

CUH

CENTRAL UNIVERSITY OF HARYANA

(NAAC Accredited 'A' Grade University)



MINUTES



39th meeting of the Executive Council

18th October, 2018



Venue: Gurugram Office, Central University of Haryana, Gurugram

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CENTRAL UNIVERSITY OF HARYANA

Minutes of the 39th Meeting of the Executive Council

Dated: October 18, 2018 at 11:00 A.M.

The 39th meeting of the Executive Council of Central University of Haryana was held on Thursday, October 18, 2018 at 11:00 AM in the Gurugram Office, Central University of Haryana, Gurugram, Haryana.

The following members were present:

- 1 Prof. R.C. Kuhad, Vice Chancellor - Chairman
- 2 Prof. M. Anandkrishnan
- 3 Prof. V.K. Jain
- 4 Prof. Sushma Yadav
- 5 Prof. D.P.S. Verma
- 6 Dr. P.K. Khurana
- 7 Dr. Payal Mago
- 8 Prof. Bir Singh
- 9 Prof. Sarika Sharma
- 10 Prof. Nawal Kishore
- 11 Prof. Rajesh Kumar Malik - Special Invitee
- 12 Sh. Ram Dutt, Registrar - Secretary

The following members had expressed their inability to attend the meeting:

- 1 Prof. Yogesh Singh
- 2 Dr. V.K. Gupta
- 3 Dr. Avdhesh Kumar Pandey

At the outset, the Vice-Chancellor extended a warm welcome to all the members of the Executive Council. The Vice-Chancellor apprised the Council about the Academic and other achievements made by the University in the recent past which included qualifying the UGC (NET/JRF) July, 2018 by 49 students of the University; sanction of eight new research projects; completion of five research projects; conduct of three GIAN Courses; filing of four patents and progress for augmenting University Infrastructure, etc.

Resolution No.	Resolution Passed
1.	The Minutes of the 37 th meeting of the Executive Council held on June 29, 2018, were confirmed.
2.	The Minutes of the 38 th (Emergent) meeting of the Executive Council held on July 31, 2018, were confirmed.
3.	The actions taken on the resolutions of the 37 th meeting of the Executive Council held on June 29, 2018 were reported and recorded.

(Annexure-I, Page-30)

4. The actions taken on the resolutions of the 38th (Emergent) meeting of the Executive Council held on July 31, 2018 were reported and recorded

(Annexure-II, Page-31 to 32)

Items for Consideration

5. Resolved that the proposal for delegation of powers regarding disposal of the following tasks, be approved:

Sl. No.	Subject Matter	Power Delegated to
1.	To forward applications/issue NOC to employees, for appointment to various posts outside CUH.	Registrar
2.	Verification of various certificates of Teaching and Non-Teaching Staff	Section Officer (Estt.)
3.	Issue of Appointment letters for appointment to the teaching posts on regular basis.	Registrar
4.	Issue of Appointment letters for appointment to non-teaching (Group A & B posts) on regular basis.	Registrar
5.	Issue of Appointment letters for appointment to non-teaching (Group C posts) on regular basis other than on contract basis.	Dy. Registrar/ Asst. Registrar
6.	Letters of appointment/reappointment of teachers on contract.	Dy. Registrar/ Asst. Registrar
7.	Letters of appointment/reappointment of non-teaching staff on contract.	SO (Estt.)
8.	Permission to pursue higher education through distance learning mode to employees.	Registrar
9.	Issue of first two Advisory/ Memoranda to Teaching and Non-Teaching	Branch Officer/ HoD
10.	Permission to avail LTC to the Non-Teaching employees	Registrar
11.	NOC to apply for Passport/Visa	Registrar
12.	Permission to Non-Teaching employees to visit outside the University for official work	Registrar
13.	Permission to Leave the Station (Non-teaching employees)	Registrar
14.	Issue of Experience Certificate	Dy. Registrar/Asst. Registrar
15.	Permission to display schedule of Recruitment on University's Website for Teaching and Non-Teaching posts	Registrar
16.	Assignment of additional duty to the Non-Teaching employees.	Registrar
17.	Attestation of entries made on the service books of employees	Asst. Registrar/ Dy. Registrar (Estt.)
18.	Release of salary of employees	Registrar
19.	Pay fixation of employees	Registrar
20.	Release of Annual Increment	Registrar
21.	Forwarding proposals submitted by teachers for financial assistance for Academic purposes, etc.	Registrar
22.	Issue of Utilisation Certificate	Registrar/Finance Officer
23.	Approval of bills of Electricity/Telephones/Water charges for payment	Registrar

6.

Resolved that the following recommendations made by the committee constituted to look into the existing guidelines for determining seniority of Teachers and to suggest amendments to the existing guidelines in compliance with the Statute 24(1) and the UGC Regulations, be approved:

Existing	Proposed
<p>1. In the case of teachers, selected through open recruitment, their inter se seniority in the respective departments will be determined in accordance with the following principles:</p> <p>(i) Where two or more teachers are selected at the same time for appointment, then according to the rank given by the Selection Committee, provided that the date of joining in case of a teacher who is ranked higher is not later than 3 months from the date of issue of appointment letter to him.</p> <p>(ii) Where no rank has been indicated by the Selection Committee and two or more teachers join on one and the same date;</p> <p>(a) in case such teachers are appointed from a lower post to a higher post, then according to their inter se seniority in the immediate lower cadre, and</p> <p>(b) in any other case, according to the age of the persons joining, the older person being deemed senior.</p> <p>(iii) Same in the cases covered by sub-clause (i) and (ii), according to the date of joining of the teacher concerned.</p>	<p>1 (i) In the case of teachers, selected through open recruitment, their <i>inter se</i> seniority in the respective departments shall be determined with reference to their date of joining.</p> <p>(ii) Where two or more teachers selected at the same time for appointment, join on the same date, then according to their rank given by the Selection Committee.</p> <p>(iii) Where no rank has been indicated by the Selection Committee and two or more teachers join on one and the same date;</p> <p>(a) in case such teachers are appointed from a lower post to a higher post, then according to their <i>inter se</i> seniority in the immediate lower cadre, and</p> <p>(b) in any other case, according to the age of the persons appointed, the older person to be deemed senior.</p>
<p>2. The seniority of the teacher promoted under the Career Advancement Scheme (CAS) will be reckoned from the date of the meeting of the Executive Council in which the promotion was approved. In case, promotion of two or more teachers is approved by the Executive Council on one and the same date their inter se seniority will be determined in accordance with the following:</p> <p>(i) In case the teachers are promoted from a lower post to a higher post, then according to their inter se seniority, in the immediate lower cadre; and</p> <p>(ii) In any other case, according to the age of the persons promoted, the older person being deemed senior.</p>	<p>2. The seniority of the teachers promoted under the Career Advancement Scheme (CAS) shall be reckoned from the date of their eligibility for such promotion as approved by the Executive Council. In case, the date of eligibility of two or more teachers is one and the same, their <i>inter se</i> seniority will be determined in accordance with the following principles:</p> <p>(i) In case the teachers are promoted from a lower post to a higher post, then according to their <i>inter se</i> seniority, in the immediate lower cadre; and</p>

		(ii) In any other case, according to the age of the persons promoted, the older person to be deemed senior.
	<p>3. In the case of the teachers who had been promoted as Lecturer in Selection Grade or Reader under the Career Advancement Scheme/Merit Promotion Scheme, on their up-gradation/re-designation as Associate Professor on completion of three years in the pre-revised pay scale of Rs.12000-18300 as on 1.1.2006 or on completion of three years at the Academic Grade Pay of Rs.8000, without following any selection process, their interse seniority as Associate Professor will be reckoned with effect from the date of the office order vide which they are promoted/re-designated as Associate Professor. In the case of the teachers promoted as Associate Professor on completion of three years at the Academic Grade Pay of Rs.8000/- through due process of selection, their seniority will be determined from the date the Executive Council approved the recommendation of the selection committee for their promotion. The same principle will be followed for fixation of seniority of the teachers who get promoted as Professor.</p> <p>Provided that in case two or more teachers are promoted, their seniority will be fixed by taking into account the length of continuous service rendered by them on the post/grade prior to their promotion. The teacher whose length of service on that post/grade is longer will be deemed senior.</p> <p>Provided that, in both the above cases, the teachers concerned would be eligible to get the monetary benefits from the date of their eligibility.</p>	To be deleted.
	<p>4. In the case of two or more teachers appointed on the one and same date in a Department through the due process of direct recruitment and through promotion under MPS/CAS by the Executive Council, the seniority of the teacher promoted under Merit Promotion Scheme/Career Advancement Scheme will be reckoned from the date on which the Executive Council approved the promotion and the seniority of the teacher appointed through direct recruitment will be reckoned in accordance with the principles proposed under Para-1.</p>	To be deleted.



<p>5. A teacher appointed through open recruitment by following the due process of selection joins the University on deputation by maintaining lien on his substantive post at his /her parent institution or a teacher appointed on deputation under Statute 19(1) of the University, will not be given any seniority till the teacher is absorbed permanently in the University. During the period of deputation he will be shown at the bottom in the list of teachers of the Department in the cadre concerned. On permanent absorption as a teacher in the University, seniority of such a teacher will be reckoned from the date of his/her absorption in the University as a regular teacher.</p>	<p>3. No change.</p>
<p>6. A teacher who is initially appointed on contract, ad hoc or temporary basis and is later appointed as a teacher on regular basis by following the due process of selection, his/her seniority will be reckoned from the date of regular appointment in accordance with the guidelines suggested under Para 1 above.</p>	<p>4. No change.</p>
<p>7. Two seniority lists of the teachers will be maintained centrally by the Registrar: (i) Department-wise, and (ii) Combined seniority list of all the University teachers, in accordance with the above guidelines and should be notified on the University website.</p>	<p>5. No change.</p>
<p>8. Any objection or grievance with regard to seniority may be referred to the Registrar for examination, who may take a decision with the approval of the Vice Chancellor. If necessary, the Vice Chancellor may put up the same before the Executive Council and the decision taken thereon by the Executive Council will be final.</p>	<p>6. Any objection or grievance with regard to seniority may be referred to the Registrar for examination, who may take a decision with the approval of the Vice Chancellor. If necessary, the Vice Chancellor may put up the same before the Executive Council and the decision taken thereon by the Vice-Chancellor/ Executive Council shall be final.</p> <p>Note: In case the seniority of two or more teachers cannot be determined by following the above procedure, their seniority shall be determined by draw of lots by the Registrar. The teachers concerned shall be present at the time of draw.</p>
<p>9. These guidelines will supersede all earlier Resolutions/decisions on seniority of teachers, if any.</p>	<p>7. These Guidelines shall supersede all earlier Resolutions/decisions on seniority of teachers.</p>
<p>A copy of the recommendations of the committee is attached. (Annexure-III, Page-33 to 36)</p>	
<p>7.</p>	<p>Resolved that the following amendments to Ordinance-VI of the Ordinances of the University relating to Emoluments and other Terms and Conditions of Service of Pro Vice-Chancellor, in pursuance 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, 2018, be approved:</p>

Sr. No.	Existing	Amendment proposed
1.	<p>1. Emoluments The post of Pro Vice-Chancellor shall be in the Pay Band of Rs.37400-67000 with AGP of Rs. 10,000/- or higher AGP of Rs. 12,000/-, whichever is applicable, along with a Special allowance of Rs. 4000 per month, subject to a condition that the sum total of pay in the Pay Band, the Academic Grade Pay and the Special Allowance shall not exceed Rs.80000. In addition, the Pro Vice-Chancellor shall be entitled to such allowances as may be admissible to other University employees from time to time.</p>	<p>1. Emoluments The Pro Vice-Chancellor shall be entitled to the pay and allowances, as prescribed by the Government of India/ University Grants Commission for the post of Pro Vice-Chancellor, from time to time.</p>

8. Resolved that the following amendments to Statute-18 of the Statutes of the University relating to composition of Selection Committees for appointment to teaching and other posts, in pursuance 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, 2018**”, be approved:

Sr. No.	Existing	Amendment proposed
1.	<p><u>(2) (i) Professor/ Associate Professor/ Assistant Professor:</u> a. The Vice-Chancellor - Chairperson b. An academician nominated by the Visitor c. Three experts in the concerned subject nominated by the Vice-Chancellor out of the panel of names approved by the Academic Council d. Dean of the concerned School e. Head of the concerned Department. In case the Selection Committee is for the post of Professor, the Head of the Department should be a Professor. f. An academician representing SC/ST/OBC/Minority/Women/Differently-abled categories to be nominated by the</p>	<p><u>(2) (i) (A) Assistant Professor & Associate Professor:</u> i) The Vice-Chancellor or his / her nominee, who has at least ten years of experience as Professor – Chairperson ii) An academician not below the rank of Professor to be nominated by the Visitor iii) Three experts in the subject concerned nominated by the Vice-Chancellor out of the panel of names approved by the Academic Council. iv) Dean of the School concerned, wherever applicable. v) Head 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.</p> <p><u>(2) (i) (B) Professor:</u> i) The Vice-Chancellor – Chairperson ii) An academician not below the rank of Professor to be nominated by the Visitor iii) Three experts in the subject/ field concerned nominated by the Vice-Chancellor out of the panel of names approved by the Academic Council. iv) Dean of the School concerned, wherever applicable. v) Head of the Department/School concerned (not below the rank of a Professor). vi) An academician representing SC/ST/ OBC/Minority/Women/ Differently-abled categories to be</p>

Vice-Chancellor, if any of the candidates representing these categories is an applicant and if any of the above members of the selection committee does not belong to that category
At least four members, including two outside subject experts shall constitute the quorum.

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.

(2) (i) (C) Senior Professor:

- i) The Vice-Chancellor – Chairperson
- ii) An academician not below the rank of Senior Professor/Professor, with a minimum of ten years' experience, to be nominated by the Visitor
- 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 Academic Council.
- iv) Dean (not below the rank of Senior Professor/Professor with minimum ten years' experience) of the School concerned, wherever applicable.
- v) Head (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 concerned.
- 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 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 do not belong to that category.

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

2. **(2) (iii) Librarian, Deputy Librarian, Assistant Librarian:**

- a. The Vice-Chancellor - Chairperson
- b. A nominee of the Visitor
- c. Two persons not in the service of the University who have special knowledge of the subject of the Library Science or Library Administration nominated by the Executive Council
- d. One person not in the service of the University nominated by the Executive Council
- e. An academician representing SC/ST/ OBC/ Minority/ Women/ Differently-abled categories to be nominated by the Vice-Chancellor, if any of the candidates representing these categories is an applicant and if any of the above members of the selection committee does not belong to that category

(2) (iv) Director of Physical Education and Sports, Deputy Director of Physical Education and

(2) (iii) Director, Deputy Director, Assistant Director of Physical Education and Sports/ Librarian, Deputy Librarian, Assistant Librarian: 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,

Sports, Assistant Director of Physical Education and Sports:

- a. The Vice-Chancellor - Chairperson
- b. A nominee of the Visitor
- c. Two persons not in the service of the University who have special knowledge of the subject of the Physical Education and Sports nominated by the Executive Council
- d. One person not in the service of the University nominated by the Executive Council
- e. An academician representing SC/ST/ OBC/ Minority/ Women/ Differently-abled categories to be nominated by the Vice-Chancellor, if any of the candidates representing these categories is an applicant and if any of the above members of the selection committee does not belong to that category

The quorum for the meetings of the Selection Committees at Sr. No. 2(ii), 2(iii) & 2(iv) shall not be complete unless three members out of the nominees of the Visitor and the Executive Council attend the meeting.

respectively, except that in Library and Physical Education and Sports or Sports Administration, respectively, practising Librarian/ Director Physical Education and Sports, as the case may be, shall be associated with the Selection Committee as one of the subject experts.

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

9. Resolved that the following composition of the selection committee for recommending appointment as Guest Faculty/ Teachers on contract basis, be approved:

Selection Committee:

1. Vice-Chancellor- Chairman
2. One subject Expert to be nominated by the Vice-Chancellor- Member
3. One member of the Executive Council to be nominated by the Vice-Chancellor
4. Head of the Department/ Dean of the School concerned

Three members, including the subject expert, shall constitute the quorum.

10. Resolved that the following amendments to the Ordinance-XIV (Leave Rules for Teaching Staff) of the Ordinances of the University, be approved:

Clause- 24 (Existing):

	Kind of Leave	Sanctioning Authority	Extent of Power
I	Casual / Special Casual Leave to		
A	Deans of Schools	Vice-Chancellor	Full
B	Chairperson of Deptts./Centres	Deans of Schools	Full
C	Chairperson and Other teachers	Chairperson of Centre/ Dept.	Full
II	Duty Leave to		
A	Deans of Schools	Vice-Chancellor	Full
B	Chairperson and Other teachers	Dean Vice-Chancellor	Upto 10 days and Beyond 10 days
III	Earned Leave/Half Pay Leave/Commuted Leave/Maternity Leave/Paternity Leave/Adoption Leave/Child Care Leave/ to		
A	Dean of Schools	Vice-Chancellor	Full
B	Chairpersons of the Deptts./Centres.	Deans of Schools Vice-Chancellor	Upto 90 days Beyond 90 days
C	Other teachers	Chairperson of the Centre Dean of School	Upto 90 days Beyond 90 days
IV	Sabbatical Leave / Study Leave		
		Vice-Chancellor	Full
V	Quarantine Leave		
		Vice-Chancellor	Full

VI	Extraordinary Leave		
A	Deans of Schools	Vice-Chancellor Executive Council	Upto 90 days Beyond 90 days
B	Chairperson and Other teachers	Deans of the Schools Vice-Chancellor Executive Council	Upto 30 days Upto 90 days Beyond 90 days
VII	Leave Not Due For All	Vice-Chancellor	Full

Clause-24: Amendments Proposed

	Kind of Leave	Sanctioning Authority	Extent of Power
I	Casual / Special Casual Leave to		
A	Deans of Schools/ Heads of Deptts./Centres	Vice-Chancellor	Full
B	Other teachers excluding teacher on contract	Pro Vice-Chancellor Vice-Chancellor	Full
C	Teacher working on contract	Registrar	Full
II	Duty Leave to		
A	Deans of Schools/ Heads of Departments and Other teachers	Vice-Chancellor	Full
III	Earned Leave/Half Pay Leave/Commutated Leave/Maternity Leave/Paternity Leave/Adoption Leave/Child Care Leave/ to		
A	Dean of Schools/Heads of Departments/Teachers	Vice-Chancellor	Full
IV	Sabbatical Leave / Study Leave	Vice-Chancellor	Full
V	Quarantine Leave	Vice-Chancellor	Full
VI	Extraordinary Leave	Vice-Chancellor	Full
VII	Leave Not Due For All	Vice-Chancellor	Full

Clause-26 (vi) (Existing):

- a) The teachers appointed on contract will suo moto be allowed encashment of earned leave at their credit on the date of termination of contract, subject to the ceiling mentioned below:

Period of Contract	Maximum earned leave for which encashment be allowed at the time of termination of contract
2 years or less	No encashment
More than 2 years, upto 5 years	30 days
More than 5 years, upto 10 years	60 days
More than 10 years, upto 15 years	90 days
More than 15 years, upto 20 years	120 days
More than 20 years, upto 25 years	150 days
more than 25 years	180 days

The encashment of earned leave as above will, however, be subject to the condition that the total earned leave for which encashment will be allowed together with the earned leave or full pay leave for which encashment had been allowed in previous appointments, if any, under the Government, an autonomous body or bodies of public sector undertaking(s), is not more than 300 days.

Clause No. 26 (vi) (Amended):

To be deleted



11.	Resolved that the proposal for rationalization of the post of Junior Professional Assistant held by Sh. Vijender Singh, as Semi Professional Assistant, in pursuance of the UGC letter No. F.63.-/2010(CU) dated 07.06.2013, be approved: <p style="text-align: right;">(Annexure-IV, Page-37 to 39)</p>
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Recommendations of the 26th meeting of the Academic Council held on 17th October, 2018

12 (A)	Resolved that the following Amendments to Ordinance-II (<i>DEGREE OF MASTER OF PHILOSOPHY (M. Phil.)</i>) of the University in accordance with the University Grants Commission (Minimum Standards and Procedure for Award of M.Phil./Ph.D. Degrees) (1st amendment) Regulations, 2018, as recommended by the Academic Council, be approved:
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Existing Clause	Proposed Clause
<p>Clause 3.1: The University shall conduct an Entrance Test, with the qualifying marks as 50% (a relaxation of 5% of marks may be allowed for those belonging to the SC/ST/OBC (non-creamy layer)/ Differently-abled and other categories of candidates as per the decision of the Commission from time to time). The syllabus of the Entrance Test may consist of 50% of research methodology and 50% may be subject-specific. The Entrance Test shall be conducted at the centre(s) notified in advance by the University.</p> <p>The candidates who have cleared the UGC/CSIR-NET/JRF/SLET/SET/GATE and Teacher-Fellowship-holders <u>shall be exempted from Entrance Test.</u></p>	<p>Clause 3.1: The University shall conduct an Entrance Test, with the qualifying marks as 50% provided that a relaxation of 5 % of marks (from 50% to 45%) shall be allowed for the candidates belonging to SC/ST/OBC(Non-Creamy layers)/ Differently-abled category in the entrance examination conducted by the University.</p> <p>Provided further that, if in spite of the above relaxation, the seats allotted for SC/ST/OBC(Non Creamy layer)/ Differently-Abled categories remain unfilled, the University shall launch a Special Admission Drive, for that particular category within one month from the date of closure of admissions of General Category. The University will devise its own admission procedure, along with eligibility conditions to ensure that most of the seats under these categories are filled.</p> <p>The syllabus of the Entrance Test may consist of 50% of research methodology and 50% may be subject-specific. The Entrance Test shall be conducted at the centre(s) notified in advance by the University.</p> <p>The candidates who have cleared the UGC/CSIR-NET/JRF/SLET/SET/GATE and Teacher-Fellowship-holders shall be exempted from Entrance Test.</p>

12 (B)	Resolved that the following Amendments to Ordinance-II-A' (<i>DEGREE OF DOCTOR OF PHILOSOPHY (Ph.D.)</i>) of the University in accordance with the University Grants Commission (Minimum Standards and Procedure for Award of M.Phil./Ph.D. Degrees) (1st amendment) Regulations, 2018, as recommended by the Academic Council, be approved:
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Existing Clause	Proposed Clause
<p>Clause 3.1.1: The University shall conduct an Entrance Test with qualifying marks as 50% (a relaxation of 5% of marks to be allowed for those belonging to the SC/ST/OBC (non-creamy layer)/ Differently-abled and other categories of candidates as per the</p>	<p>Clause 3.1.1: The University shall conduct an Entrance Test, with the qualifying marks as 50% provided that a relaxation of 5 % of marks (from 50% to 45%) shall be allowed for the candidates belonging to SC/ST/OBC(Non-Creamy layers)/ Differently-abled category in the entrance examination conducted by the University.</p>

decision of the Commission from time to time). The syllabus for the Entrance Test shall consist of: (a). research methodology (50%) and (b). subject-specific (50%). The Entrance Test shall be conducted at the Centre(s) notified in advance by the University.

Provided further that, if in spite of the above relaxation, the seats allotted for SC/ST/OBC(Non Creamy layer)/Differently-Abled categories remain unfilled, the University shall launch a Special Admission Drive, for that particular category within one month from the date of closure of admissions of General Category. The University will devise its own admission procedure, along with eligibility conditions to ensure that most of the seats under these categories are filled.

The syllabus for the Entrance Test shall consist of: (a). research methodology (50%) and (b). subject-specific (50%). The Entrance Test shall be conducted at the Centre(s) notified in advance by the University.

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12 (C) Resolved that the following Amendments to Ordinance-XV (PROGRAMMES LEADING TO THE AWARD OF POSTGRADUATE DEGREES/DIPLOMAS) of the University, as recommended by the Academic Council, be approved:

Existing Clause	Proposed Clause
<p>13.2. Promotion Rules</p> <p>(a) A student who has appeared in the first semester examination shall be promoted to the second semester, irrespective of his/her performance in the first semester examination.</p> <p>(b) A student shall be promoted to the 3rd semester only when he/she has cleared at least 50% of the prescribed courses of 1st & 2nd Semester, taken together at the end of the second semester. A student failing to clear at least 50% of the prescribed courses of 1st and 2nd Semester will be treated as 'Ex-student' and will be allowed to re-appear in the end semester examination of 1st or 2nd Semester, or both as applicable. However such students will not be allowed to repeat internal assessment. After passing the said semesters the student will be promoted to 3rd Semester and shall be treated as a regular student.</p> <p>(c) A student shall be declared to have passed the programme of study and award of the degree if he/she has secured the required credits with at least 'P' grade.</p>	<p>13.2 Promotion Rules</p> <p>(a) A student will be promoted from an odd semester to the next even semester without any restrictions on the minimum number of credits earned. However for promotion from an even semester to the next odd semester, a student should have earned atleast 50% of the credits of the current and all previous semesters taken together. A student failing to earn atleast 50% of the credits from the prescribed courses of all present and all previous semesters taken together will be treated as an 'Ex-student' and will be allowed to repeat in the end semester examination of the previous semesters as applicable (for example for a student going from semester 4 to 5 who becomes an Ex. Student, he/ she shall be required to repeat all the papers of semester 3 and semester 4 in the next odd/even semester). However such student will not be allowed to repeat the internal assessment for the said paper/s of the respective semester/s as the case may be. After passing the said semesters, the student shall be promoted to the next odd semester and shall be treated as a 'Regular' student.</p> <p>(b) A student shall be declared to have passed the programme of study and award of the degree if he/she has secured the required credits with at least 'P' grade.</p>

12 (D)

Resolved that the following Amendments to Ordinance-XXIX (*PROGRAMMES LEADING TO THE AWARD OF BACHELOR OF TECHNOLOGY (B. Tech.) DEGREE*) of the University in accordance with the AICTE's newly prescribed Model Curriculum for Engineering Programmes, as recommended by the Academic Council, be approved:

Existing Clause	Proposed Clause
<p>Clause 5: Credits: A credit defines the quantum of contents/syllabus prescribed for a course and determines the number of hours of instruction required per week. Thus, in each course, credits are assigned on the basis of the number of lectures/tutorials/laboratory work/field work and other forms of learning required for completing the contents in 15-week schedule. Two hours of laboratory work/field work is generally considered equivalent to 1 hour of lecture.</p> <p>(i) 1 credit = 1 hour of instruction per week (1 credit course = 15 contact hours of instruction per semester).</p> <p>(ii) 1 credit = 1 hour of tutorial per week.</p> <p>A core/elective course with practical component shall carry upto 6 credits while a core/elective course without practical component <i>may shall up to 5 credits</i>. However, a dissertation/ project work/field work etc. shall carry up to 32 credits (along with other core/elective courses); and a semester-long dissertation/project work/field work shall carry upto a maximum of 32 credits.</p>	<p>Clause 5: Credits: A credit defines the quantum of contents/syllabus prescribed for a course and determines the number of hours of instruction required per week. Thus, in each course, credits are assigned on the basis of the number of lectures/tutorials/laboratory work/field work and other forms of learning required for completing the contents in 15-week schedule. Two hours of laboratory work/field work is generally considered equivalent to 1 hour of lecture.</p> <p>(i) 1 credit = 1 hour of instruction per week (1 credit course = 15 contact hours of instruction per semester).</p> <p>(ii) 1 credit = 1 hour of tutorial per week.</p> <p>A core/elective course with practical component shall carry upto 6 credits while a core/elective course without practical component may carry up to 5 credits. However, a dissertation/ project work/field work etc. shall carry up to 32 credits (along with other core/elective courses); and a semester-long dissertation/project work/field work shall carry upto a maximum of 32 credits.</p>
<p>Clause 9.4: A student shall register for a minimum of 20 credits and can register for a maximum of 30 credits in a semester, unless specified otherwise by the University for a programme of study/course.</p>	<p>Clause 9.4: A student shall register for a minimum of 15 credits and can register for a maximum of 25 credits in a semester, unless specified otherwise by the University for a programme of study/course.</p>
<p>Clause 10.7: Minimum Credit requirements: The credit requirements for the B.Tech. Degree programme, shall be 200 credits (± 8 Credits), including a minimum of 28 credits from elective courses (of which at least 8 credits shall be from elective courses of the other Departments).</p>	<p>Clause 10.7: Minimum Credit requirements: The credit requirements for the B.Tech. Degree programme, shall be 160 credits (± 5 Credits).</p>

12 (E)

Resolved that the Amendments to Clause-15 of Ordinance-XXX (*PROGRAMME LEADING TO THE AWARD OF THE CERTIFICATE/ DIPLOMA/ ADVANCED DIPLOMA/DEGREE OF BACHELOR OF*

VOCATION (B.VOC.)) of the University, as recommended by the Academic Council, be referred back to the Academic Council for review on the issue of inclusion of a provision for allowing the ex-students to also repeat the Internal Assessment.

12 (F)

Resolved that the substitution of the existing Ordinance-XX (CONVOCATION) of the University with the following revised Ordinance-XX (CONVOCATION), as recommended by the Academic Council, be approved:

**ORDINANCE-XX (Revised)
CONVOCATION**

(See Section 28(I)(0), read with Statute 29 under the Central Universities Act, 2009)

1. Convocation

1.1. The Convocation for the purpose of conferring degrees shall be held on such date and place as may be fixed by the Vice Chancellor in consultation with the Chancellor.

1.2. The Chancellor shall preside over the Convocation of the University.

1.3. In the absence of the Chancellor, the Vice Chancellor shall fix the date and preside over the Convocation.

2. Special Convocation

A Special Convocation may be held on such date as may be decided by the Executive Council for the purpose of conferring honorary degree in accordance with the prescribed procedure, or for the purpose of conferring other degrees under special circumstances on the recommendation of the Academic Council.

3. Notice

3.1. The Registrar shall issue the notice of the Convocation for the information of all concerned, along with the programme of the procedure to be observed thereat.

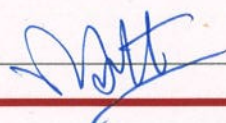
3.2. The candidates who have passed their examinations and have qualified for award of the respective degree in the year(s) since the last Convocation shall be eligible to be admitted to the Convocation.

Provided that in case the Convocation is not held in a particular year, the Vice Chancellor shall be competent to authorize admission of successful candidates in the year to their respective degrees and issue the degrees on payment of prescribed fee.

4. Application

4.1. A candidate for the degree must submit to the Controller of Examinations or any other designated Officer his/her application for admission of the degree to be awarded at the Convocation on or before the date prescribed for the purpose along with the prescribed fee.

4.2. Such candidate(s) who are unable to present himself/ herself in person at the Convocation shall be admitted to the respective degree in absentia by the Chancellor, or in his/her absence, the Vice Chancellor. The degrees to such candidates shall be issued by the Controller of Examinations on application and payment of the prescribed fee.



5. Fee

The fee for admission to the degree at the Convocation in person and in absentia shall be fixed by the University.

6. Honorary Degree (*honoris causa*)

6.1. An Honorary Degree shall be conferred at a Convocation/Special Convocation and may be taken in person or in absentia.

6.2. The presentation of the person(s) at the Convocation on whom Honorary Degree(s) are to be conferred shall be made by the Vice Chancellor or by a person nominated by him.

7. Academic Dress

Candidates at the Convocation shall wear Academic Dress (gowns) appropriate to their respective degree as specified under this Ordinance. No candidate shall be admitted to the Convocation who is not in the prescribed academic dress.

The Academic Dress of the University for Convocation shall be as follows:

7.1. Members of the Procession

7.1.1. **For the Chancellor:** Royal blue colour handloom fabric gown with lace (width 3") on the front folds round the neck and around the sleeves and the logo of the University. Cap for the Chancellor in pure hand-spun, hand-woven handloom fabric with golden tassel and mortar band.

7.1.2. **For the Vice Chancellor:** Maroon colour handloom fabric gown with lace (width 2") on the front folds round the neck and around the sleeves and the logo of the University. Cap for the Vice-Chancellor in pure hand-spun, hand-woven with golden tassel and mortar band.

7.1.3. **For the Pro-Vice Chancellor:** Silver colour handloom fabric gown with lace (width 1½") on the front folds round the neck and around the sleeves and the logo of the University. Cap for the Pro-Vice Chancellor in pure hand-spun, hand-woven with golden tassel and mortar band.

7.1.4. **For the Chief Guest/Guest(s) of Honour:** Purple colour handloom fabric gown with lace (width 3") on the front folds round the neck and around the sleeves and the logo of the University. Cap of pure hand-spun and woven with golden tassel.

7.1.5. **For the Registrar:** Golden colour handloom fabric with lace (width 1") on the front folds round the neck and around the sleeves and the logo of the University. Cap of pure hand-spun woven with golden tassel.

7.1.6. **For the Controller of Examinations and the Finance Officer:** Green colour handloom fabric gown with lace (width 1") on the front folds round the neck and around the sleeves with lace and the logo of the University. Cap of pure hand-spun and woven with golden tassel.

7.1.7. For the Deans of the Schools of Studies: Red handloom fabric gown with lace (width 1”) on the front folds round the neck and around the sleeves with lace and the logo of the University. Cap of red handloom fabric with golden tassel and mortar band.

7.1.8. For the members of the University Authorities: Superior black handloom fabric gown with lace (width 1”) on the front folds round the neck and around the sleeves with lace and the logo of the University. Cap of black handloom fabric with golden tassel and mortar band.

7.2. Master’s DegreeFor Master’s degree in School of Arts, Humanities and Social Sciences; School of Language, Linguistics, Culture and Heritage; School of Journalism, Mass Communication and Media; School of Law, Governance, Public Policy and Management and School of Education: Black handloom fabric gown and hood-maroon with black lining.

7.2.2. For Master’s degree in School of Physical and Mathematical Sciences; School of Computer Science and Informatics; School of Engineering and Technology; School of Life-long Learning; and School of Chemical Sciences: Black handloom fabric gown and hood-golden with black lining.

7.2.3. For Master’s degree in School of Earth, Environment and Space Studies, School of Agriculture and Allied (Agro based technological) Sciences, School of Medical Sciences; and School of Life Sciences: Black handloom fabric gown and hood-red with black lining.

7.3. Degree of Master of Philosophy (M.Phil.)For the degree of Master of Philosophy in School of Arts, Humanities and Social Sciences; School of Language, Linguistics, Culture and Heritage; School of Journalism, Mass Communication and Media; School of Law, Governance, Public Policy and Management and School of Education: Black handloom fabric gown and hood-blue with white lining.

7.3.2. For the degree of Master of Philosophy in School of Physical and Mathematical Sciences; School of Computer Science and Informatics; School of Engineering and Technology; and School of Chemical Sciences: Black handloom fabric gown and hood-purple with black lining.

7.3.3. For the degree of Master of Philosophy in School of Earth, Environment and Space Studies; School of Agriculture and Allied (Agro-based technological) Sciences; School of Medical Sciences; and School of Life Sciences: Black handloom fabric gown and hood-green with black lining.

7.4. Degree of Doctor of Philosophy (Ph.D.)For the degree of Doctor of Philosophy in School of Arts, Humanities and Social Sciences; School of Language, Linguistics, Culture and Heritage; School of Journalism, Mass Communication and Media; School of Law, Governance, Public Policy and Management and School of Education: Grey handloom fabric gown with maroon facing and with maroon band on the sleeves. Hood-Grey handloom fabric with maroon lining.

7.4.2. For the degree of Doctor of Philosophy in School of Physical and Mathematical Sciences; School of Computer Science and Informatics; and School of Chemical Sciences: Grey handloom fabric gown with red facing and with red band on the sleeves. Hood-Grey handloom fabric with red lining.

7.4.3. For the degree of Doctor of Philosophy in School of Earth, Environment and Space Studies; School of Agriculture and Allied (Agro-based technological) Sciences; and School of Life Sciences: Grey handloom fabric gown with blue facing and with blue band on the sleeves. Hood-Grey handloom fabric with blue lining.

7.4.4. For the degree of Doctor of Philosophy in School of Engineering and Technology and School of Life-long Learning: Grey handloom fabric gown with violet facing and with violet band on the sleeves. Hood-Grey handloom fabric with violet lining.

7.4.5. For the degree of Doctor of Philosophy in School of Medical Sciences: Grey handloom fabric gown with green facing with green on the sleeves. Hood-Grey handloom fabric with green lining.

Note: *All the Academic Robes of the members of the Academic Procession and the candidates shall be made of Handloom Fabric.*

8. Procedure of Convocation:

8.1. For the award of degree at the Convocation, candidates present shall be formally presented to the Chancellor or in his/her absence to the Vice Chancellor for admission to their respective degrees. The Deans of respective Schools of Studies shall present the candidates for admission to the respective Post-Graduate/M.Phil./Ph.D. degrees. The Registrar or the person appointed for the purpose by the Vice Chancellor shall present candidates for degree in absentia. The name of the recipients of medals and prizes shall be read out by the Registrar or the by the person appointed for the purpose.

8.2. Degree/Certificate shall be supplied to the candidates in a manner to be prescribed by the Vice Chancellor after the Convocation is over.

8.3. The Vice Chancellor shall determine from time to time as to the persons who shall form the procession at the Convocation.

8.4. The Chancellor, the Chief Guest, the Vice Chancellor, the Pro-Vice Chancellor (if any), the Registrar, the Deans of Schools, the Controller of Examinations, the Finance Officer and the members of the University authorities shall wear their special convocation dress as prescribed by the University.

8.5. The Chancellor, the Chief Guest, the Vice Chancellor, the Pro-Vice Chancellor (if any), the Registrar, the Deans, the Controller of Examinations, the Finance Officer and the members of the University authorities shall assemble in the meeting room/robing area at the appointed hour and shall walk in procession in the following order to the Convocation Hall:

Members of the Procession:

- The Registrar
- The Deans
- The Academic Council
- The Executive Council
- The Court
- The Finance Officer
- The Controller of Examinations
- The Pro-Vice Chancellor
- The Vice Chancellor
- The Chief Guest
- The Chancellor

8.6. The procession shall begin and proceed to the Convocation Hall.

8.7. As soon as the procession enters the Convocation Hall, the candidates and the audience shall rise and remain standing until the members of the procession have taken their seats.

8.8. The Chancellor, the Chief Guest, the Vice Chancellor, the Pro-Vice Chancellor, the Registrar, the Deans, the Controller of Examinations, the Finance Officer, the members of University Authorities shall take their seats in places reserved for them.

8.9. The Registrar shall then obtain the permission of the Chancellor, or in his/her absence the Vice Chancellor, to declare the Convocation 'open'.

8.10. The Chancellor or in his/her absence the Vice Chancellor shall declare the Convocation 'open'.

8.11. The Vice Chancellor shall then deliver a welcome speech and present the report.

8.12. The Vice Chancellor, shall then say, "Let the candidates be presented".

8.13. The candidates, when presented, shall rise in their seats.

8.14. The candidates receiving the degrees shall be presented by the respective Dean.

Vice Chancellor Sir/Madam, I present to you candidates who have been examined and found qualified for the Degree of to which I pray that they may now be admitted".

8.15. The Vice Chancellor shall admit the candidates to the degree with the following words:

"By virtue of the powers vested in me as the Vice-Chancellor of the Central University of Haryana, I admit you to the degree of and I charge you that ever in your life and conversation you show yourselves worthy of the same."

8.16. The candidates shall then take their respective seats.

8.17. The Registrar, or the person appointed for the purpose, shall then request the Vice Chancellor to admit the candidates *in absentia* to the various degrees in the following words:

“Vice Chancellor Sir/Madam, on behalf of the other candidates who have been examined and found qualified for the Degree of and have been permitted to receive their degrees in absentia. I pray that they be admitted to their respective degree”.

8.18. The Vice-Chancellor shall admit those candidates to their respective degree in the following words:

“By virtue of the powers vested in me as the Vice Chancellor of the Central University of Haryana, I admit those candidates to their respective degree in absentia.”

8.19. The Registrar, or the person designated for the purpose, shall then present the candidates for receiving the Gold Medals that shall be given to them by the Chief Guest, or any other dignitary, as decided by the Vice-Chancellor.

8.20. The person designated for the purpose shall then present the candidates for receiving the Prizes that shall be given to them by the dignitary as decided by the Vice Chancellor.

8.21. Exhortation by the Chancellor, or in his/her absence by the Vice Chancellor:

वेदमनूच्याचार्योऽन्तेवासिनम् अनुशास्ति।	After imparting Veda the आचार्य instructs the Disciple.
सत्यं वद।	Speak the Truth.
धर्मं चर।	Practise Virtue and Righteousness.
स्वाध्यायान्मा प्रमदः।	Don't neglect self-study.
आचार्याय प्रियं धनमाहृत्य प्रजातन्तुं मा व्यवच्छेत्सीः।	Having brought pleasing wealth for आचार्य, keep the generation intact.
सत्यान्न प्रमदितव्यम्।	Let there be no negligence for Truth.
धर्मान्न प्रमदितव्यम्।	Let there be no negligence for Righteousness.
कुशलान्न प्रमदितव्यम्।	Let there be no negligence for Welfare.
भूत्यै न प्रमदितव्यम्।	Let there be no laziness for prosperity.
स्वाध्याय-प्रवचनाभ्यां न प्रमदितव्यम्।	Let there be no laziness for self-study and teaching.
देवपितृ-कार्याभ्यां न प्रमदितव्यम्।	Let there be no negligence in performing duties towards divinity and forefathers.
मातृदेवो भव।	Be one, who serves mother as a divinity.
पितृदेवो भव।	Be one, who serves father as a divinity.
आचार्यदेवो भव।	Be one, who serves teacher as a divinity.

अतिथिदेवो भव।	Be one, who serves guest as a divinity.
यान्यनवद्यानि कर्माणि तानि सेवितव्यानि नो इतराणि।	Whatever deeds are blameless, these are to be practised and not others.
यान्यस्माकं सुचरितानि तानि त्वयोपास्यानि नो इतराणि।	Whatever good actions are among us are to be practised and not others.
ये के चास्मच्छ्रेयांसो ब्राह्मणाः तेषां त्वयासनेन प्रश्वसितव्यम्।	And those our virtuous scholars (if they happen to visit you), must be comforted hastily with a seat.
श्रद्धया देयम्।	With Faith (he) is to be given (a donation).
अश्रद्धयाऽदेयम्।	Without faith is not to be given.
श्रिया देयम्।	According to Prosperity is to be given.
ह्रिया देयम्।	Out of Modesty is to be given.
भ्रिया देयम्।	Out of Awe is to be given.
संविदा देयम्।	According to Sympathy is to be given.
अथ यदि ते कर्मविचिकित्सा वा वृत्तविचिकित्सा वा स्यात्।	Then, to you, if arises any doubt in doing some action or conduct.
ये तत्र ब्राह्मणाः संमर्शिनः,	Ask the erudite teachers found around, who are competent to Judge,
युक्ता आयुक्ताः,	Properly engaged (in duties), and appointed (for such matters)
अलूक्षा धर्मकामाः स्युः।	Are not harsh, are eager to follow virtue.
यथा ते तत्र वर्तेरन्, तथा तत्र वर्तेथाः।	As they would behave in that matter, Thus (you) there should behave.
अथाभ्याख्यातेषु,	Then, as to the persons accused of guilt,
ये तत्र ब्राह्मणाः संमर्शिनः,	Ask the erudite teachers found around, who are competent to Judge,
युक्ताः आयुक्ताः,	Properly engaged (in duties), and appointed (for such matters)
अलूक्षा धर्मकामाः स्युः ,	Are not harsh, are eager to follow virtue.
यथा ते तेषु वर्तेरन्, तथा तेषु वर्तेथाः।	As they would behave with them, (You) should behave with them in the same manner.
एष आदेशः।	This is the command.
एष उपदेशः।	This is the virtuous teaching.
एषा वेदोपनिषत्।	This is the intimate Vision of the Vedas.
एतदनुशासनम्।	This is the Instruction.
एवमुपासितव्यम्।	Thus should one practise.
एवमु चैतदुपास्यम्।	And thus indeed should one is to act upon.

8.22. The Convocation address shall be delivered by the Chief Guest.



8.23. When all candidates have been admitted to their degrees, medals and prizes, the Registrar shall request the Chancellor, or in his/her absence, Vice-Chancellor, for concluding remarks/Vote of thanks and to declare the Convocation 'Closed'.

8.24. The Chancellor, or in his absence the Vice-Chancellor, shall then declare the Convocation 'Closed'.

8.25. National Anthem

8.26. The procession shall then leave the convocation hall in the reverse order as that in which it entered the convocation hall, the graduates and the audience standing.

12 (G) Resolved that the following amendments to Statute 15(1) of the Statutes of the University, as recommended by the Academic Council, be approved:

Statute-15 (1): SCHOOLS OF STUDIES

Existing:	Proposed
The University shall have the following Schools of Studies:	The University shall have the following Schools and Departments of Studies:
(i) School of Arts, Humanities and Social Sciences	(a) Schools of Studies:
(ii) School of Language, Linguistics, Culture and Heritage	(i) School of Humanities and Social Sciences
(iii) School of Journalism, Mass Communication and Media	(ii) School of Interdisciplinary Studies and Applied Sciences
(iv) School of Earth, Environment and Space Studies	(iii) School of Basic Sciences
(v) School Life Sciences	(iv) School of Law
(vi) School of Physical and Mathematical Sciences	(v) School of Engineering and Technology
(vii) School of Computer Science and Informatics	(vi) School of Business and Management Studies
(viii) School of Chemical Sciences	(vii) School of Education
(ix) School of Engineering and Technology	(viii) School of Medical Sciences
(x) School of Law, Governance, Public Policy and Management	(ix) School of Agricultural Sciences
(xi) School of Education	(x) School of Life-long Learning
(xii) School of Medical Sciences	
(xiii) School of Agriculture and Allied (Agro based technological) Sciences	
(xiv) School of Life-long Learning	

(b) Departments of Studies

Existing	Proposed
1. Department of Agri-business	1. Department of Agri-business
2. Department of Agricultural Economics	2. Department of Agricultural Economics
3. Department of Anthropology	3. Department of Anthropology
4. Department of Astrophysics	Merged with department of Physics.
5. Department of Biochemistry	4. Department of Biochemistry
6. Department of Bio-informatics	5. Department of Bio-informatics
7. Department of Biotechnology and Molecular Biology	6. Department of Biotechnology
8. Department of Botany	7. Department of Botany
9. Department of Buddhist Studies	8. Department of Buddhist Studies
10. Department of Chemistry	9. Department of Chemistry
11. Department of Commerce	10. Department of Commerce
12. Department of Comparative Literature & Translation Studies	11. Department of Comparative Literature & Translation Studies
13. Department of Computer Sciences and Information Technology	12. Department of Computer Sciences and Information Technology
14. Department of Earth Sciences	13. Department of Earth Sciences
15. Department of Economics	14. Department of Economics
16. Department of Education	15. Department of Education
17. Department of Electronics	16. Department of Electronics and Communication Engineering
18. Department of English and Foreign Languages	17. Department of English and Foreign Languages
19. Department of Environmental Studies	18. Department of Environmental Studies
20. Department of Food Science and Technology	19. Department of Food Science and Technology
21. Department of Genetics	20. Department of Genetics
22. Department of Geography	21. Department of Geography
23. Department of Geotechnical Engineering	22. Department of Geotechnical Engineering
24. Department of Hindi and Indian Languages	23. Department of Hindi and Indian Languages
25. Department of History and Archaeology	24. Department of History and Archaeology
26. Department of Horticulture	25. Department of Horticulture
27. Department of Journalism, Media and Mass Communication	26. Department of Journalism and Mass Communication
28. Department of Law	27. Department of Law
29. Department of Library and Information Sciences	28. Department of Library and Information Science

30. Department of Management Studies	29. Department of Management Studies
31. Department of Mathematics	30. Department of Mathematics
32. Department of Microbiology	31. Department of Microbiology
33. Department of Mycology and Plant Pathology	32. Department of Mycology and Plant Pathology
34. Department of Nano Science Technology	33. Department of Nano Science Technology
35. Department of Nutrition Biology	34. Department of Nutrition Biology
36. Department of Operational Research	35. Department of Operations Research
37. Department of Philosophy	36. Department of Philosophy
38. Department of Physical Education and Sports Sciences	37. Department of Physical Education and Sports
39. Department of Physics	38. Department of Physics and Astrophysics
40. Department of Policy Studies	39. Department of Policy Studies
41. Department of Political Science	40. Department of Political Science
42. Department of Post-harvest Technology	41. Department of Post-harvest Technology
43. Department of Psychology	42. Department of Psychology
44. Department of Public Administration	43. Department of Public Administration
45. Department of Remote Sensing and Geo Informatics	44. Department of Remote Sensing and Geo Informatics
46. Department of Sociology	45. Department of Sociology
47. Department of Statistics	46. Department of Statistics
48. Department of Tourism Studies	47. Department of Tourism and Hotel Management
49. Department of Urdu	48. Department of Urdu
50. Department of Virology	49. Department of Virology
51. Department of Women's Studies and Development	50. Department of Women's Studies and Development
52. Department of Zoology	51. Department of Zoology
53. Department of Civil Engineering	52. Department of Civil Engineering
54. Department of Computer Science and Engineering	53. Department of Computer Science and Engineering
55. Department of Electrical Engineering	54. Department of Electrical Engineering
56. Department of Printing and Packaging Technology	55. Department of Printing and Packaging Technology
	56. Department of Mechanical Engineering
	57. Department of Social Work
	58. Department of Sanskrit
	59. Department of Yoga

12 (H)	<p>Resolved that the following recommendations made by the Academic Council on the recommendation of the Committee constituted to review the status of all the Master's degree programmes offered by the University, in terms of admissions of students with reference to the audit observations made by the audit team regarding the vacant seats, be approved:</p> <p><i>"The teachers appointed for MA-Education (except one namely Dr. Arti Yadav, Assistant Professor) may be considered for absorption in the School of Education against the vacant posts by following the due process and subject to fulfillment of the qualifications prescribed under the NCTE Regulations. Dr. Arti Yadav may be advised to acquire the qualification as per National Council for Teacher Education Regulations in the shortest possible time."</i></p>						
12 (I)	<p>Resolved that the proposal for providing photocopy of written answer script to the students concerned, on his/her written request, after declaration of result, on payment of fee of Rs. 500/- per paper, as recommended by the Academic Council, be approved.</p>						
12 (J)	<p>Resolved that the proposal for enhancement of the fee for submission of the Ph.D. thesis from Rs. 1000/- to 5000/-, as recommended by the Academic Council, be approved.</p>						
12 (K)	<p>Resolved that the proposal for prescribing a fee of Rs. 3000/- for submission of the M.Phil. thesis, as recommended by the Academic Council, be approved.</p>						
12 (L)	<p>Resolved that 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" notified vide Gazette Notification dated 18-07-2018 as amended from time to time, as recommended by the Academic Council, be adopted.</p> <p style="text-align: right;">(Annexure-V, Page No- <u>40</u> to <u>94</u>)</p>						
12 (M)	<p>Resolved that the following amendments to the Ordinances of the University in pursuance 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, 2018", as recommended by the Academic Council, be approved:</p> <p>(i) Ordinance-IV (A) <u>Qualifications for appointment to the teaching and other posts</u></p> <table border="1" data-bbox="236 1440 1442 2107"> <thead> <tr> <th data-bbox="236 1440 325 1518">Sr. No.</th> <th data-bbox="325 1440 874 1518">Existing</th> <th data-bbox="874 1440 1442 1518">Amendment Proposed</th> </tr> </thead> <tbody> <tr> <td data-bbox="236 1518 325 2107">1.</td> <td data-bbox="325 1518 874 2107"> <p>The qualifications for appointment to the following posts shall be those as prescribed under the UGC Regulations 2010, as amended from time to time:</p> <ol style="list-style-type: none"> 1. Professor 2. Associate Professor 3. Assistant Professor 4. Librarian/ Dy. Librarian/ Assistant Librarian 5. Director/ Deputy Director/ Assistant Director of Physical Education & Sports. 6. Any other post/s qualifications for which are prescribed under the UGC Regulations. </td> <td data-bbox="874 1518 1442 2107"> <p>The qualifications for appointment to the following posts shall be those as prescribed 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, 2018" as amended from time to time:</p> <ol style="list-style-type: none"> 1. Senior Professor 2. Professor 3. Associate Professor 4. Assistant Professor 5. Librarian/ Dy. Librarian/ Assistant Librarian </td> </tr> </tbody> </table>	Sr. No.	Existing	Amendment Proposed	1.	<p>The qualifications for appointment to the following posts shall be those as prescribed under the UGC Regulations 2010, as amended from time to time:</p> <ol style="list-style-type: none"> 1. Professor 2. Associate Professor 3. Assistant Professor 4. Librarian/ Dy. Librarian/ Assistant Librarian 5. Director/ Deputy Director/ Assistant Director of Physical Education & Sports. 6. Any other post/s qualifications for which are prescribed under the UGC Regulations. 	<p>The qualifications for appointment to the following posts shall be those as prescribed 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, 2018" as amended from time to time:</p> <ol style="list-style-type: none"> 1. Senior Professor 2. Professor 3. Associate Professor 4. Assistant Professor 5. Librarian/ Dy. Librarian/ Assistant Librarian
Sr. No.	Existing	Amendment Proposed					
1.	<p>The qualifications for appointment to the following posts shall be those as prescribed under the UGC Regulations 2010, as amended from time to time:</p> <ol style="list-style-type: none"> 1. Professor 2. Associate Professor 3. Assistant Professor 4. Librarian/ Dy. Librarian/ Assistant Librarian 5. Director/ Deputy Director/ Assistant Director of Physical Education & Sports. 6. Any other post/s qualifications for which are prescribed under the UGC Regulations. 	<p>The qualifications for appointment to the following posts shall be those as prescribed 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, 2018" as amended from time to time:</p> <ol style="list-style-type: none"> 1. Senior Professor 2. Professor 3. Associate Professor 4. Assistant Professor 5. Librarian/ Dy. Librarian/ Assistant Librarian 					

Provided that the University may prescribe specialized and desirable qualifications, whenever needed.

Provided further that the Executive Council of the University may prescribe guidelines for short listing of candidates to be called for interview for the teaching and other posts.

6. Director/ Deputy Director/ Assistant Director of Physical Education & Sports.

7. Any other post/s qualifications for which are prescribed under the UGC Regulations.

Provided that the University may prescribe specialized and desirable qualifications, whenever needed.

Provided further that the Executive Council of the University may prescribe guidelines for short listing of candidates to be called for interview for the teaching and other posts.

(ii) **Ordinance-IV(B) Career Advancement Scheme (CAS)**

Sr. No.	Existing	Amendments Proposed
1.	<p><u>Career Advancement Scheme (CAS)-2010</u> 1 (a) The teachers of the University shall be eligible to be considered for up gradation/ promotion under the Career Advancement Scheme (CAS)-2010 of the University Grants Commission, as amended from time to time. (b) The Selection Committee for considering promotion as Professor, Associate Professor under CAS-2010 shall be the same as prescribed under Statute 18 of the Statutes of the University for appointment to these posts. Provided that the Screening-Evaluation Committee/ Selection Committee for promotion of an Assistant Professor from one Academic Grade Pay (AGP) to the next AGP shall consist of the following:</p> <ol style="list-style-type: none"> 1. The Vice-Chancellor or his nominee - Chairperson 2. The Dean of the concerned School 3. The Head of the concerned Department 4. One Subject Expert drawn from a panel approved by the Academic Council. 5. An academician representing SC/ST/OBC/PWD/Minority/Women to be nominated by the Vice-Chancellor, if any of the candidates representing these categories is an applicant and if any of the above 	<p><u>1(A)- Career Advancement Scheme (CAS)-2010</u> No Change</p> <p><u>1(B) Career Advancement Scheme (CAS)-2018</u> (a) The teachers of the University shall be eligible to be considered for promotion under the Career Advancement Scheme (CAS) as 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, 2018”, as amended from time to time. (b) The Selection Committees for considering promotion as Professor, Associate Professor under the Career Advancement Scheme shall be the same as prescribed under Statute 18 of the Statutes of the University for appointment to these posts. Provided that the Screening-Evaluation Committee for promotion of an Assistant Professor from one Academic Level of Pay (ALP) to the next ALP shall consist of the following:</p>

	<p>members of the Selection Committee does not belong to that category.</p> <p>Three members including the Chairperson and the expert shall form the quorum.</p>	<ol style="list-style-type: none"> 1. The Vice-Chancellor or his/her nominee - Chairperson 2. The Dean of the School concerned 3. The Head of the Department concerned 4. One Subject Expert drawn from a panel approved by the Academic Council, nominated by the Vice-Chancellor
2.	<p>2(a) The Assistant/ Deputy Librarian and Assistant/ Deputy Director of Physical Education & Sports shall be eligible to be considered for promotion under the Career Advancement Scheme (CAS)-2010 of the University Grants Commission as amended from time to time.</p> <p>(b) The Screening-Evaluation Committee/ Selection Committee for considering promotion of Assistant/ Deputy Librarian and Assistant/ Deputy Director of Physical Education & Sports, shall consist of the following:</p> <ol style="list-style-type: none"> 1. The Vice-Chancellor or his nominee - Chairperson 2. Two experts nominated by the Vice-Chancellor from amongst a panel approved by the Academic Council. 3. An academician representing SC/ST/OBC/PWD/Minority/Women to be nominated by the Vice-Chancellor, if any of the candidates representing these categories is an applicant and if any of the above members of the Selection Committee does not belong to that category. <p>Three members including the Chairperson and at least one expert shall form the quorum.</p>	<p>2(a) The Assistant Librarian and Assistant Director of Physical Education & Sports shall be eligible to be considered for promotion under the Career Advancement Scheme as 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, 2018", as amended from time to time.</p> <p>(b) The Screening-Evaluation Committee for considering promotion of an Assistant Librarian, shall consist of the following:</p> <ol style="list-style-type: none"> 1. The Vice-Chancellor or his/her nominee - Chairperson 2. The Dean of the School concerned 3. One expert who is working Librarian, nominated by the Vice-Chancellor from the University panel of experts. 4. The Librarian, University Library <p>(c) The Screening-Evaluation Committee for considering promotion of an Assistant Director of Physical Education & Sports, shall consist of the following:</p> <ol style="list-style-type: none"> 1. The Vice-Chancellor or his/her nominee - Chairperson; 2. The Dean of the School concerned; 3. The University Director, Physical Education & Sports; 4. One expert in Physical Education & Sports Administration from University system nominated by the



		Vice-Chancellor from the University panel of experts. Three members including subject expert/University nominee for the selection committees under 1 and 2 above, shall form the quorum.
3.	<p>Provided that while considering the candidates under both the categories 1 & 2 above:</p> <p>(i) In case the Selection Committee finds that a candidate is not suitable for promotion, it may consider him/her for promotion after one year. In such a case, his/her eligibility for promotion shall be deferred by one year.</p> <p>(ii) Every candidate will be required to appear for interview before the Selection Committee unless on a request from any candidate the Selection Committee agrees to consider him/her in absentia.</p> <p>(iii) In case of any dispute with regard to information given by the candidate in his/her self-assessment proforma, the decision of the Selection Committee shall be final.</p>	No change.
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CONFIDENTIAL ITEMS

13.	<p>The Council considered the Report of Prof. S.N. Singh Committee constituted by the Executive Council vide Resolution No. 9 dated 22.01.2018 to investigate the matter related to the eligibility of Dr. Manoj Kumar for his selection to the post of Assistant Professor in the Department of English and Foreign Languages as per the UGC Regulations on Minimum qualifications for appointment of teachers and other academic staff in Universities and Colleges, 2010, vide Annexure-XII. A copy of the Orders dated 13.09.2018 passed by the Hon'ble High Court of Punjab and Haryana in CWP No. 16894/2016 titled Rajesh Kumar vs. Central University of Haryana and Others, was also placed before the Council for perusal.</p> <p>After detailed deliberations, the Council resolved that the Report of Prof. S.N. Singh Committee be accepted and that in pursuance of the Orders dated 13.09.2018 of the Hon'ble High Court of Punjab and Haryana, the Report be submitted to the Hon'ble Court on 31.10.2018, for further directions.</p>
14.	<p>The Council considered the Report of the Committee constituted by the Vice-Chancellor to examine the allegations made by Dr. Rajeev Kumar Singh, an Assistant Professor in the Department of Political Science in his letter dated 20.02.2018, vide Annexure-XIII. The reply dated 18.06.2018 submitted by Dr. Rajeev Kumar Singh was also considered by the Council.</p> <p>The Council resolved that the following findings of the Committee be accepted and that Dr. Rajeev Kumar Singh be served with a recordable stern warning not to repeat such actions in future, failing which strict disciplinary action may be initiated against him in pursuance of the various provisions of Ordinance-V of the Ordinances of the University and the CCS Conduct Rules:</p> <p><i>“(a) Dr. Rajeev Kumar Singh is guilty of permitting entry of a student in the office of the CPIO without the prior permission of the Registrar and allowing him free access to the sensitive information and important records kept therein. He should have taken his assistance for the workshop in his personal room or in the room of the department if he</i></p>

required the assistance of Mr. Rahul, the student. He is also charged with disobedience of the instruction of the Registrar of the University.”

15. The Council considered the Report of Prof. S.N. Singh Committee constituted by the Vice-Chancellor on the authorization of the Executive Council to inquire into the articles of charge levelled against Dr. Arvind Singh Tejawat, an Assistant Professor in the Department of Hindi and Indian Languages, vide Memorandum No. CUH/Reg./Memorandum/ 2017/511 dated 13.09.2018, vide **Annexure-XV**.

The Council resolved that the Report of Prof. S.N. Singh Committee be accepted and that the penalty of “Withholding of promotion of Dr. Arvind Singh Tejawat for a period of two years” be imposed on him. Consequently, the date of promotion of Dr. Arvind Singh Tejawat be deferred by two years from the date of his eligibility.

REPORTING ITEMS

16. The action taken by the Vice-Chancellor on 16/01 /2018 in approving the following decision regarding attending Refresher/ Orientation Programmes by the University Teachers, was reported, recorded and confirmed:

“In light of shortage of teachers, only those teachers whose promotion is hampered for want of Refresher Orientation programme or is necessary in the particular year, should be allowed to attend these programmes. Ideally, the teachers should plan their course during vacations. However, only one teacher may be spared at a time for Refresher/Orientation Programme from the Department.”

(Annexure-VI, Page-95)

17. The receipt of the letter No. F.No.58-5/2018-CU.III dated 13/09/2018 received from Ministry of Human Resource Development conveying assent of the Visitor to the amendment to Statute 10 relating to constitution of the Court of the University, was reported.

(Annexure-VII, Page-96 to 98)

18. The action taken by the Vice-Chancellor on 23.08.2018 in approving the adoption of “Promotion of Academic Integrity and Prevention of Plagiarism in Higher Educational Institutions, Regulations 2018”, was reported, recorded and confirmed.

(Annexure-VIII, Page No-99 to 110)

19. The following performance review as on 30.09.2018 conducted in compliance of MHRD letter D.O.No.19-52/2017-CU.Cdn dated 07/09/2018, on Implementation status of all the performance evaluation parameters, output targets and programme of work as envisaged in Tripartite MoU signed among the Secretary, Ministry of Human Resource Development, Secretary, University Grants Commission and the Vice-Chancellor, Central University of Haryana, was reported:

S.No.	Performance Parameter	2017-18 (Number)	Target 2018-19 (Number)	Actual 2018-19	% Target Achieved
1.	Access: Student in-take UG (B.Tech) PG Ph.D. (Weightage – 1.0*UG+1*PG+3*PhD)	292 1089 63	500 1581 100	454 1427 140	90.8% 90.25% 140%
2.	Equity and Diversity: (i) % age of Women Students (ii) % age of Students from other State (iii) % age International Students	38.5% 32% Nil	45% 35% 5%	35% 40% Nil	77.77% 114.28% Nil

3.	Quality : Strengthening Faculty (i) Student-Teacher Ratio (ii) % age of filled vacancy (permanent faculty / sanctioned strength) (iii) Visiting Faculty from other universities (National) (iv) Visiting Faculty from other universities (International)	12:1 25%	12:1 100%	13:1 32%	32%
4.	Academic Outcomes : (i) Number of students placed through Campus interviews (ii) Number of Students qualified for NET/ SET/ SLET/ Ph.D. (iii) Number of students who cleared competitive exams – civil services, judiciary etc. (iv) Other	10 15 10	50 25 20	05 49 04 07	10% 196% 20%
		The Career Counselling, Training and Placement Cell organize at least 5-6 activities related to development of skills of the students to make them employable.		The impact of these activities is expected to bring fruitful results in the near future.	
5.	A. Research: (i) Number of papers published in UGC listed journals (Peer-Reviewed Journals) (ii) Research Projects Sanctioned (iii) Research Projects Completed B. Others (i) Books / Chapters (ii) Policy Reports (iii) Invited lectures / seminars (only foreign universities)	162 32 14 10 Nil 04	200 40 05 15 01 05	143 43 05 37 1 20	71.5 % 107.5 % 100% 246.6% 100% 400%
6.	(i) Amount of Research Grant (Extra-mural funding (Rs. In crores). (ii) Consultancy	3.35 1	5.00 2	1.96 08	39.2 % 400 %
7.	i) Patents (a) filled (b) awarded ii) Exceptional International Awards / Honours	Nil Nil 01	05 00 02	04 00 03	80% 0 150%
8.	Co-and Extra-curricular Activities (Sports, extension activities etc.)	50	60	50	83.33%
9.	Governance i) Digitalization of Administration				
	a) Adoption of PFMS portal	7	9	Adopted	100%
	b) Online admission process			Implemented	100%
	c) Online recruitment application process			Implemented (Partially)	50%
	d) Cashless Transaction (Fee collection)			Implemented	100%
	e) Online financial transactions			Implemented	100%
	f) Online Attendance			Implemented (Partially)	50%
	g) Online Leave record			Implemented (Partially)	50%
	h) Exams reform- processing of result			Implemented	100%
	i) Dynamic website			Implemented	100%
10.	Finance and Expenditure (i) %age utilization of funds received from : UGC (ii) Other sources	83.80 51.48	90.00 60.00	100.00 60.00	111% 100%
11.	Finance : (i) Internal resources to total budget (%) (ii) Corpus Funds (in crores) (iii) Support from Alumni	10.78 Nil Nil	12.00 5.00 lakhs Nil	11.00 Nil Nil	91% Nil N/A

12.	i) NIRF Ranking (overall) ii) NIRF Ranking (Discipline) iii) Times Higher Education (THE)/ QS World/BRICS/Asia Ranking, as applicable iv) NAAC *	100-150 Nil Nil Grade 'A' (CGPA-3.10)	In top 100 Nil Nil Grade 'A' Continue	Registered Next cycle scheduled to be held on 2022	N/A
13.	Contribution to the Local Society Activities organized a. Centre for Community Development and Unnat Bharat Abhiyan Cell b. Youth Red Cross c. National Service Scheme d. Legal Aid Clinic	30	40	32 a. 5 b. 8 c. 12 d. 07	80%
14.	Status of Statutory positions: i) Registrar ii) Finance Officer iii) Controller of Examinations iv) Librarian	Filled Under process Filled Under process	Filled To be filled Filled To be filled	Filled Filled Filled Under Process	50 %
* Under GIAN Scheme.					
20.	The receipt of the University Grants Commission letter No. F.19-8/2016 (CU) Vol.III dated 12/10/2018, conveying sanction of a post of Chief Security Officer (on deputation) in the Pay Matrix of Level-11, was reported and recorded. (Annexure-IX, Page No- <u>111</u> to <u>112</u>)				


VICE-CHANCELLOR
(Chairman)


REGISTRAR
(Secretary)

ACTION TAKEN REPORT

37th Meeting of the Executive Council held on 29.06.2018

Resolution No	Resolutions Passed	Action Taken
1.	The Minutes of the 36 th meeting of the Executive Council held on June 07, 2018 were confirmed.	No action was needed.
2.	The actions taken on the resolutions of the 35 th meeting of the Executive Council held on May 15, 2018 were reported and recorded.	No action was needed.
3.	The actions taken on the resolutions of the 36 th meeting of the Executive Council held on June 07, 2018 were reported and recorded.	No action was needed.
4.	Resolved that the Annual accounts of the University for the Financial Year 2017-18, as recommended by the Finance Committee, vide Resolution No. 03, of its above meeting, be approved.	Annual Accounts of the University for the financial year 2017-18 have been submitted to office of the Principal Director of Audit (Central), Chandigarh
5.	Resolved that the Budget Estimates of the University for the Financial Year 2018-19, as recommended by the Finance Committee, vide Resolution No. 04, of its above meeting, be approved.	Budget Estimates of the University for the financial year 2018-19 have been submitted to the University Grants Commission.
6. to 7.	Reporting Items	No action was needed.

ACTION TAKEN REPORT

38th Meeting (Emergent) of the Executive Council held on 31.07.2018

Resolution No	Resolutions Passed	Action Taken												
1.	Resolved that the recommendations made by the Building Committee in its 25 th Meeting held on 30.07.2018, duly approved by the Finance Committee in its 25 th meeting held on July 31, 2018, be approved.	Estimates of School of Engineering, Academic Block-2 and modular furniture for seminar halls have been included in the proposal for availing funds under capital assets head from Higher Education Funding Agency (HEFA).												
2.	<p>The Executive Council considered the recommendations of the Finance Committee regarding requirement of funds under Capital Assets Head, amounting to Rs. 434.63/- Crores, to be borrowed from Higher Education Funding Agency (HEFA) during the Financial Years 2018-19 to 2020-2021 for the following ongoing as well as other infrastructure projects/activities:</p> <table border="1" style="width: 100%; border-collapse: collapse;"> <thead> <tr> <th style="text-align: center;">Sr. No</th> <th style="text-align: center;">Infrastructure Projects/ Activities</th> <th style="text-align: center;">Fund required (Amount Rs. In Crores)</th> </tr> </thead> <tbody> <tr> <td style="text-align: center;">1</td> <td>Ongoing Infrastructure Projects/ Activities: (Construction of Type-III & Type-V Quarters, Girls' & Boys' Hostels, Health Centre, Providing centralized UPS, CCTV system & furniture for Academic Blocks, Campus development works and laying of pipeline from Mahendergarh canal to University)</td> <td style="text-align: center;">110.01</td> </tr> <tr> <td style="text-align: center;">2</td> <td>New Infrastructure Projects/ Activities:</td> <td></td> </tr> <tr> <td style="text-align: center;">(A)</td> <td>Buildings and Campus Development Projects (Construction of buildings for School of Engineering & Technology, Library, Academic Block-2 & Guest House and providing modular furniture for Seminar Halls of Academic Blocks)</td> <td style="text-align: center;">187.47</td> </tr> </tbody> </table>	Sr. No	Infrastructure Projects/ Activities	Fund required (Amount Rs. In Crores)	1	Ongoing Infrastructure Projects/ Activities: (Construction of Type-III & Type-V Quarters, Girls' & Boys' Hostels, Health Centre, Providing centralized UPS, CCTV system & furniture for Academic Blocks, Campus development works and laying of pipeline from Mahendergarh canal to University)	110.01	2	New Infrastructure Projects/ Activities:		(A)	Buildings and Campus Development Projects (Construction of buildings for School of Engineering & Technology, Library, Academic Block-2 & Guest House and providing modular furniture for Seminar Halls of Academic Blocks)	187.47	Proposal for availing funds under capital assets head from Higher Education Funding Agency (HEFA) has been submitted to MHRD.
Sr. No	Infrastructure Projects/ Activities	Fund required (Amount Rs. In Crores)												
1	Ongoing Infrastructure Projects/ Activities: (Construction of Type-III & Type-V Quarters, Girls' & Boys' Hostels, Health Centre, Providing centralized UPS, CCTV system & furniture for Academic Blocks, Campus development works and laying of pipeline from Mahendergarh canal to University)	110.01												
2	New Infrastructure Projects/ Activities:													
(A)	Buildings and Campus Development Projects (Construction of buildings for School of Engineering & Technology, Library, Academic Block-2 & Guest House and providing modular furniture for Seminar Halls of Academic Blocks)	187.47												

(B)	Equipment (For School of Engineering & Technology, Sciences and other Departments)	87.96
(C)	Books, Journals, Academic Software and Databases	26.90
(D)	Other Infrastructure (Computer, printer, photocopier, projectors, softwares, water coolers, water purifiers, vehicles etc.)	22.29
	Total	324.62
	Grand Total	434.63

After due deliberations, the Council resolved that the above recommendations of the Finance Committee, be approved.

The Council further resolved that the year wise phasing of the requirement of funds for different infrastructure projects/activities be done as per priorities of the University and application for availing funds from HEFA be submitted to the MHRD.



हरियाणा केंद्रीय विश्वविद्यालय

CENTRAL UNIVERSITY OF HARYANA

(संसद के अधिनियम संख्या-25 (2009) के तहत स्थापित, नैक से 'ए' ग्रेड प्राप्त)
 (Established vide Act No. 25 (2009) of Parliament, Accredited 'A' Grade by NAAC)
 जिला महेंद्रगढ़, हरियाणा - 123031
 District Mahendergarh, Haryana - 123031

Date: 24.08.2018

Minutes of Meeting

The second meeting of the Committee constituted by the Vice-Chancellor vide Notification No. CUH/2018/Estt.Sec.527 dated 04.05.2018, to look into the existing guidelines for determining seniority of teachers and to suggest amendments to the existing guidelines, was held on Friday, the 24th August, 2018 at 11.00 a.m. in the Gurugram Office of the University.

The following members were present:

1. Dr. I.M. Kapahi, ^{Former} Member, University Grants Commission.
2. Dr. Vikas Gupta, Director, National Testing Agency (NTA)
3. Sh. Ram Dutt, Registrar, Central University of Haryana.

Prof. Rajneesh Sharma expressed his inability to attend the meeting.

1. As desired by the Committee in its last meeting held on 06.06.2018, a communication dated 26.06.2018 was sent to the Secretary, University Grants Commission (UGC) pointing out contradictions in the University Statute 24(1) of the Central Universities Act, 2009, UGC Regulations 2010 and the Judgments of the Hon'ble Delhi High Court with regard to seniority of the teachers and seeking clarification as to whether the University should follow its Statute or the UGC Regulations on seniority of teachers. No reply has been received from the UGC. Instead, the same Regulation, quoted below, has been restored under the UGC Regulations 2018 notified in the Official Gazette of India and on the UGC's website:

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

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

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2. The Committee suggested the following amendments to the existing guidelines for determining seniority of University teachers in compliance with the Statute 24(i) and UGC Regulations 2010 & 2018:

Existing	Proposed
<p>1. In the case of teachers, selected through open recruitment, their inter se seniority in the respective departments will be determined in accordance with the following principles:</p> <p>(i) Where two or more teachers are selected at the same time for appointment, then according to the rank given by the Selection Committee, provided that the date of joining in case of a teacher who is ranked higher is not later than 3 months from the date of issue of appointment letter to him.</p> <p>(ii) Where no rank has been indicated by the Selection Committee and two or more teachers join on one and the same date;</p> <p>(a) in case such teachers are appointed from a lower post to a higher post, then according to their inter se seniority in the immediate lower cadre, and</p> <p>(b) in any other case, according to the age of the persons joining, the older person being deemed senior.</p> <p>(iii) Same in the cases covered by sub-clause (i) and (ii), according to the date of joining of the teacher concerned.</p>	<p>1. (i) In the case of teachers, selected through open recruitment, their inter se seniority in the respective departments will be determined with reference to their date of joining.</p> <p>(ii) Where two or more teachers selected at the same time for appointment, join on the same date, then according to their rank given by the Selection Committee.</p> <p>(iii) Where no rank has been indicated by the Selection Committee and two or more teachers join on one and the same date;</p> <p>(a) in case such teachers are appointed from a lower post to a higher post, then according to their inter se seniority in the immediate lower cadre, and</p> <p>(b) in any other case, according to the age of the persons appointed, the older person to be deemed senior.</p>
<p>2. The seniority of the teacher promoted under the Career Advancement Scheme (CAS) will be reckoned from the date of the meeting of the Executive Council in which the promotion was approved. In case, promotion of two or more teachers is approved by the Executive Council on one and the same date their inter se seniority will be determined in accordance with the following:</p> <p>(i) In case the teachers are promoted from a lower post to a higher post, then according to their inter se seniority, in the immediate lower cadre; and</p> <p>(ii) In any other case, according to the age of the persons promoted, the older person being deemed senior.</p>	<p>2. The seniority of the teachers promoted under the Career Advancement Scheme (CAS) will be reckoned from the date of their eligibility for such promotion as approved by the Executive Council. In case, the date of eligibility of two or more teachers is one and the same, their inter se seniority will be determined in accordance with the following principles:</p> <p>(i) In case the teachers are promoted from a lower post to a higher post, then according to their inter se seniority, in the immediate lower cadre; and</p> <p>(ii) In any other case, according to the age of the persons promoted, the older person to be deemed senior.</p>

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26/6
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24/11/18

<p>3. In the case of the teachers who had been promoted as Lecturer in Selection Grade or Reader under the Career Advancement Scheme/Merit Promotion Scheme, on their up-gradation/re-designation as Associate Professor on completion of three years in the pre-revised pay scale of Rs.12000-18300 as on 1.1.2006 or on completion of three years at the Academic Grade Pay of Rs.8000, without following any selection process, their interse seniority as Associate Professor will be reckoned with effect from the date of the office order vide which they are promoted/re-designated as Associate Professor. In the case of the teachers promoted as Associate Professor on completion of three years at the Academic Grade Pay of Rs.8000/- through due process of selection, their seniority will be determined from the date the Executive Council approved the recommendation of the selection committee for their promotion. The same principle will be followed for fixation of seniority of the teachers who get promoted as Professor.</p> <p>Provided that in case two or more teachers are promoted, their seniority will be fixed by taking into account the length of continuous service rendered by them on the post/grade prior to their promotion. The teacher whose length of service on that post/grade is longer will be deemed senior.</p> <p>Provided that, in both the above cases, the teachers concerned would be eligible to get the monetary benefits from the date of their eligibility.</p>	<p>To be deleted.</p>
<p>4. In the case of two or more teachers appointed on the one and same date in a Department through the due process of direct recruitment and through promotion under MPS/CAS by the Executive Council, the seniority of the teacher promoted under Merit Promotion Scheme/Career Advancement Scheme will be reckoned from the date on which the Executive Council approved the promotion and the seniority of the teacher appointed through direct recruitment will be reckoned in accordance with the principles proposed under Para-1.</p>	<p>To be deleted.</p>
<p>5. A teacher appointed through open recruitment by following the due process of selection joins the University on deputation by maintaining lien on his substantive post at his /her parent institution or a teacher appointed on deputation under Statute 19(1) of the University, will not be given any seniority till the teacher is absorbed permanently in the University. During the period of deputation he will be shown at the bottom in the list of teachers of the Department in the cadre concerned. On permanent absorption as a teacher in the University, seniority of such a teacher will be reckoned from the date of his/her absorption in the University as a regular teacher.</p>	<p>3. No change.</p>

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6. A teacher who is initially appointed on contract, ad hoc or temporary basis and is later appointed as a teacher on regular basis by following the due process of selection, his/her seniority will be reckoned from the date of regular appointment in accordance with the guidelines suggested under Para 1 above.	4. No change.
7. Two seniority lists of the teachers will be maintained centrally by the Registrar: (i) Department-wise, and (ii) Combined seniority list of all the University teachers, in accordance with the above guidelines and should be notified on the University website.	5. No change.
8. Any objection or grievance with regard to seniority may be referred to the Registrar for examination, who may take a decision with the approval of the Vice Chancellor. If necessary, the Vice Chancellor may put up the same before the Executive Council and the decision taken thereon by the Executive Council will be final.	6. Any objection or grievance with regard to seniority may be referred to the Registrar for examination, who may take a decision with the approval of the Vice Chancellor. If necessary, the Vice Chancellor may put up the same before the Executive Council and the decision taken thereon by the Executive Council/Vice-Chancellor will be final. Note: In case the seniority of two or more teachers cannot be determined by following the above procedure, their seniority will be determined by draw of lots by the Registrar. The teachers concerned will be present at the time of draw.
9. These guidelines will supersede all earlier Resolutions/decisions on seniority of teachers, if any.	7. These guidelines will supersede all earlier Resolutions/decisions on seniority of teachers.

Vikas Gupta
24/8/18
(Dr. Vikas Gupta)

I.M. Kapahi
(Dr. I.M. Kapahi)

Ram Dutt
24/8/18
(Ram Dutt)

श्री (श्रीमती) रेणु बत्रा
Dr. Mrs.) Renu Batra

संयुक्त सचिव एवं मुख्य सतर्कता अधिकारी
Joint Secretary & C.V.O.

Dist. No. CUH/PVCSI/115
Date: 29/6/13

No.F.63-1/2010 (CU)

The Vice Chancellor
Central University of Haryana
Govt. B.Ed. College Building
Narnaul (Distt. – Mahendergarh)
Haryana



ज्ञान-विज्ञान विभूतये



Despatch No. CUH/PVCSI/070
Date: 19/6/13

Annexure-IV

दूरभाष PHONE कार्यालय OFF : 011-23238876

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विश्वविद्यालय अनुदान आयोग

बहादुर शाह ज़फर मार्ग,

नई दिल्ली-110 002 (भारत)

UNIVERSITY GRANTS COMMISSION

BAHADUR SHAH ZAFAR MARG

NEW DELHI-110 002 (INDIA)

7th June, 2013

Subject: Approval of Non-Teaching posts under XII Plan allocation for new Central Universities – Central University of Haryana.

Sir,

I am pleased to convey the approval of **55 (Fifty Five)** non-teaching positions in respect of **Central University of Haryana** during the XII Plan as per details below:

Sl. No.	Designation	Approved Core Pay Scale		No. of posts approved by UGC	Remarks
		Pay Band	Grade Pay		
I	Ministerial Staff				
1.	Assistant Registrar	15600-39100	5400	1	
2.	Section officer	9300-34800	4600	2	
3.	Assistant	9300-34800	4200	4	
4.	Upper Division Clerk	5200-20200	2400	4	
5.	Lower Division Clerk	5200-20200	1900	10	
6.	M.T.S.	5200-20200	1800	2	
7.	Driver	5200-20200	1900	2	
	Total			25	
II	Secretarial Staff				
1.	Private Secretary	9300-34800	4600	2	
2.	Personal Assistant	9300-34800	4200	2	
	Total			4	
III	Library				
1.	Librarian	37400-67000	10000	1	
2.	Assistant Librarian	15600-39100	6000	1	
3.	Information Scientist	15600-39100	5400	1	
4.	Professional Assistant	9300-34800	4200	1	
5.	Semi Professional Assistant	5200-20200	2800	1	
6.	Library Assistant	5200-20200	2000	2	
7.	Library Attendant	5200-20200	1800	2	
	Total			9	
IV	Computer Centre				
1.	Senior Technical Assistant (Computer)	9300-34800	4200	1	
	Total			1	

Dy Registrar

PB

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V. Talreja

G. Kashyap
19/6/13

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Sl. No.	Designation	Approved Core Pay Scale		No. of posts approved by UGC	Remarks
		Pay Band	Grade Pay		
V Health Centre					
1.	Medical Officer	15600-39100	5400	2	(1 Male and 1 Female)
2.	Pharmacist	5200-20200	2800	1	
3.	Nurse	9300-34800	4600	1	
4.	Medical Attendant / Dresser	5200-20200	1800	1	
	Total			5	
VI Security Services					
1.	Security Officer	9300-34800	4600	1	
2.	Security Inspector	5200-20200	2800	1	
	Total			2	
VII Guest House /Hostel					
1.	Public Relation Officer	15600-39100	5400	1	
2.	LDC (for caretaking the job of Guest House)	5200-20200	1900	1	The Post of Caretaker has been rationalised as LDC
3.	LDC (for caretaking the job of Hostel)	5200-20200	1900	1	
4.	Cook	5200-20200	1900	2 ✓	
5.	Kitchen Attendant	5200-20200	1800	2	
6.	Hostel Attendant	5200-20200	1800	2	
	Total			9	
	Grand Total			55	

* The post of Information Scientist is purely non-academic post and MACP will be applicable in case of Information Scientist.

The above-mentioned approval is subject to the fulfillment of the following conditions:-

- (i) The University may frame the cadre recruitment rules for each category of posts.
- (ii) The University may strictly adhere to the reservation policy for SC/ST/OBC/PH as per Govt. of India Guidelines while filling up these posts.
- (iii) The University may fill up the sanctioned non-teaching posts under XII Plan period as per actual requirement of University under intimation to UGC.
- (iv) University may maintain a Register of creation of teaching and non-teaching posts indicating the details of posts as per format prescribed by UGC (copy enclosed).

The post of Junior Professional Assistant may be rationalized as Semi Professional Assistant.

PB V. Talreja
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In addition to above, total outsourced positions have been enhanced to 75 from 54 sanctioned earlier for the services like Cook / Kitchen Attendant / Hostel / Mess/ Guest House Attendant, Security Guards, Mali, Drivers, Peon / Office Attendants etc. on outsource basis.

It is also to inform you that the expenditure on outsourcing services may be met out of the total funds available with the University under recurring head (31) of Plan Grant. However, the salary expenditure on approved/ sanctioned positions may be met out of salary budget head (36) of Plan Grant.

Yours faithfully,

R. Batra
(Renu Batra)

Encl : As above

V. Talreja

UNIVERSITY GRANTS COMMISSION

NOTIFICATION

New Delhi, the 18th July, 2018

UGC REGULATIONS ON MINIMUM QUALIFICATIONS FOR APPOINTMENT OF TEACHERS AND OTHER ACADEMIC STAFF IN UNIVERSITIES AND COLLEGES AND MEASURES FOR THE MAINTENANCE OF STANDARDS IN HIGHER EDUCATION, 2018

No. F.1-2/2017(EC/PS).—In exercise of the powers conferred under clause (e) and (g) of sub-section(I) of Section 26 read with Section 14 of the University Grants Commission Act, 1956 (3 of 1956), and in supersession of the “UGC Regulations on Minimum qualifications for Appointment of Teachers and other Academic Staff in Universities and Colleges and Measures for the Maintenance of Standards in Higher Education 2010” (Regulation No.F.3-1/2009 dated 30th June, 2010) together with all amendments made therein from time to time, the University Grants Commission, hereby, frames the following Regulations, namely:-

1. Short title, application and commencement:

- 1.1 These Regulations may be called the University Grants Commission (Minimum Qualifications for Appointment of Teachers and other Academic Staff in Universities and Colleges and other Measures for the Maintenance of Standards in Higher Education) Regulations, 2018.
- 1.2 These shall apply to every University established or incorporated by or under a Central Act, Provincial Act or a State Act, every Institution including a Constituent or an affiliated College recognized by the Commission, in consultation with the University concerned under Clause (i) of Section 2 of the University Grants Commission Act, 1956 and every Institution deemed to be a University under Section 3 of the said Act.
- 1.3 These shall come into force from the date of notification.
2. The Minimum Qualifications for appointment and other service conditions of University and College teachers, Librarians, and Directors of Physical Education and Sports as a measure for the maintenance of standards in higher education, shall be as provided in the Annexure to these Regulations.
3. If any University contravenes the provisions of these Regulations, the Commission after taking into consideration the cause, if any, shown by the University for such failure or contravention, may withhold from the University, the grants proposed to be made out of the Fund of the Commission.

UGC REGULATIONS ON MINIMUM QUALIFICATIONS FOR APPOINTMENT OF TEACHERS AND OTHER ACADEMIC STAFF IN UNIVERSITIES AND COLLEGES AND OTHER MEASURES FOR THE MAINTENANCE OF STANDARDS IN HIGHER EDUCATION, 2018**Minimum qualifications for the posts of Senior Professor, Professors and Teachers, and other Academic Staff in Universities and Colleges and revision of pay scales and other Service Conditions pertaining to such posts.****1.0 Coverage**

These Regulations are issued for minimum qualifications for appointment and other service conditions of University and College teachers and cadres of Librarians, Directors of Physical Education and Sports for maintenance of standards in higher education and revision of pay-scales.

- 1.1 For the purposes of direct recruitment to teaching posts in disciplines relating to university and collegiate education, interalia in the fields of health, medicine, special education, agriculture, veterinary and allied fields, technical education, teacher education, norms or standards laid down by authorities established by the relevant Act of Parliament under article 246 of the Constitution for the purpose of co-ordination and determination of standards in institutions for higher education or research and scientific and technical institutions, shall prevail
 - i. Provided that where no such norms and standards have been laid down by any regulatory authority, UGC Regulations herein shall be applicable till such time as any norms or standards are prescribed by the appropriate regulatory authority.
 - ii. Provided further that for appointment to the post of Assistant Professor and equivalent positions pertaining to disciplines in which the National Eligibility Test (NET), conducted by the University Grants Commission or Council of Scientific and Industrial Research as the case may be, or State level

Eligibility Test (SLET) or the State Eligibility Test (SET), conducted by bodies accredited by the UGC for the said purpose, qualifying in NET/SLET/SET shall be an additional requirement.

- 1.2 Every university or institution deemed to be University, as the case may be, shall as soon as may be, but not later than within six months of the coming into force of these Regulations, take effective steps for the amendment of the statutes, ordinances or other statutory provisions governing it, so as to bring the same in accordance with these Regulations.

2.0 Pay Scales, Pay Fixation, and Age of Superannuation

Pay scales as notified by the Government of India from time to time will be adopted by the University Grants Commission.

- 2.1 Subject to the availability of vacant positions and fitness, teachers such as Assistant Professor, Associate Professor, Professor and Senior Professor only, may be re-employed on contract appointment beyond the age of superannuation, as applicable to the concerned University, college and Institution, up to the age of seventy years.

Provided further that all such re-employment shall be strictly in accordance with the guidelines prescribed by the UGC, from time to time.

- 2.2 **The date of implementation of the revision of pay shall be 1st January, 2016.**

3.0 Recruitment and Qualifications

- 3.1 The direct recruitment to the posts of Assistant Professor, Associate Professor and Professor in the Universities and Colleges, and Senior Professor in the Universities, shall be on the basis of merit through an all-India advertisement, followed by selection by a duly-constituted Selection Committee as per the provisions made under these Regulations. These provisions shall be incorporated in the Statutes/Ordinances of the university concerned. The composition of such a committee shall be as specified in these Regulations.

- 3.2 The minimum qualifications required for the post of Assistant Professor, Associate Professor, Professor, Senior Professor, Principal, Assistant Librarian, Deputy Librarian, Librarian, Assistant Director of Physical Education and Sports, Deputy Director of Physical Education and Sports and Director of Physical Education and Sports, shall be as specified by the UGC in these Regulations.

3.3

- I. The National Eligibility Test (NET) or an accredited test (State Level Eligibility Test SLET/SET) shall remain the minimum eligibility for appointment of Assistant Professor and equivalent positions wherever provided in these Regulations. Further, SLET/SET shall be valid as the minimum eligibility for direct recruitment to Universities/Colleges/Institutions in the respective state only:

Provided that candidates who have been awarded a Ph.D. Degree in accordance with the University Grants Commission (Minimum Standards and Procedure for Award of M.Phil./Ph.D. Degree) Regulation, 2009, or the University Grants Commission (Minimum Standards and Procedure for Award of M.Phil/Ph.D. Degree) Regulation, 2016, and their subsequent amendments from time to time, as the case may be, shall be exempted from the requirement of the minimum eligibility condition of NET/SLET/SET for recruitment and appointment of Assistant Professor or any equivalent position in any University, College or Institution.

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

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

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

II. The clearing of NET/SLET/SET shall not be required for candidates in such disciplines for which NET/SLET/SET has not been conducted.

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

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

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

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

3.7 The Ph.D. Degree shall be a mandatory qualification for appointment and promotion to the post of Professor.

3.8 The Ph.D. Degree shall be a mandatory qualification for appointment and promotion to the post of Associate Professor.

3.9 The Ph.D. Degree shall be a mandatory qualification for promotion to the post of Assistant Professor (Selection Grade/Academic Level 12) in Universities.

3.10 The Ph.D. Degree shall be a mandatory qualification for direct recruitment to the post of Assistant Professor in Universities with effect from 01.07.2021.

3.11 The time taken by candidates to acquire M.Phil. and / or Ph.D. Degree shall not be considered as teaching/ research experience to be claimed for appointment to the teaching positions. Further the period of active service spent on pursuing Research Degree simultaneously with teaching assignment without taking any kind of leave, shall be counted as teaching experience for the purpose of direct recruitment/ promotion. Regular faculty members upto twenty per cent of the total faculty strength (excluding faculty on medical / maternity leave) shall be allowed by their respective institutions to take study leave for pursuing Ph.D. degree.

3.12 Qualifications:

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

4.0 Direct Recruitment

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

I. Assistant Professor:

Eligibility (A or B) :

A.

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

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

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

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

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

Note: NET/SLET/SET shall also not be required for such Masters Programmes in disciplines for which NET/SLET/SET is not conducted by the UGC, CSIR or similar test accredited by the UGC, like SLET/SET.

OR

- B. The Ph.D degree has been obtained from a foreign university/institution with a ranking among top 500 in the World University Ranking (at any time) by any one of the following: (i) Quacquarelli Symonds (QS) (ii) the Times Higher Education (THE) or (iii) the Academic Ranking of World Universities (ARWU) of the Shanghai Jiao Tong University (Shanghai).

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

II. Associate Professor:

Eligibility:

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

III. Professor:

Eligibility (A or B) :

A.

- i) An eminent scholar having a Ph.D. degree in the concerned/allied/relevant discipline, and published work of high quality, actively engaged in research with evidence of published work with, a minimum of 10 research publications in the peer-reviewed or UGC-listed journals and a total research score of 120 as per the criteria given in Appendix II, Table 2.

- ii) A minimum of ten years of teaching experience in university/college as Assistant Professor/Associate Professor/Professor, and / or research experience at equivalent level at the University/National Level Institutions with evidence of having successfully guided doctoral candidate.

OR

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

IV. Senior Professor in Universities

Up to 10 percent of the existing sanctioned strength of Professors in the university may be appointed as Senior Professor in the universities, through direct recruitment.

Eligibility:

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

V. College Principal and Professor (Professor's Grade)

A. Eligibility:

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

B. Tenure

- i) A College Principal shall be appointed for a period of five years, extendable for another term of five years on the basis of performance assessment by a Committee appointed by the University, constituted as per these regulations.
- ii) After the completion of his/her term as Principal, the incumbent shall join back his/her parent organization with the designation as Professor and in the grade of the Professor.

VI. Vice Principal

An existing senior faculty member may be designated as Vice-Principal by the Governing Body of the College on the recommendation of the Principal, for a tenure of two years, who can be assigned specific activities, in addition to his/her existing responsibilities. During the absence of the Principal, for any reason, the Vice Principal shall exercise the powers of the Principal.

4.2. Music, Performing Arts, Visual Arts and Other Traditional Indian Art Forms like Sculpture, etc.

I. Assistant Professor:

Eligibility (A or B):

A.

- i) Master's Degree with 55% marks (or an equivalent grade in a point scale wherever grading system is followed) in the relevant subject or an equivalent degree from an Indian/foreign University.

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

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

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

Note 1: The fulfilment of these conditions is to be certified by the Registrar or the Dean (Academic Affair) of the University concerned.

Note 2: The clearance of NET/SLET/SET shall also not be required for such Masters Programmes in disciplines for which NET/SLET/SET is not conducted by the UGC, CSIR or similar test accredited by the UGC (like SLET/SET).

OR

- B.** A traditional or a professional artist with highly commendable professional achievement in the subject concerned having a Bachelor's degree, who has:
- i) studied under a noted/reputed traditional Master(s)/Artist(s)
 - ii) Has been 'A' grade artist of AIR/Doordarshan;
 - iii) Has the ability to explain, with logical reasoning the subject concerned; and
 - iv) Has adequate knowledge to teach theory with illustrations in the discipline concerned.

II. Associate Professor :

Eligibility (A or B):

A.

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

OR

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

- i) been 'A'-grade artist of AIR/Doordarshan;
- ii) eight years' experience of outstanding performing achievement in the

- field of specialisation;
- iii) experience in designing of new courses and /or curricula;
- iv) participated in National level Seminars/Conferences/Concerts in reputed institutions' and
- v) ability to explain, with logical reasoning, the subject concerned and adequate knowledge to teach theory with illustrations in the said discipline.

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

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

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

- i) Having Masters degree, in the relevant subject
- ii) Has been 'A'-grade artist of AIR/Doordarshan
- iii) Has Ten years of outstanding performing achievements in the field of specialisation
- iv) Has made significant contributions in the field of specialisations and ability to guide research;
- v) Has participated in National/International Seminars/Conferences/ Workshops/Concerts and/ or recipient of National/International Awards/Fellowships;
- vi) Has the ability to explain with logical reasoning the subject concerned, and
- vii) Has adequate knowledge to teach theory with illustrations in the said discipline.

4.3 Drama Discipline:**I. Assistant Professor****Eligibility (A or B)****A.**

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

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

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

Note:

1. *The fulfilment of these conditions is to be certified by the Registrar or the Dean (Academic Affairs) of the University concerned.*
2. NET/SLET/SET shall also not be required for such Masters Programmes in disciplines for which the NET/SLET/SET is not conducted by the UGC, CSIR or similar test accredited by the UGC, like SLET/SET.

OR

- B.** A traditional or a professional artist with highly commendable professional achievement in the concerned subject, who has:
- i) been a professional artist with three years' Bachelor degree/Post Graduate Diploma, with 55% marks (or an equivalent grade in a point-scale wherever the grading system is followed), from the National School of Drama, or any other such Institution in India or abroad;
 - ii) five years of regular acclaimed performance at regional/ national/ international stage, supported by evidence; and
 - iii) the ability to explain, with logical reasoning, the subject concerned and adequate knowledge to teach theory with illustrations in the discipline concerned.

II. Associate Professor:

Eligibility (A or B) :

A.

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

OR

- B.** A traditional or a professional artist, having highly commendable professional achievement in the subject concerned, has a Master's degree, who has:
- i) Been recognised artist of Stage/ Radio/TV;
 - ii) Eight years of outstanding performance in the field of specialisation;
 - iii) Experience of designing new courses and /or curricula;
 - iv) Participated in Seminars/Conferences in reputed institutions; and
 - v) The ability to explain with logical reasoning the subject concerned and adequate knowledge to teach theory with illustrations in the said discipline.

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

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

OR

- B. A traditional and a professional artist, having highly commendable professional achievement in the subject concerned, who has:
- i) Master's degree, in the relevant subject;
 - ii) Ten years of outstanding performing achievements in the field of specialisation;
 - iii) Made significant contribution in the field of specialisation
 - iv) Guided research;
 - v) Participated in National/International Seminars/Conferences/Workshops and/or recipient of National/International Awards/Fellowships;
 - vi) Ability to explain with logical reasoning the subject concerned;
 - vii) Adequate knowledge to teach theory, with illustrations in the said discipline.

4.4 Yoga Discipline**I. Assistant Professor :****Eligibility (A or B) :**

- A. Good academic record, with at least 55% marks (or an equivalent grade in a point-scale wherever the grading system is followed) at the Master's degree in Yoga or any other relevant subject, or an equivalent degree from an Indian/foreign University.

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

OR

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

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

II. ASSOCIATE PROFESSOR

- i) A good academic record, with a Ph.D. degree in the subject concerned or in a relevant discipline.
- ii) A Master's degree with at least 55% marks (or an equivalent grade in a point-scale, wherever the grading system is followed).
- iii) A minimum of eight years' experience of teaching and/ or research in an academic/research position equivalent to that of Assistant Professor in a University, College or Accredited Research Institutions/Industry with evidence of published work and a minimum of 7 publications as books and / or research/policy papers in peer-reviewed or UGC listed journals and a total research score of at least Seventy five (75), as per the criteria given in Appendix II, Table 2.

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

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

Or

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

4.5 QUALIFICATIONS, EXPERIENCE AND OTHER ELIGIBILITY REQUIREMENTS FOR APPOINTMENT OF OCCUPATIONAL THERAPY TEACHERS**I. ASSISTANT PROFESSOR:**

A Bachelor's Degree in Occupational Therapy (B.O.T./B. Th.O./B.O.Th.), Masters in Occupational Therapy (M.O.Th/M.Th.O./ M.Sc. O.T/M.OT.), with at least 55% marks (or an equivalent grade in a point-scale wherever the grading system is followed), from a recognised University

II. ASSOCIATE PROFESSOR:

- i) Essential : A Master's Degree in Occupational Therapy (M.O.T./M.O.Th./M.Sc. O.T.), with eight years' experience as Assistant Professor.
- ii) Desirable: Higher Qualification, including a Ph. D. degree in any discipline of occupational therapy recognised by the UGC, and published work of high standard in peer-reviewed or UGC- listed journals.

III. PROFESSOR:

- i) Essential : Master's Degree in Occupational Therapy (M.O.T./ M.O.Th./M.Th.O./M.Sc. O.T.), with Ten years of total experience in Occupational Therapy.
- ii) Desirable: Higher Qualification, such as Ph.D. degree in any discipline of occupational therapy recognised by the UGC, and published work of high standard in peer- reviewed or UGC- listed journals.

IV. PRINCIPAL / DIRECTOR / DEAN:

Essential: Master's Degree in Occupational Therapy (M.O.T./M.Th.O./M.Oth./M.Sc. O.T.), with fifteen years' experience, which shall include five years' experience as Professor (Occupational Therapy).

Note:

- (i) The senior-most Professor in the institution shall be designated as the Principal / Director / Dean.
- (ii) Desirable: Higher qualification, like a Ph. D. degree in any discipline of occupational therapy recognized by the UGC and published work of high standard in peer reviewed or UGC listed journals.

4.6 QUALIFICATIONS, EXPERIENCE AND OTHER ELIGIBILITY REQUIREMENTS FOR APPOINTMENT OF PHYSIOTHERAPY TEACHERS**I. ASSISTANT PROFESSOR:**

Bachelor's Degree in Physiotherapy (B.P./T./B. Th./P./B.P.Th.), Master's Degree in Physiotherapy (M.&P.Th/M.Th.P./M.Sc. P.T/M.P.T.) with at least 55% marks (or an equivalent grade in a point scale wherever the grading system is followed) from a recognized University.

II. ASSOCIATE PROFESSOR:

- i) Essential: A Master's Degree in Physiotherapy (M.P.T./M.P.Th./M.Th.P/M.Sc. P.T.) with eight years' experience as Assistant Professor.

- ii) Desirable: Higher Qualification, such as Ph.D. degree in any discipline of Physiotherapy recognised by the U.G.C. and published work of high standard in peer-reviewed or UGC - listed journals.

III. PROFESSOR:

Essential: Master's Degree in Physiotherapy (M.P.T. / M.P.Th./M.Th.P./M.Sc. P.T.), with ten years experience.

Desirable:

- (i) Higher Qualification like Ph. D. in any subject of Physiotherapy recognised by U.G.C, and
(ii) Published work of high standard in peer -reviewed or UGC- listed journals.

IV. PRINCIPAL / DIRECTOR / DEAN:

Essential: Master's Degree in Physiotherapy (M.P.T./M.Th.P./M.Pth./M.Sc. P.T.) with fifteen years total experience, including five years experience as Professor (Physiotherapy).

Note:

- (i) Senior-most Professor shall be designated as the Principal / Director / Dean.
(ii) Desirable: Higher qualification like Ph.D. in any subject of Physiotherapy recognized by the UGC and published work of high standard in peer reviewed or UGC listed journals.

4.7 MINIMUM QUALIFICATIONS FOR DIRECT RECRUITMENT TO THE POSTS OF UNIVESRITY ASSISTANT LIBRARIAN / COLLEGE LIBRARIAN, UNIVERSITY DEPUTY LIBRARIAN AND UNIVERSITY LIBRARIAN

I. UNIVERSITY ASSISTANT LIBRARIAN / COLLEGE LIBRARIAN

- i) A Master's Degree in Library Science, Information Science or Documentation Science or an equivalent professional degree, with at least 55% marks (or an equivalent grade in a point -scale, wherever the grading system is followed)
ii) A consistently good academic record, with knowledge of computerization of a library.
iii) Besides fulfilling the above qualifications, the candidate must have cleared the National Eligibility Test (NET) conducted by the UGC, CSIR or similar test accredited by the UGC like SLET/SET or who are or have been awarded a Ph.D. Degree in accordance with the University Grants Commission (Minimum Standards and Procedure for Award of M.Phil./Ph.D. Degree) Regulations, 2009 or 2016 and their amendments from time to time as the case may be:

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

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

Note:

- (i) *The fulfilment of these conditions is to be certified by the Registrar or the Dean (Academic Affairs) of the University concerned.*
(ii) NET/SLET/SET shall also not be required for candidates in such Master's Programmes for which NET/SLET/SET is not conducted by the UGC, CSIR or similar test accredited by the UGC like SLET/SET.

II. UNIVERSITY DEPUTY LIBRARIAN

- i) A Master's Degree in library science/information science/documentation science, with at least 55% marks or an equivalent grade in a point –scale, wherever grading system is followed.
- ii) Eight years experience as an Assistant University Librarian/College Librarian.
- iii) Evidence of innovative library services including integration of ICT in library.
- iv) A Ph.D. Degree in library science/ Information science / Documentation Science/Archives and manuscript keeping/computerization of library.

III. UNIVERSITY LIBRARIAN

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

4.8 MINIMUM QUALIFICATIONS FOR THE POSTS OF ASSISTANT DIRECTORS OF PHYSICAL EDUCATION AND SPORTS, DEPUTY DIRECTOR OF PHYSICAL EDUCATION AND SPORTS AND DIRECTOR OF PHYSICAL EDUCATION AND SPORTS (DPES)**I. University Assistant Director of Physical Education and Sports / College Director of Physical Education and Sports****Eligibility (A or B) :****A.**

- i) A Master's Degree in Physical Education and Sports or Physical Education or Sports Science with 55% marks (or an equivalent grade in a point-scale, wherever the grading system is followed)
- ii) Record of having represented the university / college at the inter-university /inter-collegiate competitions or the State and/ or national championships.
- iii) Besides fulfilling the above qualifications, the candidate must have cleared the National Eligibility Test (NET), conducted by the UGC or CSIR, or a similar test accredited by the UGC, like SLET/SET, or who are or have been awarded a Ph.D. Degree in Physical Education or Physical Education and Sports or Sports Science, in accordance with the University Grants Commission (Minimum Standards and Procedure for Award of M.Phil./Ph.D. Degree) Regulations, 2009 or 2016 and their amendments from time to time, as the case may be:

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

- a) The Ph.D. degree of the candidate has been awarded in regular mode;
- b) The Ph.D. thesis has been evaluated by at least two external examiners;
- c) Open Ph.D. viva voce of the candidate has been conducted;
- d) The candidate has published two research papers from his/her Ph.D. work out of which at least one is in a refereed journal;
- e) The candidate has presented at least two research papers in conference/seminar, based on his/her Ph.D work.

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

- iv. NET/SLET/SET shall also not be required for such Masters Programmes in disciplines for which NET/SLET/SET is not conducted by the UGC, CSIR or similar test accredited by the UGC like SLET/SET.
- v. Passed the physical fitness test conducted in accordance with these Regulations.

OR

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

II. University Deputy Director of Physical Education and Sports

Eligibility (A or B) :

A.

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

OR

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

III. University Director of Physical Education and Sports

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

IV. Physical Fitness Test Norms

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

NORMS FOR MEN			
12 MINUTES RUN/WALK TEST			
Upto 30 Years	Upto 40 Years	Upto 45 Years	Upto 50 Years
1800 metres	1500 metres	1200 metres	800 metres

NORMS FOR WOMEN			
8 MINUTES RUN/WALK TEST			
Upto 30 Years	Upto 40 Years	Upto 45 Years	Upto 50 Years
1000 metres	800 metres	600 metres	400 metres

5.0 CONSTITUTION OF SELECTION COMMITTEES AND GUIDELINES ON SELECTION PROCEDURE:

5.1 Selection Committee Composition

I. Assistant Professor in the University:

- (a) The Selection Committee for the post of Assistant Professor in the University shall consist of the following persons :
- i) The Vice Chancellor or his/her nominee, who has at least ten years of experience as Professor, shall be the Chairperson of the Committee.
 - ii) An academician not below the rank of Professor to be nominated by the Visitor/Chancellor, wherever applicable.
 - iii) Three experts in the subject concerned nominated by the Vice Chancellor out of the panel of names approved by the relevant statutory body of the university concerned.
 - iv) Dean of the Faculty concerned, wherever applicable.
 - v) Head/Chairperson of the Department/School concerned.
 - vi) An academician representing SC/ST/OBC/Minority/Women/Differently-abled categories to be nominated by the Vice Chancellor, if any of the candidates from any of these categories is an applicant and if any of the above members of the selection committee does not belong to that category.
- (b) Four members, including two outside subject experts, shall constitute the quorum.

II. Associate Professor in the University

- (a) The Selection Committee for the post of Associate Professor in the University shall have the following composition:
- i) The Vice Chancellor or his/her nominee, who has at least ten years of experience as Professor, shall be the Chairperson of the Committee.
 - ii) An academician not below the rank of Professor to be nominated by the Visitor/Chancellor, wherever applicable.
 - iii) Three experts in the subject/field concerned nominated by the Vice-Chancellor, out of the panel of names approved by the relevant statutory body of the university.
 - iv) Dean of the faculty, wherever applicable.
 - v) Head/Chairperson of the Department/School.
 - vi) An academician representing SC/ST/OBC/ Minority / Women / Differently-abled categories, if any of candidates belonging to any of these categories is the applicant, to be nominated by the Vice Chancellor, if any of the above members of the selection committee does not belong to that category.
- (b) At least four members, including two outside subject experts, shall constitute the quorum

III. Professor in the University

- (a) The Selection Committee for the post of Professor in the University shall consist of the following persons :
- i) Vice-Chancellor who shall be the Chairperson of the Committee.
 - ii) An academician not below the rank of Professor to be nominated by the Visitor/Chancellor, wherever applicable.
 - iii) Three experts in the subject/field concerned to be nominated by the Vice-Chancellor out of the panel of names approved by the relevant statutory body of the university concerned.
 - iv) Dean of the faculty, wherever applicable.
 - v) Head/Chairperson of the Department/School.
 - vi) An academician belonging to the SC/ST/OBC/ Minority / Women / Differently-abled categories, if any of the candidates representing these categories is the applicant, to be nominated by the Vice-Chancellor, if any of the above members of the selection committee does not belong to that category.
- (b) At least four members, including two outside subject experts, shall constitute the quorum.

IV. Senior Professor

- (a) The Selection Committee for the post of Senior Professor in the University shall consist of the following persons:
- i) Vice Chancellor who shall be the Chairperson of the Committee.
 - ii) An academician not below the rank of Senior Professor/Professor with minimum ten years experience who is the nominee of the Visitor/Chancellor, wherever applicable.
 - iii) Three experts not below the rank of a Senior Professor/Professor with a minimum of ten years' experience in the subject/field concerned nominated by the Vice-Chancellor out of the panel of names approved by the relevant statutory body of the university.
 - iv) Dean (not below the rank of Senior Professor/Professor with minimum ten years experience) of the faculty, wherever applicable.
 - v) Head/Chairperson (not below the rank of Senior Professor/Professor with minimum ten years experience) or Senior-most Professor (not below the rank of Senior Professor/Professor, with a minimum of ten years' experience) of the Department/School.
 - vi) An academician (not below the rank of a Senior Professor/Professor with minimum ten years experience) representing SC/ST/OBC/ Minority / Women / Differently-abled categories, if any of candidates representing these categories is the applicant, to be nominated by the Vice Chancellor, if any of the above members of the selection committee do not belong to that category.
- (b) Four members, including two outside subject experts, shall constitute the quorum.

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

- (a) The Selection Committee for the post of Assistant Professor in Colleges, including Private and constituent Colleges shall consist of the following persons:
- i) Chairperson of the Governing Body of the college or his/her nominee from amongst the members of the Governing body, who shall be the Chairperson of the Committee.
 - ii) The Principal of the College.
 - iii) Head of the Department/Teacher-in-charge of the subject concerned in the College.
 - iv) Two nominees of the Vice-Chancellor of the affiliating university, of whom one should be a subject-expert. In case of colleges notified/declared as a minority educational institution, two nominees of the Chairperson of the college from out of a panel of five names, preferably from the minority community, recommended by the Vice-Chancellor of the affiliating university, from the list of experts suggested by the relevant statutory body of the college, of whom one should be a subject-expert.

- v) Two subject-experts not connected with the college who shall be nominated by the Chairperson of the College governing body out of a panel of five names recommended by the Vice-Chancellor from the list of subject experts approved by the relevant statutory body of the university concerned. In case of colleges notified/declared as minority educational Institutions, two subject experts not connected with the University nominated by the Chairperson of the Governing Body of the College out of the panel of five names, preferably from the minority communities, recommended by the Vice-Chancellor from the list of subject experts approved by the relevant statutory body of the College.
- vi) An academician representing SC/ST/OBC/Minority/Women/Differently-abled categories, if any of candidates belonging to any of these categories is the applicant, to be nominated by the Vice-Chancellor, if any of the above members of the selection committee does not belong to that category.

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

VI. Associate Professor in Colleges, including Private and Constituent Colleges

(a) The Selection Committee for the post of Associate Professor in Colleges including Private and Constituent Colleges, shall consist of the following persons:

- i) The Chairperson of the Governing Body or his/her nominee, from amongst the members of the Governing body, who shall be the Chairperson of the Selection Committee.
- ii) The Principal of the College.
- iii) The Head of the Department / Teacher-In charge of the concerned subject from the college.
- iv) Two University representatives nominated by the Vice-Chancellor, one of whom shall be the Dean of College Development Council or equivalent position in the University, and the other must be expert in the concerned subject. In case of Colleges notified/declared as minority educational institutions, two nominees of the Chairperson of the College from out of a panel of five names, preferably from minority communities, recommended by the Vice-Chancellor of the affiliating university from the list of experts suggested by the relevant statutory body of the college of whom one should be a subject expert.
- v) Two subject-experts not connected with the college to be nominated by the Chairperson of the governing body of the college out of a panel of five names recommended by the Vice Chancellor from the list of subject experts approved by the relevant statutory body of the university concerned. In case of colleges notified/declared as minority educational Institutions, two subject experts not connected with the University nominated by the Chairperson of the College Governing Body out of the panel of five names, preferably from minority communities, recommended by the Vice Chancellor from the list of subject experts approved by the relevant statutory body.
- vi) An academician belonging to the SC/ST/OBC/ Minority/Women/Differently-abled categories, if any of candidates belonging to these categories is the applicant, to be nominated by the Vice-Chancellor, if any of the above members of the selection committee does not belong to that category.

(b) The quorum for the meeting shall be five, including two subject experts.

VII. Professor in Colleges, including Private and Constituent Colleges

(a) The Selection Committee for the post of Professor in Colleges including Private and Constituent Colleges shall consist of the following persons:

- i) The Chairperson of the Governing Body or his/her nominee, from amongst the members of the Governing body, who shall be the Chairperson of the Selection Committee.
- ii) The Principal of the College.
- iii) The Head of the Department / Teacher-In charge of the concerned subject from the college not below the rank of Professor.
- iv) Two University representatives not below the rank of Professor nominated by the Vice-Chancellor, one of whom shall be the Dean of College Development Council or equivalent position in the University, and the other must be expert in the concerned subject. In case of Colleges notified/declared as minority

educational institutions, two nominees, not below the rank of Professor, of the Chairperson of the College from out of a panel of five names, preferably from minority communities, recommended by the Vice-Chancellor of the affiliating university from the list of experts suggested by the relevant statutory body of the college of whom one should be a subject expert.

- v) Two subject-experts not connected with the college to be nominated by the Chairperson of the governing body of the college out of a panel of five names recommended by the Vice Chancellor from the list of subject experts approved by the relevant statutory body of the university concerned. In case of colleges notified/declared as minority educational Institutions, two subject experts not connected with the University nominated by the Chairperson of the College Governing Body out of the panel of five names, preferably from minority communities, recommended by the Vice Chancellor from the list of subject experts approved by the relevant statutory body.
 - vi) An academician not below the rank of Professor belonging to the SC/ST/OBC/Minority/Women/Differently-abled categories, if any of candidates belonging to these categories is the applicant, to be nominated by the Vice-Chancellor, if any of the above members of the selection committee does not belong to that category.
- (b) The quorum for the meeting shall be five, including two subject experts.

VIII. College Principal and Professor

A. Selection Committee

- (a) The Selection Committee for the post of College Principal and Professor shall have the following composition:
- i) Chairperson of the Governing Body to be the Chairperson.
 - ii) Two members of the Governing Body of the college to be nominated by the Chairperson of whom one shall be an expert in academic administration.
 - iii) Two nominees of the Vice-Chancellor who shall be Higher Education experts in the subject/field concerned out of which at least one shall be a person not connected in any manner with the affiliating University. In case of Colleges notified/declared as minority educational institutions, one nominee of the Chairperson of the College from out of a panel of five names, preferably from minority communities, recommended by the Vice-Chancellor of the affiliating university of whom one should be a subject expert.
 - iv) Three Higher Education experts consisting of the Principal of a College, a Professor and an accomplished educationist not below the rank of a Professor (to be nominated by the Governing Body of the college out of a panel of six experts approved by the relevant statutory body of the university concerned).
 - v) An academician representing SC/ST/OBC/Minority/Women/Differently-abled categories, if any of candidates representing these categories is the applicant, to be nominated by the Vice-Chancellor, if any of the above members of the selection committee does not belong to that category.
 - vi) Two subject-experts not connected with the college to be nominated by the Chairperson of the governing body of the college out of a panel of five names recommended by the Vice Chancellor from the list of subject experts approved by the relevant statutory body of the university concerned. In case of colleges notified/declared as minority educational institutions, two subject experts not connected with the University nominated by the Chairperson of the College governing body out of the panel of five names, preferably from minority communities, recommended by the Vice Chancellor from the list of subject experts approved by the relevant statutory body.
- (b) Five members, including two experts, shall constitute the quorum.
- (c) All the selection procedures of the selection committee shall be completed on the day/last day of the selection committee meeting itself, wherein, minutes are recorded along with the scoring Proforma and recommendation made on the basis of merit with the list of selected and waitlisted candidates/Panel of names in order of merit, duly signed by all members of the selection committee.

- (d) The term of appointment of the College Principal shall be five years, with eligibility for reappointment for one more term only after an assessment by a Committee appointed by the University as per the composition given in sub-clause (B) of 5.1 (VIII).
- (e) After the completion of his/her term as Principal, the incumbent shall join back his/her parent organisation with the designation as Professor and in the grade of the Professor..

B. Committee for Assessment of College Principal and Professor for Second Term

The Committee for assessment to the post of College Principal for second term shall have the following composition:

- i) Nominee of the Vice-Chancellor of the affiliating University.
- ii) Nominee of the Chairman, University Grants Commission.

The nominees shall be nominated from the Principals of the Colleges with Excellence/College with Potential of Excellence/Autonomous College/NAAC Grade 'A' accredited colleges.

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

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

A. For University teachers:

- i) The Vice-Chancellor or his/her nominee shall be the Chairperson of the Committee;
- ii) The Dean of the Faculty concerned;
- iii) The Head of the Department /Chairperson of the School; and
- iv) One subject expert in the subject concerned nominated by the Vice-Chancellor from the University panel of experts.

B. For College teachers:

- i) The Principal of the college;
- ii) Head /Teacher-Incharge of the department concerned from the college;
- iii) Two subject experts in the subject concerned nominated by the Vice-Chancellor from the university panel of experts;

C. For University Assistant Librarian:

- i) The Vice-Chancellor shall be the Chairperson of the Committee;
- ii) The Dean of the Faculty concerned;
- iii) The Librarian, University Library; and
- iv) One expert who is a working Librarian nominated by the Vice-Chancellor from the University panel of experts.

D. For College Assistant Librarian:

- i) The Principal shall be the Chairperson of the Committee;
- ii) The Librarian, University Library; and
- iii) Two experts who are working Librarians nominated by the Vice-Chancellor from the University panel of experts.

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

- i) The Vice-Chancellor shall be the Chairperson of the Committee;

- ii) The Dean of the Faculty concerned;
- iii) The University Director, Physical Education and Sports; and
- iv) One expert in Physical Education and Sports Administration from University system nominated by the Vice-Chancellor from the University panel of experts.

F. For College Director, Physical Education and Sports:

- i) The Principal shall be the Chairperson of the Committee;
- ii) The University Director, Physical Education and Sports; and
- iii) Two experts in Physical Education and Sports Administration from University system nominated by the Vice-Chancellor from the University panel of experts.

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

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

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

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

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

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

6.0 SELECTION PROCEDURE:

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

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

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

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

- IV. The process of selection of a Professor shall involve the inviting of the application developed by the respective university, based on the Assessment Criteria and Methodology guidelines set out in these Regulations in Appendix II, Table 1 and 2 and reprints of all significant publications of the candidates.

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

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

- V. In the case of selection of faculty members who are from outside the academic field and are considered under Clause 4.1 (III.B), 4.2 (I.B, II.B, III.B), 4.3 (I.B, II.B, III.B) and 4.4 (III.B) of these Regulations, the university's statutory bodies must lay down clear and transparent criteria and procedure so that only outstanding professionals who can contribute substantially to the university knowledge system are selected.

- VI. In the selection process for the posts involving different nature of responsibilities in certain disciplines/areas, such as Music and Fine Arts, Visual Arts and Performing Arts, Physical Education and Sports, and Library, greater emphasis may be laid on the nature of deliverables indicated against each of the posts in these Regulations which need to be taken up by the institution while developing the Proforma for both the direct recruitment and the CAS promotion.

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

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

- i. **Teaching-Learning and Evaluation:** The commitment to teaching based on observable indicators such as being regular to class, punctuality to class, remedial teaching and clarifying doubts within and outside the class hours, counselling and mentoring, additional teaching to support the college/university as and when the need arises, etc. Examination and evaluation activities like performing of examination supervision duties, question-papers setting for university/college examinations, participation in the evaluation of examination answer scripts, conducting examinations for internal assessment as per the schedule to be announced by the institution at the beginning of each Academic Session and returning and discussing the answers in the class.
- ii. **Personal Development Related to Teaching and Research Activities:** Attending orientation/refresher/methodology courses, development of e-contents and MOOC's, organising seminar/conference/ workshop / presentation of papers and chairing of sessions/guiding and carrying out research projects and publishing the research output in national and international journals etc.
- iii. **Administrative Support and Participation in Students' Co- curricular and Extra-curricular Activities.**

B. Assessment Process

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

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

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

Step 3: A CAS Promotion shall be granted as mentioned in Clauses 6 4 of these Regulations.

6.1 Assessment Criteria and Methodology:

- (a) Tables 1 to 3 of Appendix II are applicable to the selection of Assistant Professors/ Associate Professors/ Professors/Senior Professor in Universities and Colleges;
- (b) Table 4 of Appendix II is applicable to Assistant Librarians/ College Librarians and Deputy Librarians for promotion under Career Advancement Scheme; and
- (c) Table 5 of Appendix II is applicable to Assistant Directors/ College Director of Physical Education sports and Deputy Directors/Directors of Physical Education and Sports for promotions under Career Advancement Scheme

6.2 The constitution of the Selection Committees and Selection Procedure as well as the Assessment Criteria and Methodology for the above cadres, either through direct recruitment or through Career Advancement Scheme, shall be in accordance with these Regulations.

6.3 The criteria for promotions under Career Advancement Scheme laid down under these Regulations shall be effective from the date of notification of these Regulations. However, to avoid hardship to those faculty members who have already qualified or are likely to qualify shortly under the existing regulations, a choice may be given to them, for being considered for promotions under the existing Regulations. This option can be exercised only within three years from the date of notification of these Regulations.

I. A teacher who wishes to be considered for promotion under the CAS may submit in writing to the university/college, within three months in advance of the due date, that he/she fulfils all the requirements under the CAS and submit to the university/college the Assessment Criteria and Methodology Proforma as evolved by the university concerned supported by all credentials as per the Assessment Criteria and Methodology guidelines set out in these Regulations. In order to avoid any delay in holding the Selection Committee meetings for various positions under the CAS, the University/College may initiate the process of screening/selection, and complete the process within six months from the receipt of application. Further, in order to avoid any hardship, the candidates who fulfil all other criteria mentioned in these Regulations, as on and till the date on which these regulations are notified, can be considered for promotion from the date, on or after the date, on which they fulfil these eligibility conditions.

II. The Selection Committee specifications as contained in Clauses 5.1 to 5.4 shall be applicable to all direct recruitments of faculty positions and equivalent cadres and Career Advancement promotions from Assistant Professor to Associate Professor, from Associate Professor to Professor, Professor to Senior Professor (in University) and for equivalent cadres.

III. The CAS promotion from a lower stage to a higher stage of Assistant Professor shall be conducted through a "Screening-cum-Evaluation Committee", following the criteria laid down in Table I of Appendix II.

IV. The promotion under the CAS being a personal promotion to a teacher holding a substantive sanctioned post, on his/her superannuation, the said post shall revert back to its original cadre.

V. For the promotion under the CAS, the applicant teacher must be on the role and in active service of the University/College on the date of consideration by the Selection Committee.

VI. The candidate shall offer himself/herself for assessment for promotion, if he/she fulfils the minimum grading specified in the relevant Assessment Criteria and Methodology Tables, by submitting an application and the required Assessment Criteria and Methodology Proforma. He/she can do so three months before the due date. The university shall send a general circular twice a year, inviting applications for the CAS promotions from the eligible candidates.

- i) If a candidate applies for promotion on completion of the minimum eligibility period and is successful, the date of promotion shall be from that of minimum period of eligibility.
- ii) If, however, the candidate finds that he/she would fulfil the CAS promotion criteria, as defined in Tables 1, 2, 4, and 5 of Appendix II at a later date and applies on that date and is successful, his/her promotion shall be effected from that date of the candidate fulfilling the eligibility criteria.
- iii) The candidate who does not succeed in the first assessment, he/she shall have to be re-assessed only after one year. When such a candidate succeeds in the eventual assessment, his/her promotion shall be deemed to be one year from the date of rejection.

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

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

OR

(b) The faculty members shall be considered for the promotion from one Academic Level/Grade Pay to another as per the CAS provided under the UGC Regulations on Minimum Qualifications for Appointment of Teachers and other Academic Staff in Universities and Colleges and Measures for the Maintenance of Standards in Higher Education 2010 and its amendments with relaxation in the requirements of Academic Performance Indicators (API) based Performance Based Appraisal System (PBAS) upto the date of notification of these Regulations.

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

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

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

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

TABLE-A

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

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

Table-B

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

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

Table-C

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

S.N		Assistant Librarian (Stage 1/ AGP Rs.6000/- to Stage 2/AGP Rs.7000/-)	Assistant Librarian (Stage 2/ AGP Rs.7000/- to Stage 3/AGP Rs.8000/-)	Assistant Librarian (Selection Grade/Deputy Librarian) (Stage 3/ AGP Rs.8000/-) to Deputy Librarian (Stage 4/AGP Rs.9000/-)	Deputy Librarian (Stage 4/AGP Rs. 9000/-) to Deputy Librarian (Stage 5 AGP Rs10,000/-)
1	Research and Academic contribution (Category III)	40/assessment period	100/assessment period	90/assessment period	120 per assessment period
2	Expert assessment system	Screening Committee	Screening Committee	Selection Committee	Selection committee

Table-D

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

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

Table-E

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

S.No.		Assistant Director (Stage 1/ AGP Rs.6000/- to Stage 2/AGP Rs.7000/-)	Assistant Director (Stage 2/ AGP Rs.7000/-) to Assistant Director (Selection Grade)/Deputy Director (Stage 3/AGP Rs.8000/-)	Assistant Director (Selection Grade)/Deputy Director (Stage 3/ AGP Rs.8000/-) to Deputy Director (Stage 4/AGP Rs.9000/-)	Deputy Director (Stage 4/AGP Rs. 9000/-) to Deputy Director (Stage 5 AGP Rs10,000/-)
1	Research and Academic contribution (Category III)	40/assessment period	100/assessment period	90/assessment period	120 per assessment period
2	Expert assessment system	Screening Committee	Screening Committee	Selection Committee	Selection committee

Table-F

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

S.No.		Assistant Director (Stage 1/ AGP Rs.6000/- to Stage 2/AGP Rs.7000/-)	Assistant Director (Stage 2/ AGP Rs.7000/-) to Assistant Director (Selection Grade)/Deputy Director (Stage 3/AGP Rs.8000/-)	Assistant Director (Selection Grade)/Deputy Director (Stage 3/ AGP Rs.8000/-) to Deputy Director (Stage 4/AGP Rs.9000/-)
1	Research and Academic contribution (Category III)	20/assessment period	50/assessment period	45/assessment period
2	Expert assessment system	Screening Committee	Screening Committee	Selection Committee

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

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

A. The entry-level Assistant Professors (Level 10) shall be eligible for promotion under the Career Advancement Scheme (CAS) through two successive levels (Level 11 and Level 12), provided they are assessed to fulfill the eligibility and performance criteria as laid down in Clause 6.3. of these Regulations.

B. Career Advancement Scheme (CAS) for Colleges teachers

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

Eligibility: Assistant Professors who have completed four years of service and having a Ph.D. degree or five years of service and having a M.Phil. / PG Degree in Professional Courses, such as LLM, M.Tech., M.V.Sc., M.D., or six years of service for those without Ph.D./M.Phil./ PG Degree in Professional courses.

- Attended one Orientation course of 21 days' duration on teaching methodology; and
- Any one of the following: Completed one Refresher / Research Methodology Course

OR

Any two of the following: Workshop, Syllabus Up-gradation Workshop, Training Teaching-Learning-Evaluation, Technology Programmes and Faculty Development Programmes of at least one week (5 days) duration,

OR

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

CAS Promotion Criteria:

A teacher shall be promoted if;

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

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

Eligibility:

- 1) Assistant Professors who have completed five years of service in Academic Level 11/Senior Scale.
- 2) Any two of the following in the last five years of Academic Level-11/ Senior Scale: Completed courses/programmes from among the categories of Refresher Courses/Research Methodology course/Workshops/Syllabus Up Gradation Workshop/ Teaching-Learning-Evaluation/ Technology Programmes/ Faculty Development Programme/ Syllabus Up-gradation Workshop/ Teaching-Learning-Evaluation/ Technology Programmes/ Faculty Development Programmes of at least two weeks (ten days) duration (or completed two courses of at least one week (five days) duration in lieu of every single course/programme of at least two weeks (ten days) duration); or completed MOOCs course in the relevant subject (with e-certification); or Contribution towards development of e-content in 4-quadrant (at least one quadrant) minimum of 10 modules of a course/contribution towards development of at least 10 modules of MOOCs course/ contribution towards conducting of a MOOCs course during the period of assessment.

CAS Promotion Criteria:

A teacher shall be promoted if;

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

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

Eligibility:

- 1) Assistant Professor who has completed three years of service in Academic Level 12/Selection-Grade.
- 2) A Ph.D. degree in subject relevant /allied/relevant discipline.
- 3) Any one of the following during the last three years: completed one course / programme from amongst the categories of Refresher Courses/ Methodology Workshop/Syllabus Up-gradation Workshop/ Teaching-Learning-Evaluation Technology Programme/ Faculty Development Programme of at least two weeks (ten days) duration (or completed two courses of at least one week (five days) duration in lieu of every single course/programme of at least two weeks (ten days) duration); or completed one MOOCs course (with e-certification); or contribution towards development of e-contents in 4-quadrant(at least one quadrant) minimum of 10 modules of a course/contribution towards development of at least 10 modules of MOOCs course/ contribution towards conduct of a MOOCs course during the period of assessment.

CAS Promotion Criteria:

A teacher may be promoted if;

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

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

1. Associate Professors who have completed three years of service in Academic Level 13A.
2. A Ph.D. degree in subject relevant/allied/relevant discipline.
3. A minimum of 10 research publications in peer-reviewed or UGC-listed journals out of which three research papers shall be published during the assessment period.
4. A minimum of 110 Research Score as per Appendix II, Table 2

CAS Promotion Criteria:

A teacher shall be promoted if;

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

C. Career Advancement Scheme (CAS) for University teachers**I. Assistant Professor (Academic Level 10) to Assistant Professor (Senior Scale/Academic Level 11)****Eligibility:**

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

CAS Promotion Criteria :

A teacher shall be promoted if;

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

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

- i) Assistant Professors who has completed five years of service in Academic Level 11/Senior Scale.
- ii) A Ph.D. Degree in the subject relevant/allied/relevant discipline.
- iii) Has done any two of the following in the last five years of Academic Level 11/Senior Scale: Completed a course / programme from amongst the categories of Refresher Courses/Research Methodology/ Workshops/ Syllabus Up-gradation Workshop/ Teaching-Learning-Evaluation/ Technology Programmes / Faculty Development Programme of at least two weeks (ten days) duration (or completed two courses of at least one week (five days) duration in lieu of every single course/programme of at least two weeks (ten

days) duration), or, completed one MOOCs course in the relevant subject (with e-certification); or contribution towards the development of e-content in 4-quadrant (at least one quadrant) minimum of 10 modules of a course/contribution towards the development of at least 10 modules of MOOCs course/ contribution towards conduct of a MOOCs course during the period of assessment.

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

CAS Promotion Criteria:

A teacher shall be promoted if;

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

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

- 1) Assistant Professor who has completed three years of service in Academic Level 12/ Selection grade.
- 2) A Ph.D Degree in the subject concerned/allied/relevant discipline.
- 3) Any one of the following during last three years: completed one course / programme from amongst the categories of Refresher Courses/ Research Methodology Workshops/Syllabus Up-gradation Workshop/ Teaching-Learning-Evaluation Technology Programme/ Faculty Development Programme of at least two weeks (ten days) duration (or completed two courses of at least one week (five days) duration in lieu of every single course/programme of at least two weeks (ten days) duration); or completed one MOOCs course (with e-certification); or contribution towards the development of e-content in 4-quadrant (at least one quadrant) minimum of 10 modules of a course/contribution towards development of at least 10 modules of MOOCs course/ contribution towards conduct of a MOOCs course during the period of assessment.
- 4) A minimum of seven publications in the peer-reviewed or UGC-listed journals out of which three research papers should have been published during the assessment period.
- 5) Evidence of having guided at least one Ph.D. candidate.

CAS Promotion Criteria:

A teacher shall be promoted if;

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

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

Eligibility:

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

CAS Promotion Criteria:

A teacher shall be promoted if;

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

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

A Professor can be promoted to the post of Senior Professor under the CAS. The promotion shall be based on academic achievement, favourable review from three eminent subject -experts who are not of the rank lower than the rank of a Senior Professor or a Professor having at least ten years' of experience. The selection shall be based on 10 best publications during the last 10 years and interaction with a Selection Committee constituted in accordance with these Regulations.

Eligibility:

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

D. Career Advancement Scheme (CAS) for Librarians**Note:**

- i) The following provisions apply only to those persons who are not involved in the teaching of Library Science. Teachers in institutions where Library Science is a teaching department shall be covered by the provisions given under sections 6.4 (B) and 6.4 (C), of these Regulations for Colleges/Institutions and for Universities, respectively.
- ii) The Deputy Librarian in Universities shall have two levels i.e. Academic Level 13A and Academic Level 14 while College Librarians shall have five levels i.e. Academic Level 10, Academic Level 11, Academic Level 12, Academic Level 13A and Academic Level 14.

I. From University Assistant Librarian (Academic level 10)/College Librarian (Academic level 10) to University Assistant Librarian (Senior Scale/Academic level 11)/ College Librarian (Senior Scale/Academic level 11):**Eligibility:**

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

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

CAS Promotion Criteria:

An Assistant Librarian/College Librarian may be promoted if:

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

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

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

CAS Promotion Criteria:

An individual shall be promoted if:

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

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

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

CAS Promotion Criteria:

An individual shall be promoted if:

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

IV. The criteria for CAS Promotions from University Deputy Librarian/College Librarians (Academic Level 13A) to University Deputy Librarian/College Librarians (Academic Level 14) shall be the following:

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

CAS Promotion Criteria:

An individual shall be promoted if:

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

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

Note:

- i) The following provisions apply only to those personnel who are not involved in teaching physical education and sports. Teachers in institutions where Physical Education and Sports is a teaching department shall be covered by the provisions given under sections 6.4 (B) and 6.4 (C), of these Regulations for Colleges/Institutions and for Universities, respectively.
- ii) The Deputy Director Physical Education and Sports in Universities shall have two levels i.e. Academic Level 13A and Academic Level 14 while College Director Physical Education and Sports shall have five levels i.e. Academic Level 10, Academic Level 11, Academic Level 12, Academic Level 13A and Academic Level 14.

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

Eligibility:

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

CAS Promotion Criteria:

An individual may be promoted if:

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

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

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

CAS Promotion Criteria:

An individual may be promoted if;

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

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

- 1) He/she has completed three years of service.
- 2) He/she has done any one of the following during last three years: (i)Completed one course / programme from among the categories of Refresher Courses, Research Methodology Workshop, (ii)Teaching-Learning-Evaluation Technology Programmes / Faculty Development Programmes of at least two weeks (ten days) duration (or completed two courses of at least one week (five days) duration in lieu of every single course/programme of at least two weeks (ten days) duration), (iii) Taken / developed one MOOCs course in relevant subject (with e-certification).

CAS Promotion Criteria:

An individual may be promoted if;

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

IV. The criteria for CAS Promotions from University Deputy Director Physical Education and Sports/College Director Physical Education and Sports (Academic Level 13A) to University Deputy Director Physical Education and Sports/College Director Physical Education and Sports (Academic Level 14) shall be the following:

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

CAS Promotion Criteria:

An individual may be promoted if;

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

6.5. Discretionary award of advance increments for those who enter the profession as Associate Professor or Professor with higher merit, high number of research publications of high quality and experience at the appropriate level, shall be within the competence of the appropriate authority of the University concerned or recruiting institution based on the recommendations of a selection committee while considering the case of individual candidates in the context of the merits of each case, taking into account the pay structure of other teachers in the faculty and other merit-specific factors. Discretionary award of advance increments is not applicable to those entering the profession as Assistant Professor/Assistant Librarian/Assistant Director of Physical Education and Sports and to those who are entitled for grant of advance increments for having acquired a Ph. D., M. Phil. or M.Tech. and 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 pursuing further studies, leading to a Ph.D./Post- doctoral qualification or for undertaking a research project in a higher education institution abroad, the amount of the scholarship/fellowship shall not be linked to the recipient's pay/salary paid to him/her by his /her parent institution. The awardee shall be paid salary for the entire duration of fellowship/scholarship, provided, that he/she does not take up any other remunerative jobs, like teaching, in the host country.
- ii. A teacher on Study Leave shall not take up, during the period of that leave, any regular or part-time appointment under an organisation in India or abroad. He/she may, however, be allowed to accept a fellowship or a research scholarship or an ad-hoc teaching and research assignment with an honorarium or any other form of assistance, other than the regular employment in an institution either in India or abroad, provided, that the Executive Council/Syndicate of his/her parent institution may, if it so desires, sanction study leave on reduced pay and allowances to the extent of any receipt in this regard, in-lieu of teaching etc., which may be determined by his/her employer.

- iii. The study leave shall be granted to an entry-level appointee as Assistant Professor/Assistant Librarian/Assistant Director of Physical Education and Sport/College DPE&S (other than as Associate Professor or Professor of a University/College/Institution, who is otherwise eligible for sabbatical leave) after a minimum of three years of continuous service, to pursue a special line of study or research directly related to his/her work in the University/College/Institution or to make a special study of the various aspects of University organisation and methods of education, giving full plan of the work.
- iv. The study leave shall be granted by the Executive Council/Syndicate on the recommendation of the Head of the Department concerned. The leave shall not be granted for more than three years in one spell, save in exceptional cases, in which the Executive Council/Syndicate is satisfied that such extension is unavoidable on academic grounds and necessary in the interest of the University/College/Institution.
- v. The study leave shall not be granted to a teacher who is due to retire within five years of the date on which he/she is expected to return to duty after the expiry of study leave.
- vi. The study leave shall be granted not more than twice during one's entire career. However, the maximum period of study leave admissible during the entire service shall not exceed five years.
- vii. The study leave may be granted more than once, provided, that not less than five years have elapsed after the teacher/returned to duty on completion of the earlier spell of study leave. For subsequent spell of study leave, the teacher shall indicate the work done during the period of earlier leave as also give details of work to be done during the proposed spell of study leave.
- viii. No teacher who has been granted study leave shall be permitted to alter substantially the course of study or the programme of research without the permission of the Executive Council/Syndicate, in the event the course of study falls short of study leave sanctioned, the teacher shall resume duty on the conclusion of the course of study unless the previous approval of the Executive Council/Syndicate to treat the period of short-fall as Extra-Ordinary leave has been obtained.
- ix. Subject to the maximum period of absence from duty, on leave not exceeding three years, the study leave may be combined with the earned leave, half-pay leave, extra-ordinary leave of vacation provided that the earned leave at the credit of the teacher shall be availed of at the discretion of the teacher. When the study leave is taken in continuation of vacation, the period of study leave shall be deemed to begin to run on the expiry of the vacation. A teacher, who is selected to a higher post during the study leave, shall be placed in that position and shall get the higher scale only after joining the post.
- x. The period of study leave shall count as service for purpose of the retirement benefits (pension/contributory provident fund), provided that the teacher rejoins the University/College/Institution on the expiry of his/her study leave, and serve the institution for the period for which the Bond has been executed.
- xi. The study leave granted to a teacher shall be deemed to have been cancelled in case it is not availed of within 12 months of its sanction, provided, that where the study leave granted has been so cancelled. The teacher may apply again for such leave.
- xii. A teacher availing himself/herself of the study leave, shall undertake that he/she shall serve the University/College/Institution for a continuous period of at least three years to be calculated from the date of his/her resuming duty on the expiry of the study leave.
- xiii. A teacher -
 - (a) who is unable to complete his/her studies within the period of study leave granted to him/her or
 - (b) who fails to rejoin the services of the University on the expiry of his/her study leave or
 - (c) who rejoins the service of the university but leaves the service without completing the prescribed period of service after rejoining the service or
 - (d) who, within the said period, is dismissed or removed from the service by the University shall be liable to refund, to the University/College/Institution, the amount of the leave salary and allowances and other expenses, incurred on the teacher or paid to him/her or on his/her behalf in connection with the course of study.

Explanation:

If a teacher asks for extension of the study leave and is not granted the extension but does not rejoin duty on the expiry of the leave originally sanctioned, he/she shall be deemed to have failed to rejoin the service on the expiry of his/her leave for the purpose of recovery of dues under these Regulations.

Notwithstanding the above provision, the Executive Council/Syndicate may order that nothing in these Regulations shall apply to a teacher who, within three years of return to duty from study leave is permitted to retire from service on medical grounds, provided further that the Executive Council/Syndicate may, in any other exceptional case, waive or reduce, for reasons to be recorded the amount refundable by a teacher under these Regulations.

- xiv. After the leave has been sanctioned, the teacher shall, before availing himself/herself of the leave, execute a bond in favour of the University/College/Institution, binding himself/herself for the due fulfillment of the conditions laid down in paragraph (x) to (xiii) above and give security of immovable property to the satisfaction of the Finance Officer/Treasurer or a fidelity bond of an insurance company or a guarantee by a scheduled bank or furnish security of two permanent teachers for the amount which might become refundable to the University/College/Institutions in accordance with paragraph (x) to (xiii) above.
- xv. The teacher on study leave shall submit to the Registrar/Principal of his/her parent University/College/Institution six-monthly reports of progress in his/her studies from his/her supervisor or the Head of the institution. Such report shall reach the Registrar/Principal within one month of the expiry of every six months of the period of the study leave. If the report does not reach the Registrar/Principal within the specified time, the payment of leave salary may be deferred till the receipt of such report.
- xvi. The teacher on leave shall submit a comprehensive report on the completion of the study leave period. A copy of the research document/monograph/academic paper produced during the period of the study leave shall be put in the public domain, preferably on the website of the University/College/Institution.
- xvii. With a view to enhancing the knowledge and skills of the faculty members, especially the junior faculty, at the level of Assistant Professor, the Heads of universities/Colleges/Institutions and their subordinate Departments are enjoined to be generous in the award of study leave in the interest of faculty improvement, thereby impacting the academic standards of the University/College/Institution in the long run.

8.3 Sabbatical Leave:

- i) The permanent, whole-time teachers of the university and colleges who have completed seven years' of service as a Reader/Associate Professor or a Professor may be granted sabbatical leave to undertake study or research or any other academic pursuit solely for the object of increasing their proficiency and usefulness to the university and higher education system. The duration of leave shall not exceed one year, at a time, and two years in the entire career of the teacher.
- ii) A teacher, who has availed himself/herself of study leave, would not be entitled to the sabbatical leave, until after the expiry of five years from the date of the teacher's return from previous study leave or any other kind of training programme of duration of one year or more.
- iii) A teacher shall, during the period of sabbatical leave, be paid full pay and allowances (subject to the prescribed conditions being fulfilled) at the rates applicable to him/her immediately prior to his/her proceeding on sabbatical leave.
- iv) A teacher on sabbatical leave shall not take up, during the period of that leave, any regular appointment under another organisation in India or abroad. He/she may, however, be allowed to accept a fellowship or a research scholarship or ad hoc teaching and research assignment with honorarium or any other form of assistance, other than the regular employment in an institution of advanced studies, *provided* that in such cases the Executive Council/Syndicate may, if it so desires, sanction the sabbatical leave on reduced pay and allowances.
- v) During the period of sabbatical leave, the teacher shall be allowed to draw the increment on the due date. The period of leave shall also count as service for purposes of pension/contributory provident fund, *provided* that the teacher rejoins the university on the expiry of his/her leave.

8.4 Other Kinds of Leave Rules for Permanent Teachers of the Universities / Colleges

The following kinds of leave would be admissible to permanent teachers:

- (i) Leave treated as duty, viz. casual leave, special casual leave, and duty leave;
 - (ii) Leave earned by duty, viz. earned leave, half-pay leave, and commuted leave;
 - (iii) Leave not earned by duty, viz. extraordinary leave; and leave not due;
 - (iv) Leave not debited to leave account
 - (v) Leave for academic pursuits, viz. study leave, sabbatical leave and academic leave;
 - (vi) Leave on grounds of health, viz., maternity leave and quarantine leave.
- (b) The Executive Council/Syndicate may grant, *in exceptional cases*, for the reasons to be recorded, any other kind of leave, subject to such terms and conditions as it may deem fit to impose.

I. Casual Leave

- (i) The total casual leave granted to a teacher shall not exceed eight days in an academic year.
- (ii) Casual leave cannot be combined with any other kind of leave except special casual leave. However, such casual leave may be combined with holidays including Sundays. Holidays or Sundays falling within the period of casual leave shall not be counted as casual leave.

II. Special Casual Leave

- (i) Special casual leave, not exceeding 10 days in an academic year, may be granted to a teacher:
 - (a) To conduct examination of a university/Public Service Commission/Board of Examination or any other similar body/institution; and
 - (b) To inspect academic institutions attached to a statutory board.
- (ii) In computing the 10 days' leave admissible, the days of actual journey, if any, to and from the places where activities specified above, take place, will be excluded.
- (iii) In addition, special casual leave to the extent mentioned below, may also be granted;
 - (a) To undergo sterilization operation (vasectomy or salpingectomy) under family welfare programme. Leave in this case shall be restricted to six working days; and
 - (b) To a female teacher who undergoes non-puerperal sterilization. Leave in this case shall be restricted to 14 days.
- (iv) The special casual leave shall not accumulate, nor can it be combined with any other kind of leave except the casual leave. It may be granted in combination with holidays or vacation by the sanctioning authority on each occasion.

III. Earned Leave

- (i) Earned leave admissible to a teacher shall be:
 - (a) 1/30th of the actual service, including vacation; *plus*
 - (b) 1/3rd of the period, if any, during which he/she is required to perform duty during the vacation.

For purposes of computation of the period of actual service, all periods' of leave except casual, special casual, and duty leave, shall be excluded.

- (ii) Earned leave at the credit of a teacher shall not accumulate beyond 300 days. The maximum period of earned leave that may be sanctioned at a time shall not exceed 60 days. Earned leave exceeding 60 days may, however, be sanctioned in the case of higher study, or training, or leave with medical certificate, or when the entire leave, or a portion thereof, is spent outside India.

For removal of doubt, it may be clarified :

1. When a teacher combines vacation with earned leave, the period of vacation shall be reckoned as leave in calculating the maximum amount of leave on average pay which may be included in the particular period of leave.

2. In case where only a portion of the leave is spent outside India, the grant of leave in excess of 120 days shall be subject to the condition that the portion of the leave spent in India shall not, in the aggregate, exceed 120 days.
3. Encashment of earned leave shall be allowed to members of the teaching staff as applicable to the employees of the Central Government or State Government.

IV. Half-pay Leave

Half-pay leave may be sanctioned for a period of 20 days to a permanent teacher for each completed year of service. Such leave may be granted on the basis of a medical certificate from a registered medical practitioner, for any private affairs or for any academic purpose.

Explanation:

A "completed year of service" means the continuous service of a specified duration under the university, and includes the periods of absence from duty as well as leave, including the extraordinary leave.

Note : Half-pay leave shall be combined with earned leave for calculating the number of earned leaves in case the number of earned leaves are less than 300 for purpose of encashment of leave at the time of superannuation as applicable to the employees of Government of India/State Government.

V. Commuted Leave

Commuted leave, not exceeding half the amount of half-pay leave due, may be granted to a permanent teacher on the basis of medical certificate from a registered medical practitioner subject to the following conditions:

- (i) Commuted leave during the entire service shall be limited to a maximum of 240 days;
- (ii) When commuted leave is granted, twice the amount of such leave shall be debited against the half-pay leave account; and
- (iii) The total duration of earned leave and commuted leave taken in conjunction shall not exceed 240 days, at a time;

Provided that no commuted leave shall be granted under these Regulations, unless the authority competent to sanction leave has reason to believe that the teacher would return to duty on its expiry.

VI. Extraordinary Leave

- (i) A permanent teacher may be granted extraordinary leave when:
 - (a) No other leave is admissible; or
 - (b) Other leave is admissible and the teacher applies in writing for the grant of extraordinary leave.
- (ii) The extraordinary leave shall always be without pay and allowances. It shall not count for an increment except in the following cases:
 - (a) Leave taken on the basis of medical certificates;
 - (b) Cases where the Vice-Chancellor/Principal is satisfied that the leave was taken due to causes beyond the control of the teacher, such as inability to join or rejoin duty due to civil commotion or a natural calamity, and the teacher has no other kind of leave to his credit;
 - (c) Leave taken for pursuing higher studies; and
 - (d) Leave granted to accept an invitation to a teaching post or fellowship or research-cum-teaching post or on assignment for technical or academic work of importance.
- (iii) Extraordinary leave may be combined with any other leave except the casual leave and special casual leave, provided that the total period of continuous absence from duty on leave (including periods of vacation when such vacation is taken in conjunction with leave) shall not exceed three years, except in cases where the leave is taken on medical certificate. The total period of absence from duty shall in no case, exceed five years in the entire service period of the individual.
- (iv) The authority empowered to grant leave may commute retrospectively the periods of absence without the leave into extraordinary leave.

VII. 'Leave Not Due'

- (i) 'Leave not due', may, at the discretion of the Vice-Chancellor/Principal, be granted to a permanent teacher for a period not exceeding 360 days during the entire period of service, out of which not more than 90 days at a time and 180 days, in all, may be otherwise than on a medical certificate. Such leave shall be debited against the half-pay leave earned by him/her subsequently.
- (ii) 'Leave not due' shall not be granted, unless the Vice-Chancellor/Principal is satisfied that as far as can reasonably be foreseen, the teacher will return to duty on the expiry of the leave and earn the leave granted.
- (iii) A teacher to whom 'leave not due' is granted shall not be permitted to tender his/her resignation from service so long as the debit balance in his/her leave account is not wiped off by active service, or he/she refunds the amount paid to him/her as pay and allowances for the period not so earned. In a case where retirement is unavoidable on account of reason of ill-health, incapacitating the teacher for further service, refund of leave salary for the period of leave yet to be earned may be waived by the Executive Council/College Governing Body.

Provided that the Executive Council/College Governing Body may waive off, in any other exceptional case, for reasons to be recorded in writing, the refund of leave salary for the period of leave yet to be earned.

VIII. Maternity Leave

- (i) Maternity leave on full pay may be granted to a woman teacher for a period not exceeding 180 days, to be availed of twice in the entire career. Maternity leave may also be granted in case of miscarriage, including abortion, subject to the condition that the total leave granted in respect of this to a woman teacher in her career is not more than 45 days, and the application for leave is supported by a medical certificate.
- (ii) Maternity leave may be combined with any earned leave, half-pay leave or extraordinary leave, but any leave applied for in continuation of the maternity leave may be granted if the request is supported by a medical certificate.

IX. Child-care Leave

Woman teachers having any minor child/children may be granted leave up to a period of two years for taking care of the minor child/children. The child-care leave for a maximum period of two years (730 days) may be granted to the woman teachers during entire service period in lines with the Central Government woman employees. In the cases, where the child-care leave is granted for more than 45 days, the University/College/Institution may appoint a part-time / guest substitute teacher with intimation to the UGC.

X. Paternity Leave

Paternity leave of 15 days may be granted to male teachers during the confinement of their wife, and such leave shall be granted only up to two children.

XI. Adoption leave

Adoption leave may be provided as per the rules of the Central Government.

XII. Surrogacy leave

Leave for Surrogacy shall be applicable as per the Rules, Regulations and Norms as laid down by the Government of India.

9. Research Promotion Grant

The UGC or the respective agency (Central/State Governments) may provide a start-up grant at the level of Rs. 3.0 lakhs in Social Sciences, Humanities and Languages and Rs. 6.0 lakhs in Sciences and Technology to teachers and other non-vocational academic staff to take up research immediately after their appointment.

9.1 Consultancy Assignments

The consultancy rules, terms, conditions and the model of revenue sharing between institutions and consultant-teachers shall be as per the UGC Consultancy Rules to be provided separately.

10.0 Counting of Past Services for Direct Recruitment and Promotion under CAS

Previous regular service, whether national or international, as Assistant Professor, Associate Professor or Professor or equivalent in a University, College, National Laboratories or other scientific/professional organisations such as the CSIR, ICAR, DRDO, UGC, ICSSR, ICHR, ICMR and DBT, should count for the direct recruitment and promotion under the CAS of a teacher as Assistant Professor, Associate Professor, Professor or any other nomenclature, provided that:

- (a) The essential qualifications of the post held were not lower than the qualifications prescribed by the UGC for Assistant Professor, Associate Professor and Professor, as the case may be.
- (b) The post is/was in an equivalent grade or of the pre-revised scale of pay as the post of Assistant Professor (Lecturer) Associate Professor (Reader) and Professor.
- (c) The concerned Assistant Professor, Associate Professor and Professor should possess the same minimum qualifications as prescribed by the UGC for appointment to the post of Assistant Professor, Associate Professor and Professor, as the case may be.
- (d) The post was filled in accordance with the prescribed selection procedure as laid down in the Regulations of the University/State Government/Central Government/ Institutions concerned, for such appointments.
- (e) The previous appointment was not as guest lecturer for any duration.
- (f) The previous Ad-hoc or Temporary or contractual service (by whatever nomenclature it may be called) shall be counted for direct recruitment and for promotion, provided that:
 - (i) the essential qualifications of the post held were not lower than the qualifications prescribed by the UGC for Assistant Professor, Associate Professor and Professor, as the case may be
 - (ii) the incumbent was appointed on the recommendation of a duly constituted Selection Committee/Selection Committee constituted as per the rules of the respective university;
 - (iii) the incumbent was drawing total gross emoluments not less than the monthly gross salary of a regularly appointed Assistant Professor, Associate Professor and Professor, as the case may be; and
- (g) No distinctions shall be made with reference to the nature of management of the institution where previous service was rendered (private/local body/Government), while counting the past service under this clause.

11.0 Period of Probation and Confirmation

- 11.1 The minimum period of probation of a teacher shall be one year, extendable by a maximum period of one more year in case of unsatisfactory performance.
- 11.2 The teacher on probation shall be confirmed at the end of one year, unless extended by another year through a specific order, before expiry of the first year.
- 11.3 Subject to Clause 11 of this Regulation, it is obligatory on the part of the university/the concerned institution to issue an order of confirmation to the incumbents within 45 days of completion of the probation period after following the due process of verification of satisfactory performance.
- 11.4 The probation and confirmation rules shall be applicable only at the initial stage of recruitment, issued from time to time, by the Central Government.
- 11.5 All other Central Government rules on probation and confirmation shall be applicable *mutatis mutandis*.

12.0 Creation and Filling-up of Teaching Posts

- 12.1 Teaching posts in universities, as far as feasible, may be created in a pyramidal order, for instance, for one post of Professor, there shall be two posts of Associate Professors and four posts of Assistant Professor, per department.
- 12.2 All the sanctioned/approved posts in the university system shall be filled up on an urgent basis.

13.0 Appointments on Contract Basis

The teachers should be appointed on contract basis only when it is absolutely necessary and when the student-teacher ratio does not satisfy the laid-down norms. In any case, the number of such appointments should not exceed 10% of the total number of faculty positions in a College/University. The qualifications and selection procedure for appointing them should be the same as those applicable to a regularly-appointed teacher. The

fixed emoluments paid to such contract teachers should not be less than the monthly gross salary of a regularly-appointed Assistant Professor. Such appointments should not be made initially for more than one academic session, and the performance of any such entrant teacher should be reviewed for academic performance before reappointing him/her on contract basis for another session. Such appointments on contract basis may also be resorted to when absolutely necessary to fill vacancies arising due to maternity leave, child-care leave, etc.

14.0 Teaching Days

14.1 The Universities/Colleges must have at least 180 teaching, i.e., there should be a minimum of 30 weeks of actual teaching in a 6-day week. Of the remaining period, 12 weeks may be devoted to admission and examination activities, and non-instructional days for co-curricular, sports, college day, etc., 8 weeks for vacations and 2 weeks may be attributed to various public holidays. If the University adopts a 5 day week pattern, then the number of weeks should be increased correspondingly to ensure the equivalent of 30 weeks of actual teaching, with a 6-day week.

The above provision is summarised as follows:

Categorisation	Number of weeks : 6-days a week pattern		Number of weeks : 5-days a week pattern	
	University	College	University	College
Teaching and Learning Process	30 (180 days) weeks	30 (180 days) weeks	36 (180 days) weeks	36 (180 days) weeks
Admissions, Examinations, and preparation for Examination	12	10	8	8
Vacations	8	10	6	6
Public Holidays (to increase and adjust teaching days accordingly)	2	2	2	2
Total	52	52	52	52

14.2 In-lieu of the curtailment of vacation by 2 weeks, the university teachers may be credited with 1/3rd of the period of their earned leave. However, colleges may have an option of a total vacation of 10 weeks in a year and no earned leave except when required to work during the vacations for which, as in the case of University teachers, 1/3rd of the period shall be credited as Earned Leave.

15.0 Workload

15.1 The workload of the teachers in full employment should not be less than Forty hours a week for Thirty working weeks (One Hundred and Eighty teaching days) in an academic year. It should be necessary for the teacher to be available for at least Five hours daily in the University/College. Teachers shall devote at least Two hours per day for mentoring of students (minimum Fifteen students per coordinator) for Community Development/Extra-Curricular Activities/library consultation/research in case of Under-Graduate Courses and/or at least Two hours per day for research in case of Post-Graduate courses, for which the necessary space and infrastructure shall be provided by the University/College. The direct teaching-learning work load should be as follows:

Assistant Professor	-	16 hours per week
Associate Professor/Professor	-	14 hours per week

15.2 Professors/ Associate Professors/ Assistant Professors involved in administration/ extension work can devote two hours per week from the teaching and learning hours.

16.0 Service Agreement and Fixing of Seniority

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

16.2. The self-appraisal methodology, as per Clause 6.0 and its sub-clauses and Clauses 6.1 to 6.4 and all the sub-clauses contained therein and as per Tables 1 to 5 of Appendix II, as per eligibility, shall form part of the service agreement/record.

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

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

17.0 Code of Professional Ethics

I. Teachers and their Responsibilities :

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

Teacher should:

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

II. Teachers and Students

Teachers should:

- (i) Respect the rights and dignity of the student in expressing his/her opinion;
- (ii) Deal justly and impartially with students regardless of their religion, caste, gender, political, economic, social and physical characteristics;
- (iii) Recognise the difference in aptitude and capabilities among students and strive to meet their individual needs;
- (iv) Encourage students to improve their attainments, develop their personalities and at the same time contribute to community welfare;
- (v) Inculcate among students scientific temper, spirit of inquiry and ideals of democracy, patriotism, social justice, environmental protection and peace;
- (vi) Treat the students with dignity and not behave in a vindictive manner towards any of them for any reason;

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

III. Teachers and Colleagues

Teachers should:

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

IV. Teachers and Authorities :

Teachers should:

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

V. Teachers and Non-Teaching Staff :

Teachers should :

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

VI. Teachers and Guardians

Teachers should:

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

VII. Teachers and Society

Teachers should:

- (i) Recognise that education is a public service and strive to keep the public informed of the educational programmes which are being provided;

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

The Vice-Chancellor/Pro-Vice-Chancellor/Rector

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

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

College Principal should;

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

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

- (a) Adhere to a responsible pattern of conduct and demeanor expected of them by the community;
- (b) Manage their private affairs in a manner consistent with the dignity of the profession;
- (c) Discourage and not indulge in plagiarism and other non ethical behaviour in teaching and research;
- (d) Participate in extension, co-curricular and extra-curricular activities, including the community service.

(E) Refrain from allowing considerations of caste, creed, religion, race, gender or sex in their professional endeavour.

18.0 Maintenance of Standards in Higher-Education Institutions:

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

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

19.0 Other Terms and Conditions

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

- i. Five non-compounded advance increments shall be admissible at the entry level of recruitment as Assistant Professor to persons possessing the degrees of Ph.D. awarded in a relevant discipline by the University following the process of admission, registration, course work and external evaluation as prescribed by the UGC.
- ii. M.Phil degree holders at the time of recruitment to the post of Assistant Professor shall be entitled to two non-compounded advance increments.
- iii. Those possessing Post-graduate degree in the professional course such as LL.M./M.Tech/M.Arch./M.E./M.V.Sc./M.D., etc. recognized by the relevant statutory body/ council, shall also be entitled to two non-compounded advance increments at the entry level.
- iv.
 - a) Teachers who complete their Ph.D. degree while in service shall be entitled to three non-compounded increments fixed at increment applicable at entry level only if such Ph.D. is in a relevant discipline of the

- discipline of employment and has been awarded by a University complying with the process prescribed by the UGC for enrolment, course work, evaluation, etc.
- b) However, teachers in service who have already been awarded Ph.D. by the time of coming into force of these Regulations or having been enrolled for Ph.D. have already undergone course-work as well as evaluation, if any, and only Notification in regard to the award of Ph.D. is awarded, shall also be entitled to the award of three non-compounded increments fixed at increment applicable at entry level only, even if the university awarding such Ph.D. has not yet been notified by the UGC as having complied with the process prescribed by the Commission.
- v. In respect of every other case, a teacher who is already enrolled for Ph.D. shall avail the benefit of three non-compounded increments fixed at increment applicable at entry level only if the university awarding the Ph.D. has been notified by the UGC to have complied with the process prescribed by the Commission for the award of Ph.D. in respect of either course-work or evaluation or both, as the case may be.
- vi. Teachers in service who have not yet enrolled for Ph.D. shall therefore, derive the benefit of three non-compounded increments fixed at increment applicable at entry level only on award of Ph.D. , while in service only if such enrolment is with a university which complies with the entire process including that of enrolment as prescribed by the UGC.
- vii. Teachers who acquire M.Phil. Degree or a post-graduate degree in a professional course recognised by the relevant Statutory Body / Council, while in service, shall be entitled to one advance increment fixed at increment applicable at entry level only.
- viii. Five non-compounded advance increments shall be admissible to Assistant Librarian / College Librarian who are recruited at entry level with Ph.D. degree in the discipline of library science from a university complying with the process prescribed by the UGC in respect of enrolment, course-work and evaluation process for the award of Ph.D. in Library Science.
- ix. (a) Assistant Librarian/College Librarian acquiring the degree of Ph.D. at any time while in service, in the discipline of library science from a university complying with the process prescribed by the UGC in respect of enrolment, course-work and evaluation shall be entitled to three non-compounded advance increments fixed at increment applicable at entry level only.
- (b) However, persons in posts of Assistant Librarian/College Librarian on higher positions who have already been awarded Ph.D. in library science at the time of coming into force of these Regulations or having already undergone course-work as well as evaluation, if any, and only Notification in regard to the award of Ph.D. is awaited, shall also be entitled to the award of three non-compounded increments fixed at increment applicable at entry level only.
- x. In respect of every other case of persons in the post of Assistant Librarian / College Librarian or higher positions who are already enrolled for Ph.D. shall avail the benefit three non-compounded increments fixed at increment applicable at entry level only if the university awarding the Ph.D. has been notified by the UGC to have complied with the process prescribed by the Commission for the award of Ph.D.in respect of either course-work or evaluation or both as the case may be.
- xi. Assistant Librarian/College librarian and others in higher library positions in service who have not yet enrolled for Ph.D. shall therefore, derive the benefit of three non-compounded increments fixed at increment applicable at entry level only on award of Ph.D. while in service only if such enrolment is with a university which complies with the entire process, including that of enrolment as prescribed by the UGC.
- xii. Two non-compounded advance increments shall be admissible for Assistant Librarian/College Librarian with M.Phil. degree in Library Science at the entry level. Assistant Librarian/College Librarian and those in higher positions acquiring M.Phil degree in library science at any time during the course of their service shall be entitled to one advance increment fixed at increment applicable at entry level only.
- xiii. Five non-compounded advance increments shall be admissible to Assistant Director of Physical Education and Sports / College Director of Physical Education and Sports who are recruited at entry level with Ph.D. degree in the discipline of Physical Education/Physical Education and Sports / Sports Science from a university complying with the process prescribed by the UGC in respect of enrolment, course-work and evaluation process for the award of Ph.D. in Physical Education/Physical Education and Sports / Sports Science.

xiv. Notwithstanding anything in the forgoing clauses, those who have already availed the benefit of advance increments for possessing Ph.D./M.Phil at the entry level or in service once either under this regulation or under the earlier schemes/regulations shall not be entitled to the benefit of advance increments under these Regulations.

xv. Teachers, library and Physical Education and Sports cadres who have already availed the benefits of increments as per the then existing policy for acquiring Ph.D./M.Phil. while in service shall not be entitled to advance increments under these Regulations.

xvi. For posts at the entry level where no such advance increments were admissible for possessing Ph.D./M.Phil. under the earlier schemes/regulations, the benefit of advance of increments for possessing Ph.D./M.Phil shall be available to only those appointments which have been made on or after the coming into force of these Regulations.

19.2 Promotion

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

On promotion, the teacher or equivalent position would be given a notional increment in his/her existing Academic Level of Pay, by moving him/her to the next higher Cell at that Level; and the pay shown in this Cell would now be located in the new Academic Level corresponding to the post to which he/she has been promoted. If a Cell identical with that pay is available in the new Level, that Cell shall be the new pay, otherwise the next higher Cell in that Level shall be the new pay of the teacher or equivalent position. If the pay arrived at in this manner is less than the first Cell in the new Level, then the pay shall be fixed at the first Cell of the new Level.

19.3 Allowances and Benefits

- I. Other allowances and benefits, such as Hometown Travel Concession, Leave Travel Concession, Special Compensatory Allowances, Children's Education Allowance, Transport Allowance, House Rent Allowance, House Building Allowance, Deputation Allowance, Travelling Allowance, Dearness Allowance, Area-based Special Compensatory Allowance etc. for teachers and Library and Physical Education and Sports Cadres, shall be as applicable to the Central Government employees and be governed by the relevant rules as notified by the Government of India from time to time.
- II. Pension, Gratuity, ex-gratia compensation etc. as applicable to Central/State Government employees shall also be applicable to teachers and Library and Physical Education and Sports Cadres of Central/State Universities and Colleges including affiliated and constituent Colleges as the case may be.
- III. Medical Benefits: All medical benefits for teachers and Library and Physical Education Cadres, shall be as applicable to the Central Government employees. Further, the Teachers and Library and Physical Education Cadres may be placed under Central Government Health Scheme or any other such scheme of the Central Government/ Health Scheme of respective State Government, as the case may be, for Central/State Universities/Colleges respectively.

APPENDICES

Appendix I	Fitment Tables for fixation of pay of the existing incumbents, who were in position as on 01.01.2016, in various categories of posts indicated in the tables (MHRD Notification MHRD letters No. Corrigendum F.No.1-7/2015-U.II(1) dated 08.11.2017
Appendix II	<u>Assessment Criteria and Methodology</u> Table 1 to 3 - For University and College Teachers Table 4 - For Assistant Librarian, Deputy Librarian, Librarian etc. Table 5 - For Assistant Director/Deputy Director/Director Physical Education and Sports etc.

SANJEEV KUMAR NARAYAN, Under Secy.

[ADVT.-III/4/Exty./147/18]

Appendix I

Fitment Tables for fixation of pay of the existing incumbents, who were in position as on 01.01.2016, in various categories of posts indicated in the tables

F.No.1-7/2015-U.II(1)
Government of India
Ministry of Human Resource Development
Department of Higher Education
University-2 Section

Shastri Bhavan, New Delhi
Dated 2nd November, 2017

Corrigendum

Subject: Scheme of revision of pay of teachers and equivalent cadres in universities and colleges following the revision of pay scales of Central Government employees on the recommendations of the 7th Central Pay Commission (CPC).

In the order of the Government of India in the Ministry of Human Resource Development (Department of Higher Education) no. 1-7/2015-U.II(1) dated 2.11.2017 in the Annexure (Page 9) appended to the said order, figures mentioned in

- (a) Cell Academic level 12, row 8 may be read as "84,700" instead of "84,100"
(b) Cell Academic level 13A, row 18 may be read as "2,04,700" instead of "2,04,100"
(c) Cell Academic level 14, row 9 may be read as "1,82,700" instead of "1,82,100"

2. The rest of the content of the above order remains the same.

K. K. Tripathy
(Dr. K.K. Tripathy) 21/11/17
Director

To,

1. The Secretary, University Grants Commission, Bahadurshah Zafar Marg, New Delhi - 110 002.
2. Vice Chancellors of all Central Universities/ Institutions Deemed to be Universities fully funded by the Central Government.
3. Principal Secretary to Prime Minister, South Block, Central Secretariat, New Delhi.
4. Secretary (Coordination), Cabinet Secretariat, Rashtrapati Bhavan, New Delhi.
5. Secretary, Department of Expenditure, North Block, New Delhi.
6. Secretary, Department of Personnel & Training, North Block, New Delhi.
7. Secretary, Department of Agriculture Research and Education, Krishi Bhavan, New Delhi.
8. Secretary, Ministry of Health and Family Welfare (Medical Education), Nirman Bhavan, New Delhi.
9. Member Secretary, All India Council for Technical Education, New Delhi.
10. Chief Secretaries of all State Governments.
11. Web Master, Ministry of Human Resource Development for publication on the website of the Ministry, hosted by the National Informatics Centre.

Annexure-I

Pay Matrix

Pay Band (Rs.)	15,600-39,100			37,400-67,000		67,000-79,000
Grade Pay (Rs.)	6,000	7,000	8,000	9,000	10,000	0
Index of Rationalization	2.67	2.67	2.67	2.67	2.72	2.72
Entry Pay (Rs.)	21,600	25,700	29,900	49,200	53,000	67,000
Academic Level	10	11	12	13A	14	15
Rationalized Entry Pay (Rs.) 1	57,700	88,500	79,800	1,31,400	1,44,200	1,82,200
2	68,400	71,000	82,200	1,35,300	1,48,500	1,87,700
3	61,200	79,100	84,700	1,35,400	1,52,600	1,95,300
4	63,000	78,200	87,200	1,43,000	1,57,600	1,98,100
5	64,900	77,600	89,800	1,47,900	1,62,500	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	1,61,800	1,77,400	2,24,100
9	73,000	87,300	1,01,100	1,66,400	1,82,700	
10	75,200	89,800	1,04,100	1,71,400	1,88,200	
11	77,500	92,800	1,07,200	1,76,500	1,93,900	
12	79,800	95,400	1,10,400	1,81,800	1,99,800	
13	82,200	98,000	1,13,700	1,87,300	2,05,800	
14	84,700	1,01,200	1,17,100	1,92,900	2,11,800	
15	87,200	1,04,200	1,20,800	1,98,700	2,18,200	
16	89,800	1,07,300	1,24,200	2,04,700		
17	92,500	1,10,500	1,27,900	2,10,900		

K. K. Tripathy
21/10

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	1,20,800	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	1,82,800	2,11,500			
35	1,57,300	1,88,100				
36	1,62,000	1,93,700				
37	1,66,900	1,99,500				
38	1,71,900	2,05,500				
39	1,77,100					
40	1,82,400					

K. K. Tripathy
21/11

Appendix II**Table 1****Assessment Criteria and Methodology for University/College Teachers**

S.No.	Activity	Grading Criteria
1.	Teaching: (Number of classes taught/total classes assigned)x100% (Classes taught includes sessions on tutorials, lab and other teaching related activities)	80% & above - Good Below 80% but 70% & above-Satisfactory Less than 70% - Not satisfactory
2.	Involvement in the University/College students related activities/research activities: (a) Administrative responsibilities such as Head, Chairperson/ Dean/ Director/ Co-ordinator, Warden etc. (b) Examination and evaluation duties assigned by the college / university or attending the examination paper evaluation. (c) Student related co-curricular, extension and field based activities such as student clubs, career counselling, study visits, student seminars and other events, cultural, sports, NCC, NSS and community services. (d) Organising seminars/ conferences/ workshops, other college/university activities. (e) Evidence of actively involved in guiding Ph.D students. (f) Conducting minor or major research project sponsored by national or international agencies. (g) At least one single or joint publication in peer-reviewed or UGC list of Journals.	Good - Involved in at least 3 activities Satisfactory - 1-2 activities Not-satisfactory - Not involved / undertaken any of the activities Note: Number of activities can be within or across the broad categories of activities
<p>Overall Grading:</p> <p>Good: Good in teaching and satisfactory or good in activity at Sl.No.2.</p> <p>Or</p> <p>Satisfactory: Satisfactory in teaching and good or satisfactory in activity at Sl.No.2.</p> <p>Not Satisfactory: If neither good nor satisfactory in overall grading</p> <p>Note: For the purpose of assessing the grading of Activity at Serial No. 1 and Serial No. 2, all such periods of duration which have been spent by the teacher on different kinds of paid leaves such as Maternity Leave, Child Care Leave, Study Leave, Medical Leave, Extraordinary Leave and Deputation shall be excluded from the grading assessment. The teacher shall be assessed for the remaining period of duration and the same shall be extrapolated for the entire period of assessment to arrive at the grading of the teacher. The teacher on such leaves or deputation as mentioned above shall not be put to any disadvantage for promotion under CAS due to his/her absence from his/her teaching responsibilities subject to the condition that such leave/deputation was undertaken with the prior approval of the competent authority following all procedures laid down in these regulations and as per the acts, statutes and ordinances of the parent institution.</p>		

Table 2**Methodology for University and College Teachers for calculating Academic/Research Score**

(Assessment must be based on evidence produced by the teacher such as: copy of publications, project sanction letter, utilization and completion certificates issued by the University and acknowledgements for patent filing and approval letters, students' Ph.D. award letter, etc.,)

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

	Ph.D.	10 per degree awarded 05 per thesis submitted	10 per degree awarded 05 per thesis submitted
	M.Phil./P.G dissertation	02 per degree awarded	02 per degree awarded
	(b) Research Projects Completed		
	More than 10 lakhs	10	10
	Less than 10 lakhs	05	05
	(c) Research Projects Ongoing :		
	More than 10 lakhs	05	05
	Less than 10 lakhs	02	02
	(d) Consultancy	03	03
5	(a) Patents		
	International	10	10
	National	07	07
	(b) *Policy Document (Submitted to an International body/organisation like UNO/UNESCO/World Bank/International Monetary Fund etc. or Central Government or State Government)		
	International	10	10
	National	07	07
	State	04	04
	(c) Awards/Fellowship		
	International	07	07
	National	05	05
6.	*Invited lectures / Resource Person/ paper presentation in Seminars/ Conferences/full paper in Conference Proceedings (Paper presented in Seminars/Conferences and also published as full paper in Conference Proceedings will be counted only once)		
	International (Abroad)	07	07
	International (within country)	05	05
	National	03	03
	State/University	02	02

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

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

- | | | | |
|------|--|---|-----------|
| i) | Paper in refereed journals without impact factor | - | 5 Points |
| ii) | Paper with impact factor less than 1 | - | 10 Points |
| iii) | Paper with impact factor between 1 and 2 | - | 15 Points |
| iv) | Paper with impact factor between 2 and 5 | - | 20 Points |
| v) | Paper with impact factor between 5 and 10 | - | 25 Points |
| vi) | Paper with impact factor >10 | - | 30 Points |
| (a) | Two authors: 70% of total value of publication for each author. | | |
| (b) | More than two authors: 70% of total value of publication for the First/Principal/Corresponding author and 30% of total value of publication for each of the joint authors. | | |

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

Note:

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

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

S.N.	Academic Record	Score			
		1.	Graduation	80% & Above = 15	60% to less than 80% = 13
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
2.	Post-Graduation	80% & Above = 25	60% to less than 80% = 23	55% (50% in case of SC/ST/OBC (non-creamy layer)/PWD) to less than 60% = 20	
3.	M.Phil.	60% & above = 07	55% to less than 60% = 05		
4.	Ph.D.	25			
5.	NET with JRF	10			
	NET	08			
	SLET/SET	05			
6.	Research Publications (2 marks for each research publications published in Peer-Reviewed or UGC-listed Journals)	06			
7.	Teaching / Post Doctoral Experience (2 marks for one year each)#	10			
8.	Awards				
	International / National Level (Awards given by International Organisations/ Government of India / Government of India recognised National Level Bodies)	03			
	State-Level (Awards given by State Government)	02			

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

Note :

(A)

(i)	M.Phil. + Ph.D.	Maximum	-	25 Marks
(ii)	JRF/NET/SET	Maximum	-	10 Marks
(iii)	In awards category	Maximum	-	03 Marks

- (B) Number of candidates to be called for interview shall be decided by the college.
- (C) Academic Score - 84
 Research Publications - 06
 Teaching Experience - 10
 TOTAL - 100
- (D) SLET/SET score shall be valid for appointment in respective State Universities/Colleges/institutions only.

Table 4**Assessment Criteria and Methodology for Librarians**

S.No.	Activity	Grading Criteria
1	<p>Regularity of attending library (calculated in terms of percentage of days attended to the total number of days he/she is expected to attend)</p> <p>While attending in the library, the individual is expected to undertake, inter alia, following items of work:</p> <ul style="list-style-type: none"> • Library Resource and Organization and maintenance of books, journals and reports. • Provision of Library reader services such as literature retrieval services to researchers and analysis of report. • Assistance towards updating institutional website 	<p>90% and above - Good</p> <p>Below 90% but 80% and above - Satisfactory</p> <p>Less than 80% - Not satisfactory</p>
2.	Conduct of seminars/workshops related to library activity or on specific books or genre of books.	<p>Good - 1 National level seminar/ workshop + 1 State/institution level workshop/Seminar</p> <p>Satisfactory - 1 National level seminar/ workshop or 1 state level seminar/ workshop + 1 institution level seminar/ workshop or 4 institution seminar / workshop</p> <p>Unsatisfactory - Not falling in above two categories</p>
3.	<p>If library has a computerized database then OR If library does not have a computerized database</p>	<p>Good - 100% of physical books and journals in computerized database.</p> <p>Satisfactory - At least 99% of physical books and journals in computerized database.</p> <p>Unsatisfactory - Not falling under good or satisfactory.</p> <p>OR</p> <p>Good - 100% Catalogue database made up to date</p> <p>Satisfactory- 90% catalogue database made up to date</p> <p>Unsatisfactory - Catalogue database not upto mark.</p> <p>(To be verified in random by the CAS Promotion Committee)</p>

4.	Checking inventory and extent of missing books	Good : Checked inventory and missing book less than 0.5% Satisfactory - Checked inventory and missing book less than 1% Unsatisfactory - Did not check inventory Or Checked inventory and missing books 1% or more.
5.	(i) Digitisation of books database in institution having no computerized database. (ii) Promotion of library network. (iii) Systems in place for dissemination of information relating to books and other resources. (iv) Assistance in college administration and governance related work including work done during admissions, examinations and extracurricular activities. (v) Design and offer short-term courses for users. (vi) Publications of at least one research paper in UGC approved journals.	Good : Involved in any two activities Satisfactory : At least one activity Not Satisfactory : Not involved/ undertaken any of the activities.
Overall Grading	Good : Good in Item 1 and satisfactory/good in any two other items including Item 4. Satisfactory : Satisfactory in Item 1 and satisfactory /good in any other two items including Item 4. Not satisfactory : If neither good nor satisfactory in overall grading.	
Note :		
<p>(1) It is recommended to use ICT technology to monitor the attendance of library staff and compute the criteria of assessment.</p> <p>(2) The Librarian must submit evidence of published paper, participation certificate for refresher or methodology course, successful research guidance from Head of Department of the concerned department, project completion.</p> <p>(3) The system of tracking user grievances and the extent of grievances redressal details may also be made available to the CAS promotion committee.</p>		

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

S. No.	Activity	Grading Criteria
1	Attendance calculated in terms of percentage of days attended to the total number of days he is expected to attend.	90 and above - Good Above 80 but below 90- Satisfactory. Less than 80 - Not satisfactory.
2.	Organizing intra college competition	Good - Intra college competition in more than 5 disciplines. Satisfactory - Intra college competition in 3-5 disciplines. Unsatisfactory - Neither good nor satisfactory.

3.	Institution participating in external competitions	<p>Good - National level competition in at least one discipline plus State/District level competition in at least 3 disciplines.</p> <p>Satisfactory- State level competition in at least one discipline plus district level competition in at least 3 disciplines.</p> <p>Or District level competition in at least 5 disciplines.</p> <p>Unsatisfactory - Neither good nor satisfactory.</p>
4.	<p>Up-gradation of sports and physical training infrastructure with scientific and technological inputs.</p> <p>Development and maintenance of playfields and sports and physical Education facilities.</p>	Good/Satisfactory/Not-Satisfactory to be assessed by the Promotion committee.
5.	<p>(i)At least one student of the institution participating in national/ state/ university (for college levels only) teams. Organizing state/national/inter university/inter college level competition.</p> <p>(ii)Being invited for coaching at state/national level.</p> <p>(iii)Organizing at least three workshops in a year.</p> <p>(iv)Publications of at least one research paper in UGC approved journal. Assistance in college administration and governance related work including work done during admissions, examinations and extracurricular college activities.</p>	<p>Good: Involved in any two activities.</p> <p>Satisfactory: 1 activity</p> <p>Not Satisfactory : Not involved/ undertaken any of the activities.</p>
Overall Grading	<p>Good: Good in Item 1 and satisfactory/good in any two other items.</p> <p>Satisfactory: Satisfactory in Item 1 and satisfactory/good in any other two items.</p> <p>Not Satisfactory: If neither good nor satisfactory in overall grading.</p>	
<p>Note:</p> <p>i)It is recommended to use ICT technology to monitor the attendance of sports and physical education and compute the criteria of assessment.</p> <p>ii)The institution must obtain student feedback. The feed-backs must be shared with the concerned Director of Physical and Education and Sports and also the CAS Promotion committee.</p> <p>iii)The system of tracking user grievances and the extent of grievance redressal details may also be made available to the CAS Promotion Committee.</p>		



हरियाणा केन्द्रीय विश्वविद्यालय
CENTRAL UNIVERSITY OF HARYANA

Annexure-VI

(संसद अधिनियम 25 (2009) के तहत स्थापित)

(Established vide Act No. 25 (2009) of Parliament)

गाँव: जाट-पाली, जिला-महेन्द्रगढ़ (हरियाणा) . 123029

Village: Jant-Pali, Distt: Mahendergarh (Haryana)-123029

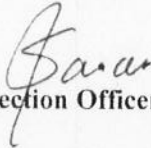
No : CUH/2018/Estt.Sec./...177

Dated 24.01.2018

OFFICE ORDER

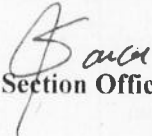
Subject: Refresher/Orientation Programme.

It has been observed that teachers are frequently attending Refresher/Orientation Programmes/Workshops in the middle of semester without making appropriate teaching arrangement during their absence resulting in loss of teaching and other activities to the students. The HoDs/TIC are not keeping it in mind while forwarding the applications of the teachers for approval. In the light of the shortage of the teachers, only those teachers whose promotion is hampered for want of Refresher/Orientation programme or is necessary in the particular year, should be allowed to attend these programmes. Ideally, the teachers should plan their course during vacations. However, only one teacher may be spared at a time for Refresher/Orientation Programme from the Department. This is being issued in pursuance of the resolution passed in a meeting of the HoDs/TIC on 03.01.18


Section Officer (Estt.)

Copy of above is forwarded to the following for information and necessary action:

1. P.A. to Vice Chancellor (for kind information of Hon'ble Vice Chancellor), Central University of Haryana, Mahendergarh.
2. P.S. to Registrar (for kind information of Registrar), Central University of Haryana, Mahendergarh.
3. All HoD's, Teaching Departments, Central University of Haryana, Mahendergarh.


Section Officer (Estt.)

F.No. 58-6/2018-CU.III
Government of India
Ministry of Human Resource Development
Department of Higher Education

New Delhi, the 13th September, 2018

To

The Registrar,
Central University of Haryana,
Jant-Pali, Mahendergarh,
Haryana-123029.

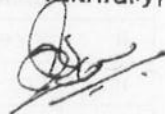
Subject: Central University of Haryana: Amendment to Statute 10 relating
to Constitution of the Court.

Sir,

I am directed to refer to your letter No. CUH/2018/A&C/62 dated 7.8.2018 and to say that the President in his capacity as the Visitor of the Central University of Haryana has been pleased to give his assent to the proposal for amendment of Statute 10 relating to constitution of Court of Central University of Haryana.

2. It is requested that the above Statute amendment may please be got published in the official Gazette and sufficient number of copies of the Gazette notification may please be sent to this Department for laying them in the Parliament.

Yours faithfully,



(C.P. Ratnakaran)
Under Secretary to the Govt. of India

CENTRAL UNIVERSITY OF HARYANA

Section 26 (2) read with Section 27 (2) and Statute 10 of the Central Universities Act 2009

Statute relating to the constitution of Court and the term of office of its members
(Ref. Statute 10 of the Statutes)

- 10.1. An annual meeting of the Court shall be held on a date to be fixed by the Executive Council unless some other date has been fixed by the Court in respect of any year.
- 10.2. At an annual meeting of the Court, a report on the working of the University during the previous year, together with a statement of the receipts and expenditure, the balance sheet as audited, and financial estimates for the next year shall be presented.
- 10.3. A copy of the statement of receipts and expenditure, the balance sheet and the financial estimates referred to in clause (2) shall be sent to every member of the Court at least seven days before the date of the annual meeting.
- 10.4. Special meetings of the Court may be convened by the Executive Council or the Vice-Chancellor or if there is no Vice-Chancellor, the Pro-Vice-Chancellor or if there is no Pro-Vice-Chancellor, by the Registrar.
- 10.5. One third of the number of the members of the Court shall form a quorum for a meeting of the Court.
- 10.6. The composition of the Court and the term of office of its members, shall be the following:

i.	Chancellor –Chairperson	Chairperson
ii.	Vice Chancellor	Ex-Officio Member
iii.	Pro-Vice Chancellor, if any	Ex-Officio Member
iv.	All Members of the Executive Council	Ex-Officio Members
v.	All Deans of Schools	Ex-Officio Members
vi.	Proctor	Ex-Officio Member
vii.	Dean of Students Welfare	Ex-Officio Member
viii.	All Chairpersons of Centres	Ex-Officio Members
ix.	All Heads of Departments	Ex-Officio Members
x.	Librarian	Ex-Officio Member
xi.	All Professors other than Heads/Deans	Ex-Officio Members
xii.	Controller of Examinations	Ex-Officio Member
xiii.	Finance Officer	Ex-Officio Member
xiv.	Registrar	Ex-Officio Member Secretary

xv.	Nominees of the Visitor: Four eminent persons nominated by the Visitor	Members
xvi.	Nominees of the Chancellor: Two eminent academicians nominated by the Chancellor	Members
xvii.	Two Associate Professors who are not Heads of Teaching Departments to be nominated by the Vice Chancellor on rotation basis	Members
xviii.	Two Assistant Professors representing each School/Centre/Department/College by rotation to be nominated by the Vice Chancellor on rotation basis	Members
xix.	Representatives of learned Professions and Special Interests: Six persons representing learned professions and special interests including representatives of Industry, commerce, banking, agriculture, health, financial institutions, legal, eminent academicians, media, social work etc. to be nominated by the Executive Council	Members

10.7. All members of the Court, other than the ex-officio members i.e. Sr.No.(i to xiv) , shall hold office for a term of three years.

10.8. No employee of the University or of an institution recognised by or associated with the University shall be eligible to become a member of the Court under categories (xv), (xvi) and (xix)



भारत का राजपत्र The Gazette of India

असाधारण

EXTRAORDINARY

भाग III—खण्ड 4

PART III—Section 4

प्राधिकार से प्रकाशित

PUBLISHED BY AUTHORITY

सं. 287]

नई दिल्ली, मंगलवार, जुलाई 31, 2018/श्रावण 9, 1940

No. 287]

NEW DELHI, TUESDAY, JULY 31, 2018/SHRAVANA 9, 1940

विश्वविद्यालय अनुदान आयोग

अधिसूचना

विश्वविद्यालय अनुदान आयोग (उच्चतर शिक्षा संस्थानों में अकादमिक सत्यनिष्ठा एवं साहित्यिक चोरी की रोकथाम को प्रोत्साहन) विनियम, 2018

नई दिल्ली, 23 जुलाई, 2018

मि. सं. 1-18/2010 (सीपीपी-II).—

प्रस्तावना

जबकि, विश्वविद्यालय अनुदान आयोग (यूजीसी) अधिनियम, 1956 के अनुसार, उच्च शिक्षा के मानकों को समन्वित एवं सुनिश्चित करने के लिए आदेशाधीन है।

तथा जबकि, किसी छात्र या संकाय या शोधकर्ता या कर्मचारी द्वारा निष्णात तथा शोध स्तर पर डिग्री प्रदान करने हेतु आंशिक रूप से सम्पादित किया गया कार्य, जिसका अकादमिक एवं शोधकार्य का मूल्यांकन किया जा चुका हो, जो शोध-निबन्ध, शोध-प्रबन्ध, शोध पत्रों के प्रकाशन, पुस्तकों में अध्याय, सम्पूर्ण पुस्तकों के रूप में हो तथा कोई अन्य समरूप कार्य, जो अकादमिक, सत्यनिष्ठा एवं मौलिकता के मूल तत्वों को दर्शाये तथा जिसका उच्चतर शिक्षा संस्थानों (HEIs) द्वारा अपनायी गई विभिन्न संबंधित प्रक्रियाओं में अवलोकन किया जाए।

अतः, वि. अ. आ. अधिनियम 1956 के अनुच्छेद 26 के उप अनुच्छेद (1) के खण्ड (एफ) एवं (जी) के साथ पठित अनुच्छेद 12 के खण्ड (जे) के द्वारा प्रदत्त अधिकारों का प्रयोग करते हुए, वि. अ. आ. ने एतद्वारा निम्नलिखित विनियम निर्मित किए हैं:-

1. संक्षिप्त शीर्षक, अनुप्रयोग तथा प्रारंभ :

- (ए) इन नियमों को, विश्वविद्यालय अनुदान आयोग (उच्चतर शिक्षा संस्थानों में अकादमिक सत्यनिष्ठा एवं साहित्यिक चोरी की रोकथाम को प्रोत्साहन) विनियम 2018 कहा जाएगा।
- (बी) ये विनियम, देश के सभी उच्चतर शिक्षा संस्थानों के छात्रों, संकायों, शोधकर्ताओं तथा कर्मचारियों पर लागू होंगे।
- (सी) ये विनियम, सरकारी राजपत्र में उनकी अधिसूचना की तारीख से प्रभावी होंगे।

2. परिभाषा:

इन विनियमों में, जब तक कि प्रसंग में अन्यथा अपेक्षित न हो—

- (ए) "अकादमिक सत्यनिष्ठा" से तात्पर्य, किसी क्रियाकलाप को प्रस्तावित करने, निष्पादित करने, सूचित करने एवं बौद्धिक ईमानदारी से है, जिससे बौद्धिक गुणों का सृजन हो सके।
- (बी) "रचनाकार" रचनाकार के अंतर्गत उच्चतर शैक्षिक संस्थान (HEI) के छात्र या संकाय या शोधकर्ता या कर्मचारी आते हैं जो विचाराधीन कार्य के सृजनकर्ता होते हैं।
- (सी) "आयोग" से अभिप्राय वि. अ. आ. से है, जैसा कि वि. अ. आ. अधिनियम, 1956 में यथापरिभाषित है।
- (डी) "सामान्य ज्ञान" से अभिप्राय, सुप्रसिद्ध तथ्य, उद्धरण, आंकड़ा या जानकारी से है जिसकी अधिकांश व्यक्तियों को जानकारी हो।
- (ई) "डिग्री" से अभिप्राय, वि. अ. आ. द्वारा निर्धारित की गई ऐसी डिग्री से है जो कि वि. अ. आ. अधिनियम 1956 के अनुच्छेद 22 के अंतर्गत सरकारी राजपत्र में अधिसूचित की गई हो।
- (एफ) "विभागीय अकादमिक सत्यनिष्ठा नामसूची" से तात्पर्य होगा विभागीय स्तर पर गठित निकाय, जो साहित्यिक चोरी के आरोपों की जांच पड़ताल करेगा।
- (जी) "संकाय" से तात्पर्य, किसी उच्चतर शिक्षा संस्थान में नामांकित किसी व्यक्ति से है जो छात्रों को शिक्षण तथा/या मार्गदर्शन प्रदान करता हो, चाहे वह किसी भी क्षमता का हो अर्थात् नियमित, तदर्थ, अतिथि, अस्थायी, मुलाकाती आदि।
- (एच) "उच्चतर शिक्षा संस्थान (HEI)" से अभिप्राय ऐसे वि. वि. से है जो वि. अ. आ. अधिनियम, 1956 के अनुच्छेद 2(एफ) के अंतर्गत मान्यताप्राप्त हो या वि. अ. आ. अधिनियम 1956 के अनुच्छेद 3 के अंतर्गत वह संस्थान जो मानित वि. वि. के अंतर्गत आता हो या मान्य महाविद्यालय/संस्थान या किसी वि. वि. की एक संघटक इकाई हो।
- (आई) "सूचना" इसके अंतर्गत आंकड़े, संदेश, पाठ्यवस्तु, आकृतियां, ध्वनि, आवाज, कोड, कम्प्यूटर कार्यक्रम, सॉफ्टवेयर एवं डाटाबेस या माइक्रोफिल्म या कम्प्यूटर सृजित माइक्रोफिश सम्मिलित हैं।
- (जे) "संस्थागत अकादमिक सत्यनिष्ठा नामसूची" से अभिप्राय एक ऐसे निकाय से है जो विभागीय अकादमिक सत्यनिष्ठा नामसूची की सिफारिशों पर विचार करने के लिए तथा साहित्यिक चोरी के आरोपों के बारे में उचित निर्णय लेने तथा दण्ड लागू करने संबंधी निर्णय लेने के लिए संस्थागत स्तर पर गठित किया गया हो। अपवादिक मामलों में यह न्यास संस्थागत स्तर पर साहित्यिक चोरी के आरोपों की जांच करेगा।
- (के) "अधिसूचना" से तात्पर्य, सरकारी राजपत्र में प्रकाशित की गई अधिसूचना से है तथा अधिसूचित करने की अभिव्यक्ति का उसके समानार्थी तथा व्याकरणिय भिन्नता के अनुरूप अनुमान लगाया जाएगा।
- (एल) "साहित्यिक चोरी" से अभिप्राय किसी अन्य के द्वारा किए गए कार्य या विचार को निज प्रयोग में लेना तथा अपने नाम से दूसरे को देना।
- (एम) "पाठ्यक्रम" से तात्पर्य, अध्ययन किया जाने वाला वह पाठ्यक्रम जिसके लिए निष्णात एवं शोध स्तर पर डिग्री प्रदान की जाए।
- (एन) "शोधकर्ता" से तात्पर्य है उच्चतर शैक्षिक संस्थानों में अकादमिक/वैज्ञानिक शोध करने वाला व्यक्ति।
- (ओ) "पाण्डुलिपि" के अंतर्गत शोध-लेख, शोध-निबन्ध, शोध-पत्र, पुस्तकों में अध्याय, सम्पूर्ण पुस्तकें तथा अन्य समान कार्य का मूल्यांकन/अभिमत हेतु जमा किया जाने वाला कार्य जो उच्चतर शिक्षा संस्थान के छात्रों या संकाय या शोधकर्ता या कर्मचारी द्वारा निष्णात एवं शोधस्तर की डिग्रियों को प्राप्त करने या प्रिंट या इलेक्ट्रॉनिक मीडिया में प्रकाशन हेतु तैयार किया जाए। तथापि, इसमें नियत कार्य/आवधिक पत्र/परियोजना रिपोर्ट/पाठ्यक्रम संबंधी कार्य/निबन्ध तथा उत्तर पुस्तिकाएं शामिल नहीं होंगी।
- (पी) "स्त्रोत" से अभिप्राय, किसी भी स्त्रोत से किसी भी रूप में प्राप्त की गई प्रकाशित मुख्य एवं गौण अध्ययन सामग्री से है, जिसमें लिखित जानकारी तथा अन्य व्यक्तियों अर्थात् विख्यात विद्वानों, लोकप्रिय हस्तियों, किसी भी प्रकार के पेशेवर व्यक्तियों से प्रत्यक्षतः प्राप्त किये गए दृष्टिकोण को शामिल किया गया हो। इसके अतिरिक्त, इलेक्ट्रॉनिक रूप में आंकड़े एवं सूचना यथा श्रव्य, दृश्य, आकृति या पाठ्यक्रम के रूप में, जिसकी सूचना समान अर्थ में, सूचना प्रौद्योगिकी अधिनियम 2000 के अनुच्छेद 2(1)(V) के अंतर्गत वर्णित है तथा जिसको यहां विनियम 2(1) में पुनः प्रस्तुत किया गया है।

- (क्यू) "कर्मचारी" से तात्पर्य उच्चतर शिक्षा संस्थानों में कार्यरत् गैर-शैक्षणिक कर्मचारी वर्ग से है, जो किसी भी क्षमता अर्थात् नियमित, अस्थायी, अनुबन्धात्मक, बाह्य स्रोत आदि में कार्यरत् हों।
- (आर) "छात्र" से तात्पर्य उस व्यक्ति से है, जिसका विधिवत दाखिला हुआ हो, पाठ्यक्रम का अध्ययन कर रहा हो, जिसमें किसी भी पद्धति (पूर्णकालिक या अंशकालिक या दूरस्थ माध्यम) से अध्ययन करने वाले शोध पाठ्यक्रम को सम्मिलित किया गया है।
- (एस) "विश्वविद्यालय" से अभिप्राय उन विश्वविद्यालयों से है, जो केन्द्रीय अधिनियम, प्रान्तीय अधिनियम या राज्य अधिनियम के अधीन स्थापित अथवा निगमित हैं तथा उनमें वह मानित वि. वि. संस्थान सम्मिलित हैं जो यूजीसी अधिनियम, 1956 के अनुच्छेद (3) के अंतर्गत आते हैं।
- (टी) "वर्ष" से तात्पर्य वह अकादमिक सत्र है, जिसमें प्रमाणित अपराध किया गया हो।
ऐसे शब्द तथा अभिव्यक्तियाँ, जिन्हें इन विनियमों में परिभाषित नहीं किया गया है, लेकिन वि.अ.आ. अधिनियम, 1956 में परिभाषित हैं तथा इन विनियमों के साथ सुसंगत नहीं हैं उनका इस अधिनियम में निर्दिष्ट तदनुरूप अर्थ लगाया जाएगा।

3. उद्देश्य:

- 3.1 शोध, शोध-पत्र, शोध-निबन्ध के दायित्वपूर्ण आचरण, अकादमिक सत्यनिष्ठा के प्रोत्साहन के प्रति जागरूकता पैदा करना, छात्र संकाय, शोधकर्ता एवं कर्मचारी वर्ग में अकादमिक लेखन में साहित्यिक चोरी सहित कदाचार से बचाव करना।
- 3.2 शिक्षण एवं प्रशिक्षण के जरिये, संस्थानात्मक तंत्र स्थापित करना, जिससे शोध, शोध-पत्र शोधनिबन्ध, अकादमिक सत्यनिष्ठा तथा साहित्यिक चोरी के निवारण में प्रोन्नति सहज हो सके।
- 3.3 साहित्यिक चोरी का पता लगाने के लिए पद्धतियाँ विकसित करना तथा साहित्यिक चोरी से बचाव के लिए रचना-तंत्र की स्थापना करना तथा उच्चतर शिक्षा संस्थान के छात्र, संकाय, शोधकर्ता या कर्मचारी को साहित्यिक चोरी का कृत्य करने पर दण्डित करना।

4. उच्चतर शिक्षा संस्थान के दायित्व :

प्रत्येक उच्चतर शिक्षा संस्थान को एक ऐसे तंत्र की स्थापना करनी चाहिए जैसा कि इन विनियमों में निर्दिष्ट किया गया है, जो कि शोध एवं अकादमिक कार्यकलापों के दायित्वपूर्ण आचरण के प्रति जागरूकता लाने में संवर्धन करे, साथ ही अकादमिक सत्यनिष्ठा को प्रोन्नत करे तथा साहित्यिक चोरी से बचाव करे।

5. जागरूकता कार्यक्रम एवं प्रशिक्षण :

(क) उच्चतर शिक्षा संस्थान, अपने छात्रों, संकायों, शोधकर्ताओं तथा कर्मचारियों को उचित आरोपण के संबंध में अनुदेश देगा, जहां कहीं भी आवश्यक हो, लेखक से स्वीकृति की मांग करेगा, आवश्यकतानुसार उन सुसंगत तथा अनुमतिनिर्दिष्ट अनुशासनों के स्रोत की जानकारी प्राप्त करेगा तथा जो नियमों के अनुरूप, अंतर्राष्ट्रीय सम्मेलन तथा स्रोत को नियंत्रित करने वाले विनियमों से संबंधित होंगे।

(ख) उच्चतर शिक्षा संस्थान, प्रत्येक सत्र में सम्मेलन/जागरूकता कार्यक्रमों का सुग्राही संचालन करेगा, जो शोध, शोध-पत्र, शोध-निबन्ध के दायित्वपूर्ण आचरण तथा अकादमिक सत्यनिष्ठा की प्रोन्नति तथा छात्रों, संकायों, शोधकर्ताओं तथा कर्मचारियों के लिए शिक्षा में नैतिकता को बढ़ावा देगा।

(ग) उच्चतर शिक्षा संस्थान, निम्नलिखित कार्यों पर जोर देगा :

- i. एक अनिवार्य पाठ्यक्रम कार्यविधि/माड्यूल के रूप में स्नातकपूर्व (यूजी)/स्नातकोत्तर (पीजी)/निष्णात डिग्री की पाठ्यवस्तु में अकादमिक सत्यनिष्ठा के आधारभूत सिद्धांतों को सम्मिलित करना।
- ii. निष्णात एवं शोधविशेषज्ञों के लिए अनिवार्य पाठ्यक्रम कार्यविधि/माड्यूल के रूप में शोध एवं प्रकाशन के दायित्वपूर्ण आचरण संबंधी मूल तत्वों को सम्मिलित करना।
- iii. उच्चतर शिक्षा संस्थान के संकाय एवं कर्मचारी सदस्यों हेतु अभिमुखी एवं पुनश्चर्या पाठ्यक्रमों को आयोजित करना, शोध एवं प्रकाशन के आधारभूत दायित्वपूर्ण आचरण के तथ्यों को शामिल करना।
- iv. छात्र, संकाय, शोधकर्ता एवं कर्मचारियों को साहित्यिक चोरी का पता लगाने वाले उपकरणों/साधनों तथा संदर्भप्रबन्धन उपकरणों को प्रयुक्त करने का प्रशिक्षण प्रदान करना।
- v. साहित्यिक चोरी का पता लगाने हेतु आधुनिक प्रौद्योगिकियों सहित सुविधा उपकरणों की स्थापना करना।

- vi. अंतर्राष्ट्रीय शोधकर्ताओं की पंजीकरण पद्धतियों पर छात्र, संकाय शोधकर्ता एवं कर्मचारी सदस्य के पंजीकरण को प्रोत्साहित करना।

6. साहित्यिक चोरी पर रोकथाम :

- (ए) उच्चतर शिक्षा संस्थान, उपयुक्त सॉफ्टवेयर प्रयुक्त करते हुए प्रौद्योगिकी आधारित रचनातंत्र की घोषणा एवं कार्यान्वयन करेगा, जिससे यह सुनिश्चित हो सके कि शोध-पत्र, शोध-निबन्ध, प्रकाशन या कोई अन्य दस्तावेज उसकी प्रस्तुति के समय साहित्यिक चोरी से मुक्त हैं।
- (बी) ऊपर (ए) में वर्णित रचनातंत्र, शोधकार्य में संलिप्त सभी छात्रों को उपलब्ध कराया जाएगा जिसमें छात्र, संकाय शोधकर्ता एवं कर्मचारी सदस्य आदि भी सम्मिलित होंगे।
- (सी) प्रत्येक छात्र, जो शोध-पत्र, शोध-निबन्ध या समान दस्तावेज, उच्चतर शिक्षा संस्थान को प्रस्तुत करने जा रहा है, वह एक ऐसा वचन-बंध प्रस्तुत करेगा जिसमें यह दर्शाया जाएगा कि प्रस्तुत दस्तावेज उसके द्वारा तैयार किया गया है तथा यह दस्तावेज उसका मौलिक लेखन कार्य है तथा किसी भी प्रकार की साहित्यिक चोरी से मुक्त है।
- (डी) इस वचन-बंध में यह तथ्य भी शामिल किया जाएगा कि इस दस्तावेज की उच्चतर शिक्षा संस्थान द्वारा साहित्यिक चोरी का पता लगाने वाले उपकरणों के जरिये विधिवत जाँच कर ली गई है।
- (ई) संस्थान, साहित्यिक चोरी के संबंध में एक ऐसी संबंधित नीति का विकास करेगा तथा इससे संबंधित विधायी निकायों/प्राधिकरणों से उसे स्वीकृत कराएगा। स्वीकृत नीति को HEI वेबसाइट के होमपेज पर डाउनलोड किया जाएगा।
- (एफ) प्रत्येक पर्यवेक्षक, एक प्रमाण-पत्र प्रस्तुत करेगा जिसमें यह निर्दिष्ट किया जाएगा कि शोधकर्ता द्वारा किया गया अमुक कार्य, शोधकर्ता के द्वारा तथा मेरे अधीन रहकर किया गया है तथा यह साहित्यिक चोरी से मुक्त है।
- (जी) संस्थान, सभी निष्णात, शोध पाठ्यक्रम के शोध-पत्रों तथा शोध-निबन्धों को, डिग्री प्रदान किए जाने के पश्चात् 1 माह के भीतर 'शोध गंगा ई-रिपोजिटरी' के अंतर्गत डिजिटल रिपोजिटरी को पोषित करने हेतु इनप्लीबनेट पर इसकी सॉफ्ट प्रतियां प्रस्तुत करेगा।
- (एच) संस्थान, संस्थानात्मक रिपोजिटरी का संस्थान की वेबसाइट पर सृजन करेगा जिसमें शोध-निबन्ध/शोध-पत्र/पत्र-आलेख/प्रकाशन तथा अन्य आंतरिक (इन-हाउस) प्रकाशनों को भी सम्मिलित करेगा।

7. साहित्यिक चोरी के बहिष्करण हेतु समरूपता रोकथाम :

साहित्यिक चोरी के लिए समानता जांच में निम्नवत वर्जित होंगे :

- सभी अनिवार्य अनुमतियों और/अथवा गुणधर्म के साथ उद्धृत कार्य।
- सभी सदर्थ, पुस्तकसूची, विषयवस्तु की तालिका, आमुख तथा साभार।
- सभी सामान्य शब्दावली, विधि, मानक, चिह्न तथा मानक समीकरण।

नोट:

छात्रों, संकाय, शोधकर्ताओं तथा कर्मचारिवृंदों द्वारा किया गया शोधकार्य, मूल विचार पर आधारित होगा, जिसमें केवल संक्षेपण, सारांश, अवधारणा, टिप्पणियां, परिणाम, निष्कर्ष तथा सिफारिशें शामिल होंगी तथा इसमें कोई समानताएं नहीं होंगी। इसमें चौदह (14) क्रमगत शब्दों तक सामान्य ज्ञान अथवा अनुरूप शब्दावली विवर्जित होगी।

8. साहित्यिक चोरी के स्तर :

साहित्यिक चोरी को परिभाषित करने के प्रयोजनार्थ उसकी गंभीरता के बढ़ते क्रम में साहित्यिक चोरी को निम्नवत स्तरों में मापा जाएगा:

- स्तर शून्य : दस प्रतिशत तक समानता— थोड़ी बहुत समानताएं, कोई दण्ड नहीं।
- प्रथम स्तर : दस प्रतिशत से चालीस प्रतिशत तक समानताएं।
- द्वितीय स्तर : चालीस प्रतिशत से साठ प्रतिशत तक समानताएं।
- तृतीय स्तर : साठ प्रतिशत से अधिक समानताएं।

9. साहित्यिक चोरी का पता लगाना/जानकारी प्रदान करना/कार्यवाही करना :

यदि शैक्षिक समुदाय का कोई सदस्य उपर्युक्त प्रमाण के साथ संदेह व्यक्त करता है कि किसी दस्तावेज में साहित्यिक चोरी का कोई प्रकरण बनता है, वह इस मामले की जानकारी विभागीय शैक्षिक सत्यनिष्ठा पेनल (डीएआईपी) को देगा। डीएआईपी, ऐसी शिकायत अथवा आरोप की प्राप्ति पर मामले की जांच करेगा तथा उच्चतर शिक्षा संस्थान की संस्थागत शैक्षिक सत्यनिष्ठा नामसूची (आईएआईपी) को अपनी सिफारिशें सौंपेगा।

उच्चतर शिक्षा संस्थान के प्राधिकारी साहित्यिक चोरी के कृत्य का स्वयंमेव संज्ञान भी ले सकते हैं और इन विनियमों के तहत कार्यवाहियां कर सकते हैं। इसी प्रकार, परीक्षक के निष्कर्षों के आधार पर भी उच्चतर शिक्षा संस्थान द्वारा कार्यवाही आरंभ की जा सकती है। ऐसे सभी मामलों की आईएआईपी द्वारा जांच की जाएगी।

10. विभागीय शैक्षिक सत्यनिष्ठा नामसूची (डीएआईपी) :

- i. उच्चतर शिक्षा संस्थान के सभी विभाग एक डीएआईपी को अधिसूचित करेंगे जिसकी संरचना नीचे दी गई है:
 - क. अध्यक्ष-विभागाध्यक्ष
 - ख. सदस्य-विभाग से इतर एक वरिष्ठ शिक्षाविद्, जिसे उच्चतर शिक्षा संस्थान के प्रमुख द्वारा नामित किया जाएगा।
 - ग. सदस्य-साहित्यिक चोरी के साधनों से भली-भांति परिचित एक व्यक्ति, जिसे विभागाध्यक्ष द्वारा नामित किया जाएगा।

बिंदु 'ख' तथा 'ग' के संबंध में सदस्यगणों का कार्यकाल दो वर्षों का होगा। बैठक के लिए सदस्यों की गणपूर्ति 3 में से 2 सदस्यों द्वारा होगी (सभापति सहित)।
- ii. डीएआईपी, छात्रों, संकाय, शोधकर्ताओं तथा कर्मचारिवृंदों के विरुद्ध साहित्यिक चोरी के आरोपों के संबंध में निर्णय देते हुए नैसर्गिक न्याय के सिद्धांतों का पालन करेगा।
- iii. डीएआईपी, को साहित्यिक चोरी के स्तरों का मूल्यांकन करने तथा तदनुसार, दण्ड की सिफारिश करने की शक्तियां प्राप्त होंगी।
- iv. शिकायत प्राप्त होने/ कार्यवाहियां आरंभ किए जाने की तिथि से 45 दिनों के भीतर डीएआईपी, जांच उपरांत, अपनी रिपोर्ट सहित लगाए जाने वाले दण्डों पर अपनी सिफारिशों को आईएआईपी को प्रस्तुत करेगी।

11. संस्थागत शैक्षिक सत्यनिष्ठा पेनल (आईएआईपी) :

- i. उच्चतर शिक्षा संस्थान, आईएआईपी को अधिसूचित करेंगे जिसकी संरचना नीचे दी गई है :
 - क. अध्यक्ष-उच्चतर शिक्षा संस्थान का सम-कुलपति/संकाय अध्यक्ष/वरिष्ठ शिक्षाविद्।
 - ख. सदस्य-उच्चतर शिक्षा संस्थान के अध्यक्ष द्वारा नामित एक वरिष्ठ शिक्षाविद्।
 - ग. सदस्य-उच्चतर शिक्षा संस्थान से इतर किसी अन्य उच्चतर शिक्षा संस्थान द्वारा नामित किया जाने वाला एक सदस्यगण।
 - घ. सदस्य-साहित्यिक चोरी के साधनों से भली-भांति परिचित एक व्यक्ति, जिसे विभागाध्यक्ष द्वारा नामित किया जाएगा।

एक ही व्यक्ति, डीएआईपी और आईएआईपी का अध्यक्ष नहीं होगा। अध्यक्ष सहित समिति के सदस्यगणों का कार्यकाल 3 वर्षों का होगा। बैठक के लिए सदस्यों की गणपूर्ति 3 में से 2 सदस्यों (सभापति सहित) द्वारा होगी।

- ii. आईएआईपी, डीएआईपी की सिफारिशों पर विचार करेगा।
- iii. आईएआईपी, इन विनियमों में उल्लिखित उपबंधों के अनुसार साहित्यिक चोरी के मामलों की जांच भी करेगा।
- iv. आईएआईपी, उच्चतर शिक्षा संस्थान के छात्रों, संकाय, शोधकर्ताओं तथा कर्मचारिवृंदों के विरुद्ध साहित्यिक चोरी के आरोपों के संबंध में निर्णय देते हुए नैसर्गिक न्याय के सिद्धांतों का पालन करेगा।
- v. आईएआईपी को विधिवत् औचित्य के साथ दण्ड सहित डीएआईपी की सिफारिशों की समीक्षा करने की भी शक्तियां प्राप्त होंगी।
- vi. आईएआईपी जांच उपरांत रिपोर्ट तथा उच्चतर शिक्षा विभाग के प्रमुख द्वारा लगाए जाने वाले दण्ड संबंधी सिफारिशों को डीएआईपी द्वारा शिकायत प्राप्त होने/ कार्यवाहियां आरंभ किए जाने की तिथि से 45 दिनों के भीतर भेजेगा।
- vii. आईएआईपी उस व्यक्ति(यों) को रिपोर्ट की प्रति उपलब्ध कराएगा जिसके विरुद्ध जांच रिपोर्ट प्रस्तुत की गई है।

12. दण्ड :

साहित्यिक चोरी के मामले में निष्णात तथा शोध कार्यक्रमों के स्तर पर उच्चतर शिक्षा संस्थान में अध्ययनरत छात्रों तथा उच्चतर शिक्षा के संस्थानों के शोधकर्ताओं, संकाय तथा कर्मचारिवृंदों पर केवल उस स्थिति में ही दण्ड लगाया जाएगा जब बिना किसी संदेह के किसी व्यक्ति विशेष द्वारा शैक्षिक कदाचार किए जाने की पुष्टि हो जाती है और जब अपील के सभी विकल्पों को पूर्णतः उपयोग कर लिया जाता है और जब अमुक व्यक्ति को अपना बचाव करने के लिए स्पष्ट अथवा पारदर्शी पद्धति से पर्याप्त अवसर प्रदान किया गया हो।

12.1 शोध-प्रबंध (थीसीस) तथा शोध-निबंध (डिसरटेशन) को प्रस्तुत करने के मामले में साहित्यिक चोरी :

संस्थागत शैक्षिक सत्यनिष्ठा नामसूची (आईएआईपी) साहित्यिक चोरी की गंभीरता पर विचार कर दण्ड आरोपित करेगा :

- i. स्तर शून्य : दस प्रतिशत तक समानताएं— थोड़ी बहुत समानताएं, कोई दण्ड नहीं।
- ii. प्रथम स्तर : दस प्रतिशत से चालीस प्रतिशत तक समानताएं— ऐसे छात्रों को अधिकतम छह माह की विनिर्धारित अवधि के भीतर संशोधित आलेख जमा करने को कहा जाएगा।
- iii. द्वितीय स्तर : चालीस प्रतिशत से साठ प्रतिशत तक समानताएं— ऐसे छात्रों को अधिकतम एक वर्ष की अवधि के लिए संशोधित आलेख जमा करने से वंचित किया जाएगा।
- iv. तृतीय स्तर : साठ प्रतिशत से अधिक समानताएं— ऐसे छात्रों के उस कार्यक्रम के लिए पंजीकरण को रद्द कर दिया जाएगा।

नोट 1: बार-बार साहित्यिक चोरी करने पर दण्ड : प्रत्येक छात्र को साहित्यिक चोरी के लिए दण्डित किया जाएगा यदि उसके द्वारा की गई साहित्यिक चोरी पिछली बार की गई साहित्यिक चोरी से एक स्तर अधिक हो। यदि सर्वोच्च स्तर की साहित्यिक चोरी की गई हो तो उसे कारगर दंड दिया जाएगा।

नोट 2: उस स्थिति में साहित्यिक चोरी जब उपाधि/क्रेडिट पहले ही प्राप्त किया गया हो— यदि उपाधि/क्रेडिट किए जाने, जैसा भी मामला हो, प्रदान किए जाने की तिथि के बाद में साहित्यिक चोरी सिद्ध हो तो उसकी उपाधि/क्रेडिट को आईएआईपी द्वारा संस्तुत अवधि के लिए आस्थगित रखा जाएगा तथा संस्थान के प्रमुख द्वारा अनुमोदित किया जाएगा।

12.2 शैक्षिक तथा शोध प्रकाशनों में साहित्यिक चोरी के मामले में दण्ड :

- I. स्तर शून्य : दस प्रतिशत तक समानताएं— थोड़ी बहुत समानताएं, कोई दण्ड नहीं।
- II. प्रथम स्तर : दस प्रतिशत से चालीस प्रतिशत तक समानताएं—
 - i. ऐसे छात्रों को, पांडुलिपि वापस लेने को कहा जाएगा।
- III. द्वितीय स्तर : चालीस प्रतिशत से साठ प्रतिशत तक समानताएं—
 - i. उन्हें पांडुलिपि वापस लेने को कहा जाएगा।
 - ii. उन्हें एक वार्षिक वेतन वृद्धि के अधिकार से वंचित किया जाएगा।
 - iii. उन्हें दो वर्ष की अवधि के लिए किसी नई निष्णात, एम.फिल., पीएच.डी. छात्र/ विद्वान का पर्यवेक्षण करने की अनुमति नहीं दी जाएगी।
- IV. तृतीय स्तर : साठ प्रतिशत से अधिक समानताएं—
 - i. उन्हें पांडुलिपि वापस लेने को कहा जाएगा।
 - ii. उन्हें लगातार दो वार्षिक वेतन वृद्धि के अधिकार से वंचित किया जाएगा।
 - iii. उन्हें तीन वर्ष की अवधि के लिए किसी नए निष्णात, एम.फिल., पीएच.डी. छात्र/ विद्वान का पर्यवेक्षण करने की अनुमति नहीं दी जाएगी।

नोट 1: बार-बार साहित्यिक चोरी करने पर दण्ड : उन्हें पांडुलिपि वापस लेने को कहा जाएगा और उन्हें की गई साहित्यिक चोरी के निम्न स्तर से एक स्तर ऊपर की साहित्यिक चोरी के लिए दण्डित किया जाएगा। यदि की गई साहित्यिक चोरी सर्वोच्च स्तर की हो तो उसके लिए विहित दंड लागू होगा। यदि तृतीय स्तर के दोष की पुनरावृत्ति की गई हो तो उच्चतर शिक्षा संस्थान द्वारा सेवा नियमों के अनुसार निलंबन/सेवा समाप्ति सहित अनुशासनात्मक कार्रवाई की जाएगी।

नोट 2: उस स्थिति में दण्ड, जब साहित्यिक चोरी का लाभ अथवा क्रेडिट पहले ही प्राप्त किया गया हो— यदि लाभ अथवा क्रेडिट प्राप्त किए जाने, जैसा भी मामला हो, की तिथि के बाद साहित्यिक चोरी सिद्ध हो तो उसके द्वारा प्राप्त लाभ अथवा क्रेडिट को आईएआईपी द्वारा संस्तुत अवधि के लिए आस्थगित रखा जाएगा तथा संस्थान के प्रमुख द्वारा अनुमोदित किया जाएगा।

नोट 3 : उच्चतर शिक्षा संस्थान ऐसा तंत्र विकसित करेंगे ताकि यह सुनिश्चित किया जाए कि छात्र, संकाय, शोधकर्ता अथवा कर्मचारिवृंद द्वारा प्रकाशित किए गए प्रत्येक पत्र/शोध-प्रबंध (थीसीस) तथा शोध-निबंध (डिसरटेशन) को अग्रेषित/ प्रस्तुत किए जाने के समय साहित्यिक चोरी के लिए जांचा जाए।

नोट 4 : यदि उच्चतर शिक्षा संस्थान के प्रधान के विरुद्ध साहित्यिक चोरी की कोई शिकायत हो तो, इन विनियमों के अनुरूप उच्चतर शिक्षा संस्थान के नियंत्रण अधिकारी द्वारा उपर्युक्त कार्रवाई की जाएगी।

नोट 5 : यदि संस्थागत स्तर पर विभागाध्यक्ष/प्राधिकारियों के विरुद्ध साहित्यिक चोरी की कोई शिकायत हो तो, इन विनियमों के अनुरूप आईएआईपी द्वारा उपर्युक्त कार्रवाई की जाएगी जिसे सक्षम अधिकारी द्वारा अनुमोदित किया जाएगा।

नोट 6 : यदि डीएआईपी अथवा आईएआईपी के किसी सदस्यगण के विरुद्ध साहित्यिक चोरी की कोई शिकायत हो तो, ऐसा सदस्य ऐसी बैठकों में भाग नहीं लेगा जहां उसके मामले के संबंध में चर्चा की जा रही हो/अथवा जांच की जा रही हो।

13. कठिनाइयों का निवारण

विश्वविद्यालय अनुदान आयोग, इन विनियमों के कार्यान्वयन के दौरान सामने आने वाली कठिनाइयों को भारत सरकार/मानव संसाधन विकास मंत्रालय के परामर्श से निवारण करने का अधिकार सुरक्षित रखता है।

प्रो. रजनीश जैन, सचिव

[विज्ञापन—III/4/असा./161/18]

UNIVERSITY GRANTS COMMISSION

NOTIFICATION

UNIVERSITY GRANTS COMMISSION (PROMOTION OF ACADEMIC INTEGRITY AND PREVENTION OF PLAGIARISM IN HIGHER EDUCATIONAL INSTITUTIONS) REGULATIONS, 2018

New Delhi, the 23rd July, 2018

F. 1-18/2010(CPP-II).—

Preamble

Whereas, University Grants Commission (UGC), as per UGC Act, 1956, is mandated to coordinate and determine the standards of higher education;

And whereas, assessment of academic and research work done leading to the partial fulfillment for the award of degrees at Masters and Research level, by a student or a faculty or a researcher or a staff, in the form of thesis, dissertation and publication of research papers, chapters in books, full-fledged books and any other similar work, reflects the extent to which elements of academic integrity and originality are observed in various relevant processes adopted by Higher Educational Institutions (HEIs);

Therefore, in exercise of the powers conferred by clause (j) of Section 12 read with clauses (f) and (g) of sub-section (1) of Section 26 of the University Grants Commission Act, 1956, the University Grants Commission hereby makes the following regulations:-

1. Short title, application and commencement –

- These regulations shall be called the University Grants Commission (Promotion of Academic Integrity and Prevention of Plagiarism in Higher Educational Institutions) Regulations, 2018.
- They shall apply to the students, faculty, researchers and staff of all Higher Educational Institutions in the country.
- These regulations shall come into force from the date of their notification in the Official Gazette.

2. Definitions -

In these regulations, unless the context otherwise requires—

- a. "Academic Integrity" is the intellectual honesty in proposing, performing and reporting any activity, which leads to the creation of intellectual property;
- b. "Author" includes a student or a faculty or a researcher or staff of Higher Educational Institution (HEI) who claims to be the creator of the work under consideration;
- c. "Commission" means the University Grants Commission as defined in the University Grants Commission Act, 1956;
- d. "Common Knowledge" means a well known fact, quote, figure or information that is known to most of the people;
- e. "Degree" means any such degree specified by the University Grants Commission, by notification in the Official Gazette, under section 22 of the University Grants Commission Act, 1956;
- f. "Departmental Academic Integrity Panel" shall mean the body constituted at the departmental level to investigate allegations of plagiarism;
- g. "Faculty" refers to a person who is teaching and/or guiding students enrolled in an HEI in any capacity whatsoever i.e. regular, ad-hoc, guest, temporary, visiting etc;
- h. "Higher Educational Institution (HEI)" means a university recognized under section 2(f) of the UGC Act, 1956 or an institution deemed to be university under section 3 of the UGC Act, 1956 or an affiliating college / institution or a constituent unit of a university;
- i. "Information" includes data, message, text, images, sound, voice, codes, computer programs, software and databases or microfilm or computer generated microfiche;
- j. "Institutional Academic Integrity Panel" shall mean the body constituted at Institutional level to consider recommendations of the departmental academic integrity panel and take appropriate decisions in respect of allegations of plagiarism and decide on penalties to be imposed. In exceptional cases, it shall investigate allegations of plagiarism at the institutional level;
- k. "Notification" means a notification published in the Official Gazette and the expression "notify" with its cognate meanings and grammatical variation shall be construed accordingly;
- l. "Plagiarism" means the practice of taking someone else's work or idea and passing them as one's own.
- m. "Programme" means a programme of study leading to the award of a masters and research level degree;
- n. "Researcher" refers to a person conducting academic / scientific research in HEIs;
- o. "Script" includes research paper, thesis, dissertation, chapters in books, full-fledged books and any other similar work, submitted for assessment / opinion leading to the award of master and research level degrees or publication in print or electronic media by students or faculty or researcher or staff of an HEI; however, this shall exclude assignments / term papers / project reports / course work / essays and answer scripts etc.;
- p. "Source" means the published primary and secondary material from any source whatsoever and includes written information and opinions gained directly from other people, including eminent scholars, public figures and practitioners in any form whatsoever as also data and information in the electronic form be it audio, video, image or text; Information being given the same meaning as defined under Section 2 (1) (v) of the Information Technology Act, 2000 and reproduced here in Regulation 2 (1);
- q. "Staff" refers to all non-teaching staff working in HEIs in any capacity whatsoever i.e. regular, temporary, contractual, outsourced etc.;
- r. "Student" means a person duly admitted and pursuing a programme of study including a research programme in any mode of study (full time or part-time or distance mode);
- s. "University" means a university established or incorporated by or under a Central Act, a Provincial Act or a State Act, and includes an institution deemed to be university under section 3 of the UGC Act, 1956;
- t. "Year" means the academic session in which a proven offence has been committed.

Words and expressions used and not defined in these regulations but defined in the University Grants Commission Act, 1956 shall have the meanings respectively assigned to them in UGC Act, 1956.

3. Objectives

- 3.1 To create awareness about responsible conduct of research, thesis, dissertation, promotion of academic integrity and prevention of misconduct including plagiarism in academic writing among student, faculty, researcher and staff.
- 3.2 To establish institutional mechanism through education and training to facilitate responsible conduct of research, thesis, dissertation, promotion of academic integrity and deterrence from plagiarism.
- 3.3 To develop systems to detect plagiarism and to set up mechanisms to prevent plagiarism and punish a student, faculty, researcher or staff of HEI committing the act of plagiarism.

4. Duties of HEI:

Every HEI should establish the mechanism as prescribed in these regulations, to enhance awareness about responsible conduct of research and academic activities, to promote academic integrity and to prevent plagiarism.

5. Awareness Programs and Trainings:

- (a) HEI shall instruct students, faculty, researcher and staff about proper attribution, seeking permission of the author wherever necessary, acknowledgement of source compatible with the needs and specificities of disciplines and in accordance with rules, international conventions and regulations governing the source.
- (b) HEI shall conduct sensitization seminars/ awareness programs every semester on responsible conduct of research, thesis, dissertation, promotion of academic integrity and ethics in education for students, faculty, researcher and staff.
- (c) HEI shall :
 - i. Include the cardinal principles of academic integrity in the curricula of Undergraduate (UG)/Postgraduate (PG)/Master's degree etc. as a compulsory course work/module.
 - ii. Include elements of responsible conduct of research and publication ethics as a compulsory course work/module for Masters and Research Scholars.
 - iii. Include elements of responsible conduct of research and publication ethics in Orientation and Refresher Courses organized for faculty and staff members of the HEI.
 - iv. Train student, faculty, researcher and staff for using plagiarism detection tools and reference management tools.
 - v. Establish facility equipped with modern technologies for detection of plagiarism.
 - vi. Encourage student, faculty, researcher and staff to register on international researcher's Registry systems.

6. Curbing Plagiarism

- a) HEI shall declare and implement the technology based mechanism using appropriate software so as to ensure that documents such as thesis, dissertation, publications or any other such documents are free of plagiarism at the time of their submission.
- b) The mechanism as defined at (a) above shall be made accessible to all engaged in research work including student, faculty, researcher and staff etc.
- c) Every student submitting a thesis, dissertation, or any other such documents to the HEI shall submit an undertaking indicating that the document has been prepared by him or her and that the document is his/her original work and free of any plagiarism.
- d) The undertaking shall include the fact that the document has been duly checked through a Plagiarism detection tool approved by the HEI.
- e) HEI shall develop a policy on plagiarism and get it approved by its relevant statutory bodies/authorities. The approved policy shall be placed on the homepage of the HEI website.
- f) Each supervisor shall submit a certificate indicating that the work done by the researcher under him / her is plagiarism free.
- g) HEI shall submit to INFLIBNET soft copies of all Masters, Research program's dissertations and thesis within a month after the award of degrees for hosting in the digital repository under the "Shodh Ganga e-repository".
- h) HEI shall create Institutional Repository on institute website which shall include dissertation / thesis / paper / publication and other in-house publications.

7. Similarity checks for exclusion from Plagiarism

The similarity checks for plagiarism shall exclude the following:

- i. All quoted work reproduced with all necessary permission and/or attribution.
- ii. All references, bibliography, table of content, preface and acknowledgements.
- iii. All generic terms, laws, standard symbols and standards equations.

Note:

The research work carried out by the student, faculty, researcher and staff shall be based on original ideas, which shall include abstract, summary, hypothesis, observations, results, conclusions and recommendations only and shall not have any similarities. It shall exclude a common knowledge or coincidental terms, up to fourteen (14) consecutive words.

8. Levels of Plagiarism

Plagiarism would be quantified into following levels in ascending order of severity for the purpose of its definition:

- i. Level 0: Similarities upto 10% - Minor similarities, no penalty
- ii. Level 1: Similarities above 10% to 40%
- iii. Level 2: Similarities above 40% to 60%
- iv. Level 3: Similarities above 60%

9. Detection/Reporting/Handling of Plagiarism

If any member of the academic community suspects with appropriate proof that a case of plagiarism has happened in any document, he or she shall report it to the Departmental Academic Integrity Panel (DAIP). Upon receipt of such a complaint or allegation the DAIP shall investigate the matter and submit its recommendations to the Institutional Academic Integrity Panel (IAIP) of the HEI.

The authorities of HEI can also take *suomotu* notice of an act of plagiarism and initiate proceedings under these regulations. Similarly, proceedings can also be initiated by the HEI on the basis of findings of an examiner. All such cases will be investigated by the IAIP.

10. Departmental Academic Integrity Panel (DAIP)

- i. All Departments in HEI shall notify a DAIP whose composition shall be as given below:
 - a. Chairman - Head of the Department
 - b. Member - Senior academician from outside the department, to be nominated by the head of HEI.
 - c. Member - A person well versed with anti plagiarism tools, to be nominated by the Head of the Department.

The tenure of the members in respect of points 'b' and 'c' shall be two years. The quorum for the meetings shall be 2 out of 3 members (including Chairman).
- ii. The DAIP shall follow the principles of natural justice while deciding about the allegation of plagiarism against the student, faculty, researcher and staff.
- iii. The DAIP shall have the power to assess the level of plagiarism and recommend penalty(ies) accordingly.
- iv. The DAIP after investigation shall submit its report with the recommendation on penalties to be imposed to the IAIP within a period of 45 days from the date of receipt of complaint / initiation of the proceedings.

11. Institutional Academic Integrity Panel (IAIP)

- i. HEI shall notify a IAIP whose composition shall be as given below:
 - a. Chairman - Pro-VC/Dean/Senior Academician of the HEI.
 - b. Member - Senior Academician other than Chairman, to be nominated by the Head of HEI.
 - c. Member - One member nominated by the Head of HEI from outside the HEI
 - d. Member - A person well versed with anti-plagiarism tools, to be nominated by the Head of the HEI.

The Chairman of DAIP and IAIP shall not be the same. The tenure of the Committee members including Chairman shall be three years. The quorum for the meetings shall be 3 out of 4 members (including Chairman).

- ii. The IAIP shall consider the recommendations of DAIP.
- iii. The IAIP shall also investigate cases of plagiarism as per the provisions mentioned in these regulations.

- iv. The IAIP shall follow the principles of natural justice while deciding about the allegation of plagiarism against the student, faculty, researcher and staff of HEI.
- v. The IAIP shall have the power to review the recommendations of DAIP including penalties with due justification.
- vi. The IAIP shall send the report after investigation and the recommendation on penalties to be imposed to the Head of the HEI within a period of 45 days from the date of receipt of recommendation of DAIP/ complaint / initiation of the proceedings.
- vii. The IAIP shall provide a copy of the report to the person(s) against whom inquiry report is submitted.

12. Penalties

Penalties in the cases of plagiarism shall be imposed on students pursuing studies at the level of Masters and Research programs and on researcher, faculty & staff of the HEI only after academic misconduct on the part of the individual has been established without doubt, when all avenues of appeal have been exhausted and individual in question has been provided enough opportunity to defend himself or herself in a fair or transparent manner.

12.1 Penalties in case of plagiarism in submission of thesis and dissertations

Institutional Academic Integrity Panel (IAIP) shall impose penalty considering the severity of the Plagiarism.

- i. **Level 0: Similarities upto 10%** - Minor Similarities, no penalty.
- ii. **Level 1: Similarities above 10% to 40%** - Such student shall be asked to submit a revised script within a stipulated time period not exceeding 6 months.
- iii. **Level 2: Similarities above 40% to 60%** - Such student shall be debarred from submitting a revised script for a period of one year.
- iv. **Level 3: Similarities above 60%** -Such student registration for that programme shall be cancelled.

Note 1: Penalty on repeated plagiarism- Such student shall be punished for the plagiarism of one level higher than the previous level committed by him/her. In case where plagiarism of highest level is committed then the punishment for the same shall be operative.

Note 2: Penalty in case where the degree/credit has already been obtained - If plagiarism is proved on a date later than the date of award of degree or credit as the case may be then his/her degree or credit shall be put in abeyance for a period recommended by the IAIP and approved by the Head of the Institution.

12.2 Penalties in case of plagiarism in academic and research publications

- I. **Level 0: Similarities up to 10%** - Minor similarities, no penalty.
- II. **Level 1: Similarities above 10% to 40%**
 - i) Shall be asked to withdraw manuscript.
- III. **Level 2: Similarities above 40% to 60%**
 - i) Shall be asked to withdraw manuscript.
 - ii) Shall be denied a right to one annual increment.
 - iii) Shall not be allowed to be a supervisor to any new Master's, M.Phil., Ph.D. Student/scholar for a period of two years.
- IV. **Level 3: Similarities above 60%**
 - i) Shall be asked to withdraw manuscript.
 - ii) Shall be denied a right to two successive annual increments.
 - iii) Shall not be allowed to be a supervisor to any new Master's, M.Phil., Ph.D. Student/scholar for a period of three years.

Note 1: Penalty on repeated plagiarism - Shall be asked to withdraw manuscript and shall be punished for the plagiarism of one level higher than the lower level committed by him/her. In case where plagiarism of highest level is committed then the punishment for the same shall be operative. In case level 3 offence is repeated then the disciplinary action including suspension/termination as per service rules shall be taken by the HEI.

Note 2: Penalty in case where the benefit or credit has already been obtained - If plagiarism is proved on a date later than the date of benefit or credit obtained as the case may be then his/her benefit or credit shall be put in abeyance for a period recommended by IAIP and approved by the Head of the Institution.

Note 3: HEIs shall create a mechanism so as to ensure that each of the paper publication/thesis/dissertation by the student, faculty, researcher or staff of the HEI is checked for plagiarism at the time of forwarding/submission.

Note 4: If there is any complaint of plagiarism against the Head of an HEI, a suitable action, in line with these regulations, shall be taken by the Controlling Authority of the HEI.

Note 5: If there is any complaint of plagiarism against the Head of Department/Authorities at the institutional level, a suitable action, in line with these regulations, shall be recommended by the IAIP and approved by the Competent Authority.

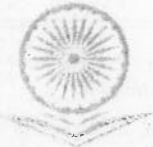
Note 6: If there is any complaint of plagiarism against any member of DAIP or IAIP, then such member shall excuse himself / herself from the meeting(s) where his/her case is being discussed/investigated.

13. Removal of Difficulty

UGC reserves the right to remove difficulty/difficulties in the course of implementations of these Regulations in consultation with the Government of India/ Ministry of Human Resource Development.

Prof. RAJNISH JAIN, Secy.

[ADVT.-III/4/Exty./161/18]



ज्ञान-विज्ञान विमुक्तये

डॉ. जितेन्द्र कुमार त्रिपाठी
संयुक्त सचिव

Dr. Jitendra Kr. Tripathi
Joint Secretary



विश्वविद्यालय अनुदान आयोग
University Grants Commission

(मानव संसाधन विकास मंत्रालय, भारत सरकार)
(Ministry of Human Resource Development, Govt. of India)

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F.19-8/2016 (CU) Vol.III

October, 2018

The Vice Chancellor
Central University of Haryana
Jant-Pali,
Mahendergarh - 123 031.

12 OCT 2018

Sub:- Sanction of additional non-teaching posts for Central University of Haryana - regarding.

Dear Sir,

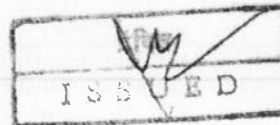
This is in reference to your office letter No.CUH/Reg./2018/601 dated 05.03.2018 received from Registrar, Central University of Haryana regarding the requirement of Chief Security Officer in your university. The proposal was placed before the Committee constituted for the purpose. Further, the recommendations of the Committee were placed before the Commission in its 535th meeting held on 27th September, 2018. The Commission considered and approved the recommendations of the Committee. Accordingly, I am directed to convey the approval of UGC for creation of 1 (One) post of Chief Security Officer in the Pay Matrix of Level - 11 on deputation basis only.

The above approval is subject to condition that university will fill up said post on deputation basis only amongst persons from Police Organization / Para-Military Forces etc by making provision in the Cadre Recruitment Rules.

The expenditure on above non-teaching position may be met out from the salary allocation for 2018-19 and no additional funds will be provided for this purpose.

The abovementioned approval is also subject to the following:-

- (i) The University may frame the cadre recruitment rules for each category of posts being recommended by the Committee.
- (ii) The University may strictly adhere to the reservation policy for SC/ST/OBCs/PH as per Govt. of India guidelines while filling up these posts.
- (iii) The teaching positions as per the sanctioned strength should be filled first to maintain a continuous and effective ratio of 1: 1.1 between existing teaching positions and existing non-teaching staff in position.
- (iv) The Group 'D' posts like Mali, Peon Sweepers, Security Guard, Daftary etc will be abolished as and when the post gets vacated due to superannuation, resignation, death etc.
- (v) University may maintain a Register of teaching and non-teaching posts indicating the details of posts as per format prescribed by UGC.

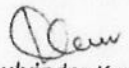


Yours faithfully,

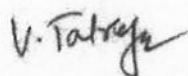
(Jitendra Kr. Tripathi)

Copy to :-

- (i) The Section Officer, Meeting Cell, UGC in reference to the item No.2.07 of 535th Meeting held on 27th September, 2018.
- (ii) F.No.28-1/2018 (CU)


(Kulvinder Kaur)
Under Secretary







CENTRAL UNIVERSITY OF HARYANA
MAHENDERGARH, HARYANA
PIN-123031