khatri Taslim Ahemad Talab
40	Bhola Ravibhai Parbatbhai
41	Machhi Hirenkumar Kanchanbhai
42	Patel Hareshkumar Ramanlal
43	Prajapati Vaibhavkumar Dineshbhai
44	Chothani Savankumar Rameshbhai
45	Der Hardas Naranbha
46	Dodia Kinjalben Ashokbhai
47	Pathan Nusaratbanu Nur Mamad
48	Sharma Vinaykumar Santoshkumar
49	Sanghani Yogesh Jayantilal
50	Ameta Rakesh Kailashchandra
51	Dhalani Jayesh Mohanbhai
52	Joshi Dharaben Jayeshbhai
53	Makwana Khushbuben Ashokkumar
54	Bhatt Apurv Ajaybhai
55	Chauhan Janaki Hareshbhai
56	Kamani Ronakkumar Dhanjibhai
57	Gohil Nehakumari Narendrasinh
58	Chavada Lilesh Rambhai
59	Patel Krishnaben Mukeshbhai
60	Bhola Yogesh Oghadbhai
61	Vaja Prakruti Mukeshbhai
62	Mokariya Jaydeep Arjanbhai
63	Kachhot Kanjibhai Devayatbhai
64	Patel Anilkumar Sundarjibhai
65	Vaghani Hasit Vinodray
66	Padhiyar Nisha Jashvantbhai
67	Maheswari Jagruti Bhavesh
68	Bhatt Keyur Dinesh
69	Parangi Tarunbhai Fulaji
70	Mondal Shankhajit Gopalchnadra
71	Parui Sridip Prafulla
72	Kanaiya Parin Harshadray

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73	Dave Rohit Harshadray
74	Patel Paraskumar Amaratbhai
75	Chhasatia Mehulsinh Ranjitsinh
76	Soni Mital Rajbhai
77	Ghumara Rizwan Yunus
78	Patel Paresh Narayanbhai
79	Joshi Surbhiben Bharatkumar
80	Ambasana Pratik Anilbhai
81	Somaiya Chintan Prafullbhai
82	Dhaduk Bhavin Babubhai
83	Bhatt Malay Jayantkumar
84	Vaghela Foram Hasmukhlal
85	Makavana Madhures Kishorkumar
86	Godhaniya Bhavana Arjan
87	Pashavan Chandankumar Tuntunram
88	Desai Shivang Kanubhai
89	Jadeja Yashwantsinh Surendrasinh
90	Pandya Chintan Vijjaykumar
91	Thacker Hency Hiteshbhai
92	Zala Mayursinh Jashvantsinh
93	Joshi Rupal Jigneshbhai
94	Kapadiya Khushal Mukeshkumar

SUBJECT: COMMERCE, **POST:** ASSISTANT PROFESSOR, **CATEGORY:** OPEN

Sr. No.	Candidate Name
1	Pandya Nidhi Rakeshkumar
2	Bhatt Ishitaben Rajeshbhai
3	Bhagat Rajkumari Dilbhanjan
4	Chaniyara Hetalben Parsotambhai
5	Shilpi Narendrakumar
6	Abda Sachin Dilipbhai
7	Desai Rupal Ketan
8	Suthar Dilipkumar Chhganlal
9	Thacker Chandani Rajenrda
10	Ambhani Bhartiben Jethanand
11	Pandya Bharat Jagdishchandra
12	Ajani Somiya Darshan
13	Jain Samridhi Ayush
14	Joshi Dilipkumar Vinodbhai
15	Thacker Swati Jiten
16	Raguvirsinh Bharatsinh Jadeja
17	Mili Naredrakumar Shah
18	Bhumit Amitkumar Shah
19	Jigar Rameshchandra Raval
20	Himanshu Dahyabhai Thakkar
21	Koshti Jayshreeben Ramanlal
22	Patel Brijeshkumar Mukeshbhai
23	Sanghavi Binjal Zamakhlal
24	Rakesh Ranchhodbhai Bhoi
25	Bhatt Path Chetanbahi
26	Kajal Dineshkumar Sharma
27	Divyarajsinh Mahavirsinh Zala
28	Maheshvari Darshana Sachin
29	Memon Shaheen Shahezad
30	Kushwaha Sanotshkuamar Diyoji Ram

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31	Falguni Jagdishbhai Pandit
32	Ashok Dhanushdhari Gaur
33	Chowdhari Tarun Kamal
34	Popat Disha Ashokkuamr
35	Raval Vastal Bharatbhai
36	Jagrutiben Giravtsinh Raj
37	Vaghela Bhageshriba Gajendrasinh
38	Digviajysinh Ranjitsinh Gohil
39	Akash Kumar Rameshbhai Saundarva
40	Paramar Chandrakant Bharatkuamr
41	Jani Hiren Jigarkumar
42	Gambhava Nileshkumar Jayantibhai
43	Lakhwani Jaya Laxmandas
44	Jobanputra Kinjal Madhusudan
45	Kathiriya Priyanka Chandubhai
46	Khatri Femidabanu Irfanbhai
47	Shah Karishma Rameshchandra
48	Vasu Priya Atulbhai
49	Nagariya Bhautik Kishorbhai
50	Sajjan Kumar Sarojkumar
51	Sharma Archana Dayanandparsad

Subject: Commerce, **Post:** ASSISTANT PROFESSOR, **Category:** SEBC

Sr. No.	Candidate Name
1	Vaghela Rahul Rameshbhai
2	Odedra Kana Ranmal
3	Gohil Bhavin Bipinbhai
4	Umaraniya Shivani Rameshbhai
5	Khatik Mansi Dineshbhai
6	Mandalia Rajesh Vallabhdas
7	Gadhvi Urvashi Ramjibhai
8	Limbad Shaileshkumar Jaysukhbhai
9	Chauhan Mehulkumar Jayantibhai
10	Batava Jagamal Arajanbhai
11	Jariya Dimpal Babubhai
12	Mandliya Nikunjkumar Dineshkuamr
13	Gadhvi Dhanraj Devraj
14	Chauhan Darshna Paresh
15	Ayer Kanishaben Vasantbhai
16	Solanki Bhargav Rameshbhai
17	Bhoi Rakesh Ranchhodbhai
18	Islaniya Chandani Sureshchandra
19	Chauhan Frenki Rajedrakumar

SUBJECT: MANAGEMENT, **POST:** ASSISTANT PROFESSOR, **CATEGORY:** ST

Sr. No.	Candidate Name
No Application Received	

SUBJECT: EDUCATION, **POST:** ASSOCIATE PROFESSOR, **CATEGORY:** SC

Sr. No.	Candidate Name
1	Chauhan Kiritkumar Ramanbhai
2	Chauhan Naynaben Bhagubhai
3	Amin Jyotsna Ashokkumar
4	Desai Rajdev Kantibhai
5	Barot Yogeshchandra Keshavdev

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6	Maheria Vina Chaturbhai
7	Helaiya Sheetal Mukeshkumar
8	Kantharia Jignesh Jamnadas
9	Chavda Dipakkumar Bhalabhai
10	Rathod Chandreshkumar Hiralal
11	Makwana Meghavi Harishbhai

SUBJECT: EDUCATION, **POST:** ASSISTANT PROFESSOR, **CATEGORY:** OPEN

Sr. No.	Candidate Name
1	Patel Mayank Kumar Manubhai
2	Joshi Janvibahen Maheshkumar
3	Pandya Ravi Mahendrabhai
4	Chhanga Balvant Trikam
5	Ansari Shehzadhussein Gulamhussein
6	Gohil Jigneshkumar Mahendrasinh
7	Vasan Meeraba Himmatsinh
8	Bhanani Pavankumar Mahobatbhai
9	Sonara Sachin Maheshbhai
10	Baria Prerna Aratshih
11	Loncha Hemlata Premji
12	Patel Binduben Ramkrushna
13	Tiwari Twinkle Narayanbhai
14	Purohit Ashit Rameshchandra
15	Chauhan Vijaysinh Ishwarsinh
16	Bhatt Kishorchandra Bhalchandra
17	Saiyad Shabnam Sirajoddin
18	Parmar Bharatkumar Kanabhai
19	Ghanchi Samirbhai Rafikbhai
20	Kuvad Tarunkumar Balabhai
21	Anand Arpeeta Satish
22	Goswami Hetal Mayagar
23	Sharma Tulna Sunil
24	Bhalara Rasilaben Babubhai
25	Patar Ashishkumar Virambhai
26	Khint Ramu Vejabhai
27	Jadeja Ajitsinh Bhaguji
28	Jivani Kiran Virjibhai
29	Patel Rajaneekant Jayantilal
30	Chauhan Jigneshkumar Devendrabhai
31	Mehta Daxaben Gaurishankar
32	Vaghasiya Lopamudra Ranchhodbhai
33	Pathan Nilofar Anwarkhan
34	Patel Arvindbhai Tribhovanbhai
35	Chauhan Chetankumar Ramanbhai
36	Shah Pallavi Kanaksen
37	Jadeja Rajendra Vanrajsinh
38	Tiwari Sudheerkumar Susheelkumar
39	Raval Hinaben Dasrathlal
40	Mishra Pawankumar Udayashankar
41	Rabari Rahulkumar Hiteshbhai
42	Sinojiya Alpesh Devsibhai
43	Bapodara Vishal Rasikbhai
44	Patel Himanshuprasad Devendrakumar
45	Raval Sagar Bhaveshkumar
46	Rashtrapal Arunaben Dharmabhai

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47	Dhandha Mital Hiralal
48	Gandhi Ayushkumar Dharmeshbhai
49	Barmada Dhara Ravjibhai
50	Parmar Vinod Babubhai
51	Parmar Vanraj Virabhai
52	Patel Pragneshkumar Kalabhai
53	Pancholi Hardi Bipinbhai

SUBJECT: SOCIOLOGY, **POST:** PROFESSOR, **CATEGORY:** ST

Sr. No.	Candidate Name
No Application received	

SUBJECT: SOCIOLOGY, **POST:** ASSISTANT PROFESSOR, **CATEGORY:** OPEN

Sr. No.	Candidate Name
1	Nimavat Ilaben Mohandas
2	Maila Rojalakshmi Maila Amruthtaj
3	Patel Pareshkumar Hashmukhbhai
4	Vadhiya Binaben Bhurabhai
5	Chavda Mehulkumar Dharamsinh
6	Parmar Karansinh Mahendrasinh
7	Patil Prachi Ramdas
8	Parmar Arunaben Karsanbhai
9	Ram Somabhai Sondarva
10	Parmar Auchityadevi Sarjansinh
11	Shah Lipaben Vasantbhai
12	Chavda Tarlika Danyelbhai
13	Ravindra Shivlal Balar
14	Chauhan Neha Ranchodbhai
15	Dodiya Vinitaben Punjabhai
16	Solanki Hitendrakumar Jethabhai
17	Pandya Mayabahen Jivrambhai
18	Ranjan Rajiv Kapileshwar
19	Rajput Bhagyashree Jitendrakumar
20	Vaghela Jinalben Mahendrasinh
21	Kalpesh Vrajlal Jani
22	Parmar Prakash Bachubhai
23	Patel Lalabhai Ganeshbhai
24	Dhila Parvatiben Velabhai
25	Vinod Rameshbhai Kotak
26	Sangar Hansaben Ramji
27	Khaniya Pravin Madhabhai
28	Vasava Jitendrakumar Devidas
29	Miteshbhai Jashubhai Patel
30	Jagrutiben Kantilala Prajapati
31	Jadeja Bhagirathsinh Bharatsinh
32	Arjunsinh Mahendrasinh Chauhan
33	Patel Prasant Hasamukhbhai
34	Chetty Krushna Haribandhu
35	Lakum Rajeshbhai Govindbhai
36	Jeriya Sohil Fakirmahamadbhai
37	Khatana Paresh Ghuhghabhai
38	Vipulkumar Sundarjibhai Adatiya
39	Akashkumar Ashokbhai Patel
40	Solanki Hashmukh Mahendrabhai
41	Purabiya Chirag Rajubhai
42	Bhatt Pratikshaben Bhaskaray

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43	Zapadiya Kajal Valjibhai
44	Jadeja Payalba Jayendrasinh
45	Vora Geetaben Tulasibhai

SUBJECT: PSYCHOLOGY, **POST:** PROFESSOR, **CATEGORY:** SEBC

Sr. No.	Candidate Name
1	Chauhan Pallavi Rameshchandra
2	Parmar Ranjitsinh Govindbhai

SUBJECT: PSYCHOLOGY, **POST:** ASSISTANT PROFESSOR, **CATEGORY:** SEBC

Sr. No.	Candidate Name
1	Alpeshkumar Balabhai Kotar
2	Baradiya Ankita Dipakbhai
3	Jatia Ashok Bhachu
4	Bela Puriben Sidabhai
5	Dhadhal Umedbhai Sugirbhai
6	Parmar Jaydeepkumar Natubhai
7	Makwana Maheshkumar Dahyabhai
8	Langavadara Riddhiben Bharatbhai
9	Sakhra Devalbai Vachhiya
10	Bharvad Maheshbhai Bathabhai
11	Thakor Ajay Ishvarjii
12	Detroja Manish Ramjibhai
13	Sikari Monika Kaushikbhai
14	Joshi Dipak Odhavjibhai
15	Chitroda Pradipbhai Babubhai
16	Nandaniya Vijay Rayde
17	Nimbark Kiranben Mansukhlal
18	Bhatu Manisha Devayt
19	Makvana Bina Jagdisbhai
20	Parmar Dhyanika Kalpeshbhai
21	Jadav Taufikbhai Habibbhai
22	Barad Sursinh Pratapbhai
23	Jotaniya Jayesh Vitthalbhai
24	Modhvidya Vijay Oghadbhai

SUBJECT: PSYCHOLOGY, **POST:** ASSISTANT PROFESSOR, **CATEGORY:** ST

Sr. No.	Candidate Name
1	Pandor Girvantsinh Anopsinh
2	Dalvi Gautamkumar Ratilal
3	Gamit Manojbhai Mangabhai
4	Patel Ashokbhai Chandubhai

SUBJECT: ECONOMICS, **POST:** ASSISTANT PROFESSOR, **CATEGORY:** SEBC

Sr. No.	Candidate Name
1	Parmar Anita Laljibhai
2	Popaniya Govindkumar Arajanbhai
3	Gelva Virbai Ashariya
4	Zanpadiya Sonalben Ghughabhai
5	Vadgama Krishna Mukeshbhai
6	Thakor Ashokji Shantiji
7	Dayatar Haresh Bhanabhai
8	Nathani Reenaben Jeram
9	Mistry Yogitaben Bharatbhai
10	Taliya Chanabhai Bhikhabhai

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11	Baradiya Dharti Dhanji
12	Jamod Merabhai Kheemabhai
13	Vanzara Savant Dahyabhai
14	Chhanga Navin Naran
15	Gamara Bhupendrabhai Laljibhai
16	Vaishali Jivanbhai Kharva
17	Rabari Bhupatbhai Sagthabhai
18	Zala AjitsinhArjanji
19	Kaida Tahira Amadbhai
20	Bharvad Nikulbhai Melabhai
21	Parmar Yukta Rajeshbhai
22	Desai Jinali Hasmukhbhai
23	Chhanga Radheshyam Rudabhai
24	Solanki Tejal Lalitbhai
25	Parmar Shraddha Bhupendrabhai
26	Mali Sheetal Rakeshbhai
27	Chaudhari Trusharkumar Dineshbhai
28	Chhanga Bharatkumar Naran

SUBJECT: ECONOMICS, **POST:** ASSISTANT PROFESSOR, **CATEGORY:** OPEN

Sr. No.	Candidate Name
1	Mehta Divyesh Mukeshchandra
2	Chavda Parimalsinh Ramsinh
3	Parmar Bhanubhai Dahyabhai,
4	Rohit Sagar Jaswantbhai
5	Solanki Devendrakumar Govindbhai
6	Jamod Merabhai Kheemabhai
7	Siju Kishor Pravinbhai
8	Sondarava Nayankumar Mansukhbhai
9	Khoja Fareed Fatehali
10	Shenjaliya Avni Rajendrabhai
11	Dharmeshkumar Govindlal Raval
12	Vasoya Smruti Mukeshbhai
13	Vyas Ipsa Rajeshbhai
14	Makwana Jayavanti Madhavdas
15	Pandya Yash Rameshbhai
16	Majethia Rakhi Chandubhai
17	Raval Prachi Umeshkuamr
18	Bhatt Bhavikaben Janakkumar
19	Changa Bharatkumar Naran
20	Vyas Bhardwajbhai Prahaladbhai
21	Sujanani Rupeshkumar Kanhiyalal
22	Mataliya Uravishaben Jayantibhai
23	Makwana Girish Dineshbhai
24	Tapan Jagdishchandra Bhatt
25	Soni Dhaval Harshadbhai
26	Mahedra Arvindbhai Garoda
27	Mahesvari Rekhaben Atmaram
28	Buchiya Jaya Jitubhai
29	Jani Dhruva Vinodkumar
30	Parmar Malti Mahedrabhai
31	Punitkumar Venilal Thanki
32	Debamitra Prashanta Banerjee
33	Maheshvari Jagdish Karasan
34	Nathani Reenaben Jeram

Shyamji Krishna Verma Kachchh University ☆ Kranticuru DHUJ - Kachchh 370001

SUBJECT: ECONOMICS, **POST:** ASSISTANT PROFESSOR, **CATEGORY:** ST

Sr. No.	Candidate Name
1	Chaudhari Piyushkumar Dilipbhai
2	Valvi Amitbhai Amarsingbhai
3	Vasava Satishbhai Ratilala
4	Bhabhor Pushaben Bhalabhai
5	Chaudhari Darshnabahen Mahedhrabhai
6	Chaudhari Dilipbhai Mohanbhai
7	Katara DineshbhaiVechatbahi
8	Vasava Falgunikumari Premanandbhai
9	Naik Smitaben Abhimanyubhai
10	Gamit Rinaben Harishbhai
11	Bhuriya Avinashbahi Babubhai

SUBJECT: GUJARATI, **POST:** PROFESSOR, **CATEGORY:** OPEN

Sr. No.	Candidate Name
1	Sicnh Hirji Palabhai
2	Bariya Ashokbhai Pratapbhai
3	Rohadiya Tirthankardan Ratudan
4	Hasaniya Ramjan Harshan
5	Thakor Bharatji Jeevanji

SUBJECT: GUJARATI, **POST:** ASSISTANT PROFESSOR, **CATEGORY:** EWS

Sr. No.	Candidate Name
1	Jobanputra Anjani Madhusudanbhai
2	Thakkarar Alpa Ramniklal
3	Yadav Divyarajsinh Mahendrasinh
4	Bariya Kanubhai Bachubhai
5	Panchal Aakruti Vinodbhai
6	Gohil Alpaben Bhupendrasinh
7	Gor Chetanben Pravinchandra
8	Raval Devangkumar Ajaybhai
9	Patel Mahulkumar Dhanjibhai
10	Desai Kuldeep Vrajlal
11	Shinde Mayurkumar Ashokbhai
12	Bhavsar Reemaben Rajeshbhai
13	Chavda Sakuntalaben Dineshbhai
14	Liya Mona Bakulesh
15	Bhatt Dhruvaben Vishvanathbhai
16	Bhoraniya Rafik Amihabib
17	Thakor Rajeshwarikumari Darasaheb
18	Vyas Trupti Kapilbhai
19	Bhatt Charvi Rajesh
20	Boghara Nayankumar Nathabhai
21	Pandya Bhavini Kiritkumar
22	Patoliya Arti Jamanbhai
23	Falguni Jagdishbhai Pomal
24	Pandya Sivangee Deepak

SUBJECT: GUJARATI, **POST:** ASSISTANT PROFESSOR, **CATEGORY:** SEBC

Sr. No.	Candidate Name
1	Amitkumar Ramjibhai Gami
2	Nirupaben Govindbhai Tank
3	Bariya Hiralben Mangalsinh

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4	Iloriya Pravinkumar Dasharathbhai
5	Parmar Ranjikumar Jayantibhai
6	Gusai Twinkal Himatgiri
7	Charan Ishvar Dhanraj
8	Chhrecha Aziz Ibrahim
9	Prajapati Mahadevbhai Rupsangbhai
10	Sanjava Dilipkumar Palabhai
11	Sanjana Johnbhai Parmar
12	Dave Hina Maheshbhai
13	Parmar Dipa Jethala
14	Chavda Komalben Devdantbhai
15	Parekh Artiben Anilkumar
16	Rana Ghughabhai Bavaliya
17	Bhammar Maya Vamabhai
18	Kanara Neetuben Palabhai
19	Chaudhari Chetnaben Laxmanbhai
20	Gunsai Shivaniben Anilgar
21	Vanzara Ramsingbhai Khemabhai
22	Parmar Raysing Ram
23	Koshiya Sanjay Lakhamanbhai
24	Dabhi Deel Rajesh
25	Thakor Pinkiben Venaji
26	Solanki Artiben Maheshbhai
27	Suthar Bhaktiben Chetankumar
28	Rathod Jital Aruvindbhai
29	Zankat Neet Raysinhbhai
30	Tandel Pratibhaben Jayvantbhai
31	Vasani Geetben Hasmukhbhai
32	Tank Sadhana Ranchodbhai
33	Chaudhari Bharatbhai Govabhai
34	Rabari Mahavirbhai Govindbhai
35	Parmar Mahendrakumar Mafatbhai
36	Janaben Sagabhai Nandaniya
37	Rathod Akash Ranjitsinh
38	Zala Raysinh Arjan
39	Oganiya Parasbhai Gangarambhai
40	Aghara Ankita Himatbhai
41	Kachot Masaribhai Hajabhai
42	Devndradiri Pravingiri Goswami
43	Prajapati Bhumi Arunbhai
44	Ram Hardevkumar Meramanbhai
45	Parmar Sunilkumar Jayantibhai
46	Rabari Motibhai Govindbhai
47	Gajjar Shruti Rasiklal
48	Barot Vishalkumar Hasmukhlal
49	Kachot Khimanand Jagmalbhai
50	Bhoi Kinjalbahen Arvindbhai
51	Chaudhari Dineshbhai Megarajbhai
52	Gadhavi Bhavinkumar Ajitbhai
53	Rabari Kalyanbhai Raymalbhai
54	Parmar Mahirathsinh Gansyamsinh
55	Vatukiya Vishal Chaturbhai
56	Parmar Niraliben Dalpatbhai
57	Chaudhari Dhanjibhai Hemabhai
58	Solanki Suman Sanjaybhai

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59	Barot Dharavkumar Girishbhai
60	Makvana Kalpesh Parshottambhai
61	Desai Kalyanbhai Ramabhai
62	Rathod Jigneshkumar Manojbhai
63	Jayswal Mansi Sureshchandra
64	Vaghamshi Sushila Dhanji
65	Bambhaniya Rajendrakumar Rameshbhai

SUBJECT: SANSKRIT, **POST:** ASSISTANT PROFESSOR, **CATEGORY:** SEBC

Sr. No.	Candidate Name
1	Gohil Ilaben Babubhai
2	Ravaiya Prathibhaben Dhirubhai
3	Jaysuryaben Bhavinsinh Sodha
4	Thakor Mukeshsinhji Arjunsinhji
5	Teraiya Vishal Manubhai
6	Gadhavi Anand Maheshbhai
7	Prajapati Mahendrabhai Ganeshbhai
8	Zinzuvadiya Maheshbhai Kalubhai
9	Raviya Manojkumar Dirajlal
10	Manaseeng Lomabhai Keshoda
11	Satyapal Sitaram
12	Teraiya Sagar Hashmukhbhai
13	Khandeka Dhaval Amarishbhai
14	Jadav Ajaykumar Jerambhai
15	Idhariya Mukeshbhai Premjibhai
16	Maheta Dhaval Ramehskumar
17	Lamba Ajaykumar Pratapbhai
18	Chavda Dipali Prabhulal
19	Kelaiya Maulik Jitedrakumar
20	Daxaben Babubhai Vaghela
21	Rajgor Ravishankar Kumbhabhai
22	Chad Shambhu Lakhana
23	Rabari Ranchodbhai Amrutbhai
24	Vaghela Sureshbhai Arvindbhai
25	Jyotiben Bhavsinhbhai Barad
26	Dodiya Denisha Govindbhai

SUBJECT: SOCIAL WORK, **POST:** ASSISTANT PROFESSOR, **CATEGORY:** OPEN

Sr. No.	Candidate Name
1	Barot Trushaben Dineshkumar
2	Prachi Ramdas Patil
3	Hiraskar Shital Vilas
4	Mehulkumar Hiteshbhai Rabari
5	Siddharthkumar Kisabhai Chavada
6	Shakya Kumarsawan Tabhabhai
7	Ashvinkumar Arvindbhai Patel
8	Vinodkumar Bhikhabhai Sonvane
9	Kantariya Poojaben Vinodbhai
10	Halari Lalit Mahendrabhai
11	Kanabar Dishank Kirtibhai
12	Chad Nandvir Narsinh
13	Mohanty Smita Amitkumar
14	Jain Shalini Ankit
15	Dholakiya Drashit Kunal
16	Rajni Chhoturam

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17	Chudasama Chandrachudsinh Dharmendrasinh
18	Khatra Ashishkumar Chunilal
19	Dhrangadharia Mukshita Yogeshkumar
20	Jay Kalidas Butani
21	Kazi Shadab Shehzad
22	Patel Rinaben Mohanbhai
23	Padshala Pradipkumar Virjibhai
24	Parmar Bharatkumar Bhavanbhai
25	Vaghela Kishankumar Chaturbhai
26	Darshana Rajnikant Chavda
27	Vadher Sanjay Bharatbhai
28	Dabhi Rashmika Dineshbhai
29	Parmar Rajnikant Chhaganbhai

SUBJECT: SOCIAL WORK, **POST:** ASSISTANT PROFESSOR, **CATEGORY:** SEBC

Sr. No.	Candidate Name
1	Chuvan Sarfaraj Mahebubbhai
2	Christi Anamika Kamtibhai
3	Chad Nandvir Narsinh
4	Mehulkumar Hiteshbhai Rabari
5	Khatana Paresh Ghughabhai
6	Chavda Vaishali Dineshbhai
7	Patel Haresh Ranabhai
8	Parmar Christina Stanis
9	Rabari Vishnubhai Bhimabhai
10	Vikrambhai Sajanbhai Jograna
11	Makwana Laljibhai Kanjibhai
12	Goswami Purviben Ishwargiri
13	Arjunsinh Mahendrasinh Chauhan
14	Patel Chirag Prabhaji
15	Bharvad Bharatbhai Bathabhai

SUBJECT: SOCIAL WORK, **POST:** ASSISTANT PROFESSOR, **CATEGORY:** EWS

Sr. No.	Candidate Name
1	Chavda Rajeshvariben Bharatsinh
2	Pradipkumar Virjibhai Padshala
3	Jignesh Bhimjibhai Tala
4	Patel Amitkumar Shaileshbhai

SUBJECT: PUBLIC ADMINISTRATION, **POST:** ASSISTANT PROFESSOR, **CATEGORY:** SC

Sr. No.	Candidate Name
1	Makawana Bharatkumar Premjibhai
2	Madhavan Khusaliben Mahedrabhai
3	Parmar Shitalben Ashokbhai
4	Rathod Jitendra Magan Bhai
5	Vora Dharmik Prakashkumar
6	Dodiya Pareshkumar Chhanabhai
7	Suryavashi Vikramsingh Vasantlal
8	Makwana Pareshkumar Babubhai
9	Jagruti Kantibhai Pandya

SUBJECT: HISTORY/ARCHAEOLOGY, **POST:** ASSISTANT PROFESSOR, **CATEGORY:** SEBC

Sr. No.	Candidate Name
1	Gohil Nilesh Raghubhai
2	Parmar Neha Nitinbhai

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3	Chhanga Nandlal Naran
4	Ramanandi Trikalram Himmatram
5	Gohil Mukeshkumar Haribhai
6	Bambhaniya Rameshbhai Gopabhai
7	Chaudhry Rinkleben Danabhai
8	Parmar Anita Vejabhai
9	Gohel Gaytriben Bhagvanbhai
10	Dabhi Rajesh Narshibhai
11	Kalsariya Nilesh Jadavbhai
12	Makwana Ridhdhi Arvindbhai
13	Bantva Arshi Dudabhai
14	Dodiya Arjunbhai Haribhai
15	Makavana Kishor Sajan
16	Gabu Jivrajbhai Bhavubhai
17	Gadhavi Pratik Anilbhai
18	Suthar Ashokkumar Motilal
19	Sarvaiya Budhabhai Nagarbhai
20	Desai Jaydip Charanbhai

SUBJECT: HISTORY/ARCHAEOLOGY, **POST:** ASSISTANT PROFESSOR, **CATEGORY:** SC

Sr. No.	Candidate Name
1	Navakar Prafullanand Purushottambhai
2	Vaghela Hetalbahen Girishbhai
3	Zala Nitendrakumar Balchandrabhai
4	Rohit Gordhanbhai Mangalbhai
5	Tirgar Amrutbhai Rameshbhai
6	Lalit Amrutlal Parmar
7	Chavda Vaishaliben Rajeshkumar
8	Jitesh A Sankhat
9	Bhanani Pavankuamr Mahobatbhai
10	Deevan Hashmukhkumar Vinodray
11	Gandhi Rajnikant Maganbhai
12	Rajak Subham Indradev
13	Chavda Mukeshkumar Lakhamanbhai
14	Vadhel Kamlaben Ugabhai
15	Parmar Sarojben Rameshbhai
16	Girishbhai Premjibhai Vaghela
17	Shrimali Vaidehi Pankaj
18	Parmar Ashaben Rameshchandra
19	Vishal Sureshbhai Parmar
20	Pranami Kanubhai Valabhai
21	Das Janmejay Kalpesh
22	Parmar Hiteshkumar Jayantilal
23	Vala Ravisinh Shyamjibhai
24	Vaghela Lalit Kanjibhai
25	Rathod Anilkumar Madhavjibhai
26	Parmar Alpeshkumar Girishbhai
27	Senma Kaushikkumar Jagdishkumar

SUBJECT: LAW, **POST:** ASSISTANT PROFESSOR, **CATEGORY:** PH

Sr. No.	Candidate Name
1	Modhvadiya Balubhai Rambhai
2	Jadeja Prithvirajsinh Manubha
3	M. D. Habib Alam

Krantiguru Shyamji Krishna Verma Kachchh University BHUJ - Kachchh 370001

SUBJECT: LAW, **POST:** ASSISTANT PROFESSOR, **CATEGORY:** SC

Sr. No.	Candidate Name
1	Solanki Kanchan Hamirbhai
2	Solanki Sanjaykumar Ishwarbhai
3	Makwana Kalpesh Dilsukhbhai
4	Rathod Mehulkumar Kanubhai
5	Kathad Dilipkumar Mohanbhai
6	Agresar Sarthak Kiritbhai

SUBJECT: COMPUTER SCIENCE, **POST:** ASSISTANT PROFESSOR, **CATEGORY:** SC

Sr. No.	Candidate Name
1	Bokhani Nilesh Nanjibhai
2	Maheshwari Bhaveshbhai Rameshbhai
3	Marwada Ritaben Meghajibhai
4	Katuva Arjun Valjibhai

SUBJECT: COMPUTER SCIENCE, **POST:** ASSISTANT PROFESSOR, **CATEGORY:** OPEN

Sr. No.	Candidate Name
1	Ramani Jaydeep Ramniklal
2	Thakkar Tejas Harshadbhai
3	Gohil Jaypalsinh Ashwinsinh
4	Raval Rushikumar Rameshchandra
5	Parmar Tanushree Chandrakant
6	Gundigara Kalpesh Upendrabhai
7	Bhatt Navtej Prahladbhai
8	Nakrani Tulsidas Virjibhai
9	Vyas Vivek Jitendrabhai
10	Bishnoi Deepika Krishankumar
11	Thacker Chintan Bhupeshbhai
12	Patel Nayankumar Suryakantbhai
13	Mehta Amar Pravinbhai
14	Kaur Prabhjot Amarjeet Singh
15	Satpathy Sambit Parsuram
16	Bhadlawala Sunny Harendrabhai
17	Bhatt Hetalben Rajendrakumar
18	Mamaniya Nikhil Pravin
19	Mulani Maheshkumar Devchandbhai
20	Gandhi Maitri Rajesh
21	Kulkarni Chaitali Sanjeev

SUBJECT: COMPUTER SCIENCE, **POST:** ASSISTANT PROFESSOR, **CATEGORY:** EWS

Sr. No.	Candidate Name
1	Raval Chintankumar Nitinkumar
2	Mulani Maheshkumar Devchandbhai
3	Gandhi Maitri Rajesh
4	Shah Anilkumar Ramanlal
5	Vora Krupa Bhavik
6	Ramani Jaydeep Ramniklal
7	Gohil Jaypalsinh Ashvinsinh

SUBJECT: COMPUTER SCIENCE, **POST:** ASSISTANT PROFESSOR, **CATEGORY:** SEBC

Sr. No.	Candidate Name
No application received	

Shyamji Krishna Verma Kachchh University BHUJ - Kachchh 370001

The University will duly incorporate the valid corrections and publish the final list of applicants on the University website after February 20, 2026. After the publication of the final list of applicants for the posts mentioned in this document, the University will initiate the further processing and communicate the further details to all eligible/merit listed applicants via email.

The merit list will be prepared strictly based on the documents attached to the application form and submitted to the university before the deadline specified in the advertisement dated March 8, 2024. It is important to note that no additional documents or claims will be accepted or considered after this deadline. Canvassing in any form, whether on behalf of or by a candidate, will result in their disqualification from consideration.

10/2/26

REGISTRAR

REGISTRAR
K S.K.V. Kachchh University
Bhuj-Kachchh

Krantiguru Shyamji Krishna Verma Kachchh University BHUJ - Kachchh 370001

Krantiguru Shyamji Krishna Verma

KACHCHH UNIVERSITY

Krantiguru Shyamji Krishna Verma Kachchh University invites Applications' for the following regular Teaching posts in various departments of different faculties as per the UGC REGULATIONS 2018, **THE GUJARAT PUBLIC UNIVERSITIES ACT, 2023** and the Statutes under the act.

No.	Name of the Subject/Department	Name of the Post	No. of Post	Category
01	Earth & Environmental Science	Professor	01	EWS
	Geology	Assistant Professor	01	SC
	Environmental Science	Assistant Professor	01	OPEN
02	Chemistry	Professor	01	SEBC
		Associate Professor	01	ST
		Assistant Professor	01	OPEN
03	Commerce	Assistant Professor	02	1-SEBC 1-OPEN
	Management	Assistant Professor	01	1-ST
04	Education	Associate Professor	01	SC
		Assistant Professor	01	OPEN
05	Sociology	Professor	01	ST
		Assistant Professor	01	OPEN
06	Psychology	Professor	01	SEBC
		Assistant Professor	02	1-SEBC 1-ST
07	Economics	Assistant Professor	03	1-SEBC 1-ST 1-OPEN
08	English	Assistant Professor	01	1-SEBC
09	Gujarati	Professor	01	OPEN
		Assistant Professor	03	1-EWS 2-SEBC
10	Sanskrit	Assistant Professor	01	1-SEBC
11	Social Work	Assistant Professor	03	1-SEBC 1-EWS 1-OPEN
	Public Administration	Assistant Professor	01	SC
12	History/ Archaeology	Assistant Professor	03	2-SEBC 1-SC
13	Law	Assistant Professor	02	1- PH 1-SC
14	Computer Science	Assistant Professor	04	1-SEBC 1-OPEN 1-SC 1-EWS

Application form along with details of essential qualifications, experiences, pay scale, general terms and conditions etc. can be downloaded from the University website http://www.kskvku.ac.in The duly filled application in 05 (Five) copies with required testimonials should reach Personally / RPAD to the "Registrar, K.S.K.V. Kachchh University, Bhuj - 370001" on or before **Date: 10/04/2024.**

Separate application is required for each post; otherwise the application form will be liable to be rejected. A DD of ` Rs.1500/- (Rs.750/- in case of SC/ST/PH candidate) (non refundable) drawn in favour of "**The Registrar, K.S.K.V. Kachchh University**, Bhuj", payable at Bhuj should be attached with the application for each post.

***(Those who have applied earlier for the said post they have to apply again)**

DATE : 08/03/2024 **REGISTRAR**

रजिस्ट्री सं० डी० एल०-33004/99 REGD. NO. D. L.-33004/99

भारत का राजपत्र
The Gazette of India

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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, एतद्द्वारा निम्नलिखित विनियमों को तैयार करता है, नामतः –

1. **लघु शीर्षक, अनुप्रयोग एवं प्रवर्तन:**

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 शिक्षक 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 वि0अ0आ0 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 वि0अ0आ0 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 अध्यधीन 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 वि0अ0आ0 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 वि0अ0आ0 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 होगाः

बशर्ते 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।

बशर्ते 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/ विनियिमों के उपबंधों द्वारा अभिशासित होगा। ऐसे सभी पीएचडी धारक अभ्यर्थियों को निम्नलिखित शर्तों को पूरा करने के अध्यधीन 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;

(ड.) 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 प्वॉइंट 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 (अपिव) (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 निशक्तता, विशिष्ट अधिगम निशक्तता और मानसिक अस्वस्थता; (ड.) गूंगापन– अंधापन सहित (क) से (घ) के तहत व्यक्तियों में से बहु निशक्तता) 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 ग्रेडिग प्रणाली का अनुसरण किया जाता है उस स्थिति में किसी प्वॉइंट 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 नही 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 अध्यधीन 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;

(ड.) 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) क्वैक्वेरेली सायमंड (क्यूएस) (ii) दि टाइम्स हॉयर एजूकेशन (टीएचई) अथवा (iii) शंघाई जियाओ टोंग यूनिवर्सिटी (शंघाई) के विश्व के विश्वविद्यालयों की शैक्षणिक रैंकिंग (एआरडब्ल्यू) द्वारा संपूर्ण विश्व में विश्वविद्यालय रैंकिग 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:

i) संबंधित/ संबद्ध/ संगत विधाओं में पीएचडी की उपाधि के साथ बेहतरीन शैक्षणिक रिकार्ड।

ii) कम से कम 55 प्रतिशत अंकों के साथ निष्णात उपाधि (अथवा जहां कहीं भी ग्रेडिंग प्रणाली लागू हो वहां, प्वॉइंट स्केल में समतुल्य ग्रेड)।

iii) 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 वि0अ0आ0 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.

i) 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।

ii) 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:

i) कोई प्रतिष्ठित विद्वान जिसका समकक्ष व्यक्ति समीक्षित अथवा वि0अ0आ0 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।

ii) 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।

iii) 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।

iv) यह चयन, समकक्ष व्यक्ति समीक्षित अथवा वि0अ0आ0 के सूचीबद्ध जर्नलों में सर्वोत्तम दस प्रकाशनों और वि0अ0आ0 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 वि0अ0आ0 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 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 अनुरूप पीएचडी की उपाधि प्रदान की गई हो।

बशर्ते 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 अध्यधीन 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;

(ड.) अभ्यर्थी ने वि0अ0आ0/ 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 वि0अ0आ0, सीएसआईआर द्वारा एनईटी/ एसएलईटी/ एसईटी अथवा वि0अ0आ0 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, जिन्होंनेः

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) डोक्टोरल 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, जोः

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) डॉक्टोरल 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 वि0अ0आ0 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 विधाः

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।

बशर्ते 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 अध्यधीन 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;

(ड.) 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 पासः

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, जोः

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 वि0अ0आ0 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 पासः

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 आचार्य:

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 प्वॉइंट स्केल में समतुल्य ग्रेड) सहित अच्छा शैक्षणिक रिकार्ड हो।

इसके साथ–साथ, उपर्युक्त अर्हताओं को पूरा करने के अतिरिक्त अभ्यर्थी ने वि0अ0आ0 अथवा सीएसआईआर द्वारा आयोजित राष्ट्रीय पात्रता परीक्षा (एनईटी) अथवा वि0अ0आ0 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 प्वॉइंट 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 वि0अ0आ0 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 वि0अ0आ0 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 आचार्य:

किसी मान्यता प्राप्त विश्वविद्यालय से कम से कम 55 प्रतिशत अंकों (अथवा जहां कहीं भी ग्रेडिंग प्रणाली लागू हो, वहां प्वॉइट 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:

i) अनिवार्यः 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.)।

ii) वांछनीयः वि0अ0आ0 द्वारा मान्यता प्राप्त पेशे से जुड़े रोगोपचारों की किसी भी विधा में पीएचडी की उपाधि सहित उच्च योग्यता और समकक्ष व्यक्ति समीक्षित अथवा वि0अ0आ0 सूचीबद्ध जर्नलों में उच्च मानकों का प्रकाशन कार्य।

III. आचार्य:

i) अनिवार्यः 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.)।

ii) वांछनीय: वि0अ0आ0 द्वारा मान्यता प्राप्त पेशे से जुड़े रोगोपचारों की किसी विधा में पीएचडी की उपाधि जैसी उच्च योग्यता और समकक्ष व्यक्ति समीक्षित अथवा वि0अ0आ0 सूचीबद्ध जर्नलों में उच्च मानकों का प्रकाशन कार्य।

IV. प्राचार्य/ निदेशक/संकाय अध्यक्ष:

अनिवार्यः पंद्रह वर्षों के अनुभव के साथ पेशे से जुड़े रोगोपचारों में निष्णात उपाधि (एमओटी/ एम.टीएच.ओ./ एम.ओटीएच./ एम. एससी.ओ.टी.) जिसमें आचार्य (पेशे से जुड़े रोगोपचारों) के रूप में पांच वर्ष का अनुभव शामिल होगा।

नोट:

(i) संस्थान के वरिष्ठतम आचार्य को प्राचार्य/ निदेशक/ संकाय अध्यक्ष के रूप में पदनामित किया जाएगा।

(ii) वांछनीयः वि0अ0आ0 द्वारा मान्यता प्राप्त पेशे से जुड़े रोगोपचारों की किसी विधा में पीएचडी की उपाधि जैसी उच्च अर्हता और समकक्ष व्यक्ति समीक्षित अथवा वि0अ0आ0 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 ग्रेडिग 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:

i) 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.)।

ii) वांछनीयः वि0अ0आ0 द्वारा मान्यता प्राप्त भौतिक चिकित्सा की किसी विधा में पीएचडी की उपाधि के रूप में उच्च अर्हता एवं समकक्ष व्यक्ति समीक्षित अथवा वि0अ0आ0 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:

(i) वि0अ0आ0 द्वारा किसी मान्यता प्राप्त भौतिक चिकित्सा विधा में पीएचडी जैसी उच्चतर शिक्षा, और

(ii) समकक्ष व्यक्ति समीक्षित अथवा वि0अ0आ0 सूचीबद्ध जर्नलों में उच्च मानक वाला प्रकाशन कार्य।

IV. प्राचार्य/ निदेशक/ संकाय अध्यक्ष:

अनिवार्यः 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./ एमपी.टीएच./ एम.एससी.पी.टी.)।

नोट:

(i) वरिष्ठतम आचार्य को प्राचार्य/ निदेशक/ संकाय अध्यक्ष के रूप में नामोद्दिष्ट किया जाएगा।

(ii) वांछनीयः वि0अ0आ0 द्वारा मान्यता प्राप्त भौतिक चिकित्सा की किसी विधा में पीएचडी जैसी उच्च अर्हता और समकक्ष व्यक्ति समीक्षित तथा वि0अ0आ0 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 ग्रेडिग 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 वि0अ0आ0, सीएसआईआर 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 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 होगीः–

(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;

(ड.) अभ्यर्थी ने वि0अ0आ0/ 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 वि0अ0आ0, सीएसआईआर द्वारा एनईटी/ एसएलईटी/ एसईटी अथवा वि0अ0आ0 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 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 हो जिनमें से कम से कम एक रेफर्ड जर्नल में प्रकाशित हुआ हो;

(ड.) अभ्यर्थी ने अपने पीएचडी कार्यों के आधार पर सम्मेलन/ विचार गोष्ठियों में कम से कम दो पत्रों को प्रस्तुत किया हो।

नोटः (क) से (ड.) 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 ग्रेडिग 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 डीपीइएस 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/ अंतर्विश्वविद्यालय/ 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 अध्यधीन 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 स्वस्थ्य 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:

पुरूषों 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 शिक्षाविद 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 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 मे 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 वर्षो 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 वर्षो को अनुभव होगा)।

v) विभाग/ विद्यालय का प्रमुख/ अध्यक्ष (वरिष्ठ आचार्य/ आचार्य के पद से नीचे का नहीं होगा और उसके पास न्यूनतम दस वर्षो को अनुभव होगा) अथवा वरिष्ठतम आचार्य (वरिष्ठ आचार्य/ आचार्य के पद से नीचे का नहीं होगा और उसके पास न्यूनतम दस वर्षो को अनुभव होगा)

vi) शिक्षाविद् (वरिष्ठ आचार्य/ आचार्य के रैंक से नीचे का नहीं होगा और उसके पास न्यूनतम दस वर्षो 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 नामिति, 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 :

i) शासी निकाय का सभापति, चयन समिति का अध्यक्ष होगा।

ii) शासी निकाय के दो सदस्यों को अध्यक्ष द्वारा नामनिर्देशित किया जाएगा जिसमें से एक सदस्य अकादमिक प्रशासन में विशेषज्ञ होगा।

iii) 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 पेनल में से महाविद्यालय के सभापति का एक नामिति जो कि अधिमानतः अल्पसंख्यक समुदाय से होगा, जिसे संबद्ध महाविद्यालय के कुलपति द्वारा नामनिर्दिष्ट किया जाएगा, जिनमें से एक विषय– विशेषज्ञ होना चाहिए।

iv) 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 अनुमादित छह विशेषज्ञ पैनलों में से शासी निकाय द्वारा नामनिर्देशित किया जाए) ।

v) 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।

vi) संबंधित विश्वविद्यालय के संगत सांविधिक निकाय द्वारा अनुमोदित विषय विशेषज्ञों की सूची में से कुलपति द्वारा संस्तुत पांच नामों के पेनल में से महाविद्यालय के शासी निकाय के सभापति द्वारा ऐसे दो विषय विशेषज्ञों के नाम की सिफारिश की जाएगी जो की महाविद्यालय से संबंद्ध 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 पेनल 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 संबंद्ध 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 अनुशंसा 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।

ङ) 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 सकाय 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 सीएएस 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 कार्यवृत 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।

बशर्ते कि अभ्यर्थी द्वारा जमा किए गए प्रकाशन को अर्हक अवधि के दौरान प्रकाशित किया गया हो।

बशर्ते 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 सीएएस 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 शमिल 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. सीएएस 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 अंतर्राष्ट्रीय पत्रिकाओं में शोध निष्कर्षों का प्रकाशन इत्यादि।

iii. प्रशासनिक सहायता और छात्र सह– पाठ्यक्रम और पाठ्येत्तर कार्यकलापों में भागीदारी

ख. मूल्यांकन प्रक्रिया

सभी स्तरों पर सीएएस के अंतर्गत प्रोन्नति हेतु मूल्यांकन करने के लिए निम्नलिखित **त्री 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: सीएएस 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 सीएएस के अंतर्गत आवेदन भेजेगा।

तीसरा स्तर: सीएएस प्रोन्नति, इन विनियमों के खण्ड 6.4 में दी गई पद्धति के अनुसार प्रदान की जाएगी।

6.1 मूल्यांकन मानदण्ड 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 'जाचं एवं मूल्यांकन समिति' के माध्यम से संचालित की जाएगी।

IV. सीएएस के अंतर्गत प्रोन्नति, स्थायी संस्वीकृत पदधारक शिक्षक की वैयक्तिक प्रोन्नति है, उसकी सेवानिृत्ति 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 सीएएस के अनुसार विचार किया जाएगा।

अथवा

(ख) एक अकादमिक स्तर/ ग्रेड वेतन से दूसरे में प्रोन्नति हेतु संकाय के सदस्यों पर सीएएस के अनुसार विचार किया जाएगा जो कि विश्वविद्यालयों एवं महाविद्यालयों में शिक्षकों और अन्य अकादमिक स्टॉफ 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 (पीबीएएस) 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 सीएएस 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 (पीबीएएस) की अर्हताओं में छूट को नीचे परिभाषित किया गया है:

i. उपर्युक्त उल्लिखित परिशिष्ट– III में यथा परिभाषित श्रेणी– I के तहत प्राप्तांक 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।

ii. 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 प्राप्तांक अपेक्षाएं निम्नानुसार होंगी:

नोट: श्रेणी– II और श्रेणी– III के लिए पृथक रूप से कोई न्यूनतम एपीआई प्राप्तांक की अपेक्षाएं नहीं होंगी।

तालिका– क (विश्वविद्यालय विभागों में सीएएस 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	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– ङ (विश्वविद्यालय निदेशक/ उप निदेशक/ सहायक निदेशक, शारीरिक शिक्षा और खेलकूद की प्रोन्नति हेतु एपीआई संबंधी न्यूनतम अपेक्षाएं) :

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 (चयन ग्रेड)/ उप निदेशक (चरण 3/ एजीपी 8000/– रुपए)**	**सहायक निदेशक (चयन ग्रेड)/ उप 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 अपेक्षाएं) :

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 (चयन ग्रेड)/ उप निदेशक (चरण 3/ एजीपी 8000/– रुपए)**	**सहायक निदेशक (चयन ग्रेड)/ उप 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 होंगें 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 जिन्होने 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, प्रोद्यौगिकी 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।

सीएएस प्रोन्नति मानदण्डः

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)

योग्यताः

1) ऐसे सहायक आचार्य जिन्होने 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।

सीएएस प्रोन्नति मानदण्डः

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)

योग्यताः

1) ऐसे सहायक आचार्य जिन्होने 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।

सीएएस प्रोन्नति मानदण्डः

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 वि0अ0आ0 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।

सीएएस 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 कॅरियर उन्नति योजना (सीएएस)

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 वि0अ0आ0 सूचीबद्ध जर्नलों में एक शोध प्रकाशन प्रकाशित हुआ हो।

सीएएस 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 जिन्होने 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।

सीएएस 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 जिन्होने 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।

सीएएस 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।

सीएएस 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 अंतर्गत् 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 वि0अ0आ0 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 कॅरियर 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 होगें।

ii. विश्वविद्यालयों में उप पुस्तकाध्यक्ष के दो स्तर होंगे अर्थात् अकादमिक स्तर 13क और अकादमिक स्तर 14 जबकि महाविद्यालय पुस्तकाध्यक्ष के पांच स्तर होंगे अर्थात 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, संगोष्ठि 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 पुस्ताकध्यक्ष (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 पाचं वर्षों के दौरान निम्निलिखित में से किन्हीं दो कार्यक्रमों में भाग लिया हो :

(i) स्वचालन और डिजिटलीकरण के संबंध में प्रशिक्षण/ संगोष्ठि/ 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) पुस्ताकालय उन्नयन पाठ्यक्रम किया हो।

सीएएस प्रोन्नति मानदण्डः

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 निम्निलिखित में से किन्हीं एक कार्यक्रम में भाग लिया हो :

(i) स्वचालन और डिजिटलीकरण के संबंध में प्रशिक्षण/ संगोष्ठि/ 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 पुस्ताकालय उन्नयन पाठ्यक्रम किया हो।

सीएएस प्रोन्नति मानदण्डः

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 सीएएस प्रोन्नति के लिए निम्नलिखित मानदण्ड होंगेः

1) उन्होने उस ग्रेड में तीन वर्ष की सेवा पूर्ण कर ली हो।

2) उन्होने पिछले तीन वर्षों के दौरान निम्निलिखित में से किन्हीं एक कार्यक्रम में भाग लिया हो :

(i) स्वचालन और डिजिटलीकरण के संबंध में प्रशिक्षण/ संगोष्ठि/ 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 पुस्ताकालय 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।

सीएएस प्रोन्नति मानदण्डः

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।

ङ. निदेशक, शारीरिक शिक्षा और खेलकूद के लिए कॅरियर उन्नति योजना (सीएएस)

नोटः

(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 होगें।

(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)

योग्यताः

(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 होः (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 ।

सीएएस प्रोन्नति मानदण्डः

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 होः (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।

सीएएस प्रोन्नति मानदण्डः

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।

सीएएस 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 सीएएस प्रोन्नति के लिए मानदण्ड निम्नलिखित होगें:

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।

सीएएस 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 मेरिट– 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 डॉक्टोरल 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 रुप 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 मैं 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 पेनल 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 अंशकालिक 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 परिषद/ 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 पश्चात सेवा में वापस आना होगा, जब तक की कार्यकारिणी परिषद/ 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 जोडी 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 पश्चात 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 पश्चात 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 पश्चात 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 पश्चात 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 पहुच 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 सके।

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 कॅरियर में दो वर्ष से अधिक नहीं होनी चाहिए।

(ii) एक शिक्षक जिसने अध्ययन छुट्टी ली हैं, 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 अध्यधीन) 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 अध्येतावृत्ति या एक शोध छात्रवृत्ति या एक तदर्थ शिक्षण और शोध कार्य स्वीकृत करने की अनुमति है बशर्ते 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, *बशर्ते 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 परिषद/सिंडिकेट *अपवादस्वरूप मामलों में* किसी भी प्रकार की शर्तें और निबंधन के अध्यधीन 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 है, 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 ग्राहय 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 मे 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 स्टॉफ 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 शर्तो के अध्यधीन 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 मे, 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 ग्राहय 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 जाएगाः

(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) उच्चत्तर 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 सौपे 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 बशर्ते 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 जोडी 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।

बशर्ते 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 हैं। प्रसूति छुट्टी अकाल प्रसव हो जाने सहित गर्भपात के मामले में भी प्रदान की जा सकती हैं, बशर्ते 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 स्टॉफ 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 अर्हताए 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 अध्यधीन, 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 यथोचित 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 शिक्षणेत्तर 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 बढाई 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 –

	सप्ताहों की संख्या : एक सप्ताह में 6 दिवसीय पद्धति		**सप्ताहों की संख्या : एक सप्ताह में 5 दिवसीय पद्धति**	
श्रेणीकरण	**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/ पाठयेत्तर 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 प्रशासन कार्य 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 करने 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 नही 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 स्टॉफ को अपना सहकर्मी और समान सहयोगी समझे;

(ii) शिक्षकों और शिक्षणेत्तर स्टॉफ से संबंधित संयुक्त स्टॉफ 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 करे;

(iii) सामाजिक समस्याओं से अवगत हों और ऐसी क्रियाकलापों में भाग लें जो समाज की प्रगति और कुल मिलाकर देश की प्रगति में सहायक हो;

(iv) नागरिक के कर्तव्यों का निवर्हन करें, सामाजिक क्रियाकलापों में भाग ले 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 करे;

(ख) पारदर्शिता, निष्पक्षता, ईमानदारी, सर्वोच्च नैतिकता के साथ आचरण करें और निर्णय लें, जोकि विश्वविद्यालय के सर्वोत्तम हित में हो;

(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 करे;

(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 करे;

(ख) पारदर्शिता, निष्पक्षता, ईमानदारी, सर्वोच्च नैतिकता के साथ आचरण करें और निर्णय लें, जोकि विश्वविद्यालय के सर्वोत्तम हित में हो;

(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 करे;

(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/ कंप्युटेशनल 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 अवसरंचना 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 संबन्धित 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 सीएएस 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 सांइस 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 है 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 पांच गैर– मिश्रित अग्रिम वेतन वृद्धि के पात्र होंगे।

ix. (क) सहायक पुस्तकाध्यक्ष/ महाविद्यालय पुस्तकाध्यक्ष जो सेवाकाल 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 है, 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, वहां 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 पदोन्नत्ति होगी, तो पदोन्नत्ति 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, जहां 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 परिकलित 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 लाभः 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))**

परिशिष्ट– 2	**आकलन मानदंड और पद्धति**
	तालिका 1 से 3 – विश्वविद्यालयों और महाविद्यालयों के शिक्षको 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

दिनांकः 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, अध्य क्ष / 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 पाठ्क्रम से जुड़ी, विस्तार और क्षेत्र आधारित क्रियाकलापों जैसे कि विद्यार्थी क्लब, कॅरियर परामर्श, अध्ययन दौरा, छात्र संगोष्ठि 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 अंतराष्ट्रीय 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 सीएएस के अंतर्गत प्रोन्नति में शिक्षण दायित्वों से उनकी अनुपस्थिति के कारण कोई नुकसान नहीं होगा बशर्ते 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, जैसेः 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/ सम्मेलनों 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 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 – 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 : • 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 *अथवा* 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 पुस्तकें 0.5 प्रतिशत से कम। संतोषजनक – जांची गई वस्तुसूची और खोई हुई पुस्तकें एक प्रतिशत से कम । असंतोषजनक – वस्तुसूची की जांच नहीं की गई हो अथवा जांची गई वस्तुसूची और खोई हुई पुस्तकें 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 कार्यकलापों 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 कार्यकलापों में शामिल होना। संतोषजनक – कम से कम एक कार्यकलाप में शामिल होना। असंतोषजनक – किसी भी कार्यकलाप में शामिल ना होना / नहीं किया जाना।
समग्र ग्रेडिंग	अच्छा : मद 1 में अच्छा और मद 4 सहित किन्ही दो अन्य मदों में संतोषजनक/अच्छा संतोषजनक : मद 1 में संतोषजनक और मद 4 सहित किन्ही अन्य दो मदों में संतोषजनक/अच्छा असंतोषजनक : यदि समग्र ग्रेडिंग में न तो अच्छा है और न ही संतोषजनक।	

नोट :

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।

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 ।

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।

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	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। ii. राज्य/ राष्ट्रीय स्तर पर अनुशिक्षण हेतु आमंत्रित किया जाना । iii. वर्ष में कम से कम तीन कार्यशालाओं का आयोजन iv. विश्वविद्यालय अनुदान आयोग द्वारा अनुमोदित जर्नल में कम से कम एक शोध पत्र का प्रकाशन। दाखिले, परीक्षाओं और पाठ्येतर कार्यकलापों के दौरान किए गए कार्य सहित महाविद्यालय प्रशासन और अभिशासन संबंधी कार्य में सहायता।	अच्छा : किन्हीं दो कार्यकलापों में शामिल होना। संतोषजनक : एक कार्यकलाप असंतोषजनक : किसी भी कार्यकलाप 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 किन्ही अन्य दो मदों में संतोषजनक/ अच्छा असंतोषजनक : यदि समग्र ग्रेडिंग में न तो अच्छा है और न ही संतोषजनक।	

नोट :

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।

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।

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।

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 to19 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 PROPFESSOR

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 GUIDELINESS 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-incharge 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 institutioins, 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 c**ommitment 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 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 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) (4^{th} 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 **'s**atisfactory' 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 LLM 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 pursing 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:

	Number of weeks : 6-days a week pattern		**Number of weeks : 5-days a week pattern**	
Categorisation	**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 with1/3rd 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-compunded 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. Not withstanding 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	**Assessment Criteria and Methodology** **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 3 may be read as "84,700" instead of "84,100"
(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 8 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.

(Dr. K.K. Tripathy) 2/11/17
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 Agricultural 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
Academic Level	10	11	12	12A	14	15
Rationalised Entry Pay (Rs.) 1	57,700	68,900	79,800	1,31,400	1,44,200	1,82,200
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	1,93,400
4	63,000	75,200	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	2,04,799		
17	92,500	1,10,500	1,27,900	2,10,999		

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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	1,52,900	1,77,100			
29	1,31,700	1,57,600	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	1,99,600				
38	1,71,900	2,05,500				
39	1,77,100					
40	1,82,400					

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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 Sl.No.2.

Or

Satisfactory: Satisfactory in teaching and good or satisfactory in activity at Sl.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	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	Regularity of attending library (calculated in terms of percentage of days attended to the total number of days he/she is expected to attend) While attending in the library, the individual is expected to undertake, inter alia, following items of work: • 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	90% and above - Good Below 90% but 80% and above - Satisfactory Less than 80% - Not satisfactory
2.	Conduct of seminars/workshops related to library activity or on specific books or genre of books.	Good – 1 National level seminar/ workshop + 1 State/institution level workshop/Seminar Satisfactory - 1 National level seminar/ workshop or 1 state level seminar/ workshop + 1 institution level seminar/ workshop or 4 institution seminar / workshop Unsatisfactory – Not falling in above two categories
3.	If library has a computerized database then OR If library does not have a computerized database	Good – 100% of physical books and journals in computerized database. Satisfactory – At least 99% of physical books and journals in computerized database. Unsatisfactory – Not falling under good or satisfactory. OR Good – 100% Catalogue database made up to date Satisfactory- 90% catalogue database made up to date Unsatisfactory - Catalogue database not upto mark. (To be verified in random by the CAS Promotion Committee)

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 :

(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

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	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.
4.	Up-gradation of sports and physical training infrastructure with scientific and technological inputs. Development and maintenance of playfields and sports and physical Education facilities.	Good/Satisfactory/Not-Satisfactory to be assessed by the Promotion committee.
5.	(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. (ii)Being invited for coaching at state/national level. (iii)Organizing at least three workshops in a year. (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.	Good: Involved in any two activities. Satisfactory: 1 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. Satisfactory: Satisfactory in Item 1 and satisfactory/good in any other two items. Not Satisfactory: If neither good nor satisfactory in overall grading.	

Note:

i)It is recommended to use ICT technology to monitor the attendance of sports and physical education and compute the criteria of assessment.

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.

iii)The system of tracking user grievances and the extent of grievance redressal details may also be made available to the CAS Promotion Committee.

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Separate paging is given to this Part in order that it may be filed as a Separate Compilation.

PART IV

Acts of Gujarat Legislature and Ordinances promulgated and Regulations made by the Governor.

The following Act of the Gujarat Legislature, having been assented to by the Governor on the 25th September, 2023 is hereby published for general information.

K. M. LALA,
Secretary to the Government of Gujarat,
Legislative and Parliamentary Affairs Department.

GUJARAT ACT NO. 15 OF 2023.

(First published, after having received the assent of the Governor, in the *"Gujarat Government Gazette"*, on the 25th September, 2023).

AN ACT

to unify law relating to the Maharaja Sayajirao University of Baroda, the Gujarat University, the Sardar Patel University, the Veer Narmad South Gujarat University, the Saurashtra University, the Maharaja Krishnakumarsinhji Bhavnagar University, the Hemchandracharya North Gujarat University, the Dr. Babasaheb Ambedkar Open University, the Krantiguru Shyamji Krishna Verma Kachchh University, the Bhakta Kavi Narsinh Mehta University and the Shri Govind Guru University in the State of Gujarat.

WHEREAS it is expedient to provide for a uniform pattern for the constitution, academic autonomy and administration of non-agricultural, non-medical and non-sectorial Universities in the State of Gujarat and to make better provisions thereof;

AND WHEREAS the Government of Gujarat with a view to considering and recommending on different aspects of higher education and learning and to suggest various measures to ensure such quality education;

AND WHEREAS after considering the recommendations, it is expedient to make a law to provide for better governance of such universities, better academic standards, enhancement of quality education for academic autonomy and excellence, adequate representation through democratic process, transformation, strengthening and regulating higher education and to regulate the non-agricultural, non-medical and non-sectorial universities in the State of Gujarat in more effective manner, to provide for participation of universities in social and educational spheres; to constitute various Boards and Committees and to repeal the Acts of the Universities of the State of Gujarat to implement into entirety the above mandate contained in the decision of the Apex Court in (2002) 8 SCC 481 and certain other judgments;

It is hereby enacted in the Seventy-fourth Year of the Republic of India as follows:-

CHAPTER I

PRELIMINARY

Short title, extent and commencement.

1. (1) This Act may be called the Gujarat Public Universities Act, 2023.

(2) It shall extend to all universities mentioned in the Schedule.

(3) 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, -

(a) "ABC" means Academic Bank of Credit;

(b) "academic services unit" means University science and instrumentation centre, academic staff college, computer centre, University printing press or any other unit providing specialised services for the promotion of any of the objectives of the University;

(c) "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;

(d) "affiliated college" means a college which has been granted affiliation by the University;

(e) "authorities" means the authorities of the University as specified by or under this Act;

(f) "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;

(g) "autonomy" means a privilege of the University conferred by the Statutes to permit a college, institution or a university department to conduct academic programme, examinations and develop syllabus for the respective subjects. A college, institution or a university department, which has been granted autonomy shall have full academic, administrative and financial autonomy subject to the provisions of University Grants Commission (UGC);

(h) "bodies" means the bodies of the university formed by the respective authorities;

(i) "BoM" means Board of Management;

(j) "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 organisations in the field of agriculture, industry, trade and commerce, sports, social, cultural, science, technology and any other such field;

(k) "college" means a college constituted by the university, or affiliated to the university, situated in the university area;

(l) "community college" means an institution providing skill-based expert academic programme as prescribed in the Statutes;

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

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

(o) "department" means a department conducting research, providing consulting and extension services, and teaching a particular subject or a group of subjects in a college and university as prescribed in the Statutes;

(p) "Director" means a head of an institution or a centre or a school of the university as designated by the Board of Management or a head of a recognised institution;

(q) "Director of Higher Education" and "Director of Technical Education" means respectively Director of Higher Education, Gujarat State and Director of Technical Education, Gujarat State;

(r) "Empowered Autonomous College" means an autonomous college that is approved by the University Grants Commission (UGC) as a College with potential for Excellence or College of 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;

(s) "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 (UGC) 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;

(t) "Empowered Autonomous Skills Development College" means a college which has been recognised 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/constituted and is empowered to grant a joint degree, certificate, diploma and advanced diploma with the affiliating university;

(u) "fee" means tuition fees, other fees and charges, including developmental charges; paid for imparting education;

(v) "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 Recognised Institution and a Head of the College Department, as prescribed in the Statutes;

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

(x) "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;

(y) "institution" means an academic institution of learning, other than a college, associated and admitted to the privileges of the university;

(z) "management" means the trustees or the managing or governing body, by whatever name called, of any trust registered under the Gujarat Public Trusts Act, 1950, 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 recognised institutions or other institutions of higher learning, are conducted and admitted to the privileges of the university:

Bom. XXIX of 1950.

XXI of 1860.

18 of 2013.

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 Municipal Council or a Municipal Corporation means, respectively, the Central Government or the State Government or the Municipal Council or the Municipal Corporation, as the case may be;

(aa) "NAAC" means National Assessment and Accreditation Council;

(bb) "NBA" means National Board of Accreditation;

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

(dd) "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;

(ee) "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 Gujarat;

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

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

(hh) "principal" means the head of a college or an institution duly approved by the State Government;

(ii) "Professor", "Associate Professor" or "Assistant Professor" means as notified by the University Grants Commission (UGC) from time to time;

(jj) "Principal Executive Officer" means the Principal Executive Officer appointed under section 8 of this Act;

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

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

(mm) "Schedule" means the Schedule appended to this Act;

(nn) "Scheduled Castes" means such castes, races or tribes or parts of, or groups within, such castes, races or tribes as are deemed under article 341 of the Constitution of India to be the Scheduled Castes for the purpose of this Act;

(oo) "Scheduled Tribes" means such tribes or tribal communities or parts of or groups within, such tribes or tribal communities as are deemed under article 342 of the Constitution of India to be Schedule Tribes for the purpose of this Act;

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

(qq) "Special Backward Category" means Socially and Educationally Backward Classes of citizens declared as a Special Backward Category by the State Government;

(rr) "State Government" means the Government of Gujarat;

(ss) "Statutes", "Ordinances", "Regulations" and "Rules" mean, respectively, the Statutes, Ordinances, Regulations and Rules made by or under this Act;

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

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

(vv) "teacher" means full time approved professor, associate professor, assistant professor, reader, lecturer, librarian, principal, Director of an Institution, 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 recognised institution of the university;

(ww) "university" means any of the public universities mentioned in the Schedule;

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

(yy) "university department" means a department established and maintained by the university as prescribed by the Statutes, conducting research, providing consultancy and extension services, and teaching a particular subject or a group of subjects;

(zz) "University Grants Commission" means the University Grants Commission established under the University Grants Commission Act, 1956;

3 of 1956.

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

(bbb) "university teacher" means a full time teacher appointed by the university;

(ccc) "Vice-Chancellor" means the Vice-Chancellor of the University.

CHAPTER II

PUBLIC UNIVERSITIES

Incorporation of Universities.

3. (1) Each of the existing public universities specified in 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 the said part, for which it was constituted immediately before the date of commencement of this Act.

(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 amending the Schedule, by the said notification, and thereupon the entries in Part I or in 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/constituted to or recognised by the existing university shall, from the date aforesaid, stand affiliated/constituted to or recognised by the new university.

(3) 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 written consent of the State Government.

Objects 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 a society in general, and in particular, the objects shall be to-

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

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

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

(d) 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;

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

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

(g) 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;

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

(i) to promote training and skills in the context of innovations, research and discovery in all fields of human endeavour by developing higher educational network with the use of state of art, communication, media and technologies appropriate for a learning society;

(j) 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;

(k) 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;

(l) 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, civilisations and cultures;

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

(n) build up financial self-sufficiency by undertaking academic teaching, training and allied programme, research and development activities for State and private industries, Government organisations at local, regional, national and global level and resource generative services in a cost-effective manner;

(o) 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 a global level by all such means generally to improve the governance of the university and facility it provides for higher education;

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

(q) promote gender equality and sensitivity in society;

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

(s) register with Academic Bank of Credits (ABC), a national-level facility which will be a bank for academic purposes with students as an academic account holders;

(t) develop various strategies and initiatives and provide an excellent opportunity through a wide array of activities for Internationalization such as internationally relevant curricula, brand building of Education Institutions in abroad, academic and research collaboration with foreign universities, credit recognition under twining arrangements, global citizenship approach and engaging with foreign alumni;

(u) develop separate 'Centres of Adult Education' for achieving 100% literacy as per the guidelines issued by the University Grants Commission (UGC);

(v) carry out all instructions, norms, regulations as and when issued by the University Grants Commission (UGC) from time to time.

Powers and duties of University.

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

(1) 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, present and emerging 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;

(2) to make provisions to enable conducted and affiliated/constituent colleges and recognised institutions to undertake specialised studies;

(3) to make provisions for creation of autonomous, empowered autonomous and empowered autonomous cluster of institutions;

(4) to develop procedures and processes for recognition of private skills education providers and empowered autonomous skills development colleges;

(5) to organise, maintain and manage university departments, schools, institutions, labouratories, learning resource centres, libraries, museums and equipment for teaching, learning, training, research and development or extension;

(6) to establish, maintain and manage departments, institutions of research, institutions of specialised studies or academic services unit;

(7) to establish, maintain and manage constituent, community and conducted colleges, institutions, hostels, health centres, auditoria and gymnasiums;

(8) to provide for establishment, on the university campus and Sub-Campuses, of autonomous institutions like multi-university and inter-university centres, research labouratories, modern instrumentation centres and like centres of learning, set up by the University Grants Commission (UGC), the 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 the university or college or group of universities or colleges:

Provided that, in the case of any industry or any non-Government organisation availing themselves of such facility of a university or such organisations providing the facility to a university, prior approval of the State Government shall be obtained by the university concerned;

(9) to provide for establishment of sub-campuses for serving a group of colleges, and also to provide for and maintain common resource centres in such sub-campuses in the form of post-graduate departments, multi-disciplinary or inter-disciplinary schools, libraries, labouratories, computer centres and the like centres of learning and skills training, as per the guidelines laid down by the State Government or by the University Grants Commission (UGC);

(10) to create posts of directors, principals, university teachers, non-vacational academic staff, non-teaching skilled, administrative staff and other posts required by the university, from its own fund and from the funds received from other funding agencies, prescribe their qualifications, experience and pay-scales, as per the University Grants Commission (UGC) recommendation, after approval of the State Government, and to make appointments thereto;

(11) to make appointments to the posts of directors, principals, university teachers, non-vacational academic staff, non-teaching skilled, administrative 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 (UGC);

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

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

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

(15) to make provision, wherever feasible, in the university departments, colleges, institutions, recognised 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;

(16) to supervise, control and regulate admission of students for various courses of study in university departments, schools, multi-disciplinary and inter-disciplinary schools, community, conducted and affiliated/constituent colleges, institutions and recognised institutions;

(17) 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;

(18) 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;

(19) 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 recognised 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 recognised institution or in an autonomous college or an autonomous recognised 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;

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

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

(22) 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;

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

(24) to designate a university department, conducted college, an affiliated/constituent college, institution or school as an autonomous university department, conducted college, affiliated/constituent 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 (UGC);

(25) to designate a conducted college, an affiliated/constituent college, institution or school as an empowered conducted college, affiliated/constituent 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 the University Grants Commission (UGC);

(26) to monitor and evaluate the academic performance of university departments, university institutions, conducted colleges and of affiliated/constituent colleges, autonomous or empowered colleges in a stand-alone or cluster form and recognised institutions for affiliation or recognition, as the case may be, for periodical State, National and World accreditations/ rankings;

(27) to inspect, where necessary, all types of colleges or institutions and recognised 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;

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

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

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

(31) 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;

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

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

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

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

(36) 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;

(37) 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 (UGC) or the State Government;

(38) 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;

(39) 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;

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

(41) to prescribe code of conduct for managements;

(42) to prescribe and enforce students charter;

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

(a) university extension boards;

(b) information bureaus;

(c) employment guidance bureaus;

(d) Autonomous Evaluation Boards; and

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

(44) to make provision for participation of students with necessary incentives in, —

(a) the national service scheme;

(b) the national cadet corps;

(c) home guards and civil defense;

(d) the national sports organisation;

(e) physical and military training;

(f) extra-mural teaching and research;

(g) programme related to Lifelong Learning and Extension;

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

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

(46) to arrange periodical employment programme and to provide internship;

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

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

(49) 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;

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

(51) to transfer the management of an affiliated/constituent 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, following proper legal procedure and with prior approval of the State Government;

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

(53) to receive funds for collaborative programme from foreign agencies, subject to rules and regulations of the Central Government and the State Government in that behalf;

(54) to create development corpus out of surplus that the university may generate through its teaching, learning, training, research, emerging technology, startup, innovations 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;

(55) 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;

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

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

(58) 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;

(59) to make special provisions for higher education in rural and tribal areas;

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

(61) to implement the national literacy and adult education programme 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;

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

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

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

(65) 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;

(66) 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;

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

(68) to strengthen education at under-graduate and post-graduate level, enhance research develop culture and relevant degree programme and cultivate desire for entrepreneurship;

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

(70) to exploit the power of ‘learning by collaboration’ and ‘participation’ with use of information and communication technology;

(71) 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;

(72) 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;

(73) 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;

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

(75) Oversea Educational Campuses

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

(b) to establish centres / departments or institutions of foreign countries within University campus with the prior permission of the regulatory bodies, the Central Government and the State Government;

(76) to establish vocational or skill based community colleges in partnership with industry;

(77) 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;

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

(79) 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.

Jurisdiction and admission to privileges of University.

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:

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 State Government and the Central Government.

(2) Subject to the provisions of clause (p) of sub-section (2) of section 53, 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 public university and Research or Project collaborations of university, colleges with any other university or colleges:

Provided that, if an educational institution, State 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.

University open to all.

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:

Provided that, the university may maintain, accredit or recognise 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, De-Notified Tribes (*Vimukta Jatis*), Nomadic Tribes, Economically Weaker Section 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 recognised 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.

CHAPTER III

OFFICERS OF UNIVERSITY

Officers of University.

8. (1) The following shall be the officers of the university, namely:-

(1) the Chancellor;

(2) the Vice-Chancellor;

(3) the Deans of Faculties;

(4) the Registrar;

(5) the Controller of Examination;

(6) the Directors of Board of Examinations;

(7) the Finance and Accounts Officer;

(8) Director of Research;

(9) such other officers in the service of the university as may be prescribed by Statutes.

(2) No person shall be appointed, nominated or, as the case may be, co-opted, as a member of any of the authorities of the university, any committee or any other board or body thereof, after he attains the age of 62 years:

Provided that nothing in this section shall apply to the Chairperson or a member of any of the authorities of the University committee or any other board or body thereof, who is the Chairperson or member by virtue of his office as the Vice-Chancellor:

Provided further that nothing in this section shall apply to the visiting teachers, Emeritus Professors, Consultants, Scholars, Mentors or Advisors.

Chancellor.

9. (1) The Governor of the State of Gujarat shall be the Chancellor of the university:

Provided that for The Maharaja Sayajirao University of Baroda, Her Highness Shrimati Shubhangini Raje Gaekwad shall be the Chancellor of the University.

(2) The Chancellor shall, by virtue of his/her office, be the head of the University and shall, if present, preside at the Convocations of the University held for conferring degrees.

Appointment of Vice-Chancellor.

10. (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 Board of Management, Academic Council, Executive Council and Board of Examinations and Evaluation.

(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 State Government, as per University Grants Commission (UGC) norms, in the following manner, namely:-

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

(i) a member to be nominated by the State Government, who shall be most prestigious eminent senior person either from judiciary or academics or administration;

(ii) the Director or Head of an institute or organisation of highly national repute established by an Act of Parliament, nominated by the Board of Management, Executive Council and the Academic Council, jointly, in the manner specified by the State Government by an order published in the *Official Gazette*;

(iii) the representative of University Grants Commission (UGC);

(iv) the Registrar of the University shall act as the Member-Secretary of the search committee without any voting right in the committee.

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

(c) The members nominated on the committee shall be persons who are never connected with the concerned university or any college or any recognised institution of the university.

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

(e) The committee shall recommend a panel of 3 (three) best competent persons for the consideration of the State Government for being appointed as a 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) The eligibility conditions and the process for recommendation of names for appointment as a Vice-Chancellor shall be given wide publicity to ensure the recommendation of most competent candidates.

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

Provided that, if the State Government does not approve any of the persons so recommended, it 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 most competent persons for being appointed as a Vice-Chancellor, shall invariably begin at least six months before the probable date of occurrence of the vacancy of the post of a Vice-Chancellor and the process of appointment of the Vice-Chancellor shall be completed invariably at least one month before the probable date of occurrence of the vacancy of the post of Vice-Chancellor. It shall be the responsibility of the Registrar as member secretary of the committee.

(6) The person appointed as a 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 in the same university.

Provided that, on the basis of his work done and found most efficient and competent he/she shall be eligible for re-appointment to any other university for one term of five years only, unless he/she should not have attained the age of 65 years on the date of re-appointment.

(7) The person appointed as a 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 State Government, namely: —

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

(b) 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);

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

(d) where there is any other emergency;

the State Government may appoint any suitable person, to act as the in-charge 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 a 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 the whole-time salaried officer of the university and shall receive pay and allowances, and other facilities as may be determined by the State Government from time to time. In addition, he shall be entitled to free furnished residence, a motor car including its maintenance, repairs and fuel required thereof, with the service of a chauffeur, and all other sanities to act as a Vice-Chancellor of the University.

(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/constituent college or a recognised institution or a university teacher is appointed as a Vice-Chancellor, his terms and conditions of service shall not be altered to his disadvantage during his tenure as a 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 State Government, after giving one month's notice to 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 the said notice period, whichever is earlier.

(14) The Vice-Chancellor may be removed from his office after due inquiry, if the State Government 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 have sufficient criminal evidence against him; or found guilty on the charges levelled against him after due inquiry during existing tenure as a Vice-Chancellor;

(f) is a member of, or is otherwise associated with, any political party or any organisation which takes part in politics, or is taking part in, or subscribing in aid of, any political movement or activity or working against the Government or interest of education;

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

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

Appointment of Registrar.

11. (1) The Registrar shall be appointed by the Vice-Chancellor on the recommendation of a selection committee constituted for the purpose under this Act, as per the University Grants Commission (UGC) norms.

(2) The appointment of the Registrar shall be for a term of five years or till he attains the age of superannuation as per the University Grants Commission (UGC) norms 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.

(3) The Registrar shall be the Chief Administrative Officer and custodian of the university. He shall be a full time salaried officer and shall work according to rules directly under the superintendence, direction and control of the Vice-Chancellor.

(4) The Registrar shall supervise and maintain discipline of the staff of entire university. He shall report all such matters in writing to the Vice-Chancellor.

(5) The qualifications and experience for the purpose of selection of the Registrar shall be as laid down by the University Grants Commission (UGC).

(6) 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 Deputy Registrar to officiate as the Registrar until the new Registrar assumes duty or the Registrar resumes duty, as the case may be. It shall be the duty of the Vice-Chancellor to ensure that the post of Registrar be filled on permanent basis.

(7) The provisions regarding qualifications, criteria for appointment, terms and conditions of services, tenure of officers specified in clauses (3), (5), (6), (7) and (8) of sub-section (1) of section 8 shall be followed as prescribed by the State Government by issuing notification *in the Official Gazette.*

(8) The provisions for powers and duties of all the mentioned officers in section 8 shall be followed as prescribed by the State Government via Notification and/or Government Resolution at regular interval of time.

Officers etc. to be public servants.

12. 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. **XLV of 1860.**

CHAPTER IV

AUTHORITIES OF UNIVERSITY

Authorities of University.

13. The following shall be the authorities of the university, namely:-

(1) the Board of Management;

(2) the Executive Council;

(3) the Academic Council;

(4) the Board of Deans;

(5) the Board of Studies;

(6) the Board of Post-Graduate Education in Colleges;

(7) the Board of Examinations and Evaluation;

(8) the Board of Research;

(9) such other bodies of the university as are designated by the Statutes, to be the authorities of the university.

Board of Management.

14. (1) The Board of Management shall be the principal executive and final decision making and policy making authority of the university and shall be responsible for administering all the affairs of the entire university and carrying out such duties, which are not specifically assigned to any other authority, board or committees.

(2) The Board of Management shall meet as and when required but not less than two times 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) There shall be a common structure for all the universities in which every university shall have the Vice-Chancellor as the Chairperson of the Board of Management:

Provided that Her Highness Shrimati Shubhangini Raje Gaekwad shall be the Chairperson of the Board of Management in the Maharaja Sayajirao University of Baroda, who by virtue of her office, be the Head of entire University and shall, when present, preside at any convocation of the University; while the Vice-Chancellor of The Maharaja Sayajirao University of Baroda shall be the Vice-Chairperson of the Board of Management. Also, the respective members of the Board of Management at The Maharaja Sayajirao University of Baroda shall be nominated by the Chairperson of Board of Management.

(5) The Board of Management of the University shall consist of following members, namely: —

Members

(a) the Vice-Chancellor - Chairperson;

(b) one eminent highly reputed person from the field of education, industry, agriculture, commerce, banking, finance, social, cultural and other such allied fields to be nominated by the Chairperson;

(c) One head or Director, to be nominated by the Chairperson from amongst the heads or Directors of university departments, on seniority basis, by rotation and also on the basis of additional criteria as may be prescribed by the Statutes:

Provided that, in rotating the heads or Directors amongst University Departments, the earlier Departments of University,

which were given an opportunity of representation shall be ignored;

(d) two Deans to be nominated by the Chairperson, by rotation, on the basis of seniority and also on the basis of additional criteria as may be prescribed by the Statutes;

(e) one head, to be nominated by the Chairperson from amongst the heads of college departments, on seniority basis, by rotation and also on the basis of additional criteria as may be prescribed by the Statutes:

Provided that, in rotating the heads amongst College Departments, the earlier Departments of College, which were given an opportunity of representation shall be ignored;

(f) two teachers who are not principals or college teachers or directors of recognised institutions to be selected by the Chairperson from amongst the university teachers, on the basis of seniority and also on the basis of additional criteria as may be prescribed by the Statutes, out of whom one shall be selected 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 selected by the Chairperson from amongst the college teachers, on the basis of seniority and also on the basis of additional criteria as may be prescribed by the Statutes, out of whom one shall be selected 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 college managements to be nominated by the Chairperson from amongst the representatives of management, and further provided that same management shall not have second consecutive institutional representation:

Provided that, out of the two representatives, one member shall be selected by rotation, from amongst the Scheduled Castes or Scheduled Tribes, or De-Notified Tribes (*Vimukta Jatis*) or Other Backward Class, if any;

(i) two registered graduates selected by the Chairperson, out of whom one shall be selected 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 selected by the Academic Council from amongst its members, on seniority basis and also on the basis of additional criteria as may be prescribed by the Statutes;

(k) one eminent-expert from the institute or organisation of National Importance approved by the Parliament, having national level reputation to be nominated by the Chairperson;

(l) the Registrar of University shall be the Member-Secretary of the Board of Management, without any voting right:

Provided that, for the selection of the candidate from the reserved categories, under clauses (f), (g), (h) and (i), for the only initial term of Board of Management, immediately after the commencement of this Act, point of rotation for reserved categories under the said clauses shall be decided by drawing of lots by the Chairperson, and while drawing of lots, it shall be ensured that the person belonging to each reserved category shall have representation on the Board of Management:

Provided also that, for The Maharaja Sayajirao University of Baroda, the clause (h) and (i) shall not be applicable and for clause (f) and (g) the members shall be nominated as:

(a) one teacher, nominated by the Chairperson from amongst the teachers of the constituent colleges of the university, on seniority basis, by rotation and also on the basis of additional criteria as may be prescribed by the Statutes:

Provided that, in rotating the teachers amongst university's constituent colleges, the earlier constituent colleges of university, which were given an opportunity of representation shall be ignored;

(b) four teachers who are not Principals and Directors of recognized institutions to be selected by the Chairperson from amongst the university teachers, on the basis of seniority and also on the basis of additional criteria as may be prescribed by the Statutes, out of whom two shall be selected from Scheduled Castes or Scheduled Tribes or De-Notified Tribes (*Vimukta Jatis*) or Nomadic Tribes or Other Backward Class categories by rotation;

At least one-third of the total members to be nominated by the Chairperson of the Board of Management shall be invariably women.

(1) The Finance and Accounts Officer, Director of Examinations and Evaluation, Director of Sports, University Librarian and other officers shall be invitees of the Board of Management, by the Vice-Chancellor when necessary, but they shall have no right to vote.

(2) The tenure for members of Board of Management shall be of two and a half years.

Powers and duties of Board of Management.

15. The Board of Management shall have the following powers and duties, as supreme authority of the University, 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 allowing them to percolate into the university;

(b) to study and decide upon the operative mechanism for the reforms in all the domains of the university;

(c) to make such provisions, as may enable colleges and institutions to undertake specialised studies and courses, and where necessary or desirable, organise and make provisions for common laboratories, libraries, museums and equipments for teaching and research among various organisations and universities;

(d) to establish departments, colleges, schools, centres, institutions of higher learning, research and specialised studies, on the recommendation of the Academic Council;

(e) to recommend to the State Government, the draft of statutes or amendment or repeal any or part of statutes for approval;

(f) to make, amend or repeal any or part of 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;

(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 with the prior permission of the State Government;

(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 organisation 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;

(p) to lay down policy for administering funds at the disposal of the university for specific purposes;

(q) to provide buildings, premises, furniture, equipments 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 organisations for mutually beneficial academic programme recommended by the Board of Deans;

(v) to create posts of university teachers and non-vocational 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, time-span and pay-scales;

(w) to create posts of officers, non-teaching skilled, administrative 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, time-span and pay-scales;

(x) to prescribe honorarium, 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 instruct the Academic Council to submit 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;

(aa) to consider report of the development activities of the university received from the Registrar every six months;

(bb) to confer autonomous status on university departments, university institutions, affiliated/constituent colleges and recognised institutions on the recommendation of the Academic Council, as per the Statutes and the University Grants Commission (UGC);

(cc) to assess and approve proposals for academic programme received from the Academic Council;

(dd) 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;

(ee) 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;

(ff) 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;

(gg) 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;

(hh) 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;

(ii) to impose penalties upon the erring colleges or recognised institutions after following the procedure laid down by the Statutes;

(jj) to recommend to the State Government through the Vice-Chancellor to appoint an Administrative Board for the affiliated/constituent 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; to develop and adopt students' charter;

(kk) the Board of Management is supreme authority and main decision making power body. The Board of Management may issue directions, instructions and may change the decisions of Academic and Executive Councils;

(ll) It shall be the duty of the Chairperson to get approval of all decisions taken by Academic Council and Executive Council in the Board of Management.

Executive Council.

16. The Executive Council of the University shall be the functional authority and subordinate to the Board of Management of the University and shall consist of the following members, namely: -

Members

(i) the Vice-Chancellor - Chairperson;

(ii) the Registrar – Member-Secretary;

(iii) the Controller of Examination;

(iv) the Finance and Accounts Officer;

(v) three Heads of University Departments, to be nominated by the Vice-Chancellor taking into consideration the overall seniority, by rotation and also on the basis of additional criteria as may be prescribed by the Statutes;

(vi) four Principals of affiliated/constituent colleges, to be nominated by the Vice-Chancellor taking into consideration the overall seniority, by rotation and also on the basis of additional criteria as may be prescribed by the Statutes;

(vii) two Teachers, to be nominated from amongst University teachers, other than Heads of the Department, by the Vice-Chancellor taking into consideration the overall seniority, by rotation and also on the basis of criteria as may be prescribed by the Statutes;

(viii) four teachers of affiliated/constituent colleges, to be nominated by the Vice-Chancellor taking into consideration the overall seniority, by rotation and also on the basis of criteria as may be prescribed by the Statutes;

(ix) four senior distinguished persons, to be nominated by the State Government from amongst the educationists, social workers, public administrators, representatives of backward communities, women and such other classes of high repute persons, who have contributed much in their respective fields;

(x) an eminent person from the Gujarat Chamber of Commerce and Industry [GCCI] in the field of business and industry can be a member, as nominated by the Vice-Chancellor:

Provided that for The Maharaja Sayajirao University of Baroda, the clause (ix) shall not be applicable and for clause (vii) and (viii) the members shall be nominated as -

(vii) one Principal of constituent colleges, to be nominated by the Vice-Chancellor taking into consideration the overall seniority, rotation and also on the basis of additional criteria as may be prescribed by the Statutes;

(viii) four teachers, to be nominated from amongst university teachers, other than Heads of the Department, by the Vice-Chancellor taking into consideration the overall seniority, by rotation and also on the basis of additional criteria as may be prescribed by the Statutes;

At least one-third of the total members to be nominated by the Vice-Chancellor shall be women.

The tenure for members of Executive Council shall be of two and a half years. The Executive Council shall meet every two months and as and when required.

Duties of Executive Council.

17. (1) Subject to such conditions as may be prescribed by or under this Act, the Executive Council shall perform the following duties under the guidance, direction and superintendence of the Board of Management, namely: -

(a) to hold, control and administer the property and funds of the University;

(b) to enter into, vary, carry out and cancel contract on behalf of the University in the exercise or performance of the powers and duties assigned to it by this Act and the Statutes, with it;

(c) to determine the Form and provide for the custody and regulate the use of the common seal of the University;

(d) to administer funds placed at the disposal of the University for specific purposes;

(e) to prepare the annual financial estimates of the University and to submit them to the Board of Management;

(f) to sanction the transfer of any amount within the budget grant from one minor head to another or from subordinate head under the minor head to a subordinate head under another minor head;

(g) to sanction the transfer of any amount within a minor head from one subordinate head to another or from one primary unit to another;

(h) to make provisions for buildings, premises, furniture, apparatus and other means needed for carrying on the work of the University;

(i) to accept on behalf of the University, bequests, donations and transfer of any movable or immovable property to the University;

(j) to transfer any movable or immovable property on behalf of the University;

(k) to raise loans on the security of the assets of the University;

(l) to manage and regulate finances, accounts and investments of the University;

(m) to institute and manage –

(a) Printing and publication Department,

(b) University Boards,

(c) Information Bureau, and

(d) Employment Bureau;

(n) to make provisions for Physical Education, National Social Service, National Cadet Corps;

(o) to manage colleges, University Departments or specialised studies, laboratories, libraries and hostels maintained by the University;

(p) to arrange for, and direct, the inspection of affiliated/constituent colleges, recognised institution, and hostels and to issue instructions for maintaining their efficiency and/or ensuring proper conditions of employment for members of their staff, and in case of disregard of such instructions, to modify the conditions of their affiliation or recognition or take such other steps as it deems proper;

(q) to call for reports, returns and other information from colleges, recognised institution or hostels;

(r) to supervise and control the residence, conduct and discipline of the students of the affiliated/constituent colleges, University Departments, recognised institutions and to make arrangements for promoting their health and general welfare;

(s) to recommend to the Board, for conferment of honorary degrees and academic distinction in the manner prescribed by the Statutes;

(t) to award fellowships, travelling fellowships, studentships, exhibitions, medals and prizes;

(u) to make recommendations for appointments of teachers and employees of the University, to fix their emoluments and define their duties and terms and conditions of their services including disciplinary matters, to the State Government, after consultation with the Board;

(v) to recognize a member of the staff of an affiliated/constituent college or recognised institution or institution as a Professor, Associate Professor and Assistant Professor or teacher of the University and withdrawal of such recognition;

(w) to fix remuneration of examiners and to arrange for conduct and for publishing the result of the University examinations and other tests;

(x) to fix, demand and receive such fees and other charges as may be prescribed by the Ordinances;

(y) to make, amend and cancel the Ordinances;

(z) to exercise such other powers and perform such other duties as may be conferred by the Board or imposed upon by or under this Act.

(2) The Executive Council shall make a report to the Board about all acceptances of property and matters referred to in clauses (i), (j) and (k) of sub-section (1).

(3) The Executive Council shall not transfer any immovable property without the previous sanction of the Board of Management and the State Government.

(4) The exercise of the powers by the Executive Council under clause (u) of sub-section (1), in so far as they relate to the laying down and regulating salary scales and allowances of officers (other than the Vice-Chancellor) and members of the teaching, other academic and non-teaching staff of the University, affiliated/constituent colleges and recognised institutions shall be subject to the approval of the State Government.

(5) The Executive Council may by Ordinances appoint committee or committees to carry out its administrative work and define its constitution, functions and tenure.

(6) The Executive Council shall function required for day to day administration.

(7) The Executive Council shall exercise functions as defined by the Board of Management.

Academic Council.

18. (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 programme in academic matters and evaluation of workload of the teachers, under policy guidance of Board of Management and Executive Council.

(2) The Academic Council shall meet as and when required, but not less than four times in a year.

(3) The tenure for members of Academic Council shall be of two and half years.

(4) The Academic Council shall consist of the following members, namely: -

Members

(a) the Vice-Chancellor - Chairperson;

(b) the Registrar – Member-Secretary;

(c) Deans of Faculties and Associate Deans (if any);

(d) the Controller of Examination;

(e) the Finance and Accounts Officer;

(f) the Vice-Chancellor shall nominate the following members, as per the recommendations of a special committee appointed by him on seniority basis and also on the basis of additional criteria as may be prescribed by the Statutes: —

(i) eight Principals of conducted, autonomous or affiliated/constituent colleges which are accredited B+ grade by the National Assessment and Accreditation Council (NAAC) or National Board of Accreditation (NBA), as the case may be, out 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, on seniority basis:

Provide that for The Maharaja Sayajirao University of Baroda; one Principal of constituent colleges which are accredited by the National Assessment and Accreditation Council (NAAC) or National Board of Accreditation (NBA), as the case may be;

(ii) two university 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, on seniority basis;

(iii) one head of a recognised institution, by rotation, on seniority basis;

(g) two teachers, representing each faculty, with not less than fifteen years of teaching experience to be nominated by the Vice-Chancellor, out of whom one 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 the Board of Management;

(h) one representative of management nominated by the Board of Management:

Provided that for The Maharaja Sayajirao University of Baroda this clause shall not be applicable;

(i) Eight eminent experts from the institutes or organisations of national repute, such as Indian Institute of Technology, Indian Institute of Science Education and Research, Indian Institute of Management, Indian Space Research Organisation, 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 Vice-Chancellor in consultation with the State Government;

(j) Chairpersons of Board of Studies;

(k) an eminent person from The Gujarat Chamber of Commerce and Industry [GCCI] in the field of business and industry can be a member, as nominated by the Vice-Chancellor.

At least one-third of the total members to be nominated by the Vice-Chancellor shall be women.

(5) The provisions regarding constitution and term of office of members of Academic Council for (d) to (i) shall be followed as prescribed by the State Government by notification and / or Government Resolution at regular interval of time.

(6) The provisions for powers and duties; provisions regarding cessation of membership, disqualification for membership, ineligibility for second consecutive term, resignation of authorities, conclusiveness of decision of authority and meeting of authorities; provisions regarding casual vacancy and standing committee to fill vacancies of above mentioned Boards and Bodies (c) to (i) which may be declared to be the authorities of the University, shall be followed as prescribed by the State Government by notification and/or Government Resolution at regular interval of time.

Powers of State Government to verify eligibility.

19. Notwithstanding anything contained in any other provisions of this Act, the State Government shall, by an order published in the *Official Gazette*, specify the eligibility conditions for being nominated or co-opted as a member of any authority of the university. The Board of Management shall be the principal authority with all powers for all financial estimates and budgetary appropriations in final annual accounts, budgets and for providing social feedback to the university on current and future academic programme mandatory report to be published every year.

CHAPTER V

THE STATUTES, ORDINANCES AND REGULATIONS

Statutes and their subject matters.

20. Subject to the provisions of this Act, the Statutes may provide for all or any of the following matters, namely: -

(a) conferment of honorary degrees and academic distinctions;

(b) establishment and maintenance of the sub-campuses university departments, institutions, conducted colleges, institutions of higher learning, research or specialised studies and hostels;

(c) constitution, powers, duties and functions of authorities of the university not laid down under any of the provisions of this Act;

(d) abolition of university departments or institutions and conducted colleges;

(e) rules of procedure for conduct of business at the meetings of authorities of the university;

(f) appropriation of funds of the university for furtherance of the objects of the university;

(g) norms for grant of autonomy to university departments or institutions, affiliated/constituent colleges and recognised institutions, subject to the approval of the State Government;

(h) acceptance and management of trusts, bequests, donations, endowments and grants from individuals or organisations;

(i) disciplinary action against defaulting teachers, officers and other employees of the university, affiliated/constituent colleges and recognised institutions other than the colleges or institutions managed

and maintained by the State Government or the Central Government or local authorities;

(j) conditions of residence, conduct and discipline of the students of the university, colleges and recognised 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 authorised 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;

(k) conditions and procedure for grant of approval to the appointments of the teachers in the colleges and recognised institutions and suspension or withdrawal thereof;

(l) inspection of colleges, recognised institutions, halls and hostels;

(m) procedure to be followed while granting permission for transfer of management;

(n) norms and procedure to be followed while nominating members on authorities, boards and committees by the Vice-Chancellor under this Act;

(o) norms of grant and withdrawal of affiliation to colleges and institutions;

(p) 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;

(q) 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/constituent colleges except those colleges or institutions which are maintained by the State Government or the Central Government or the local authority, retirement benefits and the manner of termination of their services as approved by the State Government, provided it shall not be in contravention of State Government policies in this regard;

(r) any matter which is to be prescribed by Statutes or which is necessary to give effect to the provisions of this Act.

Manner of making Statutes.

21. (1) The State Government shall proposed a model Statutes to be followed by all the Public Universities.

(2) The model Statute provided by the State Government shall to be enacted by the University prescribed by the law.

(3) In case of any deviation or exceptions or amendment to seek in the model Statute, the University Board of Management shall get ratified the amendment from the State Government.

(4) The Statute Committee shall be constituted by the Board of Management as under:-

(a) One each member of Board of Management, Executive Council and Academic Council,

(b) One Dean,

(c) One Professor of university department or affiliated/constituent colleges,

(d) One Principal of affiliated/constituent college,

(e) Law Officer of the university,

(f) Registrar of the university as Member-Secretary.

Such Statute Committee shall prepare and propose the draft Statutes and shall present to the Board of Management for its recommendations to the State Government, for any improvement in the model Statutes proposed by the State Government.

(5) The Board of Management, 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.

(6) Every change in the model Statute passed by the Executive Council and the Board of Management shall be submitted to the State Government which may give or withhold approval thereto or send it back to the Board of Management for reconsideration.

(7) No changes in the model Statute passed by the Board of Management shall be valid or shall come into force until assented to by the State Government.

(8) Notwithstanding anything contained in the foregoing sub-sections, the State Government shall have power to prescribe uniform Statutes on the subjects by notification published in the *Official Gazette*, which shall be binding on the university.

Ordinances and their subject matters.

22. Subject to the provisions of this Act, the Ordinances may provide for all or any of the following matters, namely: -

(a) conditions under which students shall be admitted to courses of study for degrees, diplomas, certificates and other academic distinctions;

(b) fees for affiliation and recognition to colleges and institutions;

(c) conditions governing the appointment and duties of examiners;

(d) conduct of examinations, other tests and evaluation, and the manner in which the candidates may be assessed or examined by the examiners;

(e) recognition of teachers of the university and the conditions subject to which persons may be recognised as qualified to give instruction in the university departments, colleges and recognised institutions;

(f) norms to be observed and enforced by colleges and recognised institutions regarding transfer of students;

(g) The constitution, powers, duties and functions of the Equal Opportunity Cell including provisions for establishing a Cell in accordance with the provision of the Rights of Persons with Disabilities Act, 2016 and the guidelines and directives of the University Grants Commission (UGC) issued from time to time; **49 of 2016.**

(h) Mechanism for prevention of ragging of students of university and affiliated/constituent colleges;

(i) 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.

23. (1) The Board of Management may make, amend or repeal Ordinances in the following manner, namely:- **Ordinances and their making.**

(2) The Board of Deans shall prepare and propose draft Ordinances concerning the matters referred to in section 21.

(3) No Ordinance concerning academic matters shall be made, amended or repealed by the Board of Management unless a draft thereof has been proposed by the Academic Council.

(4) All Ordinances made by the Board of Management 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 State Government within two weeks from the date of the meeting.

24. (1) Subject to the provisions prescribed by or under this Act, Board of Management may make Regulations consistent with this Act, Statutes and Ordinances, for, - **Regulations.**

(a) institution of fellowship, travelling fellowship, scholarship, studentship, medals and prizes and for their award;

(b) collaborations with other universities, institutions and organisations for mutually beneficial academic programme;

(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 Board of Management, 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 prepare a draft of regulations and place it for the approval of the Board of Management or the Academic Council, as the case may be, 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

ADMISSIONS, EXAMINATIONS, EVALUATION AND OTHER MATTERS RELATING TO STUDENTS

Admissions, examinations etc.

25. The provisions regarding admissions, disputes relating to admission, examinations and evaluation, declaration of results, examinations and evaluation not invalid for non-compliance with program schedule of sports and extra-curricular activities shall be followed as prescribed by the State Government by notification and/or Government Resolution at regular interval of time.

CHAPTER VII

COMMITTEES AND COUNCILS

Committees and councils.

26. The Committees and Councils may be constituted for the service of the university as may be prescribed by Statutes.

CHAPTER VIII

PERMISSION FOR AFFILIATION AND RECOGNITION

Conditions of affiliation and recognition.

27. (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, namely:-

(a) that the provisions of the Act and Statutes, Ordinances and Regulations made there under and the standing orders and directions of the university and the State Government shall be complied with;

(b) that the number of students admitted for courses of study shall not exceed the limits prescribed by the university, University Grants Commission (UGC) and the State Government, from time to time;

(c) that there shall be suitable and adequate physical facilities such as land, buildings, laboratories, libraries, books, equipments required for teaching and research, hostels, gymnasium, etc. as may be prescribed;

(d) that the financial resources of the college or institution shall be such as to make due provision for its continued maintenance and working;

(e) that the strength and qualifications of teachers and non-teaching employees of the affiliated/constituent colleges and recognised institutions and the emoluments and the terms and conditions of service of the staff of affiliated/constituent colleges and recognised 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;

(f) that the services of all teachers and non-teaching employees and the facilities of the college to be affiliated/constituted shall be made available for conducting examinations and evaluation and for promoting other activities of the university;

(g) that the directions and orders issued by the 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;

(h) 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 and the State Government-

(a) that the college or institution shall not be closed without prior permission of the university and the State Government;

(b) that in the event of disaffiliation or de-recognition or closure of the college or institution, the management shall abide by and execute the decision of Academic Council and Board of Management regarding the damages or compensation to be recovered from management;

(i) no college or institution of higher learning which is part of another university jurisdiction area shall be considered for affiliation or recognition, as the case may be, unless a no objection certificate is given by the parent university and the State Government.

Provisions regarding procedure for permission for opening new college or new course, subject, faculty division; procedure for affiliation; procedure of recognition of institutions; procedure for recognition of private education provider; recognition to empowered autonomous skills development colleges; continuation and extension of affiliation or recognition; permanent affiliation and recognition; shifting college location; inspection of colleges and recognised institutions and report; transfer of management; withdrawal of affiliation or recognition; closure of affiliated/constituent college or recognised institutions shall be followed as prescribed by the State Government by notification/ Government Resolution at regular interval of time.

Autonomous University department.

28. (1) A university department or institution, affiliated/constituent college or recognised institution may apply to the university for grant of autonomous status. The Board of Management on the recommendation of the Academic Council may after approval of the University Grants Commission (UGC) and the State Government confer the autonomous status.

(2) The autonomous university department or institution or affiliated/constituent college or recognised 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/constituent college or recognised 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/constituent college or recognised 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 of degrees, diplomas or certificates, after following the procedure as prescribed in the Statutes. The autonomous university department or institution or affiliated/constituent college or recognised 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.

29. (1) The affiliated autonomous colleges that are identified by the University Grants Commission (UGC) 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 Board of Management on the recommendation of the Academic Council may after the approval of the State Government confer the empowered autonomous status upon such college.

(2) The 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 the State Government and the University Grants Commission (UGC).

Empowered autonomous Cluster institutions.

30. (1) A group of affiliated/constituted autonomous colleges or recognised institutions of the same management, government or educational society which includes the colleges or institutions, identified by the University Grants Commission (UGC) 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 Board of Management on the recommendation of the Academic Council may after approval of the State Government confer the status of empowered autonomous cluster institutions upon such group of colleges or institutions.

(2) The norms and procedure for grant of 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 the State Government and University Grants Commission (UGC).

CHAPTER IX

ENROLMENT, DEGREES AND CONVOCATIONS

Post graduate teaching and research.

31. All post-graduate instruction, teaching, training, research, research collaborations and partnerships, shall normally be conducted within the university area by the university, affiliated/constituent colleges and the recognised institutions in such manner as may be prescribed.

Enrolment of students.

32. A person to be enrolled as the student of the university shall possess such qualifications and fulfill such conditions as may be prescribed.

Disciplinary powers and discipline.

33. (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.

(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 may be necessary for the maintenance of proper discipline.

(5) The 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/constituent colleges and recognised institutions.

(6) The 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/constituent college or recognised 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/constituent 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/constituent colleges and recognised 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/constituent colleges.

(8) All powers relating to disciplinary action against students of an affiliated/constituent college or recognised institution not maintained by the university, shall vest in the principal of the affiliated/constituent college or head of the recognised institution, and the provisions of sub-sections (5) and (6) including the Statutes made there under, shall *mutatis-mutandis* apply to such colleges, institutions and students therein.

Degrees, diplomas, certificates.

34. (1) The Board of Management may institute and confer such degrees, diplomas, certificates and other academic distinctions as may be recommended by the Academic Council in accordance with the norms laid down by the University Grants Commission (UGC).

(2) The Board of Management may institute and confer post-doctoral degrees such as DSc and DLitt - by Research, as may be recommended by the Academic Council.

(3) The Vice - Chancellor may, on the recommendation of the Board of Management 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 Vice - 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.

Honorary Degree.

35. (1) The Board of Management may consider and recommend to the State Government 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, being not less than one-half of its total membership:

Provided that, the Board of Management shall not entertain or consider any proposal in that behalf without the Vice-Chancellor having obtained the previous approval of the State Government.

(2) The Board of Management may take a decision on the proposal of the Academic Council:

Provided that, the Academic Council shall not entertain or consider any proposal in that behalf without the Vice-Chancellor having obtained prior approval of the State Government.

Convocation.

36. 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.

37. (1) Subject to the provisions of sub-section (1) of section 34, 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 shall 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) 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.

(3) 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.

Removal of name from register of graduates.

38. (1) 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, criminal procedure code; 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.

(2) The Vice-Chancellor may, on the recommendation of the Board of Management, 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 (3) of section 36.

(3) 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 defense.

CHAPTER X

UNIVERSITY FUNDS, ACCOUNTS AND AUDIT

Annual financial estimates.

39. (1) The annual financial estimates (budget) of the university for ensuing financial year shall be prepared by the Finance and Accounts Officer, at least two months before the commencement of the financial year.

(2) The Finance and Accounts Officer shall thereafter forward copies of annual financial estimates (budget) as approved by the Board of Management to the State Government.

(3) The Financial year of the university shall be the same as that of the State Government.

University fund.

40. (1) The university shall establish the following funds, namely: -

(a) general fund includes affiliation for penalty funds received from affiliated/constituted universities, etc;

(b) salary fund, -

(i) for all posts approved by the State Government;

(ii) for all other posts separately;

(c) university 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, namely:-

(a) non-salary contribution or grant, received from the State Government or the Central Government or the University Grants Commission (UGC) or such other authority or Government Department;

(b) all income 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, the Central Government or the University Grants Commission (UGC) or any other endowment or contribution received towards full or part payment of the salary and allowances. No amount from this fund shall be utilised for the purposes 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 university fund.

(5) (a) The development and programme fund of the university shall consist of all infrastructure development grants received from the State and the Central Government, all contributions made by University Grants Commission (UGC) 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 utilised in the manner consistent with the object of the programme and as per the guidelines of the funding agency on expenditure and audit, to be granted and approved by the Board of Management.

(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 State Financial Securities or invested on approval of the State Government, in any other Equity or securities issued by the Corporations having financial participation of the State Government.

Annual Accounts and Audit.

41. (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 as prescribed by the 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 Board of Management 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 State Government within one year of the closure 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 State Government and shall be submitted for approval before the Board of Management 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 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.

Annual Reports.

42. (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 Board of Management after approval of Executive Council for final consideration. The Board of Management shall discuss and approve the Annual Report as received from the Board of Deans. Such report, as approved by the Board of Management, shall be submitted to the State Government, within one year from the conclusion of the academic year.

(2) The State Government shall cause the Annual Report to be laid before the State Legislature.

CHAPTER XI

MISCELLANEOUS

Authorities and officers responsible for damages.

43. (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 Parliament.

44. (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 selected or nominated as a member of the Legislative Assembly of the State or of the Parliament.

(2) A teacher or a non-teaching employee selected or nominated as a member of the Legislative Assembly of the State, or of the Parliament shall be entitled to treat the period of his membership of the Legislative Assembly 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 Parliament for the purposes of pension, seniority and increments.

Interpretation of disputes, etc..

45. 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 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 *suo motu* by the Vice-Chancellor to the State Government, who shall after taking such advice as thinks necessary, decide the question, and the 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 Board of Management.

46. (1) Without prior approval of the State Government, the university shall not, — **Prior approval of State Government.**

(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) divert any earmarked funds received for any purpose other than that for which it was received;

(d) transfer by sale or lease of immovable property;

(e) incur expenditure on any development work from the funds received from the State Government or University Grants Commission (UGC) or any person or body for the purposes other than the purposes for which the funds are received;

(f) take any decision regarding affiliated/constituent colleges or educational institution 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, organisations 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 programme;

(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 programme 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/constituent colleges and recognised 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) 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.

(5) 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 recognised institution or university department.

(6) 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.

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

(8) **Power of the State Government to issue directions/ notifications:-** The State Government shall have absolute power to issue any direction/s or notification/s from

time to time as may be required or may deem fit for compliance of any provisions which may be made by or not under this Act; it shall be mandatory for all Universities to implement covered in this Act.

Protection of acts and orders.

47. All acts and orders done or passed in good faith by the university or any of its officers, authorities or bodies, or authorised person/s 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.

48. Subject to the provisions of this Act and the Statutes, any officer of the university may, by order, delegate his or its powers, except the power to make Statutes, Ordinances and Regulations to the immediate subordinate officer of the university, and subject to the condition that the ultimate responsibility for the exercise of the powers so delegated shall continue to vest in the officer delegating them.

Acts and proceedings not invalid.

49. No act or proceeding of the Board of Management or the Academic Council or any other authority or anybody or committee of the university, including a committee appointed by the State Government for the appointment of a Vice-Chancellor, shall be deemed to be invalid at any time merely on the ground that –

(a) any of the members of any such authority, body or committee are not 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 XII

ESTABLISHMENT OF NEW UNIVERSITIES

Issue of order providing for matters when new University is constituted.

50. When any new university is constituted by a notification in the *Official Gazette* under sub-section (2) of section 3, 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: -

(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 Board of Management 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 to 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 Board of Management, 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 XIII

TRANSITORY PROVISIONS

Continuation of existing officers and employees.

51. 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.

52. (1) 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.

(2) 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.

(3) 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 State Government, take such measures for interim constitution of such authority or body.

(4) The term of such authority or body constituted under sub-section (3) 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.

(5) 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 Saving.

53. (1) On and from the date of commencement of this Act, following Acts (point (a) to (k)) shall stand repealed:

(a) The Maharaja Sayajirao University of Baroda Act, 1949 (Baroda Act No. XVII of 1949);

(b) The Gujarat University Act, 1949 (Bom. L of 1949);

(c) The Sardar Patel University Act, 1955 (Bom. XL of 1955);

(d) Veer Narmad South Gujarat University Act, 1965 (Guj. 38 of 1965);

(e) The Saurashtra University Act, 1965 (Guj. 39 of 1965);

(f) The Maharaja KrishnakumarSinhji Bhavnagar University Act, 1978 (Guj. 26 of 1978);

(g) The Hemchandracharya North Gujarat University Act, 1986 (Guj. 22 of 1986);

(h) The Dr. BabaSaheb Amedkar Open University Act, 1994 (Guj. 14 of 1994);

(i) The Kachchh University Act, 2003 (Guj. 5 of 2003);

(j) The Bhakta Kavi Narsinh Mehta University Act, 2015 (Guj. 23 of 2015);

(k) Shri Govind Guru University Act, 2015 (Guj. 24 of 2015).

(2) Notwithstanding the repeal of the said Acts, -

(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/constituted to the university immediately before the commencement of this Act, shall be deemed to be affiliated/constituted 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 there under 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 recognised teachers of the university under the said Act immediately before the commencement of this Act, shall be deemed to be recognised teachers of that university under and for the purposes of this Act and shall continue to be

such recognised 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 in respect of 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) Notwithstanding anything contained in sub-section (2) of section 3 the Act, 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) of section 3 of the Act, 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.

Removal of difficulties.

54. (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

(*See* section 2(xx))

PART-1

LIST OF UNIVERSITIES ON THE COMMENCEMENT OF PUBLIC UNIVERSITIES ACT, 2023.

Sr. No.	Name of University	Year of Establishment	Location/ Village	Taluka	District
1.	The Maharaja Sayajirao University of Baroda	1949	Pratapganj	Vadodara	Vadodara
2.	Gujarat University	1949	Ahmedabad	Ahmedabad	Ahmedabad
3.	Sardar Patel University	1955	Vallabh Vidyanagar	Anand	Anand
4.	Veer Narmad South Gujarat University	1965	Bharthana	Surat	Surat
5.	Saurashtra University	1967	Rajkot	Rajkot	Rajkot
6.	Maharaja Krishnakumarsinhji Bhavnagar University	1978	Bhavnagar	Bhavnagar	Bhavnagar
7.	Hemchandracharya North Gujarat University	1986	Patan	Patan	Patan
8.	Dr. Babasaheb Ambedkar Open University	1994	Chharodi	Ahmedabad	Ahmedabad
9.	Krantiguru Shyamji Krishna Verma Kachchh University	2004	Bhuj	Bhuj	Kachchh
10.	Bhakta Kavi Narsinh Mehta University	2015	Khadia	Junagadh	Junagadh
11.	Shri Govind Guru University	2015	Gadukpur	Godhra	Panch Mahal

PART-2

LIST OF UNIVERSITIES AFTER THE COMMENCEMENT OF PUBLIC UNIVERSITIES ACT, 2023

S.No.	Name of University	Year of Establishment	Location/ Village	Taluka	District
1.					
2.					
3.					
4.					

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Reason: Validate Document
Location: Government Central Press, Gandhinagar

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Separate paging is given to this Part in order that it may be filed as a Separate Compilation.

PART IV-B

Rules and Orders (Other than those published in Parts I, I-A, and I-L) made by the Government of Gujarat under the Gujarat Acts

EDUCATION DEPARTMENT

NOTIFICATION

Sachivalaya, Gandhinagar, 30th July, 2024

GUJARAT PUBLIC UNIVERSITIES ACT, 2023.

No. GH/SH/40/GCU/2024/19/KH.1:- In exercise of the powers conferred by sub-section (8) of section 21 of the Gujarat Public Universities Act, 2023 (Guj. 15 of 2023), the Government of Gujarat hereby prescribes the following uniform Statutes to be followed by all the Public Universities, namely: - the Maharaja Sayajirao University of Baroda, the Gujarat University, the Sardar Patel University, the Veer Narmad South Gujarat University, the Saurashtra University, the Maharaja Krishnakumarsinhji Bhavnagar University, the Hemchandracharya North Gujarat University, the Dr. Babasaheb Ambedkar Open University, the Krantiguru Shyamji Krishna Verma Kachchh University, the Bhakta Kavi Narsinh Mehta University and the Shri Govind Guru University in the State of Gujarat.

CHAPTER I

PRELIMINARY

Short titles, commencement and applicability.

1. (1) These Statutes may be called 'The Gujarat Public Universities Uniform Statutes, 2024'.

(2) These Uniform Statutes shall come into force on such date as the State Government may, by notification in the *Official Gazette*, appoint.

(3) These Uniform Statutes shall be applicable to the Universities governed by the Gujarat Public Universities Act, 2023, conducted, constituent and affiliated colleges/ recognised institutions/ learner support centres and recognized institutions.

Definitions.

2. In these Statutes, unless the context otherwise requires, -

(1) "ABC" means Academic Bank of Credit;

(2) "Academic Board for Quality Improvement" means a Board created at each university for improving quality of research, training, education and extension activities at the university;

(3) "academic services unit" means university science and instrumentation centre, academic staff college, computer centre, university printing press or any other unit providing specialised services for the promotion of any of the objectives of the university;

(4) 'Act' means the Gujarat Public Universities Act, 2023;

(5) "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;

(6) "affiliated college" means a college which has been granted affiliation by the university;

(7) "aggrieved student" means a student who has any complaint in the matter concerned with the grievances defined under this statute and includes a person seeking admission to a university or college or recognized institution of higher education;
(8) 'Agreement' means the agreement of the service to be executed by the teacher appointed by the University in the written contract entered into between the teacher and the Competent Authority/Officer or the person authorised;
(9) 'Annexure' means a section or table of subsidiary matter at the end of these Statutes;
(10) 'Appointing Authority' means the authority competent to make the appointments;
(11) "authorities" means the authorities of the university as specified by or under the Act;
(12) "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 these Statutes;
(13) "autonomy" means a privilege of the university conferred by these Statutes to permit a college, institution or a university department to conduct academic programme, examinations and develop syllabus for the respective subjects. A college, institution or a university department, which has been granted autonomy shall have full academic, administrative and financial autonomy subject to the provisions of University Grants Commission (UGC);
(14) "AYUSH" means Ayurveda, Yoga and Naturopathy, Unani, Siddha and Homoeopathy;
(15) "B.Ed." means Bachelor of Education;
(16) "bodies" means the bodies of the university formed by the respective authorities;
(17) "BoM" means Board of Management;
(18) "CABE" means Central Advisory Board of Education;
(19) '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;
(20) "CBSE" means Central Board of Secondary Education;
(21) "CIET" means Central Institute of Educational Technology;
(22) "Clear days" means days excluding the day of issue of notice of the meeting and the day of the meeting;
(23) 'Coaching Classes' means the teaching activities undertaken privately by individual or by a group of teachers other than his/their regular duties at any place for any Certificate, Diploma, Degree or any other course of any University/Institution/Board;
(24) "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 organisations in the field of agriculture, industry, trade

and commerce, sports, social, cultural, science, technology and any other such field;

(25) "college" means a college constituted by the university, or affiliated to the university, situated in the university area;

(26) "College Grievance Redressal Cell (CGRC)" means a Cell constituted under this Statute, at the level of a college or recognized institution, as the case may be;

(27) "Common Board for Quality Improvement" means a Board created for the purposes of improving quality of research, training, education and extension activities at the Universities;

(28) "community college" means an institution providing skill-based expert academic programme as prescribed in these Statutes;

(29) 'Compensatory Allowance' means allowance granted to meet personal expenditure necessitated by the special circumstances in which duty is performed;

(30) 'Competent Authority' means the authority constituted under provisions of this Act competent to exercise different powers under the Act and/or in these Statutes;

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

(32) "Constituent College" means a college or an institution maintained by the University;

(33) 'Continuous Service' means service rendered by the teacher, under the Appointing Authority or Authorities, without any break or with condoned break(s) by competent authority;

(34) "Convocation" means a ceremonial assembly of a University, normally held for conferring degrees, diplomas, certificates, academic distinctions and other awards to its eligible candidates;

(35) "Course" means a program focused on improving the skill and knowledge of a participant, offered by and it is directed toward a degree program;

(36) "Dean/s" means the Dean/s of the University appointed as per the Act;

(37) "declared admission policy" means such policy for admission to a course or program of study as may be offered by the university or college or recognized institution and published in the prospectus;

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

(39) "department" means a department conducting research, providing consulting and extension services, and teaching a particular subject or a group of subjects in a college and university as prescribed in these Statutes;

(40) 'Departmental Committee' means committee constituted for the University Schools, University Departments, Conducted Colleges and University Institutions under these statutes;

(41) "Department Grievance Redressal Cell (DGRC)" means a Cell constituted under this Statute;

(42) "Director" means a head of an institution including a centre or a school of the university as designated by the Board of Management or a head of a recognised institution;

(43) "Director of Higher Education" and "Director of Technical Education" means respectively Director of Higher Education, Gujarat State and Director of Technical Education, Gujarat State;

(44) 'Disciplinary Authority' means the Authority or the Officer authorised to take disciplinary action against the teacher, except otherwise provided in the Act;

(45) 'Duty' means the compliance of the responsibilities the teacher is expected to comply by virtue of his taking a job as a teacher or assuming an office as provided in these Statutes;

(46) "e-Learning Material" means and includes contents in the form of structured course material, as a part of one or more courses in the Online Programme, in digital format delivered through Learning Management System, which is inter alia self-explanatory, self-contained, self-directed at the learner, and amenable to self-evaluation, and enables the learner to acquire the prescribed level of learning in a course of study, but does not include text-books or guide-books; as defined in these regulations;

(47) 'Emolument' means 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;

(48) 'Employee' means, an individual who works for employer; university / an institution /a college during employment with recognized rights and duties assigned.

(49) 'Employer' means, a university / an institution /a college that hires employees offering salary in exchange for the assigned work of teaching and or work assigned thereof"

(50) "Empowered Autonomous College" means an autonomous college that is approved by the University Grants Commission (UGC) as a College with potential for Excellence or College of 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 these Statutes, with a power to grant degree of such College jointly with the affiliating University;

(51) "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 (UGC) 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 these Statutes, and is empowered to grant a joint degree with the affiliating University;

(52) "Empowered Autonomous Skills Development College" means, a college which has been recognised 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/constituted and is empowered to grant a joint degree, certificate, diploma and advanced diploma with the affiliating university;

(53) 'Expert' means and includes any person having attained certain level of recognised excellence and expertise in the form of teaching and/or research in the University and/or Colleges/Recognized Institutions, deemed Universities and such other institutions/organisations recognised by statutory bodies in the country or abroad;

(54) "Faculty" means the principal academic coordinating authority of the university in respect of studies and research in relation to the subjects included;

(55) '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/her;

(56) "fee" means tuition fees, other fees and charges, including developmental charges; paid for imparting education;

(57) 'First Appointment' means the appointment of the teacher who is not holding any appointment, for the time being, under the University, Institution, even though he may have previously held any such appointment either temporary or on tenure basis;

(58) '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 University;

(59) "GCED" means Global Citizenship Education;

(60) "GER" means Gross Enrolment Ratio;

(61) 'Government' means the Government of Gujarat unless otherwise;

(62) "Graduation Ceremony" means ceremonial assembly of an affiliated college/recognised institution held for distributing degrees, diplomas, certificates and other awards to its eligible students;

(63) "grievances" include the following complaints of the aggrieved students, namely: —

(a) making admission contrary to merit determined in accordance with the declared admission policy of the State and university;

(b) irregularity in the admission process by the university or college or recognized institution;

(c) refusing admission in accordance with the declared admission policy as published in prospectus;

(d) publishing any information in the prospectus, which is false or misleading, and not based on facts;

(e) withhold or refuse to return any document in the form of certificates of degree, diploma or any other award or other document deposited with the university or college or recognized institution by a person while seeking admission in such university or college or recognized institution, with a

view to induce or compel such person to pay any fee or fees in respect of any course or program of study which such person does not intend to pursue;

(f) demand of money in excess of that specified in the declared admission policy or approved by the competent authority to be charged by such university or college or recognized institution;

(g) breach of the policy for reservations in admission as may be applicable;

(h) insisting upon students to submit the original academic and personal certificates and testimonials like mark sheets, school leaving certificate and other such documents at the time of admission, wherever such original documents are not compulsorily required;

(i) complaints of alleged discrimination of students on the grounds of gender, race, caste, class, creed, place of birth, religion and disability;

(j) non-payment or delay in payment of scholarships to any student by the university or college or recognized institution after receiving the same from concerned authority;

(k) non-adherence of rules of refund of fees in case of cancellation of admission;

(l) undue delay in conduct of examinations or declaration of results beyond that specified in the academic calendar;

(m) failure to provide student amenities as may have been promised or required to be provided by the university or college or recognized institution;

(n) non-transparent or unfair evaluation practices;

(64) 'Grievances Committee' means the Grievances Committee constituted under the Act;

(65) "He" refers to all the genders;

(66) "He/She" refers to gender-specific personal pronouns;

(67) "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 Recognised Institution and a Head of the College Department, as prescribed in these Statutes;

(68) "HECI" means Higher Education Commission of India;

(69) "HEGC" means Higher Education Grants Council;

(70) "HEI" means Higher Education Institutions;

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

(72) 'Holiday' means a Sunday or any other day declared as holiday by Government or by the University;

(73) 'Honorarium' means recurring payment granted to the teacher by the University, for special work of occasional or of intermittent character;

(74) "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;

(75) "institution" means an academic institution of learning, other than a college, associated and admitted to the privileges of the university;

(76) "Institutional Grievance Redressal Cell (IGRC)" means a Cell constituted under this Statute;

(77) "interdisciplinary studies" means the combined academic studies and research in different disciplines as prescribed by this statute;

(78) '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;

(79) "Learner Support Centre" means a centre established, maintained or recognised by the Higher Educational Institution for advising, counselling, providing interface between the teachers and the learners, and rendering any academic and any other related service and assistance required by the learners (Related to Dr. Babasaheb Ambedkar Open University);

(80) "Learner Support Services" means and includes such services as are provided by a Higher Educational Institution in order to facilitate the acquisition of teachinglearning experiences by the learner to the level prescribed by or on behalf of the Commission in respect of a programme of study under Open and Distance Learning mode and/or Online mode;

(81) 'Leave' means permission granted by the Competent Authority to the teacher to remain absent from duty;

(82) 'Leave Salary' means the monthly emoluments paid by the University to the teacher on leave;

(83) '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, including a tenure post, to which he has been appointed substantively;

(84) "management" means the trustees or the managing or governing body, by whatever name called, of any trust registered under the Gujarat Public Trusts Act- 2011, or any society registered under the Indian 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 recognised institutions or other institutions of higher learning, are conducted and admitted to the privileges of the university:

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 Municipal Council or Municipal Corporation, it means, respectively, the Central Government or the State Government or the Municipal Council or the Municipal Corporation, as the case may be;

(85) 'Medical Authority' means the Medical Board constituted by the Competent Authority or the Medical Officer of the University;

(86) "MOOC" means Massive Open Online Course;

(87) "MoE" means Ministry of Education;

(88) '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;

(89) "multidisciplinary studies" means the combined academic studies and research in different streams of a particular discipline as prescribed by these Statutes;
(90) "MWCD" means Ministry of Women and Child Development;
(91) "NAAC" means National Assessment and Accreditation Council;
(92) "NAS" means National Achievement Survey;
(93) "NBA" means National Board of Accreditation;
(94) "NCERT" means National Council of Educational Research and Training;
(95) "NCF" means National Curriculum Framework, National Curriculum Framework for Early Childhood Care and Education (NCFECCE) National Curriculum Framework for School Education (NCFSE) National Curriculum Framework for Teacher Education (NCFTE) and National Curriculum Framework for Adult Education (NCFAE);
(96) "NCFTE" means National Curriculum Framework for Teacher Education;
(97) "NCIVE" means National Committee for the Integration of Vocational Education;
(98) "NCTE" means National Council for Teacher Education;
(99) "NCVET" means National Council for Vocational Education and Training;
(100) "NETF" means National Educational Technology Forum;
(101) "NHEQF" means National Higher Education Qualifications Framework;
(102) "NHERC" means National Higher Education Regulatory Council;
(103) 'NGO' means and includes any non-government organization, registered under State or Central Government Act operating on a secular, non-profit basis and involved in work for wellbeing of the society.
(104) "NIRF" means National Institutional Ranking Framework;
(105) "NIT" means National institute of Technology;
(106) "NITI" means National Institution for Transforming India;
(107) "Nomadic Tribes" means tribes wandering from place to place in search of their livelihood, as declared by the State Government and Central Government, from time to time;
(108) "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;
(109) "NPST" means National Professional Standards for Teachers;
(110) "NRF" means National Research Foundation;
(111) "NSQF" means National Skills Qualifications Framework;
(112) "ODL" means Open and Distance Learning;
(113) "office of profit" means an office which is capable of yielding a profit or pecuniary gain, and to which some pay, salary, emolument, remuneration or non—compensatory allowance is attached;

(114) 'Officiating' means to carry out function/s and/or duties of the post lying vacant to carry out smooth conduct for a specific period of time;

(115) "Ombudsperson" means the Ombudsperson appointed under this Statute;

(116) "Online Mode" means a mode of providing flexible learning opportunities by overcoming separation of teacher and learner using internet, e-Learning Materials and full-fledged programme delivery through the internet using technology assisted mechanism and resources;

(117) "Open and Distance Learning Mode" means a mode of providing flexible learning opportunities by overcoming separation of teacher and learner using a variety of media, including print, electronic, online and occasional interactive face-to-face meetings with the learners or Learner Support Services to deliver teaching-learning experiences, including practical or work experiences;

(118) "Open University" means a Higher Educational Institution which imparts education only through Open and Distance learning mode and/or Online mode using variety of media including print, electronic, online, information and communication technology educational aids including Open Educational Resources (OERs) or Massive Open Online Courses (MOOCs) etc. and is not having any provision for offering higher education in conventional mode in its Act or Memorandum of Association or other statutory documents governing the Higher Educational Institution;

(119) "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 Gujarat;

(120) "PARAKH" means Performance Assessment, Review and Analysis of Knowledge for Holistic development;

(121) '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;

(122) "PCI" means Pharmacy Council of India;

(123) 'Pension' means the monthly emoluments payable to the teacher after his retirement from the service, as per the Government Rules, specified from time to time and includes gratuity, commutation and family pension;

(124) 'Pensionable Pay' means average pay earned by the teacher for the period as may be decided by the Government, from time to time;

(125) 'Pensionable Service' means service, which qualifies the teacher to receive a pension from the Government or the University;

(126) 'Permanent Post' means the post approved by Government or the University, carrying a definite scale of pay, sanctioned without time limit;

(127) 'Personal Pay' means additional pay granted to the teacher to save him/her 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;

(128) "PFMS" means Public Financial Management System;

(129) "Ph.D." means Doctor of Philosophy;

(130) "post-graduate department" means a department in a college of higher learning, research or specialised studies, recognised to be so by the university and imparting post-graduate instruction or guidance for teaching and research;

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

(132) '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;

(133) "principal" means the head of a college or an institution duly approved by the State Government;

(134) "Professor", "Associate Professor" or "Assistant Professor" means as notified by University Grants Commission (UGC) from time to time;

(135) "Principal Executive Officer" means the Principal Executive Officer appointed under section 8 of the Act;

(136) "PSSB" means Professional Standard Setting Body;

(137) "PTR" means Pupil Teacher Ratio;

(138) 'Qualifying Service' means the service rendered by the teacher for which pension is payable, under these Statutes or otherwise as prescribed by the Government from time to time;

(139) "R&I" means Research and Innovation;

(140) "RCI" means Rehabilitation Council of India;

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

(142) "Regional Centre" means a Centre established or maintained by the Higher Educational Institution for the purpose of coordinating and supervising the work of the Learner Support Centres in the region as per its territorial jurisdiction and for performing such other functions as may be conferred on such Centre by the statutory authorities of the Higher Educational Institution;

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

(144) "RPWD" means Rights of Persons with Disabilities;

(145) 'Salary' means total monthly emoluments drawn by the teacher and includes pay and allowances admissible, from time to time;

(146) 'Salary Grant' means running scale of the grant received from the Government against the salary of approved employees and teachers working in the University, appointed against Government sanctioned teaching posts;

(147) "satellite centre" means an integral part of an affiliated or conducted college or recognised institution imparting academic programme, co-curricular, research and extension activities in rural or tribal region,

neighboring 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;

(148) '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, recommended by UGC/AICTE/other apex bodies and accepted by Government from time to time;

(149) "SCDP" means School Complex/ Cluster Development Plans;

(150) "SCERT" means State Council of Educational Research and Training;

(151) "SCF" means State Curricular Framework;

(152) "Schedule" means the schedule to the Act;

(153) "Scheduled Castes" means such castes, races or tribes or parts of, or groups within, such castes, races or tribes as under Article 341 of Constitution to be the be Scheduled Castes for the purpose of the Act;

(154) "Scheduled Tribes" means such tribes or tribal communities or parts of or groups within, such tribes or tribal communities as are deemed under Article 342 to be Schedule Tribes for the purpose of the Act;

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

(156) "SDG" means Sustainable Development Goals;

(157) "SEDG" means Socio- Economically Disadvantaged Group;

(158) "self-financing course" means the course conducted by a university, college or self-financed institute on self-finance basis as approved by the university;

(159) '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;

(160) "self-financing institute" means the institute functioning on self-finance which has obtained previous sanction of the State Government and affiliated/constituted with the university/Government or such component authorities or approved institutions without Government Grant;

(161) "Self-Learning Material" for Open and Distance Learning mode means and includes contents in the form of course material, whether print or in e- form, which is interalia self-explanatory, self-contained, self-directed at the learner, and amenable to self-evaluation, and enables the learner to acquire the prescribed level of learning in a course of study, but does not include text-books or guide-books;

(162) "Self-Learning e-Module" for Online mode means a modular unit of course material in e-learning form which is inter alia self-explanatory, self- contained, self-directed at the learner, and amenable to self-evaluation, and enables the learner to acquire the prescribed level of learning in a course of study and includes contents in the form of a combination of the following e-Learning content, namely:- (a) e-Text Materials; (b) Video Lectures; (c) Audio-Visual interactive material; (d)

Virtual Classroom sessions; (e) Audio Pod casts; (f) Virtual Simulation; and (g) Self-Assessment Quizzes or Tests;

(163) 'Seniority Criteria' means:

(a) Seniority for nomination shall be on the basis of date of permanent appointment.

(b) The sequence in which permanent appointment is made determines the seniority.

(c) The date of commencement of duty in the institution in a permanent capacity, determines seniority. An exception to this is on a statutory absence when appointed to the post e.g. maternity leave, adoptive leave etc.

(d) If two or more members commence duty on the same day following an interview process, their order of seniority shall be based on the order the members were ranked in the interview process. i.e. the member who was ranked highest following the interview process should be given the higher seniority ranking.

(e) If a member leaves the institution either voluntarily or is redeployed and is subsequently reappointed to the institution in a permanent capacity at a later date, then the member's seniority shall commence from the date of re-commencement of employment in a permanent capacity.

(164) '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;

(165) "SEZ" means Special Education Zone;

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

(167) "Special Backward Category" means Socially and Educationally Backward Classes of citizens declared as a Special Backward Category by the State Government;

(168) 'Special Pay' means an addition, of the nature of pay, to the emoluments of a post or of a teacher granted in consideration of –

(a) the especially arduous nature of duties;

(b) a specific addition to the work or responsibility;

(169) "State Government" means, The Government of Gujarat;

(170) "Statutes", "Ordinances", "Regulations" and "Rules" mean, respectively, the Statutes, Ordinances, Regulations and Rules made by or under the Act;

(171) "STEM" means Science, Technology, Engineering and Mathematics;

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

(173) "Sub-Campus" means a comprehensive inherent independent unit of the university for a predetermined geographical jurisdiction approved by competent authority for decentralization of academic, administrative,

research and extension activities of that jurisdiction, with the objective of improving efficiency and effectiveness;

(174) '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;

(175) 'Substantive appointment' means an appointment made in a substantive or a permanent capacity in a permanent post which is clearly vacant;

(176) '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;

(177) "SWAYAM" (Study Webs of Active Learning for Young Aspiring Minds) means the learning management system as specified in the UGC (Credit Framework for online learning courses through SWAYAM) Regulations, 2016;

(178) "teacher" means full time approved professor, associate professor, assistant professor, reader, lecturer, librarian, principal, Director of an Institution, 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 recognised institution of the university;

(179) 'Temporary appointment' means an appointment made on purely temporary basis as per the provisions made in the Act;

(180) 'Tenure post' means a permanent post which the teacher may not hold, for more than a limited period without reappointment;

(181) "TET" means Teacher Eligibility Test;

(182) "university" means any of the state universities mentioned in the Schedule;

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

(184) "university department" means a department established and maintained by the university as prescribed by these Statutes, conducting research, providing consultancy and extension services, and teaching a particular subject or a group of subjects;

(185) 'University Fund' means the funds of the University as provided by the Act;

(186) "University Grants Commission" means the University Grants Commission established under the University Grants Commission Act, 1956;

(187) "University Grievance Redressal Cell (UGRC)" means a Cell constituted under this Statute,

(188) 'University Institute' means a centre, a school or an institute established and maintained by the University;

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

(190) "university teacher" means a full time teacher appointed by the university;

(191) 'Vacation' means summer or winter vacation for University Teachers approved by University authorities;

(192) "Vice-Chancellor" means the Vice-Chancellor of the University;

(193) 'Working hours' means the working hours prescribed by the University Grants Commission and accepted by the Government and by the University for the teachers working in the University Departments/conducted colleges/University institutions, from time to time;

(194) The words and expressions used but not defined in these Statutes shall have the same meanings respectively assigned to them in the Act.

CHAPTER II
OFFICERS OF THE UNIVERSITY
(Under Section 8 of the Act)

Powers and Duties of Vice-Chancellor.

3. (1) The Vice-Chancellor shall be the principal academic and executive officer of the university responsible for the development of academic programs of the university He shall oversee and monitor the administration of the academic programs 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 State Government are strictly complied with given time frame 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 the Act, Statutes, Ordinances and Regulations are strictly observed and that the decisions of the authorities, bodies and committees which are not inconsistent with the 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 State Government 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 State

Government, the Vice-Chancellor shall take action as directed by the State Government 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 wide 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 was inevitable 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 State Government 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 Board of Management

Explanation - For the 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 Board of Management 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 teaching and non-teaching staff. All the appointments shall be made by the Vice-Chancellor only after the approval of the Board of Management.

(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 State Government.

(12) The Vice-Chancellor shall place before the Board of Management a report of the work of the university periodically as provided under the Ordinances.

(13) The Vice-Chancellor shall have the powers to take decision up to Rs. 10 lakhs.

(14) The Vice-Chancellor shall: -

(a) introduce and nurture innovations in the existing education teaching system through Choice Based Credit System (CBCS) and interdisciplinary, multidisciplinary, skill based approach so as to reflect robust intellectual and inexhaustible creativity.

(b) establish Academic Bank of Credits (ABC), a national-level facility which will be a bank for academic purposes with students as academic account holders, as per the guidelines issued by UGC under NEP-2020.

(c) have a robust mechanism to develop plan and strategies, encourage & motivate students for Research Internship with Faculty and Researchers at institutions as per guidelines issued by UGC under NEP-2020.

(d) make innovative pedagogies and to develop the linkage of Graduate Attributes with learning needs and pedagogical approaches to better serve towards achieving the vision of NEP-2020 as per the guidelines issued by UGC.

(e) develop various strategies and initiatives and provide an excellent opportunity through a wide array of activities for Internationalization such as internationally relevant curricula, brand building of Education Institutions in abroad, academic and research collaboration with foreign universities, credit recognition under twining arrangements, global citizenship approach and engaging with foreign alumni.

(f) develop Multiple Entry and Exit option as per UGC guidelines in academic programs which would remove rigid boundaries and create new possibilities for students to choose and learn the subject(s) of their choices.

(g) develop seamless student mobility, between or within degree-granting institutions through a formal system of credit recognition, credit accumulation, credit transfers and credit redemption as per the guidelines issued by UGC for NEP-2020.

(h) implement Multidisciplinary and Holistic Education in institutions as per the guidelines issued by UGC for NEP-2020.

(i) develop separate ‘Centers of Adult Education’ for achieving 100% literacy as per the guidelines issued by UGC for NEP-2020.

(j) include provision of IKS programs in their IDPs and offer IKS programs.

(k) establish teacher education programs within composite multidisciplinary programs and develop rigorous training for teachers in learner-centric pedagogy and on how to become high-quality online content creators

themselves using online teaching platforms and tools as per the guidelines issued by UGC for NEP-2020.

(l) carry out all instructions, norms, regulations as and when issued by UGC from time to time.

(15) 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 the 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 the Act;

(c) accord recognition to private skills education providers in accordance with the provisions of the Act;

(d) accord recognition as qualified teachers to the well-known 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, required for implementation of NEP-2020;

(e) approve the recommended panel of referees for thesis or dissertations for awarding post-graduate, doctorate, post-doctoral and higher degrees.

(16)

(a) The Vice-Chancellor shall have right to cause inspection to be made by the Registrar 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.

(17) The Vice-Chancellor shall forward to the State Government report on the recommendation of the Board of Management, 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.

(18) The Vice-Chancellor shall exercise such other powers and perform such other duties as may be conferred upon him by or under the Act.

(19) When the office of the Vice-Chancellor falls vacant or the Vice-Chancellor 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 State Government shall appoint a suitable in-charge Vice-Chancellor until the1 new Vice-Chancellor assumes duty or the Vice-Chancellor resumes duty, as the case may be. The State Government shall appoint a senior dean of that university as the in-charge Vice-Chancellor, for a period of not more than twelve months.

Enquiry committee for Vice-Chancellor to be appointed by the State Government.

4. There shall be an enquiry committee to be appointed by the State Government for disciplinary actions against the Vice-Chancellor:

(1) Retired judge of the Gujarat High Court;

(2) Retired Vice-Chancellor of the University;

(3) Senior Advocate of the Gujarat High Court.

Dean/s of Faculties/ Director/s of School of Studies.

5. (1) The Dean/s shall be a senior most professor of affiliated college/ conducted college/constituent college/ recognized institutions/ Learners Support Centres nominated by the Vice-Chancellor. In case an eligible senior most professor is not available, the senior most principal of affiliated college/ constituent college/ conducted college/ recognized institutions/ Learners Support Centres can be nominated for the position of the Dean/s.

(2) There should be not more than 20 Dean/s of Faculties/ Director/s of School of Studies in a University. After completion of five years' tenure other Dean/s of Faculties/ Director/s of School of Studies shall be appointed on the basis of rotation.

(3) There shall be rotation amongst subjects of same faculty for the appointment of Dean.

(4) Appointment of the Dean/s of Faculties/ Director/s of School of Studies shall be for a term of five years or till he attains the age of superannuation, whichever is earlier and he shall not be eligible for re-appointment in that university:

(5) Provided that, the new Vice-Chancellor may continue his services as a Dean/s till the new Dean/s is duly appointed:

(6) Provided further that, in case vacancy occurs in the office of the Vice-Chancellor because of death, resignation or otherwise, the dean/s shall continue to hold the post till the end of that academic year

(7) The Vice-Chancellor may nominate Associate Dean/s for the particular group of related board of studies, as may be required, for assistance, support and co-ordination and the minimum qualifications and experience for such nomination shall be at par with the post of Dean/s.

(8) The Director of the School of Study by virtue will be the ex-officio Dean of the Faculty.

Powers and Duties of Dean/s.

6. (1) The Dean/s shall, —

(i) for The Maharaja Sayajirao University of Baroda, admission shall be under the purview of Dean/s;

(ii) be responsible for academic planning and academic audit of the programs 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;

(iii) be responsible for development and application of quality benchmarks or parameters for various academic and administrative activities of higher education, ranking and implementation of The National Education Policy (NEP) – 2020;

(iv) facilitate the creation of a learner-centric environment conducive for quality education;

(v) arrange for feedback responses from the students, the teachers, non-teaching staff, the parents and the other stakeholders on quality-related institutional processes;

(vi) ensure appropriate actions, as are needed for maintenance of quality of teaching spelt out by the Centre for Internal Quality Assurance (CIQA);

(vii) ensure that the teachers appraisal by students is carried out and the reports thereof are sent to the university authorities concerned;

(viii) 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;

(ix) organize inter-institutional and intra-institutional workshops, seminars on quality related themes and promotion of quality circles;

(x) 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;

(xi) be responsible for development of quality culture in higher education;

(xii) prepare Annual Quality Assurance Report of programs within his faculty, based on the national and international ranking/ accreditation quality parameters or assessment criteria, developed by the relevant quality assurance bodies, in the prescribed format;

(xiii) be responsible for bi-annual development of quality parameters and ranking of integral units of higher education based on the Annual Quality Assurance Report;

(xiv) interact with State Quality Assurance Cell in the pre-accreditation and post-accreditation quality assessment and ranking, sustenance and enhancement endeavours;

(xv) recommend to the Board of Management proposals for the institution of fellowship, travelling fellowship, scholarship, studentship, medals and prizes and making Regulations for their award;

(xvi) recommend to the Board of Management through the Academic Council, proposals for the conduct of inter-faculty and area or regional studies, common facilities, such as instrumentation centres, knowledge resource centres, Science and Technology Parks, entrepreneurship development and industry incubation centre, start-ups, innovation, intellectual property rights centre, workshops, hobby centres, museums, etc;

(xvii) 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;

(xviii) recommend to the Academic Council proposals for conduct of post-graduate courses in university departments, post-graduate departments in colleges and recognized institutions;

(xix) recommend to the Academic Council the norms of recognition of post-graduate teachers and research guides in post-graduate departments in colleges, autonomous colleges and institutions, empowered autonomous colleges, cluster of institutions and recognized institutions;

(xx) recommend to the Academic Council the norms of recognition of under-graduate teachers and project guides in under-graduate departments in colleges, autonomous colleges and institutions, empowered autonomous colleges, cluster of institutions and recognized institutions;

(xxi) 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 programs 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;

(xxii) be responsible for ensuring standards of under-graduate and post-graduate teaching and research in the faculty;

(xxiii) be responsible for successful implementation of key reforms of NEP-2020 in the university with the approval of Academic Council Board;

(xxiv) be responsible to decide various courses and their credits runs under university with the approval of Academic Council Board

(xxv) 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, Board of Management and the Board of Examinations and Evaluation in respect of his faculty;

(xxvi) be responsible for creation of a repository of questions with model answers which shall be continuously updated and expanded;

(xxvii) enquire into any malpractices committed in any academic programs 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;

(xxviii) render necessary assistance for redressal of grievances of the students in the faculty;

(xxix) prepare proposals for award of fellowship, scholarship and other distinctions in the faculty for submission to the Academic Council;

(a) 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;
(b) exercise such other powers and perform such other duties as prescribed by or under the Act or assigned to him by the Vice-Chancellor from time to time.

Selection committee for the post of Registrar.

7. (1) The Selection Committee for the post of Registrar in the University shall have the following composition.
(2) The Vice Chancellor shall be the Chairperson of the Selection Committee.
(a) One senior professor nominated by the State Government from other University - Member.
(b) One nominee of the Board of Management – Member
(c) One expert (not below the rank of Professor or its equivalent) representing SC/ ST/ SEBC/ 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.

Removal of Registrar.

8. (1) When the office of the Registrar falls vacant on account of one reason or the other such as long illness or long absence or resignation, the Vice - Chancellor may appoint an officiating Registrar or Joint Registrar/Deputy Registrar/Assistant Registrar after taking the approval from the State Government:

Provided that, the registrar's post is being administrative, the charge of Registrar shall be given to Joint Registrar, Deputy Registrar, Assistant Registrar, Controller of Examination, Chief Account Officer or the University Engineer.

(2) If at any time upon representation made or otherwise, and after making such inquiry as may be deemed necessary, the situation so warrants that the continuance of the Registrar is not in the interest of the University, the Vice - Chancellor may request the State Government, in writing stating the reasons therein, for the removal of the Registrar. Before taking such action, the Registrar shall be given an opportunity of being heard. The State Government shall put up the matter for the consideration of the Board of Management whose decision shall be final.

Powers and Duties of Registrar.

9. (1) The Registrar shall, —
(a) be entitled to a motor car including its maintenance, repairs and fuel required thereof, and all other sanities to act as a Registrar of the University and other facilities as may be determined by the State Government from time to time;
(b) shall be entitled to unfurnished residential accommodation as also a free telephone service (with STD facility) at his/her residence;

(c) act as a Member-Secretary of the Board of Management, Academic Council and such other authorities, bodies and committees, as prescribed by or under the Act;
(d) 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;
(e) shall continue to be governed by the same retirement benefit scheme, (namely Provident Fund/ Contributory Provident Fund/ Pension/ Gratuity/ Transfer TA) to which he was entitled prior to his appointment as Registrar and till he/she continues to hold his/her lien on that post;
(f) shall be entitled to such leave, allowances, provident fund and other, terminal benefits as prescribed by the Government of Gujarat from time to time;
(g) be the custodian of the records, the common seal and such other property of the university as the Board of Management may, commit to his charge;
(h) 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;
(i) receive complaints and suggestions in regard to the improvement of administration and consider them for appropriate action;
(j) 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;
(k) organize training and orientation of non-teaching employees in the university and affiliated colleges/ recognised institutions/ learner support centres;
(l) The Registrar shall have the powers to take decision up to Rs. 5 lakh.
(m) 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;
(n) place before the Board of Management a report of the development activities of the university every six months;
(o) have the power to seek information in regard to any matter of the university, from the Dean/s, Finance and Accounts Officer and any other officer of the university for submission to the State Government/ Central Government and other external agencies.

Controller of Examination.

10. (1) The Controller of Examination shall be a whole-time salaried officer appointed by the University as per University Grants Commission (UGC) norms on the basis of direct recruitment through all India advertisement and on the recommendation of a Selection Committee constituted for the

purpose and shall be placed in the scale of pay as per University Grants Commission (UGC) norms.

Provided that the Controller of Examinations shall retire on attaining the age as prescribed by Government of Gujarat.

(2) Where an employee of this university or any other Institution/ Government and its organisations is appointed as Controller of Examinations, he/she shall continue to be governed by the same retirement benefit scheme, (namely Provident Fund/ Contributory Provident Fund/ Pension/ Gratuity/ Transfer TA) to which he was entitled prior to his appointment as Controller of Examinations and till he/she continues to hold his/her lien on that post.

(3) The Selection Committee for the post of Controller of Examination in the University shall have the following composition.

(a) Vice Chancellor Chairperson;

(b) Dean (Academics and Research) Member;

(c) One senior professor nominated by the Board of Management from other University – Member;

(d) One expert to be nominated from national importance institutions by Vice Chancellor Member;

(e) Registrar Member Secretary;

(f) One expert representing SC/ST/SEBC/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.

(4) Appointment of the Controller of Examination shall be for a term of five years or till he attains the age of superannuation, whichever is earlier and he shall not be eligible for re-appointment in that university.

(5) If the services of the Controller of Examination are borrowed from Government or any other organization/institution, the terms and conditions of his/her services shall be governed by the Deputation Rules of the Government of Gujarat.

(6) When the office of the Controller of Examination is vacant or when the Controller of Examination is, by reason of illness, absence or may other cause, unable to perform the duties of his office, the duties of the office shall be performed by such person as the Vice Chancellor may appoint for the purpose.

(7) A Controller of Examination on Deputation may be repatriated earlier than the stipulated period by the Board of Management on the recommendations of the Registrar and Vice Chancellor.

(8) The Controller of Examination shall be entitled to unfurnished residential accommodation as also a free telephone service (with STD facility) at his/her residence.

(9) The Controller of Examination shall be entitled to such leave, allowances, provident fund and other, terminal benefits as prescribed by the Government of Gujarat from time to time.

(10) The Controller of Examination shall be entitled to the facility of staff car between the Office and his/her residence.

(11) The Controller of Examination shall –

(a) The Controller of Examination will be responsible for the preparation of the programmes and the conduct of University Examinations at different centres as may be fixed by the university and it shall be his/her duty to make arrangements connected with the printing of the question papers of the University Examinations.

(b) He shall also be in charge of preparation and publication of results of the University examinations with approval/direction of Registrar.

(c) He shall undertake such projects regarding research and reforms in Examinations as may be approved by the Executive Council and the Academic Council.

(d) He shall be the custodian of all the question papers, mark-sheets and all other confidential records connected with Examinations.

(e) He shall arrange to prepare every year panels of teachers in the University area and of suitable teachers in other universities in the state eligible for appointment as examiner/paper setter/moderator in each subject at different University Examinations and shall place them for approval of the respective Boards of Studies/Faculty/Examiner Committee/Academic Council and Vice-Chancellor.

(f) He shall carry out such duties regarding examinations as may be assigned to him by the Vice Chancellor or the Registrar.

(g) He shall take necessary steps for ICT enabled examination process or digitalization of examination process with prior approval of Registrar and Vice-Chancellor.

(h) He shall also make all necessary arrangements regarding the convocation and the award of Degrees, Diplomas, medals and prizes etc.

Director of Board of Examinations.

11. (1) The Director of Board of Examinations shall be a whole-time salaried officer appointed by the University as per University Grants Commission (UGC) norms on the basis of direct recruitment through all India advertisement and on the recommendation of a Selection Committee constituted for the purpose and shall be placed in the scale of pay as per University Grants Commission (UGC) norms.

(2) He 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

(3) The qualifications and experience for the purpose of selection of the Director of Board of Examinations shall be as may be specified by the UGC or State Government, by an order published in the Official Gazette

(4) The Director of Board of Examinations shall be appointed by the Vice-Chancellor on the recommendation of the selection committee constituted for the purpose under the Act:

Provided that, in appointing the Director of Board of Examinations preference shall be given to the persons with proven capacity of use of technology in delivery of education

(5) The Selection Committee for the post of Director of Board of Examinations in the University shall have the following composition.
   (a) The Vice Chancellor shall be the Chairperson of the Selection Committee.
   (b) One senior professor nominated by the Board of Management from other University - Member.
   (c) Two experts in the concerned subject nominated by the Vice-Chancellor out of the panel of names approved by the Board of Management – Member
   (d) One of the Dean nominated by the Vice-Chancellor – Member
   (e) One of the Head of Department nominated by the Vice-Chancellor - Member
   (f) The Registrar – Member Secretary
   (g) An academician representing SC/ST/SEBC/EWS/Women/Differently-abled categories to be nominated by the Vice Chancellor, if any of the candidates representing these categories is the applicant and if any of the above members of the selection committee do not belong to that category.

(6) Appointment of the Director of Board of Examinations shall be for a term of five years or till he attains the age of superannuation, whichever is earlier and he shall not be eligible for re-appointment in that university.

(7) The Director of Board of Examinations 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) to recommend Vice-Chancellor regarding disciplinary action wherever 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, as in the statutes, ordinances or State Government Policy;
   (h) review, from time to time, the results of university examinations and evaluation, and forward reports thereon to the Board of Examinations and Evaluation;

(i) 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 of Admissions, Examinations, Evaluation and other matters relating to students and in case of delay, prepare a detailed report outlining the reasons;

(j) take all steps for implementation of all academic and administrative decisions taken by the Board of Examinations and Evaluation;

(k) implement decisions taken by the various university authorities, connected with the examination and evaluation process;

(l) implement all policy and operative decisions with reference to the choice based credit system and NEP-2020, both at the under-graduate, post-graduate levels and in other teaching programs;

(m) 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;

(n) ensure innovative and effective use of information and communication technology in the entire process of the conduct of examinations and evaluation;

(o) arrange for proper assessment of performance of candidates at the examinations and process the results;

(p) ensure that answer books for all degree examinations are assessed through the central assessment system with proper monitoring and Guidance;

(q) ensure that every teaching and non-teaching employee in the university, affiliated or conducted college or recognized institution renders necessary assistance and service on compulsory basis in respect of examinations of the university and in evaluation process;

(r) carry out all other duties and functions assigned to him by the Board of Examinations and Evaluation;

(s) 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;

(t) exercise such other powers and perform such other duties as prescribed by or under the Act or assigned to him by the Vice-Chancellor and other authorities or state government from time to time

(8) When the office of the Director of Board of Examinations is vacant or when the Director of Board of Examinations is, by reason of illness, absence or may other cause, unable to perform the duties of his office, the duties of the office shall be performed by such person as the Vice-Chancellor ma appoint for the purpose.

(9) A Director of Board of Examinations on deputation may be repatriated earlier than the stipulated period by the Board of Management on the recommendations of the Vice-Chancellor.

Finance and Accounts officer.

12. (1) The Finance and Accounts Officer be a whole-time salaried officer appointed by the University as per University Grants Commission (UGC) norms on the basis of direct recruitment through all India advertisement and on the recommendation of a Selection Committee constituted for the purpose and shall be placed in the scale of pay as per University Grants Commission (UGC) norms.

(2) He shall work directly under the superintendence, direction and control of the Vice-Chancellor.

(3) Where an employee of this university or any other Institution/ Government and its organisations is appointed as Finance and Accounts Officer, he/she shall continue to be governed by the same retirement benefit scheme, (namely Provident Fund/ Contributory Provident Fund/ Pension/ Gratuity/ Transfer TA) to which he was entitled prior to his appointment as Finance and Accounts Officer and till he/she continues to hold his/her lien on that post.

(4) In case the person possessing the qualifications and experience as specified in sub-section (1) 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

(5) The Finance and Accounts Officer shall be appointed by the Vice-Chancellor on the recommendation of the Selection Committee constituted for the purpose under the Act

(6) The Selection Committee for the post of Finance and Accounts Officer in the University shall have the following composition.

(a) Vice Chancellor Chairperson

(b) One senior professor nominated by the Board of Management from other University - Member.;

(c) Two experts to be nominated by the Vice-Chancellor;

(d) Registrar

(e) One expert representing SC/ST/SEBC/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.

(7) 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

(8) 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 university corpus 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 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;

(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) get the accounts of the university audited, regularly;

(g) 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;

(h) 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;

(i) 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;

(j) call for, from any office, center, 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 with prior approval of office of the Vice-Chancellor or the Registrar;

(k) maintain the minutes of the meetings of the Finance and Accounts Committee;

(l) be responsible for preparation and maintenance of accounts by double entry accounting system, on cash basis, presenting the annual financial estimates (budget), statement of accounts and audit reports, to the Finance and Accounts Committee and to the Board of Management;

(m) 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 any such body providing funds to the university;

(n) exercise such other powers and perform such other duties as prescribed by or under the Act or assigned to him by the Vice-Chancellor or by the Registrar, from time to time

(9) When the office of the Finance and Accounts Officer is vacant or when the Finance and Accounts Officer is, by reason of illness, absence or may other cause, unable to perform the duties of his office, the duties of the office shall be performed by such person as the Vice Chancellor may appoint for the purpose.

(10) A Finance and Accounts Officer on Deputation may be repatriated earlier than the stipulated period by the Board of Management on the recommendations of the Registrar and Vice Chancellor.

Director of Research.

13. (1) The Director of Research shall be a whole-time salaried officer appointed by the university as per University Grants Commission (UGC) on the basis of direct recruitment through all India advertisement and on the recommendation of a Selection Committee constituted for the purpose and shall be placed in the scale of pay as per University Grants Commission (UGC).

(2) He shall work directly under the superintendence, direction and control of the Vice-Chancellor.

(3) The Selection Committee for the post of Director of Research in the University shall have the following composition.

(a) The Vice Chancellor shall be the Chairperson of the Selection Committee.

(b) One senior professor nominated by the Board of Management from other University - Member.

(c) Two experts in the concerned subject nominated by the Vice-Chancellor out of the panel of names approved by the Board of Management – Member

(d) One of the Dean nominated by the Vice-Chancellor – Member

(e) One of the Head of Department nominated by the Vice-Chancellor - Member

(f) The Registrar – Member Secretary

An academician representing SC/ST/SEBC/EWS/Women/Differently-abled categories to be nominated by the Vice Chancellor, if any of the candidates representing these categories is the applicant and if any of the above members of the selection committee do not belong to that category.

(4) Appointment of the Director of Research shall be for a term of five years or till he attains the age of superannuation, whichever is earlier and he shall not be eligible for re-appointment in that university.

(5) When the office of the Director of Research is vacant or when the Director of Research is, by reason of illness, absence or may other cause, unable to perform the duties of his office, the duties of the office shall be performed by such person as the Vice Chancellor may appoint for the purpose.

(6) A Director of Research on Deputation may be repatriated earlier than the stipulated period by the Board of Management on the recommendations of the Registrar and Vice Chancellor.

(7) The Director of Research shall be capable of maintaining the confidence and cooperation of members engaged for research, managing effectively and efficiently the research program and administrative affairs of the university and creating an environment conducive to intellectual and research growth.

(8) The Director of Research shall –

(a) be responsible for providing research leadership, which normally includes promoting and facilitating leading-edge research, including collaborative and interdisciplinary research, in areas related to the goals of the university;

(b) build and provide sufficient support for, a community of innovative researchers to enhance research capacity at the university and to increase

internal and external research opportunities for faculty, post-doctoral fellows and graduate students;

(c) develop networks between the research centre of the university and researchers in the field in the public and private sectors, locally, nationally and internationally;

(d) act as the nexus between the university and the community with respect to research initiatives of mutual benefit; where applicable, developing mutually beneficial linkages with industry in order to develop partnerships and collaborative research;

(e) transfer knowledge to society through outreach (e.g. collaborative research; seminars; workshops; lectures; websites; publications) and, where applicable, through technology transfer (e.g. collaborative research; contract work; and commercialization of intellectual property);

(f) develop strong linkages with appropriate academic departments and units and adding value to line departments through aiding faculty and student recruitment and retention by enriching the research environment; advancing curriculum; informing the teaching of colleagues; mounting workshops and seminars; providing interdisciplinary research training and mentoring for undergraduate and graduate students; and regular communication of research centre activities and opportunities for faculty and students' involvement;

(g) lead strategic planning for the research centre to ensure that the research objectives are aligned with the university's Strategic Plan objectives;

(h) oversee the proper discharge of administrative duties of the university research including supervising personnel, financial management, and operations;

(i) work effectively with the university's governance committee(s);

(j) pursue the equity goals of the university in the operations of the research;

(k) manage the research plan effectively and efficiently, ensuring that accepted standards of research and ethical behaviour are met;

(l) manage the space needs for the research in cooperation with appropriate university authorities;

(m) represent the interests of the university research internally with senior academic administration;

(n) enhance the reputation of the university by undertaking quality research and communicating that research to the society and encourage and support the raising of funds for research conducted by the university, capital and operating funds, including cooperation with the Alumni and Development Department's fund raising initiatives.

Director of Sub-Campus University/ Regional Centres.

14. (1) The Director of Sub-campus/ Regional Centres shall be a full time salaried officer who shall work under the superintendence, direction and control of the Vice-Chancellor.

(2) The Director of Sub-campus/ Regional Centres 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 Director of Sub-campus/ Regional Centres shall be appointed by the University as per University Grants Commission (UGC) norms on the basis of direct recruitment through all India advertisement and on the recommendation of a Selection Committee constituted for the purpose and shall be placed in the scale of pay as per University Grants Commission (UGC) norms.

(4) When the office of the Director of Sub- Campus is vacant or when the Director of Sub-Campus is, by reason of illness, absence or may other cause, unable to perform the duties of his office, the duties of the office shall be performed by such person as the Vice Chancellor may appoint for the purpose.

(5) A Director of Sub-Campus on Deputation may be repatriated earlier than the stipulated period by the Board of Management on the recommendations of the Registrar and Vice Chancellor.

(6) The Selection Committee for the post of Director of Sub-campus/ Regional Centres in the University shall have the following composition:

(a) The Vice Chancellor shall be the Chairperson of the Selection Committee.

(b) One senior professor nominated by the Board of Management from other University - Member.

(c) Two experts in the concerned subject nominated by the Vice-Chancellor out of the panel of names approved by the Board of Management – Member

(d) One of the Dean nominated by the Vice-Chancellor – Member

(e) One of the Head of Department nominated by the Vice-Chancellor - Member

(f) The Registrar – Member Secretary

An academician representing SC/ST/SEBC/EWS/Women/Differently-abled categories to be nominated by the Vice Chancellor, if any of the candidates representing these categories is the applicant and if any of the above members of the selection committee do not belong to that category.

(7) The Appointment of the Director of Sub-campus/ Regional Centres shall be for a term of five years or till he attains the age of superannuation, whichever is earlier and he shall not be eligible for re-appointment in that university.

(8) The Director of Sub-campus/ Regional Centres shall, —

(a) be the chief academic and administrative officer of the Sub-Campus/ Regional Centres;

(b) oversee and monitor the administration of the academic programs of the colleges and recognized institutions in the district;

(c) oversee and monitor general administration of the Sub-Campus/ Regional Centres of the university and ensure efficiency and good order of the university departments or schools or institutions on the Sub-Campus/ Regional Centres;

(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/ Regional Centres of the university;
(e) ensure that appropriate actions as are needed for maintenance of quality of teaching, as specified by the Centre for Internal Quality Assurance (CIQA) and the university authorities, are initiated, records thereof are maintained, teacher's 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/ Regional Centres;
(g) ensure establishment of inter-institutional and intra-institutional information and communication technology linkages among the affiliated colleges/ recognised institutions/ learner support centres and recognized institutions in the district;
(h) ensure that the decisions of the colleges or university departments, schools, institutions on the Sub-Campus/ Regional Centres and their functioning is not inconsistent with the Act, Statutes and Regulations;
(i) organize workshops and training programs for the benefit of the teaching and support staff in the district and on the Sub-Campus/ Regional Centres;
(j) ensure that financial discipline is maintained and expenditures of the campus are within the budgetary provisions recommended by the Sub-Campus/ Regional Centres committee and sanctioned by the Finance and Accounts Committee of the university;
(k) ensure that the annual audited accounts related to the Sub-Campus/ Regional Centres 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 the Act or assigned to him by the Vice-Chancellor, from time to time.

Director of Innovation, Start-ups, Internship, Incubation, Collaborations Technology and Linkages.

15. (1) The Director of Innovation, Start-ups, Internship, Incubation, Collaborations Technology 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.

(2) The Director of Innovation, Start-ups, Internship, Incubation, Collaborations Technology and Linkages shall be appointed by the University as per

University Grants Commission (UGC) norms on the basis of direct recruitment through all India advertisement and on the recommendation of a Selection Committee constituted for the purpose and shall be placed in the scale of pay as per University Grants Commission (UGC) norms.

(3) The Selection Committee for the post of Director of Innovation, Start-ups, Internship, Incubation, Collaborations Technology and Linkages in the University shall have the following composition:
   (a) The Vice Chancellor shall be the Chairperson of the Selection Committee.
   (b) One senior professor nominated by the Board of Management from other University - Member.
   (c) Two experts in the concerned subject nominated by the Vice-Chancellor out of the panel of names approved by the Board of Management – Member
   (d) One of the Dean nominated by the Vice-Chancellor – Member
   (e) One of the Head of Department nominated by the Vice-Chancellor - Member
   (f) The Registrar – Member Secretary
   An academician representing SC/ST/SEBC/EWS/Women/Differently-abled categories to be nominated by the Vice Chancellor, if any of the candidates representing these categories is the applicant and if any of the above members of the selection committee do not belong to that category.

(4) The Appointment of the Director of Innovation, Start-ups, Internship, Incubation, Collaborations Technology and Linkages shall be for a term of five years or the age of superannuation, whichever is earlier, and he shall not be eligible for re-appointment in that university.

(5) When the office of the Director of Innovation, Start-ups, Internship, Incubation, Collaborations Technology and Linkages is vacant or when the Director of Innovation, Start-ups, Internship, Incubation, Collaborations Technology and Linkages is, by reason of illness, absence or may other cause, unable to perform the duties of his office, the duties of the office shall be performed by such person as the Vice Chancellor may appoint for the purpose.

(6) A Director of Innovation, Start-ups, Internship, Incubation, Collaborations Technology and Linkages on Deputation may be repatriated earlier than the stipulated period by the Board of Management on the recommendations of the Registrar and Vice Chancellor.

(7) The Director of Innovation, Start-ups, Internship, Incubation, Collaborations Technology 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 programs for imparting education on intellectual property rights and aspects associated therewith;
   (c) organize training programs for creating awareness on the importance of entrepreneurship, start-ups, and research;

(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 programs 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 Admission 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, Start-ups, Internship, Incubation, Collaborations Technology 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 the Act or assigned to him by the Vice-Chancellor, from time to time.

Director Knowledge Resource Centre.

16. (1) The Director Knowledge Resource Centre shall be a full time salaried officer of the university and he shall be appointed by the University as per University Grants Commission (UGC) norms on the basis of direct recruitment through all India advertisement and on the recommendation of a Selection Committee constituted for the purpose and shall be placed in the scale of pay as per University Grants Commission (UGC) norms. He shall work directly under the superintendence, direction and control of the Vice-Chancellor.

(2) The Selection Committee for the post of Director Knowledge Resource Centre in the University shall have the following composition:

(a) The Vice Chancellor shall be the Chairperson of the Selection Committee.

(b) One senior professor nominated by the Board of Management from other University - Member.
(c) Two experts in the concerned subject nominated by the Vice-Chancellor out of the panel of names approved by the Board of Management – Member
(d) One of the Dean nominated by the Vice-Chancellor – Member
(e) One of the Head of Department nominated by the Vice-Chancellor - Member
(f) The Registrar – Member Secretary
An academician representing SC/ST/SEBC/EWS/Women/Differently-abled categories to be nominated by the Vice Chancellor, if any of the candidates representing these categories is the applicant and if any of the above members of the selection committee do not belong to that category.

(3) The Appointment of the Director Knowledge Resource Centre shall be for a term of five years or the age of superannuation, whichever is earlier, and he shall not be eligible for re-appointment in that university.

(4) When the office of the Director Knowledge Resource Centre is vacant or when the Director Knowledge Resource Centre is, by reason of illness, absence or may other cause, unable to perform the duties of his office, the duties of the office shall be performed by such person as the Vice Chancellor may appoint for the purpose.

(5) A Director Knowledge Resource Centre on Deputation may be repatriated earlier than the stipulated period by the Board of Management on the recommendations of the Registrar and Vice Chancellor.

(6) The Director Knowledge Resource Centre 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 all equipment in the Knowledge Resource Centre;
(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 Centre;
(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 Centre;
(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/ recognised institutions/ learner support centres by conducting annual meeting of the librarians of affiliated colleges/ recognised institutions/ learner support centres;

(h) conduct training programs and workshops to update the skills and knowledge of librarians of affiliated colleges/ recognised institutions/ learner support centres;
(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 the Act or assigned to him by the Vice-Chancellor, from time to time.

Director of Lifelong Learning and Extension.

17. (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.

(2) The Director of Lifelong Learning and Extension shall be appointed by the University as per University Grants Commission (UGC) norms on the basis of direct recruitment through all India advertisement and on the recommendation of a Selection Committee constituted for the purpose and shall be placed in the scale of pay as per University Grants Commission (UGC) norms.

(3) The Selection Committee for the post of Director of Lifelong Learning and Extension in the University shall have the following composition:
(a) The Vice Chancellor shall be the Chairperson of the Selection Committee.
(b) One senior professor nominated by the Board of Management from other University - Member.
(c) Two experts in the concerned subject nominated by the Vice-Chancellor out of the panel of names approved by the Board of Management – Member
(d) One of the Dean nominated by the Vice-Chancellor – Member
(e) One of the Head of Department nominated by the Vice-Chancellor - Member
(f) The Registrar – Member Secretary
An academician representing SC/ST/SEBC/EWS/Women/Differently-abled categories to be nominated by the Vice Chancellor, if any of the candidates representing these categories is the applicant and if any of the above members of the selection committee do not belong to that category.

(4) The Appointment of the Director of Lifelong Learning and Extension shall be for a term of five years or the age of superannuation, whichever is earlier, and he shall not be eligible for re-appointment in that university.

(5) When the office of the Director of Lifelong Learning and Extension is vacant or when the Director of Lifelong Learning and Extension is, by reason of illness, absence or may other cause, unable to perform the duties

of his office, the duties of the office shall be performed by such person as the Vice Chancellor may appoint for the purpose.

(6) A Director of Lifelong Learning and Extension on Deputation may be repatriated earlier than the stipulated period by the Board of Management on the recommendations of the Registrar and Vice Chancellor.

(7) The Director of Lifelong Learning and Extension shall be the ex-officio head of the Department of Lifelong Learning and Extension.

(8) 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, Indian Knowledge System, life skills for adults and senior citizens, and for longevity;

(c) organize lower level skills development programs for training female and male nurses to handle elderly patients or terminally ill patients;

(d) organize the teaching programs which include credit based certificate and diploma programs for graduate students and advanced diploma programs at post-graduate level in value education and longevity;

(e) organize post-graduate teaching programs 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, State Government 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 the Act or assigned to him by the Vice-Chancellor, from time to time.

Director of Students' Development and Director of National Service Scheme.

18. (A) The Director of Students' Development:

(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.

(2) The Vice-Chancellor shall invite applications from the eligible aspiring candidates and shall nominate a suitable person as the Director of Students' Development from amongst them.

(3) The person nominated as the Director of Students' Development shall continue to draw from the original establishment the same pay-scale which he was drawing in his previous service on the date of nomination as the Director of Students' Development.

(4) Nomination of the of the Director of Students' Development shall be for a term of three years or till he attains the age of superannuation, whichever is

earlier and he shall not be eligible for re-nomination. Age of the Director of Students' Development shall not be more than 45 years at the time of nomination.

(5) When the office of the Director of Students' Development is vacant or when the Director of Students' Development is, by reason of illness, absence or may other cause, unable to perform the duties of his office, the duties of the office shall be performed by such person as the Vice Chancellor may appoint for the purpose.

(6) A Director of Students' Development on Deputation may be repatriated earlier than the stipulated period by the Board of Management on the recommendations of the Registrar and Vice Chancellor.

(7) 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 programs 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 programs in various fields for the students;

(j) train the students for state, national and international level competitions in various cultural activities;

(k) undertake any other task assigned to him by the university authorities to carry out objectives of the Students' Development;

(l) exercise such other powers and perform such other duties as prescribed by or under the Act or assigned to him, by the Vice-Chancellor, from time to time.

(8) Terms and conditions for the service of Director of Students' Development shall be, —

(a) Terms and conditions of service of the Director of Students' Development shall be the same as the terms and conditions of service of his original post and shall not be altered to his disadvantage during his tenure as the Director of Students' Development.

(b) On nomination as the Director of Students' Development, the pay last drawn by him on his original substantive post, shall be protected.

(c) The person nominated as the Director of Students' Development shall hold a lien on the substantive post held by him prior to the nomination and he shall stand retired from his original post in accordance with the terms and conditions of service of that post.

(d) The Director of Students' Development shall work directly under the supervision and control of the Vice-Chancellor.

(e) The Director of Students' Development 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.

(f) The Director of Students' Development may be relieved from his office by the Vice-Chancellor by giving one month's notice in writing.

(B) The Director of National Service Scheme:

(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 Vice-Chancellor shall invite applications from the eligible aspiring candidates and shall nominate a suitable person as the Director of National Service Scheme from amongst them.

(3) The person nominated as the Director of National Service Scheme shall continue to draw from the original establishment the same pay-scale which he was drawing in his previous service on the date of nomination as the Director of National Service Scheme.

(4) Nomination of the Director of National Service Scheme shall be for a term of three years or till he attains the age of superannuation, whichever is earlier and he shall not be eligible for re-nomination. Age of the Director of National Service Scheme shall not be more than 45 years at the time of nomination.

(5) Terms and conditions for the service of Director of National Service Scheme shall be, —

(a) Terms and conditions of service of the Director of National Service Scheme shall be the same as the terms and conditions of service of his original post and shall not be altered to his disadvantage during his tenure as the Director of National Service Scheme.

(b) On nomination as the Director of National Service Scheme, the pay last drawn by him on his original substantive post, shall be protected.

(c) The person nominated as the Director of National Service Scheme shall hold a lien on the substantive post held by him prior to the nomination and he shall stand retired from his original post in accordance with the terms and conditions of service of that post.

(d) The Director of National Service Scheme shall work directly under the supervision and control of the Vice-Chancellor.

(e) The Director of National Service Scheme 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.

(f) When the office of the Director of National Service Scheme is vacant or when the Director of National Service Scheme is, by reason of illness, absence or may other cause, unable to perform the duties of his office, the duties of the office shall be performed by such person as the Vice Chancellor may appoint for the purpose.

(g) A Director of National Service Scheme on Deputation may be repatriated earlier than the stipulated period by the Board of Management on the recommendations of the Registrar and Vice Chancellor.

(h) The Director of National Service Scheme may be relieved from his office by the Vice-Chancellor by giving one month's notice in writing.

(6) The Director of National Service Scheme shall, —

(a) work towards promotion, co-ordination and conduct of different activities under National Service Scheme in colleges, institutions and university departments;

(b) organize university, State, National and International level workshops, seminars, camps, competitions for National Service Scheme volunteers;

(c) train the students for State, National and International competition;

(d) undertake any other task assigned to him by the State National Service Scheme coordinator, State Government and the university authorities to carry out the objectives of National Service Scheme;

(e) exercise such other powers and perform such other duties as prescribed by or under the Act or assigned to him by the Vice-Chancellor, from time to time.

Director of Sports and Physical Education.

19. (1) The Director of Sports and Physical Education shall be a full time Director, and Physical Education 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.

(2) The Director of Sports and Physical Education shall be appointed by the University as per University Grants Commission (UGC) norms on the basis of direct recruitment through all India advertisement and on the recommendation of a Selection Committee constituted for the purpose and shall be placed in the scale of pay as per University Grants Commission (UGC) norms.

(3) The Selection Committee for the post of Director of Sports and Physical Education in the University shall have the following composition:

(a) The Vice Chancellor shall be the Chairperson of the Selection Committee.

(b) One senior professor nominated by the Board of Management from other University - Member.

(c) Two experts in the concerned subject nominated by the Vice-Chancellor out of the panel of names approved by the Board of Management – Member
(d) One of the Dean nominated by the Vice-Chancellor – Member
(e) One of the Head of Department nominated by the Vice-Chancellor - Member
(f) The Registrar – Member Secretary
(g) An academician representing SC/ST/SEBC/EWS/Women/Differently-abled categories to be nominated by the Vice Chancellor, if any of the candidates representing these categories is the applicant and if any of the above members of the selection committee do not belong to that category.

(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 not be eligible for re-appointment in that university.

(5) When the office of the Director of Sports and Physical Education is vacant or when the Director of Sports and Physical Education is, by reason of illness, absence or may other cause, unable to perform the duties of his office, the duties of the office shall be performed by such person as the Vice Chancellor may appoint for the purpose.

(6) A Director of Sports and Physical Education on Deputation may be repatriated earlier than the stipulated period by the Board of Management on the recommendations of the Registrar and Vice Chancellor.

(7) 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 Board of Management;
(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 the Act or assigned to him by the Vice-Chancellor, from time to time.

University Legal Officer.

20. (1) The University Legal Officer shall be a full time salaried officer responsible for administrating, maintaining and handling plan, guide and monitor, handle all the legal issues, court cases arising between various departments, colleges and within university.

(2) The University Legal Officer shall be appointed by the University as per University Grants Commission (UGC) norms on the basis of direct recruitment through all India advertisement and on the recommendation of a Selection Committee constituted for the purpose and shall be placed in the scale of pay as per University Grants Commission (UGC) norms.

(3) Where an employee of this university or any other Institution/ Government and its organisations is appointed as University Legal Officer on permanent basis, he/she shall continue to be governed by the same retirement benefit scheme, (namely Provident Fund/ Contributory Provident Fund/ Pension/ Gratuity/ Transfer TA) to which he was entitled prior to his appointment as University Legal Officer and till he/she continues to hold his/her lien on that post.

(4) When the office of the University Legal Officer is vacant or when the University Legal Officer is, by reason of illness, absence or may other cause, unable to perform the duties of his office, the duties of the office shall be performed by such person as the Vice Chancellor may appoint for the purpose.

(5) A University Legal Officer on Deputation may be repatriated earlier than the stipulated period by the Board of Management on the recommendations of the Registrar and Vice Chancellor.

(6) The Selection Committee for the post of University Legal Officer in the University shall have the following composition:

(a) The Vice Chancellor shall be the Chairperson of the Selection Committee.

(b) One senior professor nominated by the Board of Management from other University - Member.

(c) Two experts in the concerned subject nominated by the Vice-Chancellor out of the panel of names approved by the Board of Management – Member

(d) One of the Dean nominated by the Vice-Chancellor – Member

(e) One of the Head of Department nominated by the Vice-Chancellor - Member

(f) The Registrar – Member Secretary

(g) An academician representing SC/ST/SEBC/EWS/Women/Differently-abled categories to be nominated by the Vice Chancellor, if any of the candidates representing these categories is the applicant and if any of the above members of the selection committee do not belong to that category.

(7) The Appointment of the University Legal Officer shall be for a term of five years or the age of superannuation, whichever is earlier, and he shall not be eligible for re-appointment in that university.

(8) The University Legal Officer shall, -

(a) keep a track of legal activities/ projects undertaken by District Legal Service Authority;

(b) take initiatives for the development of Legal Aid activities in the University;

(c) prepare an annual budget of all financial expenses to be incurred during the academic year The records of such expenses shall be maintained;

(d) undertake any other task that may be assigned to him by the university authorities, so as to carry out objectives of the University Legal Committee;

(e) exercise such other powers and perform such other duties as prescribed by or under the Act or assigned to him by the Vice-Chancellor, from time to time.

CHAPTER III
AUTHORITIES OF THE UNIVERSITY
(Under Section 13, 20 (c) and 20 (n) of the Act)

Board of Management.

21. (A) Members of the Board of Management:

(a) For the member as prescribed in **14(5)(e)** of the Act, provided that for Dr. Babasaheb Ambedkar Open University the Board of Management shall have one head, to be nominated by the Chairperson from amongst the heads of departments, on seniority basis, by rotation and also on the basis of additional criteria as may be prescribed by the Statutes.

(b) For the member as prescribed in **14(5)(g)** of the Act, provided that for Dr. Babasaheb Ambedkar Open University the Board of Management shall have two persons representing Open and Distance Learning to be selected by the Chairperson, out of whom one shall be selected from Scheduled Castes or Scheduled Tribes or De-Notified Tribes (Vimukta Jatis) or Nomadic Tribes or Other Backward Class categories, by rotation.

(c) For the member as prescribed in **14(5)(h)** of the Act, provided that for Dr. Babasaheb Ambedkar Open University the Board of Management shall have two representatives of college managements of the Learner Support Centres to be nominated by the Chairperson from amongst the representatives of management, and further provided that same management shall not have second consecutive institutional representation: Provided that, out of the two representatives, one member shall be selected by rotation, from amongst the Scheduled Castes or Scheduled Tribes, or De-Notified Tribes (Vimukta Jatis) or Other Backward Class, if any.

(B) Mandatory Criteria for Nomination of Members of the Board of Management:

The members nominated by the Chairperson shall be from autonomous/affiliated/conducted/constituent colleges/Learner Support Centres of the concerned university which must be accredited by the National Assessment and Accreditation Council (NAAC) or National Board of Accreditation (NBA).

(C) Seniority Criteria for Nomination of Members of the Board of Management:

(1) Seniority for nomination shall be on the basis of the date of permanent appointment from the concerned cadre.

(2) The sequence in which a permanent appointment is made determines the seniority.

(3) The date of commencement of duty in the institution in a permanent capacity, determines seniority. An exception to this is on a statutory absence when appointed to the post e.g. maternity leave, adoptive leave etc.

(4) If two or more members commence duty on the same day following an interview process, their order of seniority shall be based on the order the members were ranked in the interview process. i.e. the member who was ranked highest following the interview process should be given the higher seniority ranking.

(5) If a member leaves the institution either voluntarily or is redeployed and is subsequently reappointed to the institution in a permanent capacity at a later date, then the member's seniority shall commence from the date of re-commencement of employment in a permanent capacity. However, it is provided that if a member is sent on deputation to some other institution or posting with the consent of the parent department specifically keeping the lien on the existing post then the seniority will remain unaffected.

(D) Additional Criteria for Nomination of Members of the Board of Management:

(a) Head or Director

(i) He/ She should be a permanent Professor and Head of Department at the University level.

(ii) He/ She should be a Ph.D. Guide and at least 3 students should have completed their Ph.D. Degree under his/her guideship.

(iii) He/ She should have at least 10 years of experience as permanent teaching faculty at the university level.

(iv) He/ She should have at least 12 research papers published in a peer-reviewed journal.

(b) Dean

(i) He/ She should be a permanent Professor/Head of Department at the University level.

(ii) He/ She should be a Ph.D. Guide and at least 3 students should have completed their Ph.D. Degree under his/her guideship.

(iii) He/ She should have at least 10 years of experience as permanent teaching faculty at the university level.

(iv) He/ She should have at least 12 research papers published in a peer-reviewed journal.

(c) Teachers (who are not Principals)

(i) He/ She should be a permanent faculty approved by the respective university.

(ii) He/ She should be a Ph.D. Guide.

(iii) He/ She should have at least 10 years of experience as permanent teaching faculty approved by the respective university.

(iv) He/ She should have at least 5 research papers published in a peer-reviewed journal.

(d) Teachers of affiliated/ constituent college/ Learner Support Centre

(i) He/ She should be a permanent faculty at affiliated/ constituent college/ Learner Support Centre of University.

(ii) He/ She should be a Ph.D. Guide.

(iii) He/ She should have at least 10 years of experience as permanent teaching faculty at affiliated/ constituent college/ Learner Support Centre of the University.

(iv) He/ She should have at least 5 research papers published in a peer-reviewed journal.

(e) Members of the Academic Council

(i) He/ She should be a permanent faculty approved by the respective university and a member of the Academic Council.

(ii) He/ She should be a Ph.D. Guide.

(iii) He/ She should have at least 10 years of experience as permanent teaching faculty approved by the respective university.

(iv) He/ She should have at least 5 research papers published in a peer-reviewed journal.

(f) All the members of the Board of Management shall be nominated by the Chairperson as per the provisions of section 14 of the Act.

(g) At least one-third of the total members to be nominated by the Chairperson of the Board of Management shall be invariably women.

(h) Meetings of the Board of Management:

The Board of Management shall meet as and when required but not less than two times a year.

(i) Notice of the Meeting for the Board of Management:

The Registrar shall issue a notice of meeting of the Board of Management at least fifteen clear days before the date of the meeting. He shall issue an agenda of the meeting to all the members of the Board of Management at least ten clear days prior to the date of the meeting:

Provided that the Chairperson shall have the power to waive the period of notice in case of an emergency meeting:

Provided further that in case of emergency, the proposal not included in the agenda of the meeting, may be taken up for consideration, as a table agenda with the consent of the Chairperson.

(j) Quorum for the Board of Management:

The quorum for the meeting of the Board of Management shall be one-third of the number of the sitting members. If there is no quorum, the meeting shall be adjourned by the Chairperson 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.

(k) Conduct of Business for the Board of Management:

(1) Each member before he takes his place, shall register his attendance in a book placed for the purpose at the entrance of the place of the meeting.

(2) The Chairperson, or in his absence, the senior most person selected by the members present from amongst themselves shall preside at the meeting.
(3) Once the meeting commences the first business to be transacted shall be reading and signing the minutes of the previous meeting. Along with this Action Taken Report and Compliance Report of the previous meeting shall be reviewed invariably.
(4) After reviewing the Action Taken Report and Compliance Report of the previous meeting, if work seems not to be done as per the agenda item then discussions shall be held for it. On the basis of the discussion the Chairperson shall take the decision to continue or discontinue with the said agenda item.
(5) Recommendations, if they are part of the business to be entertained at the meeting by the three members selected by the Chairperson.
(6) The Chairperson has the authority to maintain order and may caution or exclude any member disrupting the meeting's decorum.
(7) All members should conduct themselves in a professional manner, respecting the right of others to speak.
(8) Members must declare any conflicts of interest at the start of the meeting or before the discussion of the relevant agenda item. Members with a conflict of interest should recuse themselves from the discussion and decision-making on that item.
(9) Accurate minutes must be kept of each meeting, recording the decisions made and, where appropriate, the reasons for those decisions. Minutes do not need to be a verbatim record but must accurately reflect the discussions held and decisions made.
(10) The Board may establish sub-committees or working groups to deal with specific issues. These groups will report back to the Board, and their recommendations will be subject to the Board's approval.
(11) Periodically, the Board shall review the effectiveness of its meetings to ensure they are well organized, and efficiently run, and that they encourage open communication and meaningful contribution from all members.
(12) The Board of Management may refer any of the subjects within its purview to the relevant authority/public body of the University. The report of such authority/body shall be considered by the Board of Management.
(13) The decision of the Board of Management shall be recorded in the form of a resolution. However, any dissent specifically asked by the member/s for being so recorded shall be recorded.
(14) The members of the Board of Management shall be under obligation to safeguard the interest of the University and honour the resolutions.
(15) The consideration of the Annual Report, Annual Accounts, and financial estimates and resolutions thereon, when they are part of the business to be entertained at the meeting.
(16) The consideration of Ordinances, matters for making, amending, and repealing Statutes, and proposals recommending amendments in the Act.

(17) Any matter for a change in the order of business, provided that such matter shall not affect the order hereinabove indicated or give priority to any item of business over the items mentioned above; or any of them.

(18) Any business and matters of which due notice has been given; in the order in which such business and matters are entered in the statements of business; and matters to be brought forward subject to the provisions of the said Act.

(19) Where necessary, meetings may be conducted through teleconferencing or video conferencing. Such digital meetings must adhere to all the procedural requirements.

(20) All proposals on the agenda shall be decided by a majority of votes of the members present. The Chairperson shall have a vote. In case of equality of votes, the Chairperson shall have one casting vote. The Member Secretary of the Board of Management shall have the right to participate in the deliberations but shall not have the right to vote. The permanent invitees shall have the right to participate in the deliberations relating to the particular subject matter only and shall not have the right to vote.

(l) Minutes of the Meeting for the Board of Management:

(1) The Registrar shall submit the minutes of the meeting of the Board of Management within three days from the date of the meeting to the Chairperson for his approval.

(2) The minutes of the meeting shall be circulated to all the members of the Board of Management along with the agenda of the subsequent meeting within 10 days without fail.

(3) On approval of the minutes by the Chairperson, the Registrar or the officers concerned may proceed with the implementation of the resolutions of the Board of Management. The action taken report on the resolutions shall be reported to the Board of Management in its succeeding meeting. The Registrar shall ensure that the action taken on every resolution of the Board of Management is duly reported to the Board of Management as soon as the action thereon is completed.

(4) The agenda of the meeting of the Board of Management along with its enclosures and the minutes of the meeting shall be treated as confidential, till the actions on the resolutions are completed.

22. (A) Members of the Executive Council:

Executive Council.

(a) For the member as prescribed in **16(v)** of the Act, provided that for Dr. Babasaheb Ambedkar Open University the Executive Council shall have three Heads of University Departments, to be nominated by the Vice-Chancellor taking into consideration the overall seniority, by rotation and also on the basis of additional criteria as may be type of the university and prescribed by the Statutes.

(b) For the member as prescribed in **16(vi)** of the Act, provided that for Dr. Babasaheb Ambedkar Open University the Executive Council shall have four Principals of recognized Learner Support Centres, to be nominated by the Vice-Chancellor taking into consideration, by rotation and also on the

basis of additional criteria like overall performance of the Learner Support Centres, student strength at the Learner Support Centres, courses being offered at the Learner Support Centres, Student support at Learner Support Centres etc. as may be prescribed by the Statutes.

(c) For the member as prescribed in **16(viii)** of the Act, provided that for Dr. Babasaheb Ambedkar Open University the Executive Council shall have four teachers of Learner Support Centres, to be nominated by the Vice-Chancellor taking into consideration, by rotation and also on the basis of criteria as may be prescribed by the Statutes.

(d) In addition to the members as prescribed in 16 of the Act, for Dr. Babasaheb Ambedkar Open University the Executive Council shall have two members from the Open and Distance Learning/Online Learning institutes/expertise.

(B) Mandatory Criteria for Nomination of Members of the Executive Council:

The members nominated by the Chairperson shall be from autonomous/affiliated/conducted/constituent colleges/Learner Support Centres of the concerned university which must be accredited by the National Assessment and Accreditation Council (NAAC) or National Board of Accreditation (NBA).

(C) Seniority Criteria for Nomination of Members of the Executive Council:

(1) Seniority for nomination shall be on the basis of the date of permanent appointment from the concerned cadre.

(2) The sequence in which a permanent appointment is made determines the seniority.

(3) The date of commencement of duty in the institution in a permanent capacity, determines seniority. An exception to this is on a statutory absence when appointed to the post e.g. maternity leave, adoptive leave etc.

(4) If two or more members commence duty on the same day following an interview process, their order of seniority shall be based on the order the members were ranked in the interview process. i.e. the member who was ranked highest following the interview process should be given the higher seniority ranking.

(5) If a member leaves the institution either voluntarily or is redeployed and is subsequently reappointed to the institution in a permanent capacity at a later date, then the member's seniority shall commence from the date of re-commencement of employment in a permanent capacity. However, it is provided that if a member is sent on deputation to some other institution or posting with the consent of the parent department specifically keeping the lien on the existing post then the seniority will remain unaffected.

(D) Additional Criteria for Nomination of Members of the Executive Council:

(a) Head

(i) He/ She should be a permanent Professor/Head of Department at the University level.
(ii) He/ She should be a Ph.D. Guide and at least 5 students should have completed their Ph.D. Degree under his/her guideship.
(iii) He/ She should have at least 15 years of experience as permanent teaching faculty at the university level.
(iv) He/ She should have at least 7 research papers published in a peer-reviewed journal.

(b) Principal
(i) He/ She should be a permanent Principal of a college, confirmed by the respective university.
(ii) He/ She should be a Ph.D. Guide and at least 3 students should have completed their Ph.D. Degree under his/her guideship.
(iii) He/ She should have at least 15 years of experience as permanent teaching faculty at college.
(iv) He/ She should have at least 10 research papers published in a peer-reviewed journal.

(c) Teachers (other than Head of Department)
(i) He/ She should be a permanent faculty approved by the respective university.
(ii) He/ She should be a Ph.D. Guide.
(iii) He/ She should have at least 10 years of experience as permanent teaching faculty approved by the respective university.
(iv) He/ She should have at least 5 research papers published in a peer-reviewed journal.

(d) Teachers of affiliated/ constituent college/ Learner Support Centre
(i) He/ She should be a permanent faculty at affiliated/ constituent college/ Learner Support Centre of University.
(ii) He/ She should be a Ph.D. Guide.
(iii) He/ She should have at least 10 years of experience as permanent teaching faculty at affiliated/ constituent college/ Learner Support Centre of the University.
(iv) He/ She should have at least 5 research papers published in a peer-reviewed journal.

(e) All the members of the Executive Council shall be nominated by the Chairperson as per the provisions of section 16 of the Act.

(f) At least one-third of the total members to be nominated by the Chairperson of the Executive Council shall be invariably women.

(g) Meetings of the Executive Council:
The Executive Council shall meet every two months and as and when required.

(h) Notice of the Meeting for the Executive Council:
The Registrar shall issue a notice of the meeting of the Executive Council at least fifteen clear days prior to the day of meeting. He shall send the agenda for the meeting to all the members of the Executive Council at least ten clear days before the meeting.

Provided that the Chairperson shall have the power to waive the period of notice in case of an emergency meeting:

Provided further that in case of emergency, the proposal not included in the agenda of the meeting, may be taken up for consideration, as a table agenda with the consent of the Chairperson.

(i) Quorum for the Executive Council:

The quorum for the meeting of the Executive Council shall be one-third of the number of the sitting members. If there is no quorum, the meeting shall be adjourned by the Chairperson 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.

(j) Conduct of Business for the Executive Council:

(1) Each member before he takes his place, shall register his attendance in a book placed for the purpose at the entrance of the place of the meeting.

(2) The Vice-Chancellor, or in his absence, the senior most person selected by the members present from amongst themselves shall preside at the meeting.

(3) Once the meeting commences the first business to be transacted shall be reading and signing the minutes of the previous meeting. Along with this Action Taken Report and Compliance Report of the previous meeting shall be reviewed invariably.

(4) After reviewing the Action Taken Report and Compliance Report of the previous meeting, if work seems not to be done as per the agenda item then discussions shall be held for it. On the basis of the discussion the Chairperson shall take the decision to continue or discontinue with the said agenda item.

(5) Recommendations, if they are part of the business to be entertained at the meeting by the three members selected by the Chairperson.

(6) The Chairperson has the authority to maintain order and may caution or exclude any member disrupting the meeting's decorum.

(7) All members should conduct themselves in a professional manner, respecting the right of others to speak.

(8) Members must declare any conflicts of interest at the start of the meeting or before the discussion of the relevant agenda item. Members with a conflict of interest should recuse themselves from the discussion and decision-making on that item.

(9) Accurate minutes must be kept of each meeting, recording the decisions made and, where appropriate, the reasons for those decisions. Minutes do not need to be a verbatim record but must accurately reflect the discussions held and decisions made.

(10) The Executive Council may establish sub-committees or working groups to deal with specific issues. These groups will report back to the Executive Council, and their recommendations will be subject to the Executive Council's approval.

(11) Periodically, the Executive Council shall review the effectiveness of its meetings to ensure they are well organized, and efficiently run, and that they

encourage open communication and meaningful contribution from all members.

(12) The business at the meeting of the Executive Council shall be transacted in accordance with the agenda issued for the purpose and the various proposals placed on the agenda shall be considered, unless otherwise decided at the meeting.

(13) The decision of the Executive Council shall be recorded in the form of resolution. It shall not contain the deliberations and discussions. However, any dissent specifically asked by the member/s for being so recorded, shall be recorded.

(14) Any matter for a change in the order of business, provided that such matter shall not affect the order hereinabove indicated or give priority to any item of business over the items mentioned above; or any of them.

(15) Any business and matters of which due notice has been given; in the order in which such business and matters are entered in the statements of business; and matters to be brought forward subject to the provisions of the said Act.

(16) Where necessary, meetings may be conducted through teleconferencing or video conferencing. Such digital meetings must adhere to all the procedural requirements.

(17) All proposals on the agenda shall be decided by a majority of votes of the members present. The Chairperson shall have a vote. In case of equality of votes, the Chairperson shall have one casting vote.

(k) Minutes of the Meeting for the Executive Council:

(1) The Registrar shall submit the minutes of the meeting of the Executive Council within seven days from the date of the meeting to the Chairperson for his approval.

(2) The minutes of the meeting shall be circulated to all the members of the Executive Council along with the agenda of the subsequent meeting without fail.

(3) On approval of the minutes by the Chairperson, the Registrar or the officers concerned may proceed with the implementation of the resolutions of the Executive Council. The Registrar shall ensure that the action taken on every resolution of the Executive Council is duly reported to the Executive Council as soon as the action thereon is completed.

Academic Council.

23. (A) Members of the Academic Council:

(a) the Vice-Chancellor - Chairperson;

(b) the Registrar – Member-Secretary;

(c) Deans of Faculties and Associate Deans (if any);
Provided that for The Maharaja Sayajirao University of Baroda, the Vice-Chancellor shall nominate 5 Deans of Faculties, by rotation, on the basis of seniority and also on the basis of additional criteria.

(d) the Controller of Examination;

(e) the Finance and Accounts Officer;

(f) the Vice-Chancellor shall nominate the following members, as per the recommendations of a special committee appointed by him on seniority basis and also on the basis of additional criteria: —

(i) eight Principals of conducted, autonomous or affiliated/constituent colleges which are accredited B+ grade by the National Assessment and Accreditation Council (NAAC) or National Board of Accreditation (NBA), as the case may be, out 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, on seniority basis:

Provided that for The Maharaja Sayajirao University of Baroda; one Principal of constituent colleges which are accredited by the National Assessment and Accreditation Council (NAAC) or National Board of Accreditation (NBA), as the case may be;

Provided that for Dr. Babasaheb Ambedkar Open University the Academic Council shall have four Principals from Learner Support Centres approved/recognized by Babasaheb Ambedkar Open University which are accredited B+ grade by the National Assessment and Accreditation Council (NAAC) or National Board of Accreditation (NBA), as the case may be, out 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, on seniority basis.

(ii) two university 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, on seniority basis;

(iii) one head of a recognised institution, by rotation, on seniority basis;

(g) two teachers, representing each faculty, with not less than fifteen years of teaching experience to be nominated by the Vice-Chancellor, out of whom one 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 the Board of Management;

(h) one representative of management nominated by the Board of Management:

Provided that for The Maharaja Sayajirao University of Baroda this clause shall not be applicable;

(i) Eight eminent experts from the institutes or organisations of national repute, such as Indian Institute of Technology, Indian Institute of Science Education and Research, Indian Institute of Management, Indian Space Research Organisation, 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 Vice-Chancellor in consultation with the State Government;

(j) Chairpersons of Board of Studies;

(k) an eminent person from The Gujarat Chamber of Commerce and Industry [GCCI] in the field of business and industry can be a member, as nominated by the Vice-Chancellor.

(l) In addition to the members as prescribed in 18(4) of the said Act, for Dr. Babasaheb Ambedkar Open University the Academic Council shall have four representatives of Open and Distance Learning/Online Learning institute/expertise.

(B) Mandatory Criteria for Nomination of Members of the Academic Council:

The members nominated by the Chairperson shall be from autonomous/affiliated/conducted/constituent colleges/Learner Support Centres of the concerned university which must be accredited by the National Assessment and Accreditation Council (NAAC) or National Board of Accreditation (NBA).

(C) Seniority Criteria for Nomination of Members of the Academic Council:

(1) Seniority for nomination shall be on the basis of the date of permanent appointment from the concerned cadre.

(2) The sequence in which a permanent appointment is made determines the seniority.

(3) The date of commencement of duty in the institution in a permanent capacity, determines seniority. An exception to this is on a statutory absence when appointed to the post e.g. maternity leave, adoptive leave etc.

(4) If two or more members commence duty on the same day following an interview process, their order of seniority shall be based on the order the members were ranked in the interview process. i.e. the member who was ranked highest following the interview process should be given the higher seniority ranking.

(5) If a member leaves the institution either voluntarily or is redeployed and is subsequently reappointed to the institution in a permanent capacity at a later date, then the member's seniority shall commence from the date of re-commencement of employment in a permanent capacity. However, it is provided that if a member is sent on deputation to some other institution or posting with the consent of the parent department specifically keeping the lien on the existing post then the seniority will remain unaffected.

(D) Additional Criteria for Nomination of Members of the Academic Council:

(a) Principal

(i) He/ She should be a permanent Principal of a college, confirmed by the Commissioner of Higher Education and the respective university.

(ii) He/ She should be a Ph.D. Guide and at least 3 students should have completed their Ph.D. Degree under his/her guideship.

(iii) He/ She should have at least 15 years of experience as permanent teaching faculty at a college or the university level.

(iv) He/ She should have at least 10 research papers published in a peer-reviewed journal.

(b) University Professor

(i) He/ She should be a permanent Professor at the University level.

(ii) He/ She should be a Ph.D. Guide and at least 3 students should have completed their Ph.D. Degree under his/her guideship.

(iii) He/ She should have at least 10 years of experience as permanent teaching faculty at the university level.

(iv) He/ She should have at least 12 research papers published in a peer-reviewed journal.

(c) Head

(i) He/ She should be a permanent Professor and Head of Department at the University level.

(ii) He/ She should be a Ph.D. Guide and at least 5 students should have completed their Ph.D. Degree under his/her guideship.

(iii) He/ She should have at least 10 years of experience as permanent teaching faculty at the university level.

(iv) He/ She should have at least 12 research papers published in a peer-reviewed journal.

(d) All the members of the Academic Council shall be nominated by the Chairperson as per the provisions of section 18 of the Act.

(e) At least one-third of the total members to be nominated by the Chairperson of the Academic Council shall be invariably women.

(f) Meetings of the Academic Council:

The Academic Council shall meet as and when required, but not less than four times a year.

(g) Notice of the Meeting for the Academic Council:

The Registrar shall issue a notice of the meeting of the Academic Council at least fifteen clear days prior to the day of meeting. He shall send the agenda for the meeting to all the members of the Academic Council at least ten clear days before the meeting.

Provided that the Chairperson shall have the power to waive the period of notice in case of an emergency meeting:

Provided further that in case of emergency, the proposal not included in the agenda of the meeting, may be taken up for consideration, as a table agenda with the consent of the Chairperson.

(h) Quorum for the Academic Council:

The quorum for the meeting of the Academic Council shall be one-third of the number of the sitting members. If there is no quorum, the meeting shall be adjourned by the Chairperson 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.

(i) Conduct of Business for the Academic Council:

(1) Each member before he takes his place, shall register his attendance in a book placed for the purpose at the entrance of the place of the meeting.

(2) The Vice-Chancellor, or in his absence, the senior most person selected by the members present from amongst themselves shall preside at the meeting.

(3) Once the meeting commences the first business to be transacted shall be reading and signing the minutes of the previous meeting. Along with this Action Taken Report and Compliance Report of the previous meeting shall be reviewed invariably.

(4) After reviewing the Action Taken Report and Compliance Report of the previous meeting, if work seems not to be done as per the agenda item then discussions shall be held for it. On the basis of the discussion the Chairperson shall take the decision to continue or discontinue with the said agenda item.

(5) Recommendations, if they are part of the business to be entertained at the meeting by the three members selected by the Chairperson.

(6) The Chairperson has the authority to maintain order and may caution or exclude any member disrupting the meeting's decorum.

(7) All members should conduct themselves in a professional manner, respecting the right of others to speak.

(8) Members must declare any conflicts of interest at the start of the meeting or before the discussion of the relevant agenda item. Members with a conflict of interest should recuse themselves from the discussion and decision-making on that item.

(9) Accurate minutes must be kept of each meeting, recording the decisions made and, where appropriate, the reasons for those decisions. Minutes do not need to be a verbatim record but must accurately reflect the discussions held and decisions made.

(10) The Academic Council may establish sub-committees or working groups to deal with specific issues. These groups will report back to the Academic Council, and their recommendations will be subject to the Academic Council's approval.

(11) Periodically, the Academic Council shall review the effectiveness of its meetings to ensure they are well organized, and efficiently run, and that they encourage open communication and meaningful contribution from all members.

(12) The business at the meeting of the Academic Council shall be transacted in accordance with the agenda issued for the purpose and the various proposals placed on the agenda shall be considered, unless otherwise decided at the meeting.

(13) The decision of the Academic Council shall be recorded in the form of resolution. It shall not contain the deliberations and discussions. However,

any dissent specifically asked by the member/s for being so recorded, shall be recorded.

(14) Any matter for a change in the order of business, provided that such matter shall not affect the order hereinabove indicated or give priority to any item of business over the items mentioned above; or any of them.

(15) Any business and matters of which due notice has been given; in the order in which such business and matters are entered in the statements of business; and matters to be brought forward subject to the provisions of the said Act.

(16) Where necessary, meetings may be conducted through teleconferencing or video conferencing. Such digital meetings must adhere to all the procedural requirements.

(17) All proposals on the agenda shall be decided by a majority of votes of the members present. The Chairperson shall have a vote. In case of equality of votes, the Chairperson shall have one casting vote.

(j) Minutes of the Meeting for the Academic Council:

(1) The Registrar shall submit the minutes of the meeting of the Academic Council within seven days from the date of the meeting to the Chairperson for his approval.

(2) The minutes of the meeting shall be circulated to all the members of the Academic Council along with the agenda of the subsequent meeting without fail.

(3) On approval of the minutes by the Chairperson, the Registrar or the officers concerned may proceed with the implementation of the resolutions of the Academic Council. The Registrar shall ensure that the action taken on every resolution of the Academic Council is duly reported to the Academic Council as soon as the action thereon is completed.

(k) Powers and Duties of Academic Council

(1) The Academic Council shall have the following powers and duties, namely: —

(i) to ensure that the university becomes a vibrant hub for promotion of research and development, interactions and linkages with industries, foreign universities, cultivation of intellectual property rights and entrepreneurship and incubation of knowledge linked industries;

(ii) to consider and approve with modifications, if any, the matters referred to it by the Board of Studies through the faculty;

(iii) to ensure that there is choice based credit systems for all certificates, diplomas, degrees, post-graduate programs and other academic distinctions through implementation of the National Education Policy (NEP) – 2020;

(iv) to ensure that the spirit of research and entrepreneurship percolates to all colleges and recognized institutions of the university;

(v) to approve fees, other fees and charges as recommended by the Board of Deans;

(vi) to recommend to the Board of Management, the institution of degrees, diplomas, certificates and other academic distinctions;

(vii) to propose draft of Ordinances relating to the academic matter to the Board of Management;

(viii) to make, amend or repeal Ordinances and Regulations relating to academic matters;

(ix) to allocate subjects to the faculties;

(x) to prescribe qualifications and norms for appointment of paper-setters, examiners, moderators and others, concerned with the conduct of examinations and evaluation;

(xi) to consider and make recommendations to the Board of Management 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;

(xii) 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;

(xiii) 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;

(xiv) to grant affiliation to colleges or institutions in accordance with the provisions of the Act, the Statutes, Ordinances and Regulations;

(xv) to accord recognition to various certificate, diploma, advanced diploma and degrees programs 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;

(xvi) to recommend to the State Government the comprehensive perspective plan as prepared by the Board of Deans and recommended by the Board of Management;

(xvii) 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 Board of Management;

(xviii) to recommend to the Board of Management conferment of autonomous status on institutions, departments, affiliated or conducted colleges and recognized institutions in accordance with the provisions of the Statutes;

(xix) to approve new courses, interdisciplinary courses and short-term training programs referred to it by the Board of Deans;

(xx) to approve the course syllabi, course credit, paper-setters, examiners and moderators paper-setters, and evaluation schemes of various courses recommended by the faculty concerned;

(xxi) to advise the university on all academic matters and submit to the Board of Management feasibility reports on academic programs;

(xxii) to create policy, procedure and practice for multidisciplinary, research and all programs recommended by the National Education Policy (NEP) – 2020;

(xxiii) 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 as recommended by UGC, State and Central Government and other regulating agencies under the National Education Policy (NEP) – 2020;

(xxiv) 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 programs;

(xxv) to ensure that the research projects are an integral part of post-graduate programs as recommended by the National Education Policy (NEP) – 2020;

(xxvi) 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;

(xxvii) to recommend to the Board of Management establishment of departments, colleges, schools, centers, institutions of higher learning, research and specialized studies with the approval of the State Government;

(xxviii) to exercise such other powers and perform such other duties as may be conferred or imposed on it by or under the Act, the Statutes, Ordinances and Regulations and the State Government;

(xxix) to work in accordance with the goals and objectives outlined in NEP-2020 as per guidelines issued by NEP-2020

(2) The Academic Council shall refer all matters or decisions involving financial implications to the Board of Management for approval

Board of Deans/ Directors School of Studies.

24. (1) There shall be a Board of Deans/ Directors of School of Studies 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 co-ordinate under-graduate and post-graduate academic programs and development of affiliated colleges/ recognised institutions/ learner support centres.

(2) The Board of Deans/ Directors of School of Studies shall consist of the following members, namely: —

(a) the Vice-Chancellor, Chairperson;

(b) the Deans of faculties;

(c) the Director of Innovation, Startups, Internship, Incubation, Collaborations Technology and Linkages;

(d) the Director of Research;

(e) the Director of IQAC.

(A) Powers and Duties of Board of Deans/ Directors of School of Studies

(1) The Board of Deans/ Directors of School of Studies 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, interdisciplinary courses and short-term training programmes referred to it by the faculty;

(c) to recommend to the Academic Council, the norms of recognition of post-graduate teachers and research guides in colleges and recognized institutions;

(d) 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;

(e) 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 the Act;

(f) 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 programs and designing the curricula thereof;

(g) 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;

(h) to prepare the annual plan for the location of colleges and institutions of higher learning, in consonance with the perspective plan;

(i) to conduct academic audit of the university departments, institutions, affiliated colleges/ recognised institutions/ learner support centres, 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;

(j) to oversee the continuation of affiliation to colleges and continuation of recognition to institutions through a system of academic audit;

(k) 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;

(l) 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;

(m) to make proposal to the Board of Management for the institution of fellowship, travelling fellowship, scholarship, studentship, medals and prizes and make regulations for their award;

(n) to recommend to the Board of Management 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;

(o) to recommend to the Academic Council the proposals to prescribe fees, other fees and charges;

(p) to draft Ordinances and place them before the Management;

(q) to draft regulations and place them before the Board of Management and the Academic Council, as the case may be, for its approval

(2) The Board of Deans/ Directors of School of Studies 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 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 (PhD) 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/ Directors of School of Studies, 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/ Directors of School of Studies, the Faculty and the Academic Council

(3) Meetings of the Board of Deans/ Directors of School of Studies:
The Board of Deans/ Directors of School of Studies shall meet at least twice a year or on requisition of one-third of its sitting members.

(4) Notice of the Meeting of the Board of Deans/ Directors of School of Studies:
The notice of at least eight clear days along with the agenda for the meeting shall be given to the members.

(5) Quorum of the Board of Deans/ Directors of School of Studies:
The quorum for the meeting of the Board of Deans/ Directors of School of Studies shall be one-third of the number of the sitting members. If there is no quorum, the meeting shall be adjourned by the Chairperson 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.

(6) Conduct of Business for the Board of Deans/ Directors of School of Studies:

(1) The Vice Chancellor shall be the Chairperson or in his absence, a person selected by the members present from amongst themselves shall preside at the meeting.

(2) The business at the meeting of the Board of Deans/ Directors of School of Studies shall be transacted in accordance with the agenda issued for the purpose and the various proposals placed in the agenda shall be considered serially, unless otherwise decided at the meeting.

(3) All proposals on the agenda shall be decided by a majority of votes of the members present. The Chairperson shall have a vote. In case of equality of votes, the Chairperson shall have the casting vote.

(4) The decision of the Board of Deans/ Directors of School of Studies shall be recorded in the form of resolution.

(7) Minutes of the Meeting for the Board of Deans/ Directors of School of Studies:

(1) The minutes of the meeting of the Board of Deans/ Directors of School of Studies shall be prepared immediately after the meeting is concluded and shall be submitted to the Chairperson for his approval.

(2) On approval of the minutes by the Chairperson, the officers concerned may proceed with the implementation of the resolutions of the Board of Deans/ Directors of School of Studies.

(3) The action taken on the resolutions shall be reported to the Board of Deans/ Directors of School of Studies in the succeeding meeting.

(4) If required, the Chairperson may invite members of the Centre for Internal Quality Assurance (CIQA) to the meetings of the Board of Deans/ Directors of School of Studies for assistance or seeking inputs on any matter. The member(s) so invited would be treated as an invitee and shall not have the right to vote on any decision of the Board of Deans/ Directors of School of Studies.

Board of Studies.

25. (1) There shall be a Board of Studies for every subject or group of subjects. The Board of Studies shall be the primary academic body of the university

(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) two teachers from amongst the full time teachers of the university departments in the relevant subject, from which one should be the senior most teacher;

(ii) two teachers from amongst recognized post-graduate teachers in affiliated/ constituent colleges, or recognized institutions or post-graduate centres offering post-graduate programme in the concerned subject;

(iii) three teachers from affiliated/ constituent colleges and recognized institutions other than heads of departments;

(c) three heads of departments from affiliated/ constituent colleges or recognized institutions to be nominated by the Vice-Chancellor in consultation with the Executive Council, from amongst the heads of departments of affiliated colleges/ recognised institutions/ learner support centres;

(d) the Board of Studies, at its first meeting, shall, -

(i) Subject to the provisions of Ineligibility for second consecutive term section, select one of the members as a chairperson of the board of the studies from amongst its members:

Provided that the member to be selected 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

(A) Powers and Functions of Board of Studies:

(1) The Board of Studies shall have the following powers and duties, namely: —

(a) to recommend to the Board of Management through the faculty or faculties concerned and the Academic Council, the introduction of new diplomas and degrees;
(b) to recommend to the Board of Management 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 recommended 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 programs 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.

(2) Meetings for Board of Studies:
The Board of Studies shall meet at least three times a year and or on requisition of one- third of its sitting members.

(3) Notice of the Meeting for Board of Studies:
The notice of at least eight clear days along with the agenda for the meeting shall be given to the members.

(4) Quorum of Board of Studies:
The quorum for the meeting of the Board of Studies shall be one-third of the number of the sitting members. If there is no quorum, the meeting shall be adjourned by the Chairperson 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.

(5) Selection of the Chairperson for Board of Studies:
The Chairperson of the Board of Studies shall be the senior most member of Board of Studies as per appointment seniority.

(6) Co-option for the Board of Studies:
Co-option of one head of the department who is recognized for imparting teaching to post-graduate students in an affiliated college or recognized institution having post-graduate teaching in that subject, when there is no University department in that subject, one professor from other University and four experts under the relevant provisions of the Act, shall take place in the first meeting of the Board of Studies in the manner decided by the Board of Studies in the first meeting.

(7) Conduct of Business for Board of Studies:
(1) The Chairperson or in his absence, a person selected by the members present from amongst themselves shall preside at the meeting.
(2) Any two or more Boards may, and at the request of the Academic Council or the Board of Management, shall meet and act in concurrence and render a joint report upon any matter which lies within the purview of both or all of them. The quorum of a joint meeting of the Boards shall include a full quorum of each Board represented, no member present being counted on more than one separate quorum. The joint meeting shall select one of the Chairpersons of the Boards of Studies as the Chairperson.
(3) All proposals on the agenda shall be decided by a majority of votes of the members present. The Chairperson shall have a vote. In case of equality of votes, the Chairperson shall have the casting vote.

(4) If required, the Chairperson may invite members of the Centre for Internal Quality Assurance (CIQA) to the meetings of the Boards of Studies for assistance or seeking inputs on any matter. The member(s) so invited would be treated as an invitee and shall not have the right to vote on any decision of the Boards of Studies.

(8) Minutes of the Meeting for Board of Studies:

(1) The minutes of the meeting of the Board of Studies shall be prepared immediately after the meeting is concluded and shall be submitted to the Chairperson for his approval.

(2) On approval of the minutes by the Chairperson, the officers concerned may proceed with the implementation of the resolutions of the Board of Studies.

Board of Post-Graduate Education in Colleges.

26. (1) There shall be a Board of Post-Graduate Education in Colleges with broad objectives of initiating and strengthening of quality post-graduate programs 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 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) at least three faculty-wise senior most heads of departments in colleges/ learner support centres, with minimum experience of five years as a recognized post-graduate teacher, from post- graduate centers 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 teacher’s 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.

(A) Meetings for Post- Graduate Education in Colleges:
The Board of Post-Graduate Education in Colleges shall meet at least four times a year, two of which shall necessarily be in the month of September or October and December or January of the year.

(B) Notice of the Meeting for Post- Graduate Education in Colleges:
The notice of at least eight clear days along with the agenda for the meeting shall be given to the members.

(C) Quorum of Post- Graduate Education in Colleges:
The quorum for the meeting of the Board of Post-Graduate Education in Colleges shall be one-third of the number of the sitting members. If there is no quorum, the meeting shall be adjourned by the Chairperson 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.

(D) Conduct of Business of Post- Graduate Education in Colleges:
(1) The Vice Chancellor shall be the Chairperson or in his absence, one of the Deans selected by the member's present shall preside at the meeting.
(2) All proposals on the agenda shall be decided by a majority of votes of the members present. The Chairperson shall have a vote. In case of equality of votes, the Chairperson shall have the casting vote.

(E) Minutes of the Meeting for Post- Graduate Education in Colleges:
(1) The minutes of the meeting of the Board of Post-Graduate Education in Colleges shall be prepared immediately after the meeting is concluded and shall be submitted to the Chairperson for his approval.
(2) On approval of the minutes by the Chairperson, the officers concerned may proceed with the implementation of the resolutions of the Board of Post-Graduate Education in Colleges.
(3) If required, the Chairperson may invite members of the Centre for Internal Quality Assurance (CIQA) to the meetings of the Board of Post-Graduate Education in Colleges for assistance or seeking inputs on any matter. The member(s) so invited would be treated as an invitee and shall not have the right to vote on any decision of the Board of Post-Graduate Education in Colleges.

27. (1) The Board of Examinations and Evaluation shall oversee the conduct of examinations in the autonomous colleges, institutions, university departments, affiliated colleges/ recognised institutions/ learner support centres and all other educational institutions and university institutions and

Board of Examinations and Evaluation.

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

(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 Deans of Faculties and Associate Deans, if any;

(c) two Principals other than Dean, nominated by the Board of Management;

(d) one professor of the university departments, to be nominated by the Board of Management, on the basis of seniority and rotation;

(e) one teacher from affiliated/ constituent Colleges/ Learner Support Centres other than heads of Departments or Principals with the minimum teaching experience of fifteen years to be nominated by Board of Management;

(f) one expert in the field of evaluation in computerized environment, nominated by the Vice-Chancellor;

(g) one expert not below the rank of Deputy Registrar of other Statutory University from the State of Gujarat who has experience related to examination work in computerized environment as an invitee to be nominated by Vice-Chancellor;

(h) Controller of Examination - Member-Secretary

(A) Powers and Duties of Board of Examinations and Evaluation:

(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 Examinations 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 the Act

1) 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

(2)

(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 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 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

(3) 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 these 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

(4)

(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.

(5) Meetings of Board of Examinations and Evaluation:
The Board of Examinations and Evaluation shall meet at least twice in an academic year.

(6) Notice of the Meeting for Board of Examinations and Evaluation:
The notice of at least eight clear days along with the agenda for the meeting shall be given to the members.

(7) Quorum for Board of Examinations and Evaluation:
The quorum for the meeting of the Board of Examinations and Evaluation shall be one- third of the number of the sitting members. If there is no quorum, the meeting shall be adjourned by the Chairperson 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.

(8) Conduct of Business for Board of Examinations and Evaluation:

(1) The Vice-Chancellor shall be the Chairperson or in his absence, a person selected by the members present from amongst themselves shall preside at the meeting.

(2) All proposals on the agenda shall be decided by a majority of votes of the members present. The Chairperson shall have a vote. In case of equality of votes, the Chairperson shall have the casting vote.

(3) The decision of the Board of Management shall be recorded in the form of resolution. It shall not contain the deliberations and discussions. However, any dissent specifically asked by the member/s for being so recorded, shall be recorded.

(9) Minutes of the Meeting of Board of Examinations and Evaluation:

(1) The minutes of the meeting of the Board of Examinations and Evaluation shall be prepared immediately after the meeting is concluded and shall be submitted to the Chairperson for his approval.

(2) On approval of the minutes by the Chairperson, the officers concerned may proceed with the implementation of the resolutions of the Board of Examinations and Evaluation.

(3) The action taken on the resolutions shall be reported to the Board of Examinations and Evaluation in its succeeding meeting.

Board of Research.

28. (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, as recommended in the National Education Policy (NEP) – 2020

(2) The Board of Research shall consist of the following members, namely: -

(a) the Vice-Chancellor - Chairperson;

(b) the Deans of faculties and Associate Deans, if any;

(c) 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;

(d) two research teachers, to be nominated by the Vice-Chancellor from university departments;

(e) two teachers, to be nominated by the Vice-Chancellor, from affiliated/ constituent colleges or recognized research institutions having a strong base in research culture;

(f) 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 Board of Management;
(g) the Director of Research – Member-Secretary
(3) The Board of Research shall meet at least three times in a year

(A) Powers and Duties of Board of Research

(1) The Board of Research shall have the following powers and duties, namely: -
(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 interdisciplinary research programs by coordinating amongst teachers and also to make and articulate policies for sharing of research and development infrastructure, among state universities;
(d) 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;
(e) to encourage the university departments, colleges and recognized institutions to hold research seminars in all disciplines for the research students;
(f) to publish research journals, monographs for different disciplines;
(g) to decide upon policy for maintenance of standards of research for PhD degrees, in consonance with the norms of the University Grants Commission and other regulatory bodies;
(h) 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;
(i) 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;
(j) to make efforts and also assist the teachers, university departments, colleges and recognized institutions to raise the funds for research activities;
(k) to work out the budget for research activities of the university;
(l) to mobilize money from the industry for enhancing research activities;
(m) 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;
(n) 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;

(o) to encourage industries to promote, adopt and participate in the basic and applied research projects;
(p) to establish central research laboratories with the help of participation of national and international industries;
(q) to undertake any other task as may be assigned by the university authorities so as to carry out objectives of the Board of Research

(2) Meetings of Board of Research:
The Board of Research shall meet at least three times a year or at such other times as may be convened by the Chairperson.

(3) Notice of the Meeting for Board of Research:
The notice of at least eight clear days along with the agenda for the meeting shall be given to the members.

(4) Quorum of Board of Research:
The quorum for the meeting of the Board of Research shall be one-third of the number of the sitting members. If there is no quorum, the meeting shall be adjourned by the Chairperson 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.

(5) Conduct of Business for Board of Research:
(1) The Vice-Chancellor shall be the Chairperson or in his absence, a person selected by the members present from amongst themselves shall preside at the meeting.
(2) All proposals on the agenda shall be decided by a majority of votes of the members present. The Chairperson shall have a vote. In case of equality of votes, the Chairperson shall have the casting vote.

(6) Minutes of the Meeting of Board of Research:
(1) The minutes of the meeting of the Board of Research shall be prepared immediately after the meeting is concluded and shall be submitted to the Chairperson for his approval.
(2) On approval of the minutes by the Chairperson, the officers concerned may proceed with the implementation of the resolutions of the Board of Research.
(3) The action taken on the resolutions shall be reported to the Board of Research in its succeeding meeting.

29. (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 may have the following faculties, namely: —
(a) Faculty of Arts;

(b) Faculty of Education;
(c) Faculty of Science;
(d) Faculty of Law;
(e) Faculty of Medicine;
(f) Faculty of Science and Technology;
(g) Faculty of Commerce;
(h) Faculty of Management;
(i) Faculty of Forestry;
(j) Faculty of Tribal Studies;
(k) Faculty of Homoeopathy;
(l) Faculty of Architecture;
(m) Faculty of Humanities and Social Sciences;
(n) Faculty of Interdisciplinary Studies.
(o) Faculty of Vocational Studies;
(p) Faculty of Computer Science;
(q) Faculty of Engineering and Technology;
(r) Faculty of Rural Studies;
(s) Faculty of Vocational Studies and training;
(t) Faculty of Home Science;
(u) Faculty of Social Studies;
(v) Faculty of Life-Sciences;
(w) Faculty of Dentistry;
(x) Faculty of Nursing;
(y) Faculty of Environment;
(z) Faculty of Performing Arts;
(aa) Faculty of Fine Arts;
(bb) Faculty of Journalism and Communications;
(cc) Faculty of Family and Community Sciences;
(dd) Faculty of Pharmacy;
(ee) Faculty of Social Work;
(ff) any other faculties to be decided by Academic Council, Executive Council and Board of Management of the university and with prior approval of the State Government.

(3) A faculty shall consist of the following members, namely: —
(a) the Dean of the faculty - ex-officio Chairperson;
(b) the Associate Dean, if nominated by the University;
(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 Vice-Chancellor in consultation with the Dean of the faculty.

(A) Powers and Duties of Faculty:

(1) The faculty shall have the following powers and duties, namely: —

(a) to consider the report on any matter referred to it by the Board of Management, 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/ recognised institutions/ learner support centres, including the manpower requirement;

(g) to consider and recommend to the Board of Deans, new courses, interdisciplinary courses and short-term training programs referred to it by the Boards of Studies or the Board of University Departments and Interdisciplinary 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 programs in consultation with the Board of Deans, Boards of Studies and the Board of University Departments and Interdisciplinary Studies;

(j) to recommend to the Academic Staff College and the Academic Council, conduct of refresher and orientation programs for teachers of affiliated colleges/ recognised institutions/ learner support centres and university departments, especially for the revised or newly introduced or interdisciplinary 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.

(2) Meetings of Faculty:

The Faculty shall meet at least twice a year or on requisition of one-third of its sitting members.

(3) Notice of the Meeting for Faculty:

The Dean of the Faculty concerned shall issue a notice of at least eight clear days along with the agenda for the meeting to all members of the Faculty.

(4) Quorum for Faculty:

The quorum for the meeting of the Faculty shall be one-third of the number of the sitting members. If there is no quorum, the meeting shall be adjourned by the Chairperson 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.

(5) Conduct of Business for Faculty:

(1) The Dean shall be the Chairperson or in his absence, a person selected by the members present from amongst themselves shall preside at the meeting.

(2) The business at the meeting of the Faculty shall be transacted in accordance with the agenda issued for the purpose and the various proposals placed on the agenda shall be considered serially, unless otherwise decided at the meeting.

(3) All proposals on the agenda shall be decided by a majority of votes of the members present. The Chairperson shall have a vote. In case of equality of votes, the Chairperson shall have the casting vote.

(6) Minutes of the Meeting for Faculty:

(1) The minutes of the meeting of the Faculty shall be prepared immediately after the meeting is concluded and shall be submitted to the Chairperson for his approval.

(2) On approval of the minutes by the Chairperson, the officers concerned may proceed with the implementation of the resolutions of the Faculty.

(3) The action taken on the resolutions shall be reported to the Faculty in its succeeding meeting.

School of Studies.

30. School of Studies:

There shall be the following Schools of Studies in the University:

(1) School of Humanities and Social Sciences;

(2) School of Computer Science;

(3) School of Commerce and Management;

(4) School of Education, Distance Education and Educational technology;

(5) any other School of Studies as may be prescribed by the Ordinances.

The powers and functions of the Schools of Studies shall be as prescribed by the Ordinances.

Board of Sub-Campuses/ Regional Centres of University.

31. (1) There shall be a Board of sub-campuses/ Regional Centres of the university to organize the task and activities of the sub-campuses It shall consist of the following members, namely: —

(a) the Vice-Chancellor, Chairperson;

(b) the Deans of faculties;

(c) the Finance and Accounts Officer;

(d) the Directors of all Sub-Campuses;

(e) the Director of Innovation, Incubation, Collaborations, Technology and Linkages;
(f) two members of the Board of Management, 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/ constituent, autonomous colleges within the jurisdiction of each sub-campus to be nominated by the Board of Management;
(k) the Registrar - Member-Secretary
(2) The Board of sub-campuses/ Regional Centres of the university shall meet at least three times in a year.

(A) Powers and Duties of Board of sub-campuses/ Regional Centres of the University:

(1) The Board of sub-campuses/ Regional Centres 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.

(B) Meetings of Board of sub-campuses/ Regional Centres of the University:

The Board of sub-campuses/ Regional Centres shall meet at least three times a year and at other times, when convened by the Chairperson.

(C) Notice of the Meeting for Board of sub-campuses/ Regional Centres of the University:

The notice of at least eight clear days along with the agenda for the meeting shall be given to the members.

(D) Quorum of Board of sub-campuses/ Regional Centres of the University:

The quorum for the meeting of the Board of sub-campuses/ Regional Centres shall be one-third of the number of the sitting members. If there is no quorum, the meeting shall be adjourned by the Chairperson 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.

(E) Conduct of Business for Board of sub-campuses/ Regional Centres of the University:

(1) The Vice Chancellor shall be the Chairperson or in his absence, one of the Deans selected by the member's present shall preside at the meeting.

(2) The business at the meeting of the Board of sub-campuses/ Regional Centres shall be transacted in accordance with the agenda issued for the purpose and the various proposals placed on the agenda shall be considered serially, unless otherwise decided at the meeting.

(3) All proposals on the agenda shall be decided by a majority of votes of the members present. The Chairperson shall have a vote. In case of equality of votes, the Chairperson shall have the casting vote.

(F) Minutes of the Meeting for Board of sub-campuses/ Regional Centres of the University:

(1) The minutes of the meeting of the Board of sub-campuses/ Regional Centres shall be prepared immediately after the meeting is concluded and shall be submitted to the Chairperson for his approval.

(2) On approval of the minutes by the Chairperson, the officers concerned may proceed with the implementation of the resolutions of the Board of sub-campuses/ Regional Centres.

(3) The action taken on the resolutions shall be reported to the Board of sub-campuses/ Regional Centres in its succeeding meeting.

Board of University Departments and Interdisciplinary studies.

32. (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

(2) The Board of University Departments and Interdisciplinary Studies shall consist of the following members, namely: -

(a) the 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.

(A) Powers and Duties of Board of University Departments and Interdisciplinary studies:

(1) The Board of University Departments and Interdisciplinary Studies shall have the following powers and duties, namely: —

(a) to devise long term policy and strategy for promotion of quality post-graduate 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 programs, running joint degree programs with national and international universities or institutions;

(g) to promote interdisciplinary teaching programs 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/ recognised institutions/ learner support centres;

(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 Prior approval of the State Government and powers to issue notifications section of the Act) 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.

(2) Meetings of Board of University Departments and Interdisciplinary studies:

The Board of University Departments and Inter-Disciplinary Studies shall meet at least three times a year and at other times, when convened by the Chairperson.

(3) Notice of the Meeting for Board of University Departments and Interdisciplinary studies:

The notice of at least eight clear days along with the agenda for the meeting shall be given to the members.

(4) Quorum of Board of University Departments and Interdisciplinary studies:

The quorum for the meeting of the Board of University Departments and Inter- Disciplinary Studies shall be one-third of the number of the sitting members. If there is no quorum, the meeting shall be adjourned by the Chairperson 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.

(5) Conduct of Business for Board of University Departments and Interdisciplinary studies:

(1) The Vice Chancellor shall be the Chairperson or in his absence, one of the Deans selected by the member's present shall preside at the meeting.

(2) All proposals on the agenda shall be decided by a majority of votes of the members present. The Chairperson shall have a vote. In case of equality of votes, the Chairperson shall have the casting vote.

(6) Minutes of the Meeting for Board of University Departments and Interdisciplinary studies:

(1) The minutes of the meeting of the Board of University Departments and Inter- Disciplinary Studies shall be prepared immediately after the meeting is concluded and shall be submitted to the Chairperson for his approval.

(2) On approval of the minutes by the Chairperson, the officers concerned may proceed with the implementation of the resolutions of the Board of University Departments and Inter-Disciplinary Studies.

(3) If required, the Chairperson may invite members of the Centre for Internal Quality Assurance (CIQA) to the meetings of the Board of University Departments and Inter-Disciplinary Studies for assistance or seeking inputs on any matter. The member(s) so invited would be treated as an invitee and shall not have the right to vote on any decision of the Board of University Departments and Inter-Disciplinary Studies.

Board of Lifelong Learning and Extension.

33. (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.

(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 Deans of faculties;

(c) three eminent experts, nominated by the Vice-Chancellor, working in the domain of lifelong learning skills, value education and in field of longevity;

(d) two teachers from university departments, nominated by the Vice-Chancellor, who are actively engaged in innovation, research and development;

(e) two teachers from the affiliated/ constituent colleges/ learner support centres, nominated by the Vice-Chancellor, who are actively engaged in innovation, research and development and extension;

(f) the Director, Centre of Lifelong Learning and Extension – Member-Secretary.

(A) Powers and Duties of Board of Lifelong Learning and Extension:

(1) The Board of Lifelong Learning and Extension shall have the following powers and duties, namely: -

(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 Board of Management;
(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.

(3) Meetings of Board of Lifelong Learning and Extension:
The Board of Lifelong Learning and Extension shall meet at least twice a year.

(4) Notice of the Meeting for Board of Lifelong Learning and Extension:
The notice of at least eight clear days along with the agenda for the meeting shall be given to the members.

(5) Quorum for Board of Lifelong Learning and Extension:
The quorum for the meeting of the Board of Lifelong Learning and Extension shall be one-third of the number of the sitting members. If there is no quorum, the meeting shall be adjourned by the Chairperson 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.

(6) Conduct of Business for Board of Lifelong Learning and Extension:
(1) The Vice-Chancellor shall be the Chairperson or in his absence, a person selected by the members present from amongst themselves shall preside at the meeting.
(2) All proposals on the agenda shall be decided by a majority of votes of the members present. The Chairperson shall have a vote. In case of equality of votes, the Chairperson shall have the casting vote.

(7) Minutes of the Meeting for Board of Lifelong Learning and Extension:
(1) The minutes of the meeting of the Board of Lifelong Learning and Extension shall be prepared immediately after the meeting is concluded and shall be submitted to the Chairperson for his approval.
(2) On approval of the minutes by the Chairperson, the officers concerned may proceed with the implementation of the resolutions of the Board of Lifelong Learning and Extension.

(3) If required, the Chairperson may invite members of the Centre for Internal Quality Assurance (CIQA) to the meetings of the Board of Lifelong Learning and Extension for assistance or seeking inputs on any matter. The member(s) so invited would be treated as an invitee and shall not have the right to vote on any decision of the Board of Lifelong Learning and Extension.

Board of Information Technology.

34. (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, paperless governance, 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 Deans of faculties and Associate Deans, if any;
(c) the Director of Board of Examinations and Evaluation;
(d) the Finance and Accounts Officer;
(e) one professor from university departments having knowledge and expertise in the domain of software and hardware, nominated by the Vice-Chancellor;
(f) 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;
(g) the Registrar;
(h) the Dean of Faculty of Computer Science / Director – School of Computer Science shall act as a Member-Secretary.

(A) Powers and Duties of Board of Information Technology:

(1) 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 programs;

(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.

(2) Meetings for Board of Information Technology:
The Board of Information Technology shall meet at least three times a year.

(3) Notice of the Meeting of Board of Information Technology:
The notice of at least eight clear days along with the agenda for the meeting shall be given to the members.

(4) Quorum of Board of Information Technology:
The quorum for the meeting of the Board of Information Technology shall be one-third of the number of the sitting members. If there is no quorum, the meeting shall be adjourned by the Chairperson 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.

(5) Conduct of Business for Board of Information Technology:

(1) The Vice-Chancellor shall be the Chairperson or in his absence, a person selected by the members present from amongst themselves shall preside at the meeting.

(2) All proposals on the agenda shall be decided by a majority of votes of the members present. The Chairperson shall have a vote. In case of equality of votes, the Chairperson shall have the casting vote.

(6) Minutes of the Meeting for Board of Information Technology:

(1) The minutes of the meeting of the Board of Information Technology shall be prepared immediately after the meeting is concluded and shall be submitted to the Chairperson for his approval.

(2) On approval of the minutes by the Chairperson, the officers concerned may proceed with the implementation of the resolutions of the Board of Information Technology.

(3) The action taken on the resolutions shall be reported to the Board of Information Technology in its succeeding meeting.

Board of National and International Linkages.

35. (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.

(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 Deans of faculties and Associate Deans, if any;

(c) one member of the Board of Management, from amongst its selected members, nominated by the Vice-Chancellor;

(d) one senior professor, nominated by the Vice-Chancellor from the university post-graduate Department;

(e) two principals, of whom one shall be from autonomous or empowered autonomous colleges or empowered autonomous institutions and one shall be from affiliated/ constituent colleges/ learner support centre to be nominated by the Vice-Chancellor;

(f) one expert from industries having proven expertise about National and International linkages to be nominated by Commission;

(g) the Director, Innovation, Incubation, Collaborations, Technology and Linkages – Member-Secretary.

(A) Powers and Duties of Board of National and International Linkages:

(1) 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, establishment of foreign universities in Gujarat with premier national and international universities and institutions, as per the policy of UGC, State and Central Government;

(b) to evolve a process to collaborate with national and international agencies, universities, colleges and institutions for sharing of academic resources, exchange programs of students and teachers, running joint research and development and teaching programs, running joint degree programs 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, 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, foreign universities 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 and State Government.

(2) Meetings of Board of National and International Linkages:
The Board of National and International Linkages shall meet at least three times a year.

(3) Notice of the Meeting for Board of National and International Linkages:
The notice of at least eight clear days along with the agenda for the meeting shall be given to the members.

(4) Quorum of Board of National and International Linkages:
The quorum for the meeting of the Board of National and International Linkages shall be one-third of the number of the sitting members. If there is no quorum, the meeting shall be adjourned by the Chairperson 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.

(5) Conduct of Business for Board of National and International Linkages:

(1) The Vice-Chancellor shall be the Chairperson or in his absence, a person selected by the members present from amongst themselves shall preside at the meeting.

(2) All proposals on the agenda shall be decided by a majority of votes of the members present. The Chairperson shall have a vote. In case of equality of votes, the Chairperson shall have the casting vote.

(6) Minutes of the Meeting for Board of National and International Linkages:

(1) The minutes of the meeting of the Board of National and International Linkages shall be prepared immediately after the meeting is concluded and shall be submitted to the Chairperson for his approval.

(2) On approval of the minutes by the Chairperson, the officers concerned may proceed with the implementation of the resolutions of the Board of National and International Linkages.

(3) The action taken on the resolutions shall be reported to the Board of National and International Linkages in its succeeding meeting.

Board of Innovation, Incubation and Enterprise.

36. (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.

(2) The university shall establish an independent Centre for Innovation, Incubation and Enterprise to carry out the objectives of the Board for Innovation, Start-ups, Internship, Incubation, Collaborations Technology 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, Start-ups, Internship, Incubation, Collaborations Technology and Enterprise shall consist of the following members, namely: -

(a) the Vice-Chancellor - Chairperson;

(b) the Deans of faculties and Associate Deans, if any;

(c) five prominent industrialists, nominated by Board of Management from manufacturing, information and communication technology, bio-sciences and technology, agro industries and service industries;

(d) 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;

(e) two teachers from university departments or university institutions, who are active in innovation, research and development nominated by the Vice-Chancellor;

(f) two teachers, nominated by the Vice-Chancellor, from affiliated/ constituent colleges/ learner support centres who are active in innovation, research and development;

(g) the Director, Innovation, Incubation, Collaborations, Technology and Linkages - Member-Secretary.

(4) There shall be minimum three meetings of the Board to be conducted in the year.

(A) Power and Duties of Board of Innovation, Incubation and Enterprise:

(1) The Board of Innovation, Incubation and Enterprise shall have the following powers and duties, namely: -

(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 programs 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 Board of Management;

(j) to undertake any other task as may be assigned by the university authorities to carry out the objectives of the Board for Innovation, Start-ups, Internship, Incubation, Collaborations Technology and Enterprise.

(2) Meetings of Board of Innovation, Incubation and Enterprise:

The Board of Innovation, Incubation and Enterprise shall meet at least twice a year.

(3) Notice of the Meeting for Board of Innovation, Incubation and Enterprise:

The notice of at least eight clear days along with the agenda for the meeting shall be given to the members.

(4) Quorum for Board of Innovation, Incubation and Enterprise:

The quorum for the meeting of the Board of Innovation, Incubation and Enterprise shall be one-third of the number of the sitting members. If there

is no quorum, the meeting shall be adjourned by the Chairperson 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.

(5) Conduct of Business for Board of Innovation, Incubation and Enterprise:

(1) The Vice-Chancellor shall be the Chairperson or in his absence, a person selected by the members present from amongst themselves shall preside at the meeting.

(2) All proposals on the agenda shall be decided by a majority of votes of the members present. The Chairperson shall have a vote. In case of equality of votes, the Chairperson shall have the casting vote.

(6) Minutes of the Meeting for Board of Innovation, Incubation and Enterprise:

(1) The minutes of the meeting of the Board of Innovation, Incubation and Enterprise shall be prepared immediately after the meeting is concluded and shall be submitted to the Chairperson for his approval.

(2) On approval of the minutes by the Chairperson, the officers concerned may proceed with the implementation of the resolutions of the Board of Innovation, Incubation and Enterprise.

(3) The action taken on the resolutions shall be reported to the Board of Innovation, Incubation and Enterprise in its succeeding meeting.

Board of Students' Development.

37. (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) one professional, nominated by the Vice-Chancellor, in the field of Performing Arts;

(c) one professional, nominated by the Vice-Chancellor in the field of Art and Fine Arts;

(d) two teachers, nominated by the Vice-Chancellor involved in cultural or welfare activities out of whom one shall be woman;

(e) Director of National Service Scheme (NSS) of the University;

(f) the Director, Board of Students' Development, Member-Secretary

(A) Powers and Duties of Board of Student's Development:

(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 Board of management 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/ recognised institutions/ learner support centres;
(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 student's 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 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 and Counsellor 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 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. (Redressal of Grievances of Students) Regulations, 2023, or any other regulations for the time being in force.

(3) Meetings for Board of Student's Development:

The Board of Students' Development shall meet at least twice a year or at such other times as may be convened by the Chairperson.

(4) Notice of the Meeting for Board of Student's Development:

The Director of Students' Development shall issue a notice of the meeting to the members at least eight clear days before the date of the meeting, along with the agenda for the meeting.

(5) Quorum of Board of Student's Development:

The quorum for the meeting of the Board of Students' Development shall be one-third of the number of the sitting members. If there is no quorum, the meeting shall be adjourned by the Chairperson 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.

(6) Conduct of Business for Board of Student's Development:

(1) The Vice-Chancellor shall be the Chairperson or in his absence, a person selected by the members present from amongst themselves shall preside at the meeting.

(2) All proposals on the agenda shall be decided by a majority of votes of the members present. The Chairperson shall have a vote. In case of equality of votes, the Chairperson shall have the casting vote.

(7) Minutes of the Meeting for Board of Student's Development:

(1) The Director of Students' Development shall prepare the minutes of the meeting immediately after the meeting is concluded and shall submit the same to the Chairperson for his approval.

(2) On approval of the minutes by the Chairperson, the officers concerned may proceed with the implementation of the resolutions of the Board of Students' Development.

(3) The action taken on the resolutions shall be reported to the Board of Students' Development in its succeeding meeting.

(4) If required, the Chairperson may invite members of the Centre for Internal Quality Assurance (CIQA) to the meetings of the Board of Students' Development for assistance or seeking inputs on any matter. The member(s) so invited would be treated as an invitee and shall not have the right to vote on any decision of the Board of Students' Development.

Board of Sports and Physical Education.

38. (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.

(2) The Board of Sports and Physical Education shall consist of the following members, namely: -

(a) the Vice-Chancellor - Chairperson;

(b) three professionals, nominated by the Vice-Chancellor with established actual credibility in different fields of sports;

(c) one permanent regular teacher from the university department of Physical Education, nominated by the Board of Management;

(d) two permanent regular sports teachers, from affiliated/ constituent, conducted or autonomous colleges/ learner support centres, nominated by the Board of Management;

(e) Zonal or Divisional president (principal of the host college/ learner support centre) and secretary (director physical education of the host college/ learner support centre), nominated by the Vice-Chancellor, with the tenure of one year;

(f) the Director, Sports and Physical Education - Member-Secretary.

(A) Powers and Duties of Board of Sports and Physical Education:

(1) 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;
(i) to frame rules for the conduct of Inter class/collegiate/ university sports, tournaments, and physical education activities like physical fitness tests, traditional games, relay games, recreational games, coaching, training camp, etc;
(j) to prepare the budget for presenting to the finance committee;
(k) to conduct Inter-university/ national/ state competitions/ tournaments/ events/ camps etc;
(l) to allow funds towards the expenses of the tournaments and competitions;
(m) to decide whether the university should participate in various inter-university/National/state etc. competitions and to prepare the budget for the expenses involved in such participation;
(n) to conduct/ organize inter-university/ national/ state-competitions / tournaments/ events/ programs/ seminars/ workshops/ symposia etc.;
(o) to conduct yoga activities;
(p) to provide coaching/training in various games and sports;
(q) to provide advanced coaching and training for adventure sports/events and self-defence activities such as karate, horse riding, civil defence, mountaineering training, disaster management training, environmental-related activities, and coastal/ border/marine-related activities;
(r) to develop multi-sided physical education, health care, and promotion of the international system of youthfulness adventure and readiness to participate in services related to the defence of peace and International understanding;
(s) to establish facilities, programs, and activities of research, training, and extension services that promote the highest aims of physical education, sports, and yoga;
(t) to provide/create an academic program /Course in Physical Education, Sports, yoga, and allied sciences as per the norms of UGC /NCTE, makes and defined by value education, global outlook, and interdisciplinary;

(u) to develop the sports facility in the University and generally to take such other steps as may be found necessary for fulfilment of objects of the board/University, the due discharge of its responsibilities.

(2) Meetings of Board of Sports and Physical Education:
The Board of Sports and Physical Education shall meet at least twice a year or at such other times as may be convened by the Chairperson.

(3) Notice of the Meeting for Board of Sports and Physical Education:
The Director of Sports and Physical Education shall issue a notice of the meeting to the members at least eight clear days before the date of the meeting, along with the agenda for the meeting.

(4) Quorum for Board of Sports and Physical Education:
The quorum for the meeting of the Board of Sports and Physical Education shall be one-third of the number of the sitting members. If there is no quorum, the meeting shall be adjourned by the Chairperson 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.

(5) Conduct of Business for Board of Sports and Physical Education:
(1) The Vice-Chancellor shall be the Chairperson or in his absence, a person selected by the members present from amongst themselves shall preside at the meeting.
(2) All proposals on the agenda shall be decided by a majority of votes of the members present. The Chairperson shall have a vote. In case of equality of votes, the Chairperson shall have the casting vote.

(6) Minutes of the Meeting of Board of Sports and Physical Education:
(1) The minutes of the meeting of the Board of Sports and Physical Education shall be prepared immediately after the meeting is concluded and shall be submitted to the Chairperson for his approval.
(2) On approval of the minutes by the Chairperson, the officers concerned may proceed with the implementation of the resolutions of the Board of Sports and Physical Education.

Joint Board of Vice-Chancellors.

39. (1) There shall be a Joint Board of Vice-Chancellors to co-ordinate, oversee, implement and to supervise the overall activities being carried out at the Public Universities of the Gujarat State. It shall be responsible to plan the overall development of the university in various fields like research and development, entrepreneurship, intellectual property rights, incubation of industries and linkages with industries for integrated planning, academics, skill development, internship, establishment of foreign educational centres and other.

(2) The Joint Board of Vice-Chancellors shall consist of the following members, namely: —

(a) the senior most Vice-Chancellor from amongst all the Vice-Chancellor's of public universities under the Gujarat Public Universities Act-2023, as Chairperson;

(b) the next senior most Vice-Chancellor shall be the Vice-Chairperson;

(c) the remaining Vice-Chancellor's of all the public universities under the Gujarat Public Universities Act-2023, Members;

(d) the Registrar of the Public University from which the Vice-Chancellor is a Chairperson, shall be Member-Secretary.

(A) Powers and Duties of Joint Board of Vice-Chancellors:

The Joint Board of Vice-Chancellors shall have the following powers and duties namely:-

(a) to ensure that all the public universities of Gujarat State becomes a vibrant hub for promotion of various activities related to education namely; promotion of research and development, interactions and linkages with industries, foreign universities, 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 public universities/ State Government;

(c) to present the Education system of Gujarat State around the globe as and when asked by the State Government;

(d) to actively participate in various events related to Education;

(e) to ensure that the spirit of education percolates to all colleges and recognized institutions of the university;

(f) to ensure that all the public universities of Gujarat State participates for securing foremost rank for becoming world class universities;

(g) to ensure that all the public universities of Gujarat State works smoothly both academically and financially;

(h) to help the State Government educational programs and quality improvement;

(i) to collect membership fees from the universities, to contribute the funds and to utilize the funds for various development activities of students and teachers, like, establishment of common facility for students, centralized admissions and examinations for all universities, preparing common structure in order to frame ordinances etc.;

(j) to share the expertise of universities for various projects approved by the State Government and to ensure that all the universities are developed equally;

(k) to propose grants from the State Government for various projects related to emerging technologies, skill development and education development of the state;

(l) to conduct discussion on recommendations of a particular university and to suggest them workable solution/s;

(m) to encourage strict implementation of the National Education Policy – 2020 & Standard Operating Procedure and to strictly follow the Uniform Model Statutes approved by the State Government;

(n) to encourage all educational institutions/ universities for getting accreditation and to ensure that they participate for various accreditation procedures without gap or delay;

(o) to take appropriate steps in order to develop common research projects and institutional development plans that shall contribute through education in the development of the country;

(p) to develop their own agenda for common improvement of State Universities and solve major problems.

(B) Meetings of the Joint Board of Vice-Chancellors:

The Joint Board of Vice-Chancellors shall meet every two months and as and when required.

(C) Notice of the Meeting for the Joint Board of Vice-Chancellors:

The member-secretary shall issue a notice of the meeting of the Joint Board of Vice-Chancellors at least fifteen clear days prior to the day of meeting. He shall send the agenda for the meeting to all the members of the Joint Board of Vice-Chancellors at least ten clear days before the meeting.

Provided that the Chairperson shall have the power to waive the period of notice in case of an emergency meeting:

Provided further that in case of emergency, the proposal not included in the agenda of the meeting, may be taken up for consideration, as a table agenda with the consent of the Chairperson.

(D) Quorum for the Joint Board of Vice-Chancellors:

The quorum for the meeting of the Joint Board of Vice-Chancellors shall be one-third of the number of the sitting members. If there is no quorum, the meeting shall be adjourned by the Chairperson 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.

(E) Conduct of Business for the Joint Board of Vice-Chancellors:

(a) Each member before he takes his place, shall register his attendance in a book placed for the purpose at the entrance of the place of the meeting.

(b) The Chairperson, or in his absence, the Vice-Chairperson shall preside at the meeting.

(c) Once the meeting commences the first business to be transacted shall be reading and signing the minutes of the previous meeting. Along with this Action Taken Report and Compliance Report of the previous meeting shall be reviewed invariably.

(d) After reviewing the Action Taken Report and Compliance Report of the previous meeting, if work seems not to be done as per the agenda item then discussions shall be held for it. On the basis of the discussion the

Chairperson shall take the decision to continue or discontinue with the said agenda item.

(e) Recommendations, if they are part of the business to be entertained at the meeting by the three members selected by the Chairperson.

(f) All members should conduct themselves in a professional manner, respecting the right of others to speak.

(g) The Chairperson has the authority to maintain order and may caution or exclude any member disrupting the meeting's decorum.

(h) Members must declare any conflicts of interest at the start of the meeting or before the discussion of the relevant agenda item. Members with a conflict of interest should recuse themselves from the discussion and decision-making on that item.

(i) Accurate minutes must be kept of each meeting, recording the decisions made and, where appropriate, the reasons for those decisions. Minutes do not need to be a verbatim record but must accurately reflect the discussions held and decisions made.

(j) The Joint Board of Vice-Chancellors may establish sub-committees or working groups to deal with specific issues. These groups will report back to the Joint Board of Vice-Chancellors, and their recommendations will be subject to the Joint Board of Vice-Chancellors approval.

(k) Periodically, the Joint Board of Vice-Chancellors shall review the effectiveness of its meetings to ensure they are well organized, and efficiently run, and that they encourage open communication and meaningful contribution from all members.

(l) The business at the meeting of the Joint Board of Vice-Chancellors shall be transacted in accordance with the agenda issued for the purpose and the various proposals placed on the agenda shall be considered, unless otherwise decided at the meeting.

(m) The decision of the Joint Board of Vice-Chancellors shall be recorded in the form of resolution. It shall not contain the deliberations and discussions. However, any dissent specifically asked by the member/s for being so recorded, shall be recorded.

(n) Any matter for a change in the order of business, provided that such matter shall not affect the order hereinabove indicated or give priority to any item of business over the items mentioned above; or any of them.

(o) Any business and matters of which due notice has been given; in the order in which such business and matters are entered in the statements of business; and matters to be brought forward subject to the provisions of the said Act.

(p) Wherever necessary, meetings may be conducted through teleconferencing or video conferencing. Such digital meetings must adhere to all the procedural requirements.

(q) All proposals on the agenda shall be decided by a majority of votes of the members present. The Chairperson shall have a vote. In case of equality of votes, the Chairperson shall have one casting vote.

(F) Minutes of the Meeting for the Joint Board of Vice-Chancellors:

(a) The Member-Secretary shall submit the minutes of the meeting of the Joint Board of Vice-Chancellors within seven days from the date of the meeting to the Chairperson for his approval.

(b) The minutes of the meeting shall be circulated to all the members of the Joint Board of Vice-Chancellors along with the agenda of the subsequent meeting without fail.

(c) On approval of the minutes by the Chairperson, the member-secretary or the officers concerned may proceed with the implementation of the resolutions of the Joint Board of Vice-Chancellors. The Member-Secretary shall ensure that the action taken on every resolution of the Joint Board of Vice-Chancellors is duly reported to the Joint Board of Vice-Chancellors as soon as the action thereon is completed.

Cessation of Membership.

40. Notwithstanding anything contained in the Act or the Statutes made there under, where a person, selected, 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 selected, 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 the 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.

41. (1) 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 wilfully omitted or refused to carry out the provisions of the 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

Ineligibility for second consecutive term and in any other Board/Council/Committee.

42. (1) No person shall be a member of Board of Management or Chairman of Board of Studies, for a second consecutive term whether, as a selected, nominated or co-opted member, as the case may be:

Provided that, any person who was the member of the Board of Management of the university or Chairman of the Board of Studies, for the first time whether as selected, nominated or co-opted member, as the case may be, on the date of commencement of the Act, shall not be deemed to have enjoyed the consecutive term if he is nominated or selected or co-opted for the first time after the commencement of the Act.

(2) If any of the member to be nominated proved guilty after due legal process, in the past then he/she should not be nominated/appointed in any of the Board/Council/Committee etc.

Conclusiveness of Decision Authority.

43. Save as otherwise provided by or under the provisions of the 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 the 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 the Act.

Resignation of Membership.

44. (1) A member, other than an ex-officio member, may resign by writing under his signature. A nominee of the State Government may resign by addressing to the State Government, 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 State Government or the Vice-Chancellor, as the case may be, or upon expiry of thirty days from the date of resignation, whichever is earlier.

(2) If a person nominated, selected, 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

Casual vacancy and standing committee to fill vacacies.

45. If the position/ place of any category/ member of Board/Council/Committee etc remains/falls vacant then the next senior most member shall be nominated, till completion of the respective authorities/board/council/committee etc till the expiry of that respective body:

Provided that, the vacancy in any authorities should be filled with next senior person from respective cadre within 30 days.

Authorities competent to give administrative and financial approval.

46. (1) Universities shall make the appropriate regulations in respect of the delegation of powers as per the provisions of section 24 (1) (e) of the Act. The financial powers of authorities, other than Vice-Chancellor and Registrar, of the University shall be decided by the Board of Management.

(2) The Board of Management shall decide the number of paid posts to be sanctioned at various positions, with prior approval of the State Government.

(3) The tenure of any Board, Committee, Authority or any position shall be finalized by the Board of Management, if not mentioned in the Statutes.

CHAPTER IV
FUNCTIONAL OMBUDSPERSON SEARCH MECHANISM COMMITTEE OF WORKING COMPOSITION OF STUDENTS' ON TO BE GRIEVANCE REVISITED REDRESSAL CELL

Mandatory publication of prospectus, its contents and pricing.

47. (1) Every university or college or recognized institution shall publish and upload on its website, before expiry of preferably at least sixty days prior to the date of commencement of the admission process to any of its courses or programs of study, a prospectus containing the following for the information of person intending to seek admission to such university or college or recognized institution and the general public, namely:—

(a) the list of programs of study and courses offered along with the broad outlines of the syllabus specified by the appropriate statutory authority or by the university, as the case may be, for every course or program of study, including teaching hours, practical sessions and other assignments;

(b) each component of the fee, deposits and other charges payable by the students admitted to such university or college or recognized institution for pursuing a course or program of study, and the other terms and conditions of such payment;

(c) the number of seats approved by the appropriate statutory authority in respect of each course or program of study for the academic year for which admission is proposed to be made;

(d) the conditions of educational qualifications and eligibility including the minimum and maximum age limit of persons for admission as a student to a particular course or program of study, specified by the university or college or recognized institution;

(e) the process of selection of eligible candidates applying for such admission, including all relevant information in regard to the details of test or examination for selecting such candidates for admission to each course or program of study and the amount of fee prescribed for the admission test;

(f) rules or regulations for imposition and collection of any fines specified heads or categories, minimum and maximum fine may be imposed.

(g) the percentage of tuition fee and other charges refundable to a student admitted in such university or college or recognized institution in case student withdraws from such university or college or recognized institution before or after completion of course or program of study and the time within and the manner in which such refund shall be made to that student;
(h) documents to be submitted at the time of admission;
(i) details of the teaching faculty, including their educational qualifications, alongwith the category they belong to Regular or Visiting and teaching experience of every member of its teaching faculty;
(j) information with regard to physical and academic infrastructure and other facilities including hostel accommodation, library and hospital or industry wherein the practical training to be imparted to the students and in particular the facilities accessible by students on being admitted to the university or college or recognized institution ;
(k) all relevant instructions in regard to maintaining the discipline by students within or outside the campus of the university or college or recognized institution;
(l) clear demarcation of aided and un-aided courses;
(m) any such information as the university or college or recognized institution may deem fit.

(2) The university or college or recognized institution shall publish or upload information referred to in sub-para (1) above, on its official website, and inform prospective students and the general public by giving wide publicity in newspapers and through other media.

(3) The university or college or recognized institution shall fix the price of each printed copy of the prospectus including admission form, being not more than the reasonable cost of its publication and distribution, and no profit be made out of the publication, distribution or sale of prospectus.

Exclusion to Entertain Grievances.

48. Grievances relating to subject matters governed by any Statutory Mechanism evolved by the State Government for which grievance redressal mechanism has specifically been provided under the relevant State Act, shall not be entertained by the Grievances Redressal Cells or the Ombudsperson.

Grievance Redressal Cells.

49. (1) Department Grievance Redressal Cell (DGRC):

(i) In case of universities, all complaints relating to university department or university institution shall first be addressed to Department Grievance Redressal Cell (DGRC) to be constituted at the level of university department or university institution, composition of which shall be as follows:—
(a) Head of the university department or university institution – Chairperson;
(b) A Professor from outside the university department or university institution to be nominated by the Vice-Chancellor- Member ;

(c) A faculty member well-versed with grievance redressal mechanism to be nominated by the Head of the university department or university institution – Member-Secretary.

(i) The Chairperson and members of the Cell shall have a term of two years.

(ii) The quorum for the meeting shall be two, including Chairperson.

(iii) The DGRC shall follow the principles of natural justice while deciding the grievances of the students.

(iv) The DGRC shall resolve the grievance within period of fifteen days of receiving the complaint and shall submit its report to the head of the department or head of the institution, as the case may be.

(v) The DGRC shall provide a copy of the order to the aggrieved person(s).

(2) Institutional Grievance Redressal Cell (IGRC):

(i) The complaints not related to university department or university institution and the grievances not resolved at the DGRC shall be referred to the Institutional Grievance Redressal Cell (IGRC) to be constituted by the Vice-Chancellor of the university, composition of which shall be as follows:—

(a) Dean / Senior professor – Chairperson.

(b) two senior professors other than Chairperson - Member

(c) Director, Students' Development -Member Secretary.

(ii) The Chairperson of IGRC and DGRC shall not be the same. The tenure of the Cell members shall be two years.

(iii) The quorum for the meetings shall be two, including Chairperson.

(iv) The IGRC shall consider the recommendation of DGRC while taking the decision. However, the IGRC shall have the power to review recommendations of the DGRC.

(v) The IGRC shall follow the principles of natural justice while deciding the grievances.

(vi) The IGRC shall resolve the grievance within period of fifteen days of receiving the complaint. The IGRC shall suggest periodically to the University, different ways and means to minimize and prevent such grievances.

(vii) The IGRC shall provide a copy of the order to the aggrieved person(s).

(3) College Grievance Redressal Cell (CGRC):

(i) In case of colleges or recognized institutions, all complaints shall first be addressed to College or Recognized institution Grievance Redressal Cell (CGRC) composition of which shall be as follows.—

(a) Principal of the affiliated/ constituent college or head of the recognized Institution-Chairperson;

(b) two senior faculty members nominated by the Principal of the College, or head of the recognized institution;

(ii) The tenure of the members shall be two years.

(iii) The quorum for the meeting shall be two, including Chairperson.

(iv) The CGRC shall follow the principles of natural justice while considering the grievances of the students.

(v) The CGRC shall resolve the grievance within period of fifteen days of receiving the complaint. The CGRC shall suggest periodically to the Management and University, as the case may be different ways and means to minimize and prevent such grievances.

(vi) The CGRC shall provide a copy of the order to the aggrieved person(s).

(4) University Grievance Redressal Cell (UGRC):

(i) In case of grievance against the university and the grievance not resolved by CGRC, it shall be referred to University Grievance Redressal Cell (UGRC) for which the Vice-Chancellor of the affiliating university shall constitute a University Grievance Redressal Cell (UGRC) consisting of the six members for an individual college or recognized institution or a group of college or recognized institution keeping in view the location of the college or recognized institution. The UGRC shall be constituted by the Vice-chancellor of the university consisting of:—

(a) Dean / Senior professor – Chairperson;

(b) three members from amongst the members of the Board of Management, of whom one shall be a woman and one shall be from Scheduled Castes or Scheduled Tribes or Denotified Tribes or Nomadic Tribes or Other Backward Classes;

(c) Director, Students' Development - Member Secretary.

(ii) The Chairperson and members of the Cell shall have a term of two years.

(iii) The quorum for the meeting shall be three, including Chairperson.

(iv) The UGRC shall follow the principles of natural justice while deciding the grievance of the students.

(v) The UGRC shall resolve the grievance within a period of fifteen days of receiving the complaint.

(vi) The UGRC shall suggest periodically to the Management and University, as the case may be different ways and means to minimize and prevent such grievances.

(vii) The UGRC shall provide a copy of the order to the aggrieved person(s).

(5) Any person aggrieved by the decision of the Institutional Grievance Redressal Cell or University Grievance Redressal Cell may within a period of six days prefer an appeal to the Ombudsperson.

(6) In case the grievance is against any member in the Cell, the concerned member shall abstain himself from the proceeding on such issue.

Ombudsperson.

50. (1) The university shall appoint an Ombudsperson to hear and decide the appeals against the decisions of the Institutional Grievance Redressal Cell or University Grievance Redressal Cell.

(2) The Ombudsperson shall be a person not related to the university and who is a judge not below the rank of retired District Judge or a retired Vice-Chancellor or a retired Registrar or a retired Professor or a retired Principal.

(3) The Ombudsperson shall not, at the time of appointment during one year before such appointment or in the course of his tenure as Ombudsperson be in a conflict of interest with the university where his personal relationship, professional affiliation or financial interest may compromise or reasonably appear to compromise, the independence of judgement towards the university.

(4) The Ombudsperson, or any member of his immediate family shall not—

(a) hold or have held at any point in the past, any post or employment in the office of profit in the university;

(b) have any significant relationship, including personal, family, professional or financial, with the university;

(c) hold any position in university by whatever name called, in the administration or governance structure of the university.

(5) The Ombudsperson in the university shall be appointed by the Vice-Chancellor of the university, with the approval of the Board of Management of the university, on part-time basis from a panel of three names recommended by the Search Committee consisting of the following members, namely:—

(a) Eminent educationist nominated by Board of Management-Chairperson;

(b) Vice-Chancellor of the public university to be nominated by the State Government - Member;

(c) Vice-Chancellor of the concerned university - Member;

(d) Registrar of the concerned university - Secretary.

(6) The Ombudsperson shall be a part-time officer appointed for a period of three years, from the date he resumes the office and may be re-appointed for another one term in the same university. It shall be ensured by the university that the office of Ombudsperson shall not remain vacant for a period more than three months and within such period of vacancy, the Vice-Chancellor shall assign temporary charge to the sitting Ombudsperson from any of the universities governed by the Gujarat Public Universities Act, 2023 (Gujarat Act No. 15 of 2023).

(7) The Ombudsperson shall be paid the sitting fee per day as approved by the Board of Management of the University for hearing the cases, in addition to reimbursement of the conveyance.

(8) The Ombudsperson may be removed on charges of proven misconduct or misbehaviour or for violation of any of the conditions mentioned in sub-clauses (3) and (4) above, by the Vice-Chancellor with the approval of the Board of Management of the University.

Powers and Functions of Ombudsperson.

51. (1) The Ombudsperson shall have power to hear and decide appeals against the decisions of the Institutional Grievance Redressal Cell or University Grievance Redressal Cell.

(2) No appeals for revaluation or remarking of answer sheets shall be entertained by the Ombudsperson. However, appeals relating to issues of malpractices in the examination and evaluation processes may be referred to the Ombudsperson.

(3) The Ombudsperson may seek an assistance of any person as amicus curiae, for hearing complaints of alleged discrimination.
(4) The Ombudsperson shall make all efforts to resolve the grievances within a period of 30 days of receiving an appeal from the student.

Procedure for Redressal of Grievances by Ombudsperson and Grievance Redressal Cell.

52. (1) University or college or recognized institution shall, within a period of three months from the date of issue of this notification, have an online portal where any aggrieved student of that university or college or recognized institution may submit an application seeking grievance redressal.
(2) On receipt of any online complaint, the university or college or recognized institution shall refer the complaint to the appropriate Grievance Redressal Cell or the Ombudsperson, as the case may be, along with its comments within 15 days of receipt of complaint on online portal.
(3) The Grievance Redressal Cell or the Ombudsperson, as the case may be, shall fix a date for hearing the complaint which shall be communicated to the university or college or recognized institution and the aggrieved person.
(4) An aggrieved person may appear either in person or be represented by such person other than legal practitioner, as may be authorized to present his case.
(5) The grievances not resolved at the appropriate Grievance Redressal Cell(s) shall be referred to the Ombudsperson.
(6) The university or college or recognized institution shall co-operate with the Ombudsperson or the Grievance Redressal Cell(s), as the case may be, in redressal of grievances and failure to do so may be reported by the Ombudsperson or Grievance Redressal Cell(s), as the case may be, to the Vice-Chancellor of the university.
(7) On the conclusion of proceedings, appropriate Grievance Redressal Cell or the Ombudsperson, as the case may be, shall pass such order, with reasons for such order, as may be deemed fit to redress the grievance and provide such relief as may be desirable to the affected party at issue, after giving due hearing to both the parties.
(8) Every order under the signature of the Ombudsperson or Chairperson of the appropriate Grievance Redressal Cell, as the case may be, shall be provided to the aggrieved person and the university or college or recognized institution, as the case may be, and shall be placed on the website of the university or college or recognized institution.
(9) The university or college or recognized institution, as the case may be, shall comply with the recommendations of the Ombudsperson. Any recommendations of the Ombudsperson not complied with by the university or college or recognized institution, as the case may be, shall be reported by the Ombudsperson to the University Grants Commission.
(10) In case of any false or frivolous complaint, the Ombudsperson may recommend appropriate action against the complainant.

Information Regarding Ombudsperson and Grievance Redressal Cell.

53. The university or college or recognized institution, as the case may be, shall provide detailed information regarding provisions of Grievance Redressal

Cell(s) and Ombudsperson on their website and in their prospectus prominently.

Consequences of Non-Compliance.

54. The University Grants Commission, in respect of any university or college or recognized institution, as the case may be, which wilfully contravenes this Statute or repeatedly fails to comply with the recommendation of the Ombudsperson or the Grievance Redressal Cell(s), as the case may be, may proceed to take one or more of the following actions, namely:—

(1) Withdrawal of declaration of fitness to receive grants under section 12B of the University Grants Commission Act, 1956 (3 of 1956);

(2) Withholding any grant allocated to the university or college or recognized institution, as the case may be;

(3) Declaring the university or college or recognized institution, as the case may be, ineligible for consideration for any assistance under any of the general or special assistance programmes of the University Grants Commission;

(4) Informing the general public, including potential candidates for admission, through a notice displayed prominently in suitable media and posted on the website of the University Grants Commission, declaring that the university or college or recognized institution, as the case may be, does not possess the minimum standards for redressal of grievances;

(5) Recommend to the affiliating university for withdrawal of affiliation, in case of a college and withdrawal of recognition in case of recognized institution;

(6) Recommend to the concerned State Government for necessary and appropriate action, in case of a university;

(7) Take necessary and appropriate actions against any university or college or recognized institution, as the case may be, for non-compliance:

Provided that no action shall be taken by the University Grants Commission unless the university or college or recognized institution, as the case may be, has been given an opportunity to explain its position and an opportunity of being heard has been provided to it.

CHAPTER V
PENALTIES TO BE IMPOSED UPON ERRING AFFILIATED COLLEGES/RECOGNISED INSTITUTIONS/ LEARNER SUPPORT CENTRES

Competent Authority.

55. The Board of Management shall be the competent authority to take disciplinary action against the erring affiliated college or recognised institution, as the case may be.

Violation of Conditions.

56. An affiliated college/recognised institution or the management thereof, as the case may be, shall be liable for disciplinary action, if it commits any of the following acts, namely:-

(1) violates any of the conditions of affiliation/recognition as prescribed in Section 27 of the Act;

(2) acts in a manner prejudicial to the interest of the University and/or acts detrimental to the educational standards;
(3) submits eligibility forms, examination forms or any other forms beyond the date prescribed;
(4) neglects to take due care to maintain peaceful and proper atmosphere during the conduct of examinations;
(5) neglects to exercise due care in the smooth, proper and strict conduct of the examinations, leading to the instances of the mal-practices or adoption of unfair-means at the examination centres of the affiliated college/recognized institution;
(6) permits and/or encourages directly or indirectly mal-practices in the conduct of examinations;
(7) collects unauthorized or higher fees from the students;
(8) neglects to take appropriate disciplinary action as directed by the University against the Principal/Director/teachers or other employees as per the relevant provisions in the Standard Code;
(9) neglects to implement or comply with the decisions of the Grievances Committees of the University constituted under the relevant provisions of the Act, appropriately and promptly;
(10) commits any other act which, in the opinion of the Board of Management, is an act violating the conditions of affiliation/recognition, as the case may be, and/or other rules or directives or orders of the University.

Penalties.

57. The Board of Management may impose any one or more of the following penalties upon the affiliated college/recognised institution or the management thereof, as the case may be, found guilty of an act of violation of conditions specified above, commensuration with the gravity of an act of violation of conditions, namely:-
(1) warning/reprimand;
(2) a fine not less than Rs. ten thousand and not exceeding Rs. ten lakh;
(3) prohibition to continue unauthorized division or course beyond the respective academic year;
(4) prohibiting the students to complete the unauthorized course and/or to appear for examination.
(5) denial to accept the eligibility forms, examinations forms and/or any other forms submitted beyond the prescribed date;
(6) discontinuation of the centre for conducting the examinations for a specified period;
(7) a fine of the amount equivalent to five times the total fees charged to the students admitted in excess along with the reduction in the strength in the courses/divisions/students for the subsequent year/s not more than number of courses/divisions/students admitted in excess of the permitted strength for that academic year;
(8) suspension of affiliation or recognition, as the case may be, and prohibiting new admissions of the students to the courses;
(9) any other punitive action, as it may deem fit.

Procedure to impose penalties.

58. (1) Upon receipt of a complaint, or Suo-moto, if the Board of Deans is prima-facie satisfied that the affiliated college/recognised institution or the management thereof, as the case may be, has committed violation of any of the conditions provided in Clause (2), it shall issue a notice to the management of the erring affiliated college/recognized institution about alleged act/s of violating conditions and shall require the management to submit written explanation to the Vice-Chancellor, within a period of fifteen days. A copy of such notice shall also be sent to the Principal of the affiliated college or Head of the recognised institution, as the case may be.

(2) In case the management fails to submit the written explanation within the stipulated period or admits the acts of violation of conditions indicated in the notice, the Board of Deans shall submit its report to the Board of Management for deciding the quantum of penalties to be imposed upon the erring affiliated college/recognised institution or the management thereof, as the case may be;

(3) If the management does not admit the acts of violation of conditions indicated in the notice, the Board of Management shall appoint a committee to cause an inquiry into the matter.

(4) The inquiry committee shall offer reasonable opportunity to be heard to the University and to the management of the erring affiliated college/recognised institution to present their respective claims, with or without oral and/or documentary evidence. The inquiry committee shall record its findings on each act of violation of conditions indicated in the notice and shall also record the reasons for such findings. The inquiry committee shall complete the inquiry and submit the report to the Board of Management, within thirty days from date of its constitution.

(5) The Board of Management on the basis of the findings of the inquiry committee shall decide to impose any or all of the penalties and fines prescribed in this Statute as it may deem fit.

(6) Upon the Board of Management deciding the quantum of penalties, the Board of Deans shall issue the management of the erring affiliated college/recognised institution, a final notice to show cause as to why penalty as decided by the Board of Management should not be imposed on it and shall require the management to submit the written explanation within a period of fifteen days. On receipt of the written explanation and or in absence thereof, the Board of Deans shall place the notice and the written explanation before the Board of Management in its ensuing meeting, which shall, after taking consideration of the cause shown by the management of the erring affiliated college/recognised institution, decide the quantum of penalty to be imposed.

(7) The Board of Deans shall inform the management of the erring affiliated college/recognised institution, of the penalty so imposed, within fifteen days from the date of decision of the Board of Management.

(8) If the management fails to comply with the order of the University imposing penalty, without any reasonable cause, within the period specified in the

order, or within such further period as may be allowed by the University, the management, shall be liable to pay–

(a) the fine which may extend to five thousand rupees per day, for the first default;

(b) the fine which may extend to ten thousand rupees per day, for the second and subsequent defaults.

Effect of imposition of penalty.

59. Imposition of the penalty under this Statute does not imply in any event that the irregularity committed by the erring affiliated college/recognized institution or the management thereof, as the case may be, is regularised or waived.

CHAPTER VI
CONFERMENT OF HONORARY DEGREES AND ACADEMIC DISTINCTIONS
(Under Section 20 (a) of the Act)

Honorary degrees and academic distinctions.

60. (1) The University may confer not more than two honorary degrees or academic distinctions per year, in the fields of science, technology, social science, law, physical sciences, art, literature, etc.

(2) The honorary degrees or academic distinctions shall be conferred at the convocation of the University.

Eligibility Criteria for Conferment of Honorary degrees or Academic Distinctions.

61. The following persons shall be considered eligible for conferment of honorary degrees or academic distinctions, namely:-

(1) Persons of distinguished merit who have made outstanding contributions in the sphere of their activities as evidenced by their individual standing and stature, eminence of their personality and impact of their contributions on the society.

(2) Distinguished scholars of national and international recognition/reputation who have put in highest quality research work as demonstrated by very high citation index.

(3) Persons holding fellowship of International bodies such as fellow of the Royal Society, American Academic Sciences, Indian National Sciences, etc.

(4) Noble Laureates.

(5) Persons who have significantly contributed either through research or through high quality social work to the cause of development and empowerment of women and disadvantaged section of the society.

Procedure for Conferment of Honorary degrees or Academic Distinctions.

62. (1) The University shall publish a notification in respect of conferment of honorary degree or academic distinction in the fields of science, technology, social science, law, physical sciences, art, literature, etc., mentioning therein the eligibility conditions.

(2) On receipt of Bio-data from the candidates, the Vice-Chancellor shall appoint a committee consisting of members of the Academic Council, to

scrutinize the applications and to submit the report recommending the suitable names for conferment of honorary degree or academic distinction.

(3) On receipt of the report of the committee, the Vice-Chancellor, may recommend one of the persons recommended by the committee for conferment of honorary degree or academic distinction and shall submit a proposal in this behalf to the Board of Management for approval along with the detailed bio-data of the person so recommended and relevant documents showing his contribution in the fields of science, technology, social science, law, physical sciences, art, literature, etc. at State, National and International level. While recommending the name of the person for conferment of honorary degree or academic distinction, individual's merit shall only be considered.

(4) The University shall not entertain or consider any proposal regarding conferment of an honorary degree or academic distinction without the Vice-Chancellor having obtained the previous approval of the Board of Management.

(5) An honorary degree or academic distinction shall not be considered as an academic qualification.

Procedure for Convocation.

63. (1) In the academic calendar published by the University, in addition to the schedules for academic activities, the tentative dates for convocation shall be included.

(2) The convocation shall be held within 120 days from the date of declaration of results of examinations.

(3) Convocation shall be held on the dates to be fixed by the Vice-Chancellor in consultation with the Chancellor.

(4) In the meeting preceding to the convocation, the Academic Council shall recommend to the Board of Management, the names of persons who are eligible for award of degrees, diplomas, certificates and academic distinctions. Upon recommendation of the Academic Council, the Board of Management shall accord approval to confer such degrees, diplomas, certificates and academic distinctions upon such eligible persons.

(5) No degree, diploma, certificate and academic distinction shall be conferred unless the same has been specified by the University Grants Commission and instituted by the University in accordance with the provisions of the Act.

(6) The University shall notify a programme for convocation at least thirty days before the date so fixed.

(7) Convocation shall include the ceremonial aspects, as per the provisions made for them in the Ordinances.

(8) The University shall have the power to assign affiliated colleges/ recognised institutions/ learner support centres to hold graduation ceremony for their students on its behalf, on the date so fixed, for the purpose of distribution of degrees:

Provided that such graduation ceremony shall be held by the affiliated colleges/ recognised institutions/ learner support centres within one month after the convocation is held by the University.

(9) Such affiliated colleges/ recognised institutions/ learner support centres shall be required to abide by the directions of the University and hold the graduation ceremonies as per the schedule fixed.

(10) The University shall furnish an annual report to the University Grants Commission on the observance of the above provisions, within forty five days after the convocation is held.

CHAPTER VII
ESTABLISHMENT AND MAINTENANCE OF SUB-CAMPUSES/ REGIONAL CENTRES OF THE UNIVERSITY
(Under Section 20 (b) of the Act)

Purpose of the sub-campus/ regional centres.

64. The sub-campus shall be a comprehensive inherent independent unit of the University for a predetermined geographical jurisdiction. The purpose of the sub-campus shall be to decentralize academic, administrative, research and extension activities of the parent University in order to improve efficiency and effectiveness.

Eligibility.

65. The University which has more than 100 affiliated colleges and 50 recognized institutions may apply to the State Government for establishment of a sub-campus, provided that there shall be at least 40 affiliated colleges and/or recognized institutions in the predetermined geographical area.

Establishment of sub-campus/ regional centres.

66. (1) The University desirous of establishing a sub-campus/ regional centres, shall submit an application along with detailed proposal to the Department of Education, through the Director of Higher Education.

(2) The proposal shall contain the following particulars along with the relevant documents in support thereof, namely:-

(a) justification regarding the necessity of establishing a sub-campus/ regional centres;

(b) details of the land proposed for establishment of;

(c) detailed requisition for financial aid from the State Government for land procurement and infrastructural development for the proposed sub-campus/ regional centres, with detailed item-wise description along with the estimated recurring and non- recurring expenditure;

(d) details of whether the sub-campus/ regional centres is proposed to be a domain specific or multi- domain and in case of multi-domain sub-campus, details of the specific domains proposed such as science, law, management, etc.;

(e) the nature and the type of programmes of study, training and research proposed to be undertaken by means of conventional / distance / open /

vocational and any other mode, by the sub-campus/ regional centres and phasing of such programmes with programme-wise enrolment targets.

(f) availability of academic research and training facilities including teaching and non- teaching staff at the disposal of the University;

(g) requirement of teaching and non-teaching staff for the proposed sub-campus/ regional centres;

(h) details of plans for campus development such as construction of buildings, details of structural amenities and infrastructure facilities including academic buildings, laboratories, auditorium, library, equipment, etc. already available and also plans for further expansion;

(i) details of play grounds and other facilities proposed to be created for games and sports and extra-curricular activities like National Cadet Corps, National Service Scheme, etc;

(j) funds available and plans and schemes for the generation of funds internally through the fees from students, revenues anticipated from consultancy services, industry collaborated projects and other activities relating to the objects of the University, and other anticipated incomes;

(k) such other details as the University may like to give;

(l) such other details as may be prescribed by the State Government.

(3) The scrutiny committee constituted by the Department of Education shall scrutinize the proposal submitted by the University and shall inform the University, of the discrepancies, if any, in the proposal or documents submitted, within fifteen days from the date of receipt of the proposal by the State Government and shall ask the University to comply with the requirements, within fifteen days from the date of receipt of such communication by the University.

(4) The scrutiny committee shall scrutinize the proposal submitted by the University after complying with the discrepancies within fifteen days from the date of receipt of the proposal and submit a report thereon with specific recommendation as to its eligibility, to the Department of Education.

(5) The Department of Education shall constitute an inspection committee consisting of senior Government officials and renowned academicians for physical verification of all the documents and to examine the suitability of location and viability of the sub-campus.

(6) The inspection committee, while considering the proposal, may call for such other information from the University as it thinks proper for the purpose.

(7) The inspection committee on and upon consideration of the proposal, physical verification of documents and examining the suitability of location and viability of the sub-campus/ regional centres, shall submit its report with specific recommendation as to the establishment of the sub-campus, or the deficiencies, if any, observed by it, to the Department of Education within a period of two months from the date of its first meeting.

(8) While computing the period of two months, the period commencing from the date on which requisition for any information is issued and ending on

the date on which requisite information is submitted to the committee, shall be excluded.

(9) The Department of Education shall communicate to the University, the deficiencies, if any, observed by the inquiry committee, for removal thereof.

(10) The University shall submit the report regarding removal of deficiencies to the Department of Education, within a reasonable time. The inspection committee, after considering the said report submitted by the University, shall submit its report to the Department of Education with specific recommendations as to the establishment of the sub-campus/ regional centres.

(11) After the receipt of the report of the committee, if the State Government considers it right and proper, it may grant permission to establish the sub-campus/ regional centres. The said decision of the State Government shall be communicated to the University Grants Commission and Ministry of Human Resource Development for information.

(12) The sustainability of the sub-campus will be subject to the existence of the parent University.

(13) If a University desires to establish sub-campus in any foreign country, on its own or in collaboration with any other Indian or foreign university or institution, it shall have to obtain the prior sanction of the Central Government as well.

(14) The University shall utilize the grants received from the State Government only for the purposes for which they are granted.

(15) It shall be the duty of the Director of Higher Education to ensure that grants received from the State Government are utilized by the University in a proper manner.

(16) Purchases of items, procurement of services and construction of buildings/development of infrastructure for the sub-campus shall be carried out by the University strictly in accordance with the policies/directives of the State Governments.

(17) The State Government shall carry out test audit or full audit of the accounts of the sub-campus, at such intervals as it may deem fit.

(18) The University shall submit utilization certificate to appropriate authorities, from time to time.

Award of Degree.

67. The sub-campus shall not be authorized to award degrees to the students. The degrees shall be awarded by the parent University mentioning the name of the sub-campus.

Powers and duties of the sub-campus.

68. The sub-campus shall have the following powers and duties, namely:-

(1) to provide for the under-graduate and post-graduate educational activities in the departments on the sub-campus and in the affiliated colleges/ recognised institutions/ learner support centres under its jurisdiction;

(2) to carry out the examination and evaluation related activities in the departments on the sub-campus and in the affiliated colleges/ recognised institutions/ learner support centres under its jurisdiction;
(3) to provide for academic training workshops or seminars, quality measurement and other academic, administrative, financial and related activities in the departments on the sub-campus and in the affiliated colleges/ recognised institutions/ learner support centres under its jurisdiction;
(4) to organize workshops and training programmes for the benefit of the teaching and support staff in the departments on the sub-campus and in the affiliated colleges/ recognised institutions/ learner support centres under its jurisdiction;
(5) to implement of various academic, administrative and governance mechanisms of the parent university;
(6) to monitor the administration of the academic programmes of the affiliated colleges/ recognised institutions/ learner support centres under its jurisdiction;
(7) to issue transcripts, statements of marks, transference certificate, migration certificate, rank certificates, passing certificates, degree certificates and other certificates and documents as may be directed by the parent University, from time to time, to the students in the department on the sub-campus and in affiliated colleges/ recognised institutions/ learner support centres under its jurisdiction;
(8) to perform such other functions as may be assigned to it by the parent University.

CONSTITUTION, POWERS, DUTIES AND FUNCTIONS OF AUTHORITIES OF THE UNIVERSITY
(Under Section 20 (c) of the Act)

As prescribed in Chapter III of these Statutes.

CHAPTER VIII
NORMS OF GRANT AND WITHDRAWAL OF AFFILIATION TO COLLEGES AND INSTITUTIONS/ LEARNER SUPPROT CENTRES
(Under Section 20 (d) and 20 (o) of the Act)

Norms and procedure for grant of affiliation.

69. (As per UGC ODL OL Regulations 2020 and amendments time to time):
(1) The University shall publish a notification in the local newspaper and also on the official web site of the University, inviting online applications from the managements for opening of new colleges or institutions of higher learning or for starting new courses of study, subjects, faculties, additional divisions or satellite centres which are in conformity with the perspective plan, before 31st August of the year preceding the year from which the permission is to be granted.

(2) The management seeking permission to open a new college or institution of higher learning shall apply online in a prescribed format, along with the affiliation fees prescribed by the University, to the Registrar of the University before the last day of September of the year preceding the year from which the letter of intent from the State Government is sought.

(3) The applicant Society/Trust/Company shall have been registered under the Section 8 of the Companies Act, 2013, as the case may be, at least one year before the date of submission of the application for opening of new colleges or institutions of higher learning.

(4) The following documents shall be uploaded by the management while making online applications for opening new colleges or institutions of higher learning, namely:-

(a) Registration Certificate of the Society/ Trust/Company along with details of constitution and Memorandum of Association;

(b) Audited Statement of Accounts of the previous Financial Year;

(c) details of the latest fund positions along with Bank agreements and receipt of Fixed Deposit of the amount prescribed by the State Government or the University, from to the time;

(d) detailed financial estimate (budget) of the current financial year.

(e) documents showing that the financial transactions of the Society/Trust/ Company are made through Nationalized / Scheduled Banks;

(f) letter given by the Society/Trust jointly with the Nationalized / Scheduled Bank concerned undertaking that deposits in the bank shall not be withdrawn without prior permission of the University;

(g) in case of colleges to be started on 'no grant in aid basis', an Affidavit on the stamp paper of Rs. 300/- to the effect that the expenses incurred on the salary and other expenses of the colleges as per rules, shall be borne by the Society/Trust/Company;

(h) documents relating to own land;

(i) documents relating to rented land;

(j) documents showing that the proposed college has administrative, academic and other buildings with sufficient accommodation to meet the immediate academic and other space requirements as specified by the University for each of the higher education course/programme with adequate scope for future expansion in conformity with those prescribed by the University Grants Commission/ Statutory/Regulatory body concerned, ensuring that all buildings constructed in the college are disabled friendly;

(k) documents showing that the proposed college has academic building sufficient to accommodate the faculties, lecturer/seminar rooms, library and laboratories with a minimum of the area as prescribed by the University/ Statutory/Regulatory body concerned, from time to time;

(l) documents showing that the proposed college has appointed number of teaching and non-teaching staff as per the University norms;

(m) documents showing that the proposed college has adequate civic facilities for essentials like water, electricity, ventilation, toilets, sewerage, etc. in

conformity with the norms laid down by the Central/State Public Works Department;

(n) documents showing that the proposed college has taken adequate measures for safety, security, pollution control, etc.

(o) documents showing that the proposed college has a library with books relating to the proposed programmes including both text books, reference books, journals, along with a book bank facility for students belonging to the Scheduled Castes, Scheduled Tribe and such other sections, as may be specified by the University Grants Commission/ Statutory/Regulatory body concerned, from time to time;

(p) documents showing that the proposed college has necessary laboratory equipment as prescribed by the University/Statutory/Regulatory body concerned, from time to time, for each of the higher education programmes;

(q) documents showing that the proposed college has a multi-purpose complex/an auditorium and facilities for sports, canteen, parking, health care, separate common rooms and separate hostels for boys and girls, as per the local requirements as decided by the University;

(r) documents showing that the proposed college has appropriate furniture for lecture/seminar rooms, laboratories, library, faculty rooms, rooms for administrative staff including the Principal, multi-purpose complex/auditorium, common rooms and hostels for boys and girls, and for other facilities;

(s) registered Lease Agreement, if the playground is it be used on rental basis;

(t) letter from the Competent Authority designated by the State Government for classification of land and its location as Metropolitan or other areas;

(u) land Use Certificate from the Competent Authority designated by the State Government.

(v) building Plan of the proposed college prepared by a registered Architect and approved by the Competent Authority designated by the State Government;

(w) registered documents by the registered Society/ Trust/Company earmarking land and buildings for the proposed college;

(x) detailed Project Report, giving-

(i) background of the Society/ Trust/Company with reference to its experience in promoting, managing and operating educational institutions; details of its promoters including their background; its activities in the social, charitable and educational spheres since its inception and its Vision and Mission;

(ii) development plan for the college with timeline, spelling out its growth plan over the first ten-year period in terms of phasing of academic programmes/ increase in students' intake and introduction of postgraduate programmes/research, and the time schedule for stage-wise development of the academic infrastructure, like recruitment of faculty, and other support facilities, including student amenities, such as hostels, sports and recreational facilities;

(iii) architectural master plan indicating the land use pattern including those for the future;

(iv) policy with regard to faculty recruitment, retention and development:

(v) structure of academic and administrative governance;

(vi) sources of financing of capital and operating expenditure, besides funds to be generated through students' fees; and

(vii) resource projections and their utilization schedule.

(y) other documents, if any, prescribed by the State Government and the University, from time to time.

(5) The management shall submit a hard copy of the online application along with the attested copies of the required documents mentioned in Clause (4) above to the Academic Section of the University before the last day of the September of the year preceding the year from which the letter of intent from the State Government is sought.

(6) Procedure as notified for grant of permission from the State Government for opening new college or new course, subject, faculty, division or satellite centre and procedure as mentioned in notification for grant of affiliation and provisions of notification for continuation of affiliation, as may be applicable, shall be complied with.

Norms and procedure for grant of permanent affiliation.

70. Norms and Procedure for Grant of Permanent Affiliation:

(1) The University shall publish a notification in the local newspaper and also on the official web site of the University, inviting online applications from the affiliated colleges or institutions for permanent affiliation, before 31st August of the year preceding the year from which permanent affiliation is to be granted.

(2) The affiliated college with at least five years standing as an affiliated college or institution shall be eligible to apply for permanent affiliation.

(3) The affiliated college or institution seeking permanent affiliation shall apply online in a prescribed format, along with the affiliation fees and required documents prescribed by the University, to the Registrar of the University before the last day of September of the year preceding the year from which the permanent affiliation is sought.

(4) The affiliated college or institution seeking permanent affiliation shall submit a hard copy of the online application along with the attested copies of the required documents and requisite fees to the Registrar of the University before the last day of the September of the year preceding the year from which the permanent affiliation is sought.

(5) Only those applications complying with the requirements and received within the prescribed time-limit, shall be accepted and considered by the University.

(6) The Board of Deans shall consider and scrutinize the applications.

(7) The Board of Deans shall inter-alia, apply the following criteria while scrutinizing the applications, namely:-

(a) whether affiliated college or recognised institution has fulfilled all the conditions of affiliation/recognition satisfactorily;
(b) whether has attained high academic and administrative standards as prescribed by the University and the regulatory bodies concerned, from time to time;
(c) whether necessary measures have been taken for fulfilling the objectives of the college and the University.

(8) The Board of Deans in its report shall make specific recommendations to the Academic Council duly supported by the relevant reasons as are deemed appropriate, on or before the last day of February of the next calendar year.

(9) If the Academic Council is satisfied that the affiliated college or institution has fulfilled all the conditions of affiliation prescribed under Section 27 of the Act satisfactorily and has attained high academic and administrative standards as prescribed by the University and regulatory bodies concerned, from time to time, it shall grant permanent affiliation to the college or institution.

(10) If the Academic Council of the University decides not to grant permanent affiliation to the college or institution, the college may apply again if it fulfils the conditions/requirements subsequently, but not earlier than six months from the date of rejection of its earlier application.

(11) As per UGC norms a college must have five acers of land earmarked for the programmed.

(12) The Institute must have infrastructure and other academic and other requirement as prescribed by UGC/ AICTE/ NCTE/ BCI/ MCI/ any other related apex body.

(13) The Institute must have full teaching staff required as per last semester work load and also non-teaching staff as per University/ UGC/ other apex body/ Government.

(14) The proof of last five years' salary should be produced and the salary of teaching and non-teaching staff should not be less than the salary drawing by government employee.

(15) The decision to grant permanent affiliation shall be finally approved by Board of Management and Executive Council after it successfully approved by Academic Council.

(16) The Registrar shall communicate the decision of the Academic Council to the management with a copy to the Director of Higher Education, on or before 15th June of the year from which permanent affiliation is to be granted.

Withdrawal of affiliation.

71. (1) Privileges conferred on the college or institution by affiliation are liable to be withdrawn, if an affiliated college or institution, -

(a) fails to comply with the conditions of affiliation or recognition as provided in Section 27 of the Act; or
(b) fails to allow the College Development Committee to function properly; or
(c) fails to take action as per directions issued under the Act; or

(d) is conducting the college in a manner prejudicial to the interest of the University or the standards laid down by it.

(2) The Board of Deans shall, on receiving a complaint or may, in any other matter, Suo-moto, issue a notice to the management, to show cause as to why the privileges conferred on the college or by affiliation should not be withdrawn in part or in whole or modified.

(3) 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. 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.

(4) On receipt of such written statement or on expiry of the period specified in the notice issued under Clause (3) above, the Board of Deans shall place before the Academic Council, the show cause notice, and the written statement, if any, with or without the motion for withdrawal or modification of such privileges.

(5) The Academic Council shall, having regard to the interest of students studying in the colleges, shall recommend an action in this behalf to the Vice-Chancellor shall pass the necessary order.

(6) If the Academic Council recommends the affiliation should be withdrawn, it shall be approved by Executive Council and Board of Management then withdrawn in phases.

(7) The Vice-Chancellor, before taking the final decision, shall offer a reasonable opportunity to be heard to the college and the management thereof, to defend their case. The statements of the college and the management thereof, shall be recorded during the course of hearing.

(8) It shall be the responsibility of the Registrar in the consultation with Vice-Chancellor to complete the process of withdrawal of affiliation well in advance and in any case before the last day of March of the year from which the affiliation is to be withdrawn.

(9) The University shall inform the State Government the decision of withdrawal of affiliation of a college.

(10) The management of the college, affiliation of which has been withdrawn by the University, shall have to seek the permission of the State Government as notified by State Government before re-affiliation of the college.

RULES OF PROCEDURE FOR CONDUCT OF BUSINESS AT THE MEETINGS OF AUTHORITIES OF THE UNIVERSITY

(Under Section 20 (e) of the Act)

As prescribed in Chapter III of these Statutes.

CHAPTER IX
UNIVERSITY FUNDING AND NON-FEE REVENUE ALLOCATION GUIDELINES
(Under Section 20 (f) and 20 (h)of the Act)

Manner of raising funds for the university from non-fee sources.

72. (i) The University shall engage in various fund raising activities to secure financial resources to support its mission and objectives.

(ii) Fund raising activities may include but are not limited to:

(a) Soliciting donations from alumni
(b) Soliciting donations from individuals
(c) Grants from corporations.
(d) Pursuing grants from governmental agencies, foundations, and research institutions
(e) Establishing partnerships with external organizations for mutually beneficial initiatives
(f) Offering research and consultancy services to Industry
(g) Development funds raised from the students, raising examination fees, etc.
(h) Supporting industry and research organizations on research and advising on strategic projects
(i) Offering the lab/ workshop facilities on a chargeable basis to startups/ entrepreneurs to support product development
(j) Offering the facilities of the University such as spaces, auditoriums, and outdoor areas for rent to individuals, organizations, or businesses for conferences, ceremonies, or special events.
(k) As and when required and availability of residential facilities such as dormitories or guest houses may be offered for short-term accommodation as per Standard Operating Procedure prepared by the University and approved by the Board of Management.
(l) Income generated from intellectual property, patents, technology transfer, research, guidance to industry and projects.
(m) Income from licensing agreements for the use of the University's brand, logo, or facilities.
(n) Revenue generated through commercialization of research outcomes.
(o) Sales of merchandise, publications, and other educational materials.

(iii) The University would encourage for annual donation and fund raising efforts and encourage all department to do so. These efforts are designed to provide a framework for fund raising, guiding the University community, including alumni, in their philanthropic endeavours.

(iv) The process of determining donation targets shall involve consensus between the University's Board of Management, Finance Committee and relevant stakeholders to ensure alignment with the institution's mission and vision.

(v) The University shall communicate the annual donation targets transparently to its alumni, donors, and the broader community through various channels, including official publications, websites, and fund raising campaigns.

(vi) The achievement of annual donation targets shall be monitored and reported regularly, fostering accountability and transparency in the University's fund raising activities.

(vii) Fifty percent (50%) of all donations received shall be allocated for the benefit of students, including scholarships. This allocation shall support scholarships, research opportunities, and other student-centric initiatives.

(viii) The remainder of the funds generated may be used for development of the University. Transfer of the funds to the development fund of the University would be done only if the University meets the requisite KYC score requirements as prescribed by the Fee Regulatory Committees.

(ix) The University shall establish specialized research centers dedicated to advancing knowledge in research methodology across various disciplines.

(x) These centers shall serve as hubs for interdisciplinary collaboration, providing resources, training, and expertise to faculty, researchers, and students engaged in research activities.

(xi) Funds allocated to specialized research centers shall be utilized for the development of state-of-the-art facilities, acquisition of research tools and technology, and support for faculty and research staff. The goal is to enhance the University's research capabilities, foster innovation, and contribute to the advancement of methodologies in diverse fields of study.

(xii) A portion of the allocated funds shall be dedicated to the development and implementation of knowledge-intensive programs. These programs shall focus on offering cutting-edge, high-impact educational experiences that integrate the latest advancements in knowledge and technology. The funds will support the design and delivery of curriculum, recruitment of qualified faculty, and investment in resources and infrastructure required for these programs. Knowledge-intensive programs aim to position the University as a leader in providing education that meets the evolving demands of a knowledge-driven society.

(xiii) The University should encourage the facility of earning with learning under knowledge intensive program. Standard Operating Procedure (SOP) should be prepared by the University and approved by the Board of Management.

CHAPTER X
NORMS FOR GRANT OF AUTONOMY TO UNIVERSITY DEPARTMENTS OR INSTITUTIONS, AFFILIATED COLLEGES AND RECOGNIZED INSTITUTIONS
(Under Section 20 (g) of the Act)

Objectives of autonomy.

73. (1) An autonomous college/ recognized institution/ university department/ university institution will have the freedom to -

(a) determine and prescribe its own courses of study and syllabi, and restructure and redesign the course to suit local needs, make it skill oriented and in consonance with the job requirements;
(b) prescribe the rules for admission in consonance with the reservation policy of the Government of Gujarat/ national policy;
(c) promote research in relevant fields;
(d) evolve methods of assessment of student's performance, the conduct of examination and notification of results;
(e) use modern tools of educational technology to achieve higher standards and greater creativity and
(f) promote healthy practices such as community service, extension activities, projects for the benefit of the society at large, neighbourhood programmes, etc.

The autonomy shall be a means to achieve higher standards and greater creativity in the future. An autonomous college/recognized institution/ university department/university institution shall be fully accountable for the content and quality of education that it imparts and shall be responsible for evaluation of the students for awards of degrees, diplomas and certificates to be awarded by the University.

(Note: A college shall include affiliated, conducted and/or constituent college)

Relationship with the University, the Government of Gujarat and other Autonomous colleges/Educational Institutions.

74. (1) There will be a symbiotic relationship between the parent university, State Government and the Autonomous College. The relationship between the parent University and the Autonomous College would be in the manner that is conducive for the development of the College with the ultimate aim of converting it into a College of Eminence.

(2) The University shall have the right to review all new courses of an autonomous college/recognized institution/ university department/university institution. Where there is an evidence of decline in standards of quality, the University shall, after careful scrutiny and in consultation with the University Grants Commission, either modify such courses, wherever possible, or cancel such courses.

(3) Autonomous college/recognized institution/ university department/university institution will be free to make use of the expertise of other University departments and institutions to frame their curricula, devise, method of teaching, examination and evaluation. They can recruit their teachers according to the existing procedures and norms prescribed by the competent authority, from time to time.

(4) The University will accept the methodologies of teaching, examination, evaluation and certify the course curriculum of its autonomous college/recognized institution/ university department/university institution. It will also help the autonomous colleges/recognized institutions/university departments/university institutions to develop their academic programmes, improve the faculty and to provide necessary guidance by participating in

the deliberations of the different bodies/committees of the autonomous colleges/recognized institutions/university departments/ university institutions.

(5) The role of the University will be -

(a) to encourage the colleges of good standing under their ambit to apply for autonomous status under the scheme;

(b) to accept the guidelines on the scheme of autonomous colleges issued by the University Grants Commission during the plan periods and from time to time, as binding and a matter of policy;

(c) to promote academic freedom in autonomous college/recognised institution/university department/university institution by encouraging introduction of innovative academic programmes;

(d) to facilitate introduction of new courses of study, subject to the required minimum number of hours of instruction, content and standards provided the UGC Regulations on the Specification of Degrees are followed by the College;

(e) to permit them to issue their provisional, migration and other certificates;

(f) to encourage to form a consortium for mutual co-operation/collaboration in chosen areas such as management skills, national services, entrance examinations, services projects, inter collegiate/intra collegiate sharing of expertise and human resources for teaching programmes;

(g) to encourage to adopt the semester pattern of study, continuous internal assessments, credit system and credit transfer among autonomous colleges/ recognized institutions/ university departments/ university institutions;

(h) to do everything possible to foster the spirit of autonomy and to create a separate wing to facilitate the smooth working of autonomous colleges / recognized institutions / university departments / university institutions;

(i) to consider and accept both internal and external assessment of students in autonomous colleges/ recognized institutions /university departments/ university institutions for admitting them to higher level courses conducted by other colleges/ recognized institutions /university departments/ university institutions;

(j) to consider and accept the decisions of the statutory bodies of the autonomous colleges / recognized institutions/ university departments /university institutions;

(k) to accept the students of autonomous colleges/ recognized institutions/ university departments/ university institutions declared qualified by autonomous colleges / recognized institutions / university departments/university institutions for award of such degrees / diplomas / certificates;

(l) to award degrees/diploma/certificates to the students declared qualified by autonomous colleges / recognized institutions / university departments/university institutions for award of such degrees / diplomas / certificates;

(m) to ensure that degree / diplomas /certificates issued indicate the name of the autonomous college/ recognized institution /university department/ university institution, along with the name of the University;

(n) to nominate eminent academicians of the university to serve in various committees of the autonomous colleges/ recognized institutions /university departments/ university institutions for giving inputs for the improvement of the functioning of the college;

(o) to forward the application of the college for grant of autonomy to the University Grants Commission within the specified timeframe; and

(p) to exercise such other powers and perform such other duties as may be conferred by or under the Act, Statutes, Ordinances, Rules and Regulations.

(6) The State Government will assist the autonomous college/ recognized institution/ university department/university institution by,-

(a) avoiding, as far as possible, transfer of teachers, especially in college and recognized institution, where academic innovation and reforms are in progress, except for need-based transfer;

(b) conveying its concurrence for the grant of autonomy or extension of autonomy of any college/ recognised institution/ university department/ university institution to the University Grants Commission within a period of thirty days after receipt of the recommendation of the Board of Management of the University, failing which it will be presumed that the Government of Gujarat has no objection to grant of autonomy or extension thereof, to the college/recognized institution /university department/ university institution;

(c) maintaining the grant-in-aid pattern even after grant of autonomous status to the college/recognized institution/university department/university institution; and

(d) nominating an academician of repute as its nominee in time on the Governing Body/ Board and other Bodies of the Government Colleges Granted autonomous status.

(e) The State Government will nominate an academician of repute as its nominee in the UGC Expert Committee at the time of fresh induction and extension of autonomous status to a college/recognized institution/university department/university institution;

(f) The State Government will provide the nominee within 30 days of the request;

(g) If the state Government does not provide a nominee within 30 days UGC may proceed with the visit to evaluate the college;

(h) All three stake holders, i.e. the University, the State Government and University Grants Commission, have to play a very harmonious and proactive role as facilitators in letter and spirit.

(7) Autonomous Status:

(a) Autonomy granted to the colleges/ recognized institutions /university departments/ university institutions is institutional and covers all the courses at diploma (under-graduate and post-graduate), under graduate,

post graduate degree and also certificate courses (under-graduate and post-graduate), which are being run by the institution at the time of conferment of autonomous status.

(b) All courses introduced by the institution after the conferment of autonomous status shall also automatically come under the purview of autonomy.

(c) Following the approval of the conferment of the autonomous status to the college, the parent university will issue a notification within 30 days of receipt of the letter of approval from University Grants Commission.

(d) The University will confer the degrees to the students of the autonomous colleges. However, the certificates of the students will have the name of the college as autonomous college inscribed on the certificate;

(e) Partial autonomy cannot be granted to any college/ recognized institution/university department/ university institution. Autonomous status is not conferred on permanent basis. It has to be continuously earned by the college/recognized institution/university department/university institution as per the provisions.

Eligibility.

75. (1) An autonomous status may be conferred by the University on the college/recognized institution/ university Department / university institution which has a standing of more than ten years and which is permanently affiliated or recognized by the University and satisfies other norms and conditions of autonomy prescribed by the University Grants Commission, the State Government and the University, from time to time. An autonomous status may be conferred by the University with the concurrence of the State Government and the University Grants Commission.

(2) All colleges (of any discipline) under Section 2(f) of the University Grants Commission Act, 1956, aided, unaided, partially aided and self-financing are eligible to apply for autonomous status.

(3) Colleges/ recognized institutions/ university departments/university institutions desirous of having autonomy shall make proper preparation with regard to teaching staff, students, local community etc., as prescribed in the guidelines of the University Grants Commission. Such multi-pronged preparation shall be completed well before the autonomy is sought.

(4) Other criteria for identification of colleges and recognized institutions for grant of autonomy:

(a) The college must have valid NAAC accreditation with a minimum a 'A' Grade or equivalent grade level as per the guidelines issued from time to time, for being considered for fresh induction / extension of autonomous status;

(b) In respect of Engineering/Technology/Management Colleges, current NBA accreditation for at least three courses is mandatory;

(c) For existing autonomous colleges before they seek extension of autonomous status they must get accredited by NAAC/NBA;