

AMENDMENT IN FIRST STATUTES OF THE  
UNIVERSITY, -----

CHAPTER -II

शासनादेश संख्या - 377/संतर-1-2013 -16(114)  
दिनांक 03-12-2013 का संलग्नक 2/10

OFFICERS AND OTHER FUNCTIONARIES OF THE UNIVERSITY  
HEADS OF THE DEPARTMENT

Existing Provisions	Provisions hereby substituted
<p>2.20 (1) The appointment of the Head of department shall be made by the Vice-Chancellor in pursuance to the principle of rotation to the possible extent. Such appointment shall be intimated to the Executive Council.</p> <p>(2) Notwithstanding anything contained in clause (1), if a senior teacher who under existent rotation is senior to those who have served as heads of the department or those junior teachers, who have been serving in the same capacity, could not be appointed on the post of the Head of department for some reason or other, it shall be upon the Vice-Chancellor that he appoints the senior teacher as Head of the department in the department concerned as and when the post of Head of the department falls vacant, provided that he is eligible to be appointed as such:</p> <p>(3) The tenure of the Head of department shall be of three years' duration. Normally, a person shall not be appointed as the Head of the department for second consecutive term;</p> <p>(4) Notwithstanding anything contained in clause(1) and (2), in the event of pendency in the appointment of the Head of the department or in case of absence due to leave, the Vice-Chancellor after assessing the situation prevalent, may direct a Professor or a Reader of the department concerned, either to respond the duties of the Head of the department or to perform as the Head of the department, as the case may be</p>	<p>2.20 (1) The appointment of the Head of department shall be made by the Vice-Chancellor in pursuance to the principle of rotation to the possible extent. Such appointment shall be intimated to the Executive Council.</p> <p>(2) Notwithstanding anything contained in clause (1), if a senior teacher who under existent rotation is senior to those who have served as heads of the department or those junior teachers, who have been serving in the same capacity, could not be appointed on the post of the Head of department for some reason or other, it shall be upon the Vice-Chancellor that he appoints the senior teacher as Head of the department in the department concerned as and when the post of Head of the department falls vacant, provided that he is eligible to be appointed as such:</p> <p>(3) The tenure of the Head of department shall be of three years' duration. Normally, a person shall not be appointed as the Head of the department for second consecutive term;</p> <p>(4) Notwithstanding anything contained in clause(1) and (2), in the event of pendency in the appointment of the Head of the department or in case of absence due to leave, the Vice-Chancellor after assessing the situation prevalent, may direct a Professor or a Associate Professor of the department concerned, either to respond the duties of the Head of the department or to perform as the Head of the department, as</p>

purely on adhoc basis.

**Note:** The principle of rotation shall be applicable in order of seniority. A teacher who has earlier served or has been serving as Head of the department, the teacher who is the next senior, shall be entitled to the post of the Head of the department.

(5) The Head of each department shall exclusively be the Professor of the department concerned. In case, there is only one Professor in a department or a Professor does not possess eligibility to be appointed as Head of the department, an Reader may be appointed as Head of the department and in case, no Professor or Reader in a department eligible to be appointed as Head of the department, the Dean of the faculty concerned shall perform the duties of the Head of the department concerned.

(6) The Heads of the department who have completed their tenure of three years shall be replaced immediately and who have not yet completed their tenure of three years, shall be placed after they complete residue tenure.

the case may be purely on adhoc basis.

**Note:** The principle of rotation shall be applicable in order of seniority. A teacher who has earlier served or has been serving as Head of the department, the teacher who is the next senior, shall be entitled to the post of the Head of the department.

(5) The Head of each department shall exclusively be the Professor of the department concerned. In case, there is only one Professor in a department or a Professor does not possess eligibility to be appointed as Head of the department, an Associated Professor may be appointed as Head of the department and in case, no Professor or Associate Professor in a department eligible to be appointed as Head of the department, the Dean of the faculty concerned shall perform the duties of the Head of the department concerned.

(6) The Heads of the department who have completed their tenure of three years shall be replaced immediately and who have not yet completed their tenure of three years, shall be placed after they complete residue tenure.

## The Librarian

Existing Provisions	Provisions hereby substituted
<p>2.21. (1) The University may, with the prior approval of the State Government, appoint a whole-time librarian. The Librarian shall be appointed by the Executive Council on the recommendation of a Selection Committee, consisting of the following, namely :-</p> <p>(a) the Vice-Chancellor ;</p> <p>(b) two experts in Library Science, to be nominated by the Chancellor.</p>	<p>2.21. (1) The Librarian shall be appointed by the Executive Council on the recommendation of a Selection Committee.</p> <p>(2) The librarian may be assisted by Deputy Librarian and Assistant Librarian against the posts approved by the State Government.</p> <p>(3) Selection Committees for the posts of Librarian, Deputy Librarian and Assistant Librarian shall be the same as that of a Professor, Associate Professor and</p>

<p>(2) Until the Librarian appointed under clause (1) assumes charge of his office, the Executive Council may appoint an Honorary Librarian from amongst the Professors of the University for such terms as it thinks fit.</p> <p>2.22. The qualification of the Librarian shall be such as may be provided by the State Government.</p>	<p>Assistant Professor respectively, except that the concerned expert in Library, a practicing Librarian shall be associated with the Selection Committee as one of the subject expert.</p> <p>2.22. The minimum qualification of the Librarian, Deputy Librarian and Assistant Librarian shall be such as are provided in Statute 11.03.05.</p>
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## CHAPTER-X

### CLASSIFICATION OF TEACHERS

Existing Provisions	Provisions hereby substituted
<p>10.01. There shall be following classes of teachers of the University :-</p> <p>(1) Professors, (2) Readers, (3) Lecturers.</p>	<p>10.01. There shall be following classes of teachers of the University :-</p> <p>(1) Professors, (2) Associate Professors, and (3) Assistant Professors.</p>

## CHAPTER -XI

### QUALIFICATIONS AND APPOINTMENT OF TEACHERS AND LIBRARY CADRE IN UNIVERSITY AND COLLEGES

#### 11.01. COVERAGE (new)

For teachers in –

- (a) the Faculty of Agriculture and Veterinary Sciences, the norms/regulations of the Veterinary Council of India or Indian Council of Agricultural Research:
- (b) the Faculty of Medicine, Dentistry, Nursing and AYUSH, the norms/regulations of Medical Council of India, Dental Council of

*[Handwritten Signature]*

- India, Indian Nursing Council, Central Council of Indian Medicines etc. or Ministry of Health and Family Welfare, Government of India;
- (c) the Faculty of Education, the norms/regulations formulated in consultations with National Council of Teacher Education;
  - (d) the Engineering and Technology, Pharmacy and Management/Business Administration, the norms/regulations formulated in consultations with All India Council for Technical Education;
  - (e) the field of rehabilitation and special education at Degree, PG Diploma and Masters level, the norms/Regulations formulated in consultations with Rehabilitation Council of India ;
  - (f) the Faculty of Law, the norms/regulations of Bar Council of India ; and
  - (g) other Faculties, (e.g. Arts, Commerce, Fine Arts, Home Science, Music and Science etc.) regulations of University Grants Commission on minimum qualifications and other regulatory bodies, if any shall apply.

## 11.02. GENERAL PROVISIONS FOR RECRUITMENT AND MINIMUM QUALIFICATIONS (new)

- 11.02.01 NET/SLET/SET shall remain the minimum eligibility condition for recruitment and appointment of Assistant Professors and Assistant Librarian/College Librarian in University/Colleges / Institutions;
- Provided, how ever,* that candidates, who are or who have been awarded a Ph. D. Degree in accordance with the University Grants Commission (Minimum Standards and Procedure for Award of Ph.D. Degree) Regulations, 2009, shall be exempted from the requirement of the minimum eligibility condition of NET/SLET/SET for recruitment and appointment of Assistant Professor and Assistant Librarian/College Librarian or equivalent positions in University / Colleges / Institutions.
- 11.02.02. NET/SLET/SET shall not be required for such Master Degree Programmes in disciplines for which NET/SLET/SET accredited test is not conducted.
- 11.02.03. A minimum of 55% marks (or an equivalent grade in a point scale wherever grading system is followed) will be required at the Master's degree level with good academic record for those candidates to be recruited as teachers at any level from industries and research institutions and at the entry level of Assistant Professor and Assistant Librarian/College Librarian subject to the provisions contained statute 11.02.05;
- Provided* that a relaxation of 5% may 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.
- 11.02.04 The minimum requirements of a good academic record- 50% at Graduate degree level, 55% marks (or an equivalent grade in a point scale wherever grading system is followed) at the master's degree level and qualifying in the National Eligibility Test (NET), or an accredited test (State Level Eligibility Test - SLET/SET), shall remain for the appointment of Assistant Professor and Assistant Librarian/College Librarian subject to the provisions contained in statute 11.02.05.
- 11.02.05 A relaxation of 5% shall be provided at the graduate and master's degree level for the posts reserved for Scheduled Caste/Scheduled Tribe/Differently-abled (Physically and visually differently-abled) categories for the purpose of eligibility and for assessing good academic record during direct recruitment to teaching positions and assistant librarian. The eligibility marks of 55% marks (or an equivalent grade in a point scale wherever grading system is followed) and the relaxation



of 5% to the categories mentioned above are permissible, based on only the qualifying marks without including any grace mark procedures.

11.02.06. Relevant grade which is regarded as equivalent of 55% wherever the grading system is followed by a recognized university shall also be considered eligible.

11.02.07. The Ph.D. Degree shall be a mandatory qualification for -

(a) the appointment of Professor /Librarian and for promotion as a Professor/Librarian.

(b) the candidates to be appointed as Associate Professor/ Deputy Librarian through direct recruitment.

11.02.09. The period of 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.

11.02.10 The Selection Committee specifications as provided in section 31 of the Act are applicable to all direct recruitments of faculty positions and Career Advancement Promotions of Assistant Professor/ Assistant Librarian to Associate Professor/ Deputy Librarian and to that of Associate Professor/ Deputy Librarian to Professor/ Librarian .

11.02.13 Percentage equivalence of grade points for a seven points scale :

Where the University/College/Institution declare results in grade points which is on a scale of seven, the following mechanism shall be referred to ascertain equivalent marks in percentage :

**A-Under UGC norms -**

Grade	Grade Point	Percentage Equivalent
'O' - Outstanding	5.50-6.00	75-100
'A' - Very Good	4.50-5.49	65-74
'B' - Good	3.50-4.49	55-64
'C' - Average	2.50-3.49	45-54
'D' - Below Average	1.50-2.49	35-44
'E' - Poor	0.50-1.49	25-34
'F' - Fail	0-0.49	0-24

**B-Under AICTE norms -**

Grade Point	Equivalent Percentage
6.25	55%
6.75	60%
7.25	65%
7.75	70%
8.25	75%

If a class /division is not awarded , minimum of 60% marks in aggregate shall be considered equivalent to first class/ division.

### 11.02.14 Appointment on Contract Basis (other than self-financing courses/institutions)

The teachers should be appointed on contract basis only if 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 at initial stage. Such appointments should not be made initially for more than one academic session, The performance of any such teacher should be reviewed for academic performance before reappointing her/him on contract basis for another term.

### 11.02.15.. PHYSICAL FITNESS TEST NORMS

- (a) Subject to the provisions of these statutes, all candidates applying for physical education deptt. posts. who are required to undertake the physical fitness test shall be required to produce a medical certificate issued by the State Medical Board certifying that he/she is medically fit before undertaking such tests.
- (b) On 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			
Up to 30 years	Up to 40 years	Up to 45 years	Up to 50 years
1800 meters	1500 meters	1200 meters	800 meters

NORMS FOR WOMEN			
8 MINUTES RUN/WALK TEST			
Up to 30 years	Up to 40 years	Up to 45 years	Up to 50 years
1000 meters	800 meters	600meters	400 meters

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Existing Provisions	Provisions hereby substituted
<p style="text-align: center;"><b>Part I</b></p> <p style="text-align: center;"><b>QUALIFICATIONS &amp; APPOINTMENT OF TEACHERS IN THE UNIVERSITY</b></p> <p>11.01. (1) In the case of Faculties of Arts, Commerce, Science and Home Science, the minimum qualifications for the post of a lecturer :-</p> <p>(a) good academic record with 55 percent marks in the relevant subject at Post Graduate level or "B" Grade in seven point scale ;</p> <p>(b) should have cleared National Eligibility Test or State Level Eligibility Test conducted by the U.G.C., C.S.I.R., or similar test accreted by the U.G.C.</p> <p><b>Note :-</b> NET shall remain the compulsory requirement for appointment as Lecturer for those with Post Graduate degree. However, the candidates having Ph.D. degree in the concerned subject are exempted from NET for PG level and UG level teaching. The candidates having M.Phil degree in the concerned subject are exempted from NET for UG level teaching only.</p> <p>(2) For the post of Lecturers in teaching training (B.Ed./M.Ed.), the minimum qualifications shall be as under :-</p> <p>(a) post-graduate degree with at least 55% marks in Education/M.Ed. together with good academic record or equivalent 'B' grade in seven point scale.</p> <p>(b) post-graduate degree in any subject of High School level.</p> <p>(c) have cleared NET or SLET (U.P)</p> <p>(3) In the case of Faculty of Law the Minimum</p>	<p style="text-align: center;"><b>11.03. DIRECT RECRUITMENT OF TEACHERS &amp; LIBRARY CADRE IN UNIVERSITY AND COLLEGES</b></p> <p>Save as otherwise provided in these statutes and subject to the general provisions contained in Statute 11.02, the minimum eligibility criteria shall be governed by the provisions mentioned here in below:-</p> <p><b>11.03.01. General Eligibility Criteria for an Associate Professor</b></p> <p>(a) Good academic record with a Ph.D. Degree in the concerned/allied/relevant disciplines.</p> <p>(b) A Master's Degree with at least 55% marks (or an equivalent grade in a point scale wherever grading system is followed).</p> <p>(c) A minimum of eight years of experience of teaching and/or research in an academic/research position equivalent to that of Assistant Professor/Lecturer in a University, College or Accredited Research Institution/industry excluding the period of Ph.D. research with evidence of published work and a minimum of 5 publications as books and/or research/policy papers.</p> <p>(d) Contribution to educational innovation, design of new curricula and courses, and technology – mediated teaching learning process with evidence of having guided doctoral candidates and research students.</p> <p>(e) A minimum score as stipulated in the Academic Performance Indicator (API) based Performance Based Appraisal System (PBAS), shall be governed by the</p>

qualifications for the post of a lecturer shall be a degree

of Master of Laws or an equivalent degree of a Foreign University with at least 55 percent marks or its equivalent grade with good academic record.

- (4) In the case of Faculty of Fine Arts, the following shall be the minimum qualification for the post of the Lecturer, namely –  
master's degree or an equivalent degree or diploma recognized by the University in the relevant subject with at least 55 percent marks or its equivalent grade with good academic record ;

**Or**

a traditional or a professional artist with highly commendable professional achievement in the subject concerned.

- (5)(a) A good academic record for general and other backward classes category shall be as under:-

Atleast 50% marks in relevant graduate degree.

- (b) A good academic record for the candidates belonging to Scheduled castes/Scheduled tribes shall be as under :-

Atleast 50 % marks in relevant graduate degree: *provided* that candidates belonging to Scheduled castes/Scheduled tribes, having cleared NET or SLET and equivalent to that of a degree of Ph.D. shall be granted a relaxation of 5% marks in relevant graduate degree:

*Provided* further that a relaxation of maximum 5 percent marks at graduate level shall be admissible to the candidates who are physically handicapped and visually disabled.

- (6) For the appointment as lecturer or teacher under the above mentioned categories, it shall be essential qualifications to pass National Eligibility Test (NET)

relevant provisions of 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, 2010.

### **11.03.02. General Eligibility Criteria for a Professor –**

- (a) An eminent scholar with Ph.D. qualification(s) 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 publications as books and/or research/policy papers, and ;
- (b) A minimum of ten years experience in university/college, and/or experience in research at the University/National level institutions/industries. including experience of guiding candidates for research at doctoral level, and ;
- (c) Contribution to educational innovation, design of new curricula and courses, and technology-mediated teaching learning process, and ;
- (d) A minimum score as stipulated in the Academic Performance Indicator (API) based Performance Based Appraisal System (PBAS), shall be governed by the relevant provisions of 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, 2010.

**OR**

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



or State Level Eligibility Test (SLET).

*Provided* that a candidate, who possesses a degree of Doctor of Philosophy (Ph.D.) in relevant subject, shall be exempted from NET or SLET i.e. it shall not be compulsory for him to clear NET or SLET.

For the appointment of teachers at undergraduate level, a candidate who possesses a degree of Master of Philosophy (M.Phil) in relevant subject, shall be eligible for appointment and it shall not be compulsory to clear NET or SLET.

*Provided* also that such teachers holding Ph.D. Degree under personal promotion Scheme/Career advancement Scheme, no advance increment shall be admissible to them for holding Ph.D. Degree again. It is also clarified that such teachers have been appointed/promoted on such posts of different categories for which holding of a degree of Ph.D. was/is an essential qualification, shall also not be sanctioned advance increments for holding a degree of Ph.D. *Provided* that the teachers who were not covered under Personal Promotion Scheme/Career/ Advancement Scheme and who have got no benefit for holding a degree of Ph.D., shall be granted who advance increments for holding a degree of Ph.D. with effect from 27.07.1998 or thereafter from the date on which a degree of Ph.D. has been conferred.

*Provided further*, on the post of direct recruitment for which holding a degree of Ph.D. is an essential qualification, such teachers shall not be granted aforesaid benefit.

- (7) For the appointment to the post of lecturer only those candidates shall be eligible who besides fulfilling the minimum academic qualifications prescribed for the

### 11.03.03. General Eligibility Criteria for a Principal –

- (a) A Master's Degree with at least 55% marks (or an equivalent grade in a point scale wherever grading system is followed) by a recognized University.
- (b) A Ph.D. Degree in concerned/allied/relevant discipline(s) in the institution concerned with evidence of published work and research guidance.
- (c) Associate Professor (Reader)/Professor with a total experience of fifteen years of teaching/research/administration in Universities, Colleges and other institutions of higher education.
- (d) A minimum score as stipulated in the Academic Performance Indicator (API) based Performance Based Appraisal System (PBAS), as set out in Tables I to VI of Appendix-H.

### 11.03.04.

(A)- **Minimum qualifications for the faculties of Agriculture, Arts, Humanities, Sciences, Social Sciences, Commerce, Languages, Law, Journalism and Mass Communication.**

#### ASSISTANT PROFESSOR

- (a) Good academic record as defined by the State Government with atleast 55% marks (or an equivalent grade in a point scale wherever grading system is followed) at the Master's Degree level in a relevant subject from an Indian University, or an equivalent degree from an accredited foreign university.
- (b) Besides fulfilling the above qualifications, the candidate must have cleared the National Eligibility Test (NET) conducted by the UGC, CSIR or similar test accredited

post of Lecturer in Statute : 11.01 (1) have qualified in a comprehensive test, if any, to be conducted as per scheme of the UGC. Provided that a candidate.

(a) who has passed University Grants Commission or Council of Scientific and Industrial Research or Junior Research Fellowship examination.

OR

(b) who has obtained PH.D degree upto December, 1993 (also who has submitted his thesis upto December, 1993);

(c) who has obtained M. Phil. Degree upto December, 1993 shall not be required to qualify such a comprehensive test.

(8) For the post of Lecturer reserved for Scheduled Caste or Scheduled Tribe Category, requisite 55 percent marks at Post-graduate level are relaxable upto 5 percent, i.e. 50 percent instead of 55 percent.

**11.02. (1) A Reader in the University namely :**

(a) Good academic record with a doctorate degree or equivalent published work, and active engagement in research or innovation in teaching methods or production of teaching materials ; and

(b) five years' experience of teaching or research including at least three years' as Lecturer or in an equivalent position ;

*Provided* that the requirement contained in clause (b) may be relaxed in the case of a candidate who, in the opinion of the Selection Committee, has outstanding research work to his credit.

**(2) A Professor in the University namely :**

Either

eminent scholar with published work of high quality and active engagement in research and ten years experience of teaching or research and experience of guiding research at doctoral level ;

or

by the UGC like SLET/SET.

(c) Notwithstanding anything contained in sub-clauses (i) and (ii) to this Clause, candidates, who are, or have been awarded a Ph. D. Degree in accordance with the University Grants Commission (Minimum Standards and Procedure for Award of Ph.D. Degree) Regulations, 2009, shall be exempted from the requirement of the minimum eligibility condition of NET/SLET/SET for recruitment and appointment of Assistant Professor or equivalent positions in Universities/Colleges/Institutions.

(d) NET/SLET/SET shall also not be required for such Masters Programmes in disciplines for which NET/SLET/SET is not conducted.

**ASSOCIATE PROFESSOR**

&

**PROFESSOR**

As provided in clause 11.03.01 and 11.03.02

**(B)- MUSIC AND DANCE DISCIPLINE**

**ASSISTANT PROFESSOR**

(a) Good academic record with at least 55% marks (or an equivalent grade in a point scale wherever grading system is followed) at the Master's Degree level, in the relevant subject or an equivalent degree from an Indian/Foreign University, and ;

(b) As provided in clause 11.02.01 and 11.02.02

OR

A traditional and a professional artist with highly commendable professional achievement in the concerned subject, who should have:

(a) studied under noted/reputed traditional masters and has thorough knowledge to explain the subject concerned;

(b) a high grade artist of All India Radio/Television ; and

Outstanding scholarship with established reputation for significant contribution to knowledge.

(c) ability to explain the logical reasoning of the subject concerned and adequate knowledge to teach theory with illustrations in that discipline.

**ASSOCIATE PROFESSOR**

- (a) Good academic record with doctoral degree, with performing ability of high professional standard, and ;
- (b) Eight years of experience of teaching at the University, College level and/or research in University/national level institutions excluding the period spent for obtaining the research degree, and ;
- (c) Has made significant contributions to the knowledge in the subject concerned, as evidenced by quality of publications, and ;
- (d) Contribution to educational innovation such as designing of new courses, curricula and/or outstanding performing achievement in the field of specialization.

OR

A traditional and a professional artist with highly commendable professional achievement in the concerned subject, who should be or have:

- (a) 'A' grade artist of All India Radio/ Television ;
- (b) eight years of outstanding performing achievements in the field of specialization;
- (c) experience in designing of new courses and /or curricula;
- (d) participation in Seminars/Conferences in reputed institutions; and
- (e) ability to explain the logical reasoning of the subject concerned and adequate knowledge to teach theory with illustrations in that discipline.

**PROFESSOR**

An eminent scholar with a doctoral degree actively and engaged in research with ten years of experience in teaching in University/College and/or research at the University/National level institutions

including experience of guiding research at doctoral level  
with outstanding performing achievements in the field of specialization.

**OR**

A traditional and a professional artist with highly commendable professional achievement in the concerned subject, who should be or have:

- (a) 'A' grade artist of All India Radio/Television ;
- (b) twelve years of outstanding performing achievements in the field of specialization;
- (c) significant contributions in the field of specializations and ability to guide research;
- (d) participation in National/International Seminars/Conferences/Workshops and/ or recipient of National/International Awards/Fellowships; and
- (e) ability to explain the logical reasoning of the subject concerned and adequate knowledge to teach theory with illustrations in that discipline.

## Part II

### MINIMUM QUALIFICATIONS AND APPOINTMENT OF TEACHERS IN THE AFFILIATED/ ASSOCIATED COLLEGES

#### 11.13. (1) lecturer-

in the Faculties of Arts (except the department of fine Arts & Music), Agriculture, Commerce, Law & Science-

(a) good academic record with 55 percent marks in the relevant subject at Post Graduate level or "B" Grade in seven point scale ;

(b) should have cleared National Eligibility Test or State Level Eligibility Test conducted by the U.G.C., C.S.I.R., or similar test accreted by the U.G.C.

#### (C)- DRAMA DISCIPLINE:

##### ASSISTANT PROFESSOR

- (a) Good academic record with atleast 55% marks (or an equivalent grade in a point scale wherever grading system is followed) at the Master's Degree level, in the relevant subject or an equivalent degree from an Indian/Foreign University, and ;
- (b) As provided in clause 11.02.01 and 11.02.02

**OR**

A traditional and a professional artist with highly commendable professional achievements in the concerned subject, who should be or have :

- (a) a professional artist with first class degree/diploma from



**Note :-** NET shall remain the compulsory requirement for

appointment as Lecturer for those with Post Graduate degree. However, the candidates having Ph.D. degree in the concerned subject are exempted from NET for PG level and UG level teaching. The candidates having M.Phil degree in the concerned subject are exempted from NET for UG level teaching only.

(2) For the post of Lecturers in teaching training (B.Ed./M.Ed.); the minimum qualifications shall be as under :-

- (d) post-graduate degree with at least 55% marks in Education/M.Ed. together with good academic record or equivalent 'B' grade in seven point scale.
- (e) post-graduate degree in any subject of High School level.
- (f) have cleared NET or SLET (U.P)

(2) **Principal (Degree College)-**

- (a) A Master's Degree with atleast 55% of the marks or its equivalent grade of B in the 7 point scale with latter grades O, A,B,C,D,E and F;
- (b) Ph.D. or equivalent published work.; and
- (c) Total experience of 10 years of teaching/Research in Universities/Colleges and other institutions of higher education.

*Provided* that for the post of Principal (graduate) in Teacher-Training College, Atleast 5 year's experience in a Teacher-Training College shall be necessary.

(3) **Principal (Post-Graduate College)-**

- (a) A Master's Degree with atleast 55% of the marks or its equivalent grade of B in the 7 point scale with latter grades O, A,B,C,D,E and F;

National School of Drama or any other such approved Institution in India or abroad;

- (b) five years of regular acclaimed performance in regional/national/ international stage with evidence, and;
- (c) ability to explain the logical reasoning of the subject concerned and adequate knowledge to teach theory with illustrations in said discipline.

#### ASSOCIATE PROFESSOR

- (a) Good academic record with doctoral degree with performing ability of high professional standard as recommended by an expert committee constituted by the University concerned for the said purpose , and;
- (b) Eight years of experiences of teaching in a University / College and/ or research in University/national level institutions excluding the period spent for obtaining the research degree , and;
- (c) Has made significant contributions to the knowledge in the subject concerned, as evidenced by quality of publications.
- (d) Contributions to educational innovation such as designing new courses and/ or curricula and/ or outstanding performing achievements in the field of specializations.

OR

A traditional and a professional artist with highly commendable professional achievement in the concerned subject, who should be or have:

- (a) a recognized artist of Stage/ Radio/Television;
- (b) eight years of outstanding performing achievements in the field of specialization;
- (c) experience in designing of new courses and /or curricula;
- (d) participation in Seminars/Conferences in reputed institutions; and

(b) Ph.D. or equivalent published work.; and

(c) Total experience of 12 years of teaching/Research in Universitys/Colleges and other institutions of higher education.

*Provided* that for the post of Principal (Post Graduate) in Teacher-Training College, a minimum of five year's experience at the M.Ed level with published work in the area of his specialization shall be essential.

**Head:-** (In a Multi faculty institutions)

(i) Ph.D. in Education. Master's degree in a school subject with minimum 50% marks and M.Ed./M.A (Education) with 55% marks and B.Ed.

OR

Ph.D. in Education. M.Ed./M.A. (Education) with minimum 55% and B.Ed.

(ii) 7 year's experience of teaching including five year's teaching in a secondary teacher education institution.

**Lecturer:-**

(i) M.Ed/M.A. (Education) with minimum 55% marks and B.Ed.

OR

Master's degree in a school subject with minimum 50% marks and M.Ed./M.A (Education) with 55 marks and B.Ed.

(ii) Two year's school teaching experience is desirable.

**11.01(B)(1)**

**Principal-**

(a) Academic and professional eligibility shall be the same as laid down for the post of Lecturer.

(b) Ten year's teaching experience in which five years' teaching experience in an Institution of Physical

(e) ability to explain the logical reasoning of the subject concerned and adequate knowledge to teach theory with illustrations in that discipline.

## PROFESSOR

An eminent scholar with a doctoral degree actively engaged in research with ten years of experience in teaching and /or research at the University/National level institutions including experience of guiding research in doctoral level, with outstanding performing achievement in the field of specialization.

OR

A traditional and a professional artist with highly commendable professional achievement in the concerned subject, who should be or have:

- (a) twelve years of outstanding performing achievements in the field of specialization;
- (b) has made significant contributions in the field of specializations and has the ability to guide research;
- (c) participation in National/International Seminars /Conferences / Workshops and/ or recipient of National/International Awards/ Fellowships; and
- (d) ability to explain the logical reasoning of the subject concerned and adequate knowledge to teach theory with illustrations.

## (D) VISUAL (FINE) ARTS DISCIPLINE

### ASSISTANT PROFESSOR

- (a) Good academic record with at least 55% marks (or an equivalent grade in a point scale wherever grading system is followed) at the Master's degree level in the relevant subject or an equivalent degree from an Indian/Foreign University, and;
- (b) As provided in clause 11.02.01 and 11.02.02

OR

Education shall be inclusive.

**11.02(B)(2) Head/Chairman**

- (a) Academic and professional eligibility shall be the same as laid down for the post of Lecturer.
- (b) Seven years' teaching experience in which five years' teaching experience in an institution of Physical Education shall be inclusive.

(3) In the case of any college affiliated/associated with the University, the following shall be the minimum qualifications for the post of a lecturer in the Department of Fine Arts and Music namely:

Master's degree or an equivalent degree or diploma recognized by the University in the relevant subject with atleast 55 percent marks or its equivalent grade and good academic record;

**Or**

a traditional or a professional artist with highly commendable professional achievements in the subject concerned.

- A Professional artist with highly commendable professional achievement in the concerned subject, who should have:
- (a) First class Diploma in Visual (Fine) arts discipline from the recognized Institution of India/Abroad;
  - (b) Five years of experience of holding regular regional/National exhibitions/Workshops with evidence; and
  - (c) Ability to explain the logical reasoning of the subject concerned and adequate knowledge to teach theory with illustrations in that discipline.

**ASSOCIATE PROFESSOR**

- (a) Good academic record with P.h.D. degree, with performing ability of high professional standard, and;
- (b) Eight years of experience of teaching in a University / College and/ or research in University / national level institutions excluding the period spent for the research degree of M.Phil./ Ph. D., and;
- (c) Has made significant contributions to the knowledge in the subject concerned as evidenced by quality of publications, and;
- (d) Contributions to educational innovation such as: designing new courses and/or curricula and/or outstanding performing achievements in the field of specializations.

**OR**

A Professional artist with highly commendable professional achievement in the concerned subject, who should have:-

- (a) A recognized artist of his/her own discipline;
- (b) Eight years of outstanding performing achievements in the field of specialization;
- (c) Experience in designing of new courses and /or participation in Seminars/Conferences in

reputed institutions; and

- (d) Ability to explain the logical reasoning of the subject concerned and adequate knowledge to teach theory with illustrations in that discipline.

**PROFESSOR**

An eminent scholar with a doctoral degree actively engaged in research with ten years of experience in teaching and /or research at the University/National level institutions including experience of guiding research in doctoral level, with outstanding performing achievement in the field of specialization.

**OR**

A Professional artist with highly commendable professional achievement in the concerned subject, who should have:

- (a) Twelve years of experience of holding regular regional/national exhibition/workshops with evidence;
- (b) Significant contributions in the field of specialization and ability to guide research;
- (c) Participation in National/International Seminars/Conferences/Workshops and/or recipient of National/International Awards/ Fellowships; and
- (d) Ability to explain the logical reasoning of the subject concerned and adequate knowledge to teach theory with illustrations in that discipline.

**(E) OCCUPATIONAL THERAPY**

**ASSISTANT PROFESSOR**

Bachelor 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 grading system is followed) from a recognized University.

**ASSOCIATE PROFESSOR**



Master in Occupational Therapy (M.O.T. /M.O.Th./M.Sc. O.T.)

with eight years experience as Assistant Professor.

**Desirable:** Higher Qualification like Ph. D. in any discipline in occupational therapy recognized by the UGC/independent published work of higher standard.

**PROFESSOR**

Masters in Occupational Therapy (M.O.T. / M.O.Th./M.Th.O./M.Sc. O.T.) with eleven years total experience including five years experience as Associate Professor (Occupational Therapy).

**Desirable:** Higher Qualification like Ph. D. in any discipline in occupational therapy recognized by the UGC/independent published work of high standard.

**PRINCIPAL / DIRECTOR / DEAN**

(a) Masters 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).

(b) Senior-most Professor shall be the Principal / Director / Dean.

**Desirable:** Higher qualification like Ph. D. in any discipline in occupational therapy recognized by the UGC/ independent published work of high standard.

**(F) PHYSIOTHERAPY**

**ASSISTANT PROFESSOR**

Bachelor Degree in Physiotherapy (B.P/T./B. Th./P./B.P.Th.), Masters in Physiotherapy (M./P.Th/M.Th.P./M.Sc. P.T/M.PT.) with at least 55% marks (or an equivalent grade in a point scale wherever grading system is followed) from recognized University.

**ASSOCIATE PROFESSOR**

Master in Physiotherapy (M.P.T./M.P.Th./ M.Th.P/M.Sc. P.T.) with eight years total experience as Assistant Professor.

**Desirable:** Higher Qualification like Ph. D. in any discipline in Physiotherapy recognized by U.G.C./independent published work of higher standard.

**PROFESSOR**

Masters in Physiotherapy (M.P.T./ M.P.Th./M.Th.P./M.Sc. P.T.) with eleven years total experience including five years experience as Associate Professor (Physiotherapy).

**Desirable:** Higher Qualification like Ph. D. in any discipline in Physiotherapy recognized by U.G.C./ independent published work of high standard.

**PRINCIPAL / DIRECTOR / DEAN**

- (a) Masters 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).
- (b) Senior-most Professor shall be the Principal / Director / Dean.

**Desirable:** Higher qualification like Ph. D. in any discipline in Physiotherapy recognized by the UGC/ independent published work of high standard.

**(G) FACULTY OF MANAGEMENT/ BUSINESS ADMINISTRATION**

**ASSISTANT PROFESSOR**

- (a) First Class Master's Degree in Business Management/Administration/in a relevant management related discipline or equivalent;

OR

First Class graduate and professionally qualified Chartered Accountant /Cost and Works Accountant/

Company Secretary of the concerned statutory bodies.

(b) Have cleared the NET / SLET / SET.

**Desirable:-**

- (a) A minimum of two years relevant experience of teaching, research, industrial and/or professional experience in a reputed organization at managerial level.
- (b) Papers presented at Conferences and/or published in referred journals.

**ASSOCIATE PROFESSOR**

- (a) Good academic record with at least 55% marks (or an equivalent grade in a point scale wherever grading system is followed) in Master's Degree in Business Management / Administration / in a relevant management related discipline or first class in two years full time PGDM declared equivalent by AIU / recognized by the AICTE / UGC;

**OR**

First Class graduate and professionally qualified Chartered Accountant / Cost and works Accountant / Company Secretary of the concerned statutory body.

- (b) Ph.D. or Fellow of Indian Institute of Management or of an Institute recognized by AICTE and declared equivalent by the AIU, and;
- (c) A minimum of eight years' experience of teaching / industry / research / professional at managerial level excluding the period spent for obtaining the research degree.

**OR**

In the event the candidate is from industry and the profession, the following requirements shall constitute as essential requirements:

- (d) Good academic record with at least 55% marks (or an equivalent grade in a point scale wherever grading

system is followed) in Master's Degree in Business Management / Administration / in a relevant management related discipline or first class in two years full time PGDM declared equivalent by AIU / recognized by AICTE / UGC,

**OR**

First Class graduate and professionally qualified Chartered Accountant / Cost and Works Accountant / Company Secretary of the concerned statutory body, and ;

- (e) A minimum of ten years experience of teaching/ industry / research /profession, out of which five years must be at the level of Assistant Professor or equivalent excluding the period spent for obtaining research degree. The candidate should have Professional work experience, which is significant and can be recognized at national / international level as equivalent to Ph.D. and ten years managerial experience in industry /profession of which at least five years should be at the level comparable to that of lecturer / assistant professor.

**Desirable:**

- (a) Teaching, research industrial and / or professional experience in a reputed organization;
- (b) Published work, such as research papers, patents filed / obtained, books and / or technical reports; and
- (c) Experience of guiding the project work /dissertation of PG / Research Students or supervising R&D projects in industry.

**PROFESSOR**

- (a) Consistently good academic record with at least 55% marks (or an equivalent grade in a point scale wherever grading system is followed) in Master's Degree in Business Management / Administration /



in a relevant discipline or consistently good academic record with at least 55% marks (or an equivalent grade in a point scale wherever grading system is followed) in two year full time PGDM declared equivalent by AIU / recognized by the AICTE / UGC;OR First Class graduate and professionally qualified Chartered Accountant / Cost and works Accountant / Company Secretary of the concerned statutory body.

- (b) Ph. D. or Fellow of Indian Institute of Management or of an Institute recognized by AICTE and declared equivalent by the AIU, and ;
- (c) A minimum of ten years' experience of teaching / industry / research /professional out of which five years must be at the level of Assistant Professor/ or equivalent excluding the period spent for obtaining the research degree.

OR

In the event the candidate is from industry and the profession, the following shall constitute as essential :-

- (a) Consistently good academic record with at least 55% marks (or an equivalent grade in a point scale wherever grading system is followed) in Master's Degree in Business Management / Administration / in a relevant management related discipline or consistently good academic record with at least 55% marks (or an equivalent grade in a point scale wherever grading system is followed) in two years full time PGDM declared equivalent by AIU / recognized by the AICTE / UGC.OR First Class graduate and professionally qualified Chartered Accountant /Cost and works Accountant / Company Secretary of the concerned statutory body, and ;
- (b) The candidate should have professional work experience which is significant and can be

recognized at national / International level as equivalent to Ph. D. and twelve years' managerial experience in industry /profession of which at least eight years should be at least at a level comparable to that of Reader/Assistant Professor.

**Desirable:**

- (i). Teaching, Teaching, research, and / or professional experience in a reputed organization;
- (ii). Published work, such as research papers, patents filed / obtained, books and / or technical reports;
- (iii). Experience of guiding the project work / dissertation of PG / Research Students or supervising R&D projects in industry;
- (iv). Demonstrated leadership in planning and organizing academic, research, industrial and / or professional activities, and ;
- (v). Capacity to undertake / lead sponsored R&D consultancy and related activities.

**(H) FACULTY OF ENGINEERING AND TECHNOLOGY  
ASSISTANT PROFESSOR**

First Class Master's Degree in the appropriate branch of Engineering and Technology.

**Desirable:-**

- (i). Teaching, research industrial and/or professional experience in a reputed organization;
- (ii). Papers presented at Conferences and/or in refereed journals.

### ASSOCIATE PROFESSOR

- (a) A Ph.D. Degree with First Class at Bachelor's or Master's Degree in the appropriate branch of Engg., & Technology, and ;
- (b) Experience of minimum eight years in teaching/ research/ industry at the level of Lecturer/Assistant Professor or equivalent grade, excluding period spent on obtaining the research degree.

#### OR

In the event, the candidate is from industry and the profession, the following shall constitute as essential-

- (a) First Class Master's Degree in the appropriate branch of Engg., & Technology, and ;
- (b) Significant professional work which can be recognized as equivalent to a Ph.D. Degree in appropriate branch of Engg., & Technology, and industrial / professional experience of minimum eight years in a position equivalent to the level of Lecturer/Assistant Professor.

*Provided* that the recognition for significant professional work shall be valid only if the same is recommended unanimously by a 3-Member Committee of Experts appointed by the Vice-Chancellor of the University.

#### **Highly Desirable:**

- (a) Teaching, research, industrial and / or professional experience in a reputed organization;
- (b) Post Ph.D., Published work, such as research papers, patents filed / obtained, books, and / or technical reports;
- (c) Experience of guiding Ph.D. students, the project work /dissertation of PG / Research Students or supervising R&D projects in industry.

## PROFESSOR

- (a) A Ph.D. Degree with First Class at Bachelor's or Master's Degree in the appropriate branch of Engg. & Technology, and ;
- (b) Experience of minimum ten years in teaching, research and / or industry, out of which at least five years at the level of Associate Professor/Reader or equivalent grade.

### OR

In the event the candidate is from industry and the profession, the following shall constitute as essential:

- (a) First Class Master's Degree in the appropriate branch of Engg., & Technology, and ;
- (b) Significant professional work which can be recognized as equivalent to a Ph.D. Degree in appropriate branch of Engg., & Technology, and industrial /professional experience of ten years out of which at least five years at a senior level equivalent to that of Associate Professor / Reader.

*Provided* that the recognition for significant professional shall be valid only if the same is recommended unanimously by a 3-Member Committee of Experts appointed by the Vice-Chancellor of the University.

- (c) If the experience in industry is considered, the same shall be at managerial level equivalent to Associate Professor with active participation record in devising/designing, planning, executing, analyzing, quality control; innovating, training, technical books/research paper publications/IPR/patents, etc. as deemed fit by the expert members of the Selection Committee.
- (d) In case of Architecture, Professional Practice of 10 years as certified by the Council of Architecture

shall also be considered valid.

**Desirable:**

- (i). Teaching, research industrial and / or professional experience in a reputed organization;
- (ii). Published work, such as research publications of national and international significant, patents filed / obtained, books, and / or technical reports;
- (iii). Experience of guiding Ph.D. students, the project work / dissertation of PG / Research Students or supervising R&D projects in industry;
- (iv). Demonstrated leadership in planning and organizing academic, research, industrial and / or professional activities; and
- (v). Capacity to undertake / lead sponsored R&D, consultancy and related activities.

**(I) COMPUTER APPLICATION PROGRAMMES  
ASSISTANT PROFESSOR**

BE/B.Tech and ME/M.tech in relevant branch with First Class or equivalent either in BE/B.Tech or ME/M.tech.

**OR**

BE/B.Tech and MCA with First Class or equivalent in either BE/B.Tech or MCA.

**OR**

MCA with first class or equivalent with two years relevant experience.

**ASSOCIATE PROFESSOR**

- (a) Qualifications as above i.e. for the post of Assistant Professor, as applicable and Ph.D. or equivalent, in appropriate discipline.
- (b) Post Ph.D. publications and guiding Ph.D. student is



highly desirable.

- (c) Minimum of 5 years experience in teaching/research/industry of which 2 years post Ph.D. experience is desirable.

**PROFESSOR**

- (a) Qualifications as above i.e. for the post of Associate Professor, as applicable.  
(b) Post Ph.D. publications and guiding Ph.D. students.  
(c) Minimum of 10 years teaching/research/industrial experience of which at least 5 years should be at the level of Associate Professor.

**OR**

Minimum of 13 years experience in teaching and/or Research and/or Industry.

- (d) In case of research experience, good academic record and books/research paper publications/IPR/patents record shall be required as deemed fit by the expert members of the Selection Committee.  
(e) If the experience in industry is considered, the same shall be at managerial level equivalent to Associate Professor with active participation record in devising/designing, executing, analyzing, quality control, innovating, training, technical books/research paper publications/IPR/patents, etc. as deemed fit by the expert members of the Selection Committee.

**(j) BIO- TECHNOLOGY (ENGG. & TECH.)  
DISCIPLINE**

**ASSISTANT PROFESSOR**

- (a) First Class Master's Degree in Bio-Technology ;

**OR**

A Ph.D. Degree in Applied Biological Sciences such as, Micro-Biology, Bio-Chemistry, Genetics, Molecular

Biology, Pharmacy and Bio-Physics;

**OR**

Good academic record with at least 55% marks (or an equivalent grade) at the Master's Degree level in the relevant subject or an equivalent degree from an Indian / Foreign University.

**AND**

- (b) Candidates should have cleared the National Eligibility

Test (NET) for Assistant Professors conducted by the UGC, CSIR or similar test accredited by the UGC.

(c) **Desirable:**

- (i). Teaching, research industrial and/or professional experience in a reputed organization;
- (ii). Papers presented at Conferences and/or in refereed journals;

#### **ASSOCIATE PROFESSOR**

(i). **Essential:**

- (a) A Ph.D. Degree with First Class at Bachelor's or Master's Degree in the appropriate branch of Engg., & Tech./Applied Biological sciences, and experience of eight years in teaching, research and / or industry at the level of Lecturer/Assistant Professor or equivalent grade, excluding period spent on obtaining the research degree;

**OR**

In the event the candidate is from industry and the profession, the following shall constitute as essential:

- (a) First Class Master's Degree in the appropriate branch of Engg., & Tech./Applied Biological Sciences;
- (b) Significant professional work which can be recognized as equivalent to a Ph.D. Degree in

appropriate branch of Engg., & Tech., and industrial /professional experience of eight years in a position equivalent to the level of Lecturer/Assistant Professor,

*Provided* that the recognition for significant professional shall be valid only if the same is recommended unanimously by a 3-Member Committee of Experts appointed by the Vice-Chancellor of the University.

**(ii) Desirable:**

- (a) Teaching, research industrial and / or professional experience in a reputed organization;
- (b) Published work, such as research papers, patents filed / obtained, books, and / or technical reports, and ;
- (c) Experience of guiding the project work / dissertation of PG / Research Students or supervising R&D projects in industry.

**PROFESSOR**

**(i). Essential:**

A Ph.D. Degree with First Class at Bachelor's or Master's Degree in the appropriate branch of Engg., & Tech. / Applied Biological Sciences, and experience of ten years in teaching, research and / or industry, out of which at least five years at the level of Associate Professor /Reader or equivalent grade.

**OR**

In the event the candidate is from industry and the profession, the following shall constitute as essential:-

- (a) First Class Master's Degree in the appropriate branch of Engg., & Tech. /Applied Biological Sciences;
- (b) Significant professional work which can be recognized as equivalent to aPh.D. Degree in appropriate branch of Engg., & Tech. / Applied Biological Sciences, and

industrial / professional experience of ten years, out of which at least five years at a senior level of Associate Professor / Reader,

*Provided* that the recognition for significant professional shall be valid only if the same is recommended unanimously by a 3-Member Committee of experts appointed by the Vice-Chancellor of the University.

**(ii). Desirable:**

- (a) Teaching, industrial research and / or professional experience in a reputed organization;
- (b) Published work, such as research papers, patents filed / obtained, books, and / or technical reports;
- (c) Experience of guiding the project work, dissertation of post graduate or research students or supervising R&D projects in industry;
- (d) Demonstrated leadership in planning and organizing academic, research, industrial and / or professional activities, and ;
- (e) Capacity to undertake / lead sponsored R&D, consultancy and related activities.

**(k) FACULTY OF PHARMACY:**

**ASSISTANT PROFESSOR**

- (a) Bachelors and Masters Degree in Pharmacy with First Class or equivalent either in Bachelors or Masters Degree, and ;
- (b) Registration under the Pharmacy Act, 1948, as amended from time to time, including any succeeding enactment.

**Desirable:**

- (a) Teaching, research industrial and/or professional

- experience in a reputed organization, and ;
- (b) Papers presented at Conferences and/or in referred journals.

### ASSOCIATE PROFESSOR

**(i). Essential:**

- (a) Qualifications as above, i.e. for the post of Assistant Professor, as applicable.
- (b) Registration as a pharmacist under the Pharmacy Act, 1948, as amended from time to time, including any succeeding enactments.
- (c) A Ph.D. Degree and experience of minimum eight years in teaching, research, industry and / or profession at the level of Lecturer/Assistant Professor or equivalent grade; excluding period spent on obtaining the research degree.

**OR**

In the event the candidate is from industry and the profession, the following shall constitute as essential:-

- (a) First Class Master's Degree in the appropriate branch of specialization in Pharmacy;
- (b) Significant professional work which can be recognized as equivalent to a Ph.D. Degree in appropriate branch of specialization in Pharmacy and industrial / professional experience of eight years in a position equivalent to the level of Lecturer/Assistant Professor,

*Provided* that the recognition for significant professional shall be valid only if the same is recommended unanimously by a 3-Member Committee of Experts appointed by the Vice-Chancellor of the University.

**(ii). Desirable:**

- (a) Teaching, research industrial and / or professional experience in a reputed organization;



- (b) Post Ph.D. published work, such as research papers, patents filed / obtained, books and / or technical reports, and guiding Ph.D students is highly desirable. and;
- (c) Experience of guiding Ph.D. students including the project work, dissertation of post graduate or research students or supervising R&D projects in industry.

### PROFESSOR

**(i). Essential:**

- (a) Qualifications as above, i.e. for the post of Associate Professor, as applicable, and ;
- (b) Experience of minimum ten years in teaching, research, industry and / or profession of which atleast five years should be at the level of Reader/Associate Professor or equivalent grade;

OR

In the event the candidate is from industry and the profession, the following shall constitute as essential:-

- (a) First Class Master's Degree in the appropriate branch of specialization in Pharmacy, and;
- (b) Significant professional work which can be recognized as equivalent to a Ph.D. Degree in appropriate branch of specialization in Pharmacy and industrial / professional experience of five years at a senior level comparable to Associate Professor / Reader,

*Provided* that the recognition for significant professional shall be valid only if the same is recommended unanimously by a 3-Member Committee of Experts appointed by the Vice-Chancellor of the University.

**(ii) Desirable:**

- (a) Teaching, research industrial and / or professional experience in a reputed organization;
- (b) Post Ph.D. published work, such as research papers, patents filed / obtained, books and / or technical

reports, and guiding Ph.D students is highly desirable. and;

- (c) Experience of guiding Ph.D. students including the project work, dissertation of post graduate or research students or supervising R&D projects in industry.
- (d) Demonstrated leadership in planning and organizing academic, research, industrial and / or professional activities; and
- (e) Capacity to undertake / lead sponsored R&D, consultancy and related activities.

**Note:- For avoidance of doubt, it is hereby clarified that:-**

- (a) If Class or Division is not declared at the Bachelor's or Master's Degree levels, an aggregate of  $\geq 60\%$  or equivalent Cumulative Grade Point Average (CGPA) is to be considered as equivalent to First Class.
- (b) In respect of CGPA awarded to the candidates on a 10-Point Scale, the Table of equivalence shall be provided by the university concerned followed for determining the Class obtained by them as per (a) cited above.

**11.01(A)(1) Eligibility for the Faculty of Education:-**

**Principal-**

- (c) Academic and professional eligibility shall be the same as laid down for the post of Lecturer.
- (d) Ten year's teaching experience in which five years' teaching experience in an Institution of Physical Education shall be inclusive.
- (e) P.h.D. or equivalent published works.

**Head of Department.**

- (a) Academic and professional eligibility shall be the same as prescribed for the post of Lecture in Education.

(b) Ph.D. in Education

(c) Seven Year's teaching experience including five year's Teaching in a Secondary teacher education institution.

**Lecturer in Education**

(i) Good academic record with M.Ed/M.A.(Education) with minimum 55% marks and B.Ed.

OR

Good academic record with Post-Graduate Degree in a School subject with minimum 50 % marks and M.Ed/M.A.(Education) with 55% marks and B.Ed.

(ii) Qualified NET/SET/SLET.

**11.01(B)(1) Eligibility for the posts in Physical Education :-**

**Principal-**

(f) Academic and professional eligibility shall be the same as laid down for the post of Lecturer.

(g) Ten year's teaching experience in which five years' teaching experience in an Institution of Physical Education shall be inclusive.

(h) P.h.D. or equivalent published works.

**11.01 (B) (3) Head of the Department**

Candidates having a degree of Ph.D. in Physical Education or equivalent published work shall be given special weightage.

*Provided* that under the circumstances when the eligible candidates possessing afore-mentioned eligibility for the post of Principal/Chairman are not available, the retired Principal/Chairman in Physical Education may be appointed on contract basis for not more than a period of one year in first instance till they attain an age of 65 years after retirement.

**(4) Lecturer**

Good academic record with M..P.Ed. or M.P.E. with 55%

**11.03.05. RECRUITMENT TO THE LIBRARY  
CADRE**

**LIBRARIAN**

- (a) An eminent scholar with Ph.D. qualification(s) 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 publications as books and/or research/policy papers, and ;
- (b) A minimum of ten years experience in university/college, and/or experience in research at the University/National level institutions/industries. including experience of guiding candidates for research at doctoral level, and ;
- (c) Contribution to educational innovation, design of new curricula and courses, and technology-mediated teaching learning process, and ;
- (d) A minimum score as stipulated in the Academic Performance Indicator (API) based Performance Based Appraisal System (PBAS), shall be governed by the relevant provisions of 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, 2010.

**OR**

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

## DEPUTY LIBRARIAN

- (a) Good academic record with a Ph.D. Degree in the concerned/allied/relevant disciplines.
- (b) A Master's Degree with at least 55% marks (or an equivalent grade in a point scale wherever grading system is followed).
- (c) A minimum of eight years of experience of teaching and/or research in an academic/research position equivalent to that of assistant Librarian in a University, College or Accredited Research Institution/industry excluding the period of Ph.D. research with evidence of published work and a minimum of 5 publications as books and/or research/policy papers.
- (d) Contribution to educational innovation, design of new curricula and courses, and technology – mediated teaching learning process with evidence of having guided doctoral candidates and research students.
- (e) A minimum score as stipulated in the Academic Performance Indicator (API) based Performance Based Appraisal System (PBAS), shall be governed by the relevant provisions of 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, 2010.

## ASSISTANT LIBRARIAN / COLLEGE LIBRARIAN

- (a) A Master's Degree in Library Science / Information Science/ Documentation Science or an equivalent professional degree with atleast 55% marks (or an equivalent grade in a point scale wherever grading system is followed) and a consistently good academic record with knowledge of computerization of library.



- (b) **Qualifying** in the national level test conducted for the purpose by the U.G.C. or any other agency approved by the U.G.C.
- (c) **Candidates**, who are, or have been awarded Ph. D degree in accordance with the "University Grants Commission" (Minimum Standards and Procedure for Award of Ph.D. Degree), Regulations 2009, shall be exempted from the requirement of the minimum eligibility condition of NET/SLET/SET.

**Career Advancement (Scheme)-** This Career Advancement Scheme applies to the State Universities and Associated/Affiliated Colleges (except the Colleges affiliated to Sampurnanand Sanskrit University, Varanasi). It shall come into force from July 27, 1998. Teachers who have become eligible for Senior Scale/Selection Grade/Reader (Promotion)/Professor (Promotion) under the Career Advancement Scheme in force prior to July 27, 1998 shall be covered by the provisions of Govt. Order No. 91-G.I/14:11:88-14(5)/87 dated 7th of January, 1989 and Statutes made earlier in this behalf and Govt. Order no. 1309/15-11-90-32/89 Dated March 17, 1990.

With effect from 27th of July, 1998 teachers shall have the opportunities for Career Advancement Scheme (Promotion) as given hereafter:

- 1- A Lecturer in University or in an affiliated/associated college will be eligible for placement in Senior Scale. A Lecturer (Senior Scale) may move into the grade of the Lecturer (Selection Grade) or Reader. Minimum length of

service for eligibility to move into the grade of Lecturer (Senior Scale) would be four years for those with Ph.D. degree, five years for those with M.Phil. degree, six years for others at the level of Lecturer and for eligibility to move into the Grade of Lecturer (Selection Grade)/Reader, the minimum length of service as Lecturer (Senior Scale) shall

## PART II

### 11.04 CAREER ADVANCEMENT SCHEME

11.04.01. This Career Advancement Scheme applies to the teachers and library cadre of the University and Colleges (except the Colleges affiliated to Sampurnanand Sanskrit University, Varanasi). Teachers who have become eligible for Senior Scale/Selection Grade/Reader (Promotion)/Professor (Promotion) under the Career Advancement Scheme in force prior to June 30th, 2010, shall be covered by the provisions of the statutes made earlier.

11.04.02. In order to remedy the difficulties of collecting retrospective information and to facilitate the implementation of these statutes in the CAS Promotion, the API based PBAS will be progressively and

prospectively rolled out. Accordingly, the PBAS based on the API scores of categories I and II as mentioned in these tables is to be implemented for one year, initially based on the existing systems in university/ colleges for one year only with the minimum annual scores as depicted in Table

be uniformly five years.

For Promotion to the posts of Reader and Professors the minimum eligibility criterion would be Ph.D. or equivalent published work.

- 3- Only a Reader in the University with a minimum of 8 years of service in that grade will be eligible to be considered for appointment as a Professor. Readers in Degree and Post Graduate Colleges will not be eligible for the Post of Professor under Career Advancement Scheme in the colleges.
- 4- In the case of University, Selection Committee for Lecturer (Selection Grade), Reader and Professor shall be constituted under clause (a) of sub-section (4) of section-31 of U.P. State Universities Act 1973.

**Senior Scale: Constitution of Screening Committee -**

Placement in Senior Scale will be through a process of Screening Committee to be constituted as under:-

(A) in the case of University the Screening Committee shall consist of -

- |   |          |
|---|----------|
| 1- Vice Chancellor-   | Chairman |
| 2- Dean of Faculty concerned-                                       | Member   |
| 3- Two experts of the subject<br>to be nominated by the Chancellor- | Member   |
| 4- Head of Department concerned -                                   | Member   |

(B) In the case of affiliated/associated colleges (other than colleges maintained exclusively by the State Government), the Screening Committee shall consist of:

- 1- Director of Higher Education or his nominee not below the rank of the Principal of Govt. Degree/Post-graduate college. **Chairman**
- 2- To experts of the subject to be **Member**

II (a) and II (b) for university and college teachers. This annualized API scores can then be compounded progressively as and when the teacher becomes eligible for CAS promotion to the next cadre. Thus, if a teacher is considered for CAS promotion in 2011, one year API scores for 2010-11 alone will be required for assessment. In case of a teacher being considered for CAS promotion in 2012, two years average of API scores for these categories will be required for assessment and so on leading progressively for the complete assessment period. For Category III (research and academic contributions), API scores for this category will be applied for the entire assessment period.

11.04.03. A teacher who wishes to be considered for promotion under CAS, may submit in writing to the university/college, with three months in advance of the due date, that he/she fulfils all qualifications under CAS and submit to the university/college the Performance Based Appraisal System Performa as evolved by the university duly supported by all credentials as per the API guideline. In order to avoid delays in holding Selection Committee meetings in various positions under CAS, the University/College should immediately initiate the process of screening/selection, and shall complete the process within six months from the date of application..

11.04.04. Candidates who do not fulfill the minimum score requirement under the API Scoring System proposed in

the statutes as per Tables II(a and b) of Appendix H or those who obtain less than 50% in the expert assessment of the selection process will have to be re-assessed only after a minimum period of one year. The date of promotion shall be the date on which he/she has

nominated by the Vice-Chancellor amongst whom one shall be from the university and one from the Associated/Affiliated College.

3- Head of the Management or a member of the Management nominated by him. **Member**

4- Principal of the College **Member-Convener**

(C) In the case of the college maintained exclusively by the State Govt. the screening Committee shall consist of:

1- Director of Higher Education. **Chairman**

2-Two experts of the subject to be nominated by the Vice-Chancellor among whom one shall be from the University and one from the Govt. Colleges. **Member**

3- One nominee of Director of Higher Education (not below the rank of Principal of a Degree of Post-graduate College). **Member**

4- Principal of the College **Member**

**6- Lecturer (Senior Scale)-**

A lecturer will be eligible for placement in a senior scale through the procedure of selection, if she/he has;

(i) Completed 6 years of service after regular appointment with relaxation of one year for those having M. Phil.

degree and relaxation of two years for those with Ph.D. Degree.

(ii) Participated in one Orientation course and one Refresher course each of three to four weeks duration or engaged in other appropriate continuing education programmes of comparable quality, as may be specified or approved by the University Grants Commission.

successfully got re-assessed.

11.04.05. CAS promotions from a lower grade to a higher grade of Assistant Professor shall be conducted by a "Screening cum Evaluation Committee" adhering to the criteria laid out as API score in PBAS in the Tables of Appendix-H.

11.04.06. The "Screening cum Evaluation Committee" for CAS promotion of Assistant Professors from one AGP to the other higher AGP shall consist of:

**For University teachers:**

- (i). The Vice Chancellor as the Chairperson of the Selection Committee;
- (ii). The Dean of the concerned Faculty;
- (iii). The Head of the Department ; and
- (iv). One subject expert in the concerned subject nominated by the Vice Chancellor from the panel of experts.

**For College teachers:**

(Other than the colleges maintained by the State Governments)

- (i) Director of Higher Education or his nominee not below the rank of the Principal of a Government Degree College **Chairman.**
- (ii). Principal of the College- **Member-Convener**

Provided that these Lecturers who have a Ph.D. degree would be exempted from one Refresher Course.

- (ii) Consistently satisfactory Annual Academic Progress Report and Performance Appraisal Report as per Appendix A & B.

7- **Lecturer (Selection Grade) -**

Lecturers after completion of five years in the senior scale who do not have Ph.D. degree or equivalent published work and who do not meet the scholarship and research standards, but fulfill the other criteria for the Post of Reader by Direct Recruitment given in these statutes, and have a good record in teaching and, preferably, have contributed in various ways such as to the corporate life of the institution, examination work or through extension activities and have completed two refresher courses each of at least three to four weeks duration will be placed in the selection grade subject to the recommendations of the selection Committee which is the same, as for promotion to the post of Reader. They will be designated as Lecturers in the Selection Grade.

Provided that a Lecturer in the Selection Grade could offer himself/herself for fresh assessment after obtaining Ph.D. degree and fulfilling other requirements for promotion as Reader and if found suitable could be given the designation of Reader.

8- **Reader (Promotion)-**

A Lecturer in the Senior Scale will be eligible for promotion to the post of Reader if she/he has :

- (i). Completed 5 years of service in the Senior Scale.
- (ii). Obtained a Ph.D. degree or has equivalent published work.
- (iii). Made some mark in the areas of scholarship and research as evidenced by self assessment, reports or referees, quality of publications, contribution to

(iii). Head of the Management or a Member  
Member of the management  
nominated by him-

(iv). Two subject experts in the Member  
concerned subject nominated by  
the Vice Chancellor from the  
panel of experts;

**For Government Colleges.**

(i) Director of Higher Education Chairman

(ii) Two subject experts in the Member  
concerned subject nominated by  
the Vice Chancellor from the  
panel of experts;

(iii) One subject-nominee of Director Member  
of Higher Education (not below  
the rank of Principal of a Degree  
of a College).

(iv) Principal of the College Member-  
Convener

11.04.07. The quorum for these committees in both categories mentioned above shall be three including the one subject expert/ university nominee need to be present.

11.04.08. The Screening cum Evaluation Committee on verification/evaluation of API score secured by the candidate through the 'PBAS' methodology designed by the university based on these statutes and as per the minimum requirement specified in Tables II & III for each of the cadre of Assistant Professor shall recommend to the Executive Council/Board of Management.

11.04.09. All the selection procedures outlined above, shall be completed on the day of the selection committee meeting,



educational innovation, design of new courses and curricula and extension activities.

- (iv). Participated in two refresher courses/summer institutes of three to four weeks duration after placement in the Senior Scale, or engaged in other appropriate continuing education programmes of comparable quality as may be specified or approved by the University Grants Commission.
- (v). Possesses consistently good Annual Academic Progress Report and Performance Appraisal Report as per Appendix (A & B) respectively.

### 9- Constitution of Selection Committee

Promotion as Reader will be through a process of selection by a Selection Committee to be constituted as under :

- (A) In the case of University, Selection Committee shall be constituted under clause (a) of Sub-section (4) of section-31 of the U.P. State Universities Act, 1973.
- (B) In the case of affiliated /associated colleges (other than the colleges exclusively maintained by the State Government) the Selection Committee shall consist of:
  - (1) Director of Higher Education or his **Chairman** nominee not below the rank of Principal of a Govt. Degree or Post-graduate College
  - (2) Three expert of the subject to be **Member** nominated by the Vice-Chancellor among whom one shall be from the University concerned, one from Associated/Affiliated College of the concerned university and one from the Associated/Affiliated College of

wherein the minutes are recorded along with PBAS scoring proforma and recommendation made on the basis of merit and duly signed by all members of the selection committee in the minutes.

11.04.10. CAS promotions being a personal promotion to the incumbent teacher holding a substantive sanctioned post, on superannuation of the individual incumbent, the said post shall revert back to its original cadre.

11.04.11. Candidates shall offer themselves for assessment for promotion, if they fulfill the minimum API scores indicated in the appropriate API system tables by submitting an application and the required PBAS proforma. They can do so three months before the due date if they consider themselves eligible. Candidates who do not consider themselves eligible can also apply at a later date. In any event, the university concerned shall send a general circular twice a year calling for applications for CAS promotions from eligible candidates.

11.04.12. In the final assessment, if the candidates do not either fulfill the minimum API scores in the criteria as per PBAS proforma or obtain less than 50% in expert assessment, wherever applicable, such candidates will be reassessed only after a minimum period of one year.

11.04.13. (a) If a candidate applies for promotion on completion of the minimum eligibility period and is successful, the date of promotion will be from that of minimum period of eligibility.  
(b) If, however, the candidates find that he/she fulfills



other university.

(3) The Head of the Management or a **Member**  
Member of the Management  
nominated by him.

(4) Principal of the College **Member**  
**Convener**

(C) In the case of affiliated or associated college  
maintained exclusively by the State Government, the  
Selection Committee shall consist of :

(1) Director of Higher Education **Chairman**

(2) Three experts of the subject to be **Member**  
nominated by the Vice-Chancellor  
amongst whom one shall be from  
the university, one from  
Associated/Affiliated College and  
one from the Govt. Colleges.

(3) Principal **Member**

**10. Professor (Promotion)-**

(a) A minimum of 8 years experience as a Reader be, an  
eligibility.

(b) Self-appraisal report for the period including five  
years before the date of eligibility be submitted.

(c) Minimum of five research publication out of which  
two could be the books be submitted for  
evaluation/assessment before the interviews.

(d) The assessment of the research publication, including  
books, be done by three eminent experts in the subject  
which shall be different than those called for interview  
to be conducted later on.

(e) All the recommendations be positive from the three  
experts. In case the recommendation of one out of the  
three is negative, the research publication be sent to  
the fourth expert for evaluation and assessment. In all,  
there has to be a minimum of three positive

the eligibility conditions at a later date and applies on  
that date and is successful, his/her promotion will be  
effected from that date of application fulfilling the  
criteria.

(c) If the candidate does not succeed in the first  
assessment, but succeeds in the eventual assessment,  
his/her promotion will be deemed to be from the later  
date of successful assessment.

**STAGES OF PROMOTION  
UNDER CAREER ADVANCEMENT SCHEME**

11.04.14. Entry level Assistant Professors (Stage 1) would be  
eligible for promotion under the Career Advancement  
Scheme (CAS) through two successive stages (stage 2 and  
Stage 3), provided they are assessed to fulfill the  
eligibility and performance criteria as prescribed.

11.04.15. An entry level Assistant Professor, possessing Ph. D.  
Degree in the relevant discipline shall be eligible, for  
moving to the next higher grade  
(stage 2) after completion of four years service as  
Assistant Professor.

11.04.16. An entry level Assistant Professor possessing M.Phil.  
Degree or post-graduate Degree in professional courses,  
approved by the relevant statutory body, such as LL.M. /  
M. Tech., etc. shall be eligible for the next higher grade  
(stage 2) after completion of five years service as  
Assistant Professor.

11.04.17. An entry level Assistant Professor who does not have  
Ph.D. or M.Phil, or a Master's Degree in the relevant  
professional course, shall be eligible for the next higher  
grade (stage 2) only after completion of six years service  
as Assistant Professor.

recommendations out of the total of four experts, in case the fourth expert has participated in the exercise due to one negative report out of the initially three experts involved in evaluation.

#### EXPLANATION

The requirement of participation in orientation/refresher courses/summer institutes, each of at least 3 or 4 weeks duration, and consistently satisfactory Annual Progress Report and Performance Appraisal Report, shall be mandatory requirement for Career Advancement from Lecturer (Senior Scale) to Lecturer (Selection Grade).

Wherever the requirement of Orientation/ Refresher courses has remained incomplete, the promotion would not be held up but these requirements must be completed by 31-12-2001.

The requirement for completing these courses would be as follows ;

- (i). For Lecturer to Lecturer (Senior Scale) one orientation course would be compulsory for University and College teachers. Those without Ph.D. would be required to do one refresher course in addition.
- (ii). Two refresher courses for Lecturer (Senior Scale) to Lecturer (Selection Grade).
- (iii). The senior teachers like Lecturers (Selection Grade) and Readers may opt to attend two seminars/conferences in their subject areas and

present papers as one aspect of their promotion/selection to higher level or attend refresher courses to be offered by Academic Staff Colleges for this level.

11- If the number of years required in a feeder cadre are less than those stipulated here above, thus entailing hardship to those who have completed more than the total number of years in their entire service for eligibility in the cadre,

11.04.18. The upward movement from the entry level grade (stage 1) to the next higher grade (stage 2) for all Assistant Professors shall be subject to their satisfying the API based PBAS conditions laid down by the UGC.

11.04.19. Assistant Professors who have completed five years of service in the second grade (stage 2) shall be eligible, subject to meeting the API based PBAS requirements laid down by these statutes, to move up to next higher grade (stage 3).

11.04.20. Assistant Professors completing three years of teaching in third grade (stage 3) shall be eligible, subject to the qualifying conditions and the API based PBAS requirements prescribed by these statutes, to move to the next higher grade (stage 4) and to be designated as Associate Professor.

11.04.21. Associate Professor completing three years of service in stage 4 and possessing a Ph.D. Degree in the relevant discipline shall be eligible to be appointed and designated as Professor and be placed in the next higher grade (stage 5), subject to-

- (a) satisfying the required credit points as per API based PBAS methodology provided in Table I-III of Appendix H stipulated in these statutes, and
- (b) an assessment by a duly constituted selection committee as suggested for the direct recruitment of Professor.

*Provided* that no teacher, other than those with a Ph.D., shall be promoted or appointed as Professor.

11.04.22. Ten percent of the positions of Professors in a university, with a minimum of ten years of teaching and research experience as professor either in the pre-revised scale of

may be placed in the next higher cadre, if found suitable by the Selection Committee after adjusting the total number of years. This is however, not applicable in the case of promotion from Reader to Professor under Career Advancement Scheme.

This situation is likely to arise as, in the earlier scheme of January 1, 1989, the numbers of years required in a feeder cadre were much more than those envisaged under this order.

Counting of past service will be done in the following manner :-

Previous service, without any break as a Lecturer or equivalent, in a university, college, national laboratory, or other scientific organizations, e.g. CSIR, ICAR, DRDO, UGC, ICSSR, ICHR and as a UGC Research Scientist, should be counted for placement of lecturer in Senior Scale/Selection Grade provided that:

- (1) The post was in an equivalent grade/Scale of pay as the post of Lecturer ;
- (2) The qualifications for the post were not lower than the qualifications prescribed by the UGC for the post of Lecturer;
- (3) The candidate who apply for direct recruitment should apply through proper channels ;
- (4) The concerned Lecturers possessed the minimum qualifications prescribed by the UGC for appointment as Lecturer ;
- (5) The post was filled in accordance with the prescribed selection procedure as laid down by the University/State Government/Central Government/Institution's regulations ;
- (6) The appointment was not ad-hoc or in a leave vacancy of less than one year duration. Ad-hoc service of more than one year duration can be counted, provided -

Professor's pay of the relevant scale pay shall be eligible for promotion to the higher grade of Professorship (stage 6), on satisfying the required API score as per Tables I and II through the PBAS methodology stipulated in these statutes through a duly constituted Expert committee, and such teachers promoted to the higher grade shall continue to be designated as 'Professor'. As this AGP elevation for Professor is applicable to only university departments, additional credentials are to be evidenced by:

- (a) post-doctoral research outputs of high standard;
- (b) awards / honors /and recognitions;
- (c) Additional research degrees like D.Sc. D.Litt., LID, etc.; patents and IPR on products and processes developed / technology transfer achieved in the case of teachers in science and technology.

The selection is to be conducted by the university by receiving duly filled PBAS proformas from eligible professors based on seniority, three times in number of the available vacancies in each faculty. In case the number of candidates available is less than three times the number of vacancies, the zone of consideration will be limited to the actual number of candidates available. The assessment process shall be through an Expert-Committee evaluation of all credentials submitted as stipulated in Table-II (A) of Appendix-H for teachers in University departments. No separate interview need to be conducted for this category.

## STAGES OF PROMOTION UNDER THE CAS FOR LIBRARY CADRE.

- 11.04.24. Assistant University Librarian / College Librarian in the entry level grade, possessing Ph.D. in Library Science, after completing service of four years in the lowest grade, if otherwise eligible as per API scoring



- a. the ad-hoc service was of more than one year duration ;
- b. the incumbent was appointed on the recommendation of duly constituted Selection Committee ;
- c. the incumbent was selected to the permanent post in continuation to the ad-hoc service, without any break.

12- A teacher of the University who is eligible for career Advancement/Promotion shall submit his application in triplicate along with the Annual Academic Progress Report and the performance Appraisal Report containing information about his satisfactory work to the Registrar of the University through the Head of the Department and in the case of teachers of Associated/Affiliated Colleges to the head of the Management/Director Higher Education through the Principal of the College in the proforma given in appendix ( A & B) annexed herewith.

**EXPLANATION-**

Satisfactory work shall mean the work done with reference to the work expected from a teacher of the University under the University statutes, ordinances or regulations.

13- (i) The Selection Committee constituted under section 31 of U.P. State Universities Act for Career Advancement/Promotion shall consider all relevant

material and record required under the Statutes to be placed before it.

(ii) In case of University, the recommendations of Screening/Selection Committee shall be submitted to the Executive Council for decision. If the Executive Council does not agree with the recommendation made by the Screening/Selection Committee, the Executive

system and PBAS methodology, shall be eligible for the higher grade (stage 2).

11.04.25. Assistant Librarian / College Librarian in the entry level grade, not possessing Ph.D. but only M.Phil. in

Library Science, after completing service of five years in the lowest grade, if otherwise eligible as per API scoring system and PBAS methodology, shall become eligible for the next higher grade (stage 2).

11.04.26. Assistant Librarian / College Librarian in the entry level grade, without the relevant Ph.D. or M.Phil. after completing six years in the lowest grade, if otherwise eligible as per API scoring system and PBAS methodology, shall become eligible for the next higher grade (stage 2).

11.04.27. On completion of service of five years, Assistant Librarian (Sr. Scale) / College Librarian (Sr. Scale) shall be eligible for the post of Deputy Librarian/ equivalent posts and being placed in the next higher grade (stage 3), subject to their fulfilling other conditions of eligibility (such as Ph.D. Degree, etc. for Deputy Librarian) as per API scoring system based PBAS methodology. They shall be designated as Deputy Librarian / Assistant Librarian (Selection Grade) / College Librarian (Selection Grade), as the case may be.

11.04.28. After completing three years in the above grade, Deputy Librarians /equivalent positions shall move to the next higher grade (stage 4), subject to fulfilling other conditions of eligibility as per API scoring system and PBAS methodology.

**Miscellaneous provisions for CAS.**

Council shall refer the matter to the Chancellor along with the reasons of such disagreement and the Chancellor's decision shall be final.

If the Executive Council does not take a decision on the recommendation of the Screening/Selection Committee within a period of 4 months from the date of meeting of such Committee, then also the matter shall stand referred to the Chancellor, and his decision shall be final.

(iii) In case of affiliated or associated colleges (other than College maintained exclusively by State Govt.), the recommendations of the Screening/Selection Committee shall be submitted to the Head of the Management of the College for decision of the Management.

If the Management does not agree with the recommendation made by the Screening/Selection Committee, the management shall refer the matter to the Director, Higher Education along with the reasons of such disagreement and the decision of the Director, Higher Education shall be final. If the Management does not take a decision on the recommendation of the Screening/Selection Committee within a period of four months then also the matter shall stand referred to the Director, Higher Education and his decision shall be final.

(iv) In the cases of Colleges maintained exclusively by the State Govt. the recommendations of the Screening/

Selection Committee shall be submitted to the State Govt. for decision and its decision shall be final.

14- If an incumbent lecturer/lecturer in Senior Scale/ Lecturer in Selection grade/Reader (Promotion) is found suitable and recommended accordingly for promotion to the next higher Senior Scale/Selection Grade/Reader grade/Professor grade by the duly constituted

11.04.29. Members of the Selection Committee shall be given not less than 15 days notice of the meetings reckoned from the date of dispatch of such notice. The notice shall be served either personally or by registered/speed post.

11.04.30. At least 15 days notice reckoned from the date of dispatch shall be given to the candidates prior to the meeting of the Selection Committee. The notice shall be served either personally or by registered/speed post.

11.04.31. The work-load of Assistant Professor placed in Selection Grade or Promoted as Associate Professor or Professor under Career Advancement Scheme shall remain unchanged.





Screening/Selection Committee at the first instance, the next higher grade and designation would be admissible to him from the date of eligibility or 27th of July 1998 whichever is later.

In case the incumbent lecturer/lecturer in Senior Scale/Lecturer in Selection grade/Reader is not found suitable for Career Advancement Promotion in the first instance, he may offer himself again for such advancement/promotion after every one year, and he shall be considered by the Screening/Selection Committee alongwith other candidates who have since become eligible. If he is recommended for promotion in the second or subsequent attempts he will be given the grade as well as the designation (if any), from the date of taking over charge as Lecturer in Senior Scale/Lecturer in Selection Grade/Reader (Promotion)/Professor (Promotion), as the case may be.

16- The posts of Reader or Professor to which promotion is made, shall be deemed to be in addition to the cadre of Reader or Professor as the case may be upto the date of retirement of the incumbent, and thereafter the post will revert back to its original.

17- No selection of any teacher of the University under the then existing statutes through the duly constituted Selection Committee for making appointment/promotions to teaching post by direct recruitment or by personal promotion or by Career Advancement prior to the coming into force of the present statutes, having had the then requisite minimum qualification as was prescribed at that time shall be affected by the present statutes.

18- (i) Subject experts and the nominee (if any) for the Screening/Selection Committee be nominated for each Calendar year by the Vice-Chancellors/the Director, Higher Education well in time to facilitate the Member Conveners to initiate the process of convening the

meetings of the Committee, constituted under Career Advancement Scheme. The Screening/Selection Committee shall usually meet within six months and in all cases be definitely convened within a year of the date, a teacher is eligible for promotion.

(ii) Screening/Selection Committee shall meet at the head quarters of the University in the case of the teachers of the University and it's Affiliated/Associated Colleges (other than Colleges maintained exclusively by the State Govt.). In the case of teachers of colleges maintained exclusively by the State Govt. the Committee shall meet in the office of the Director, Higher Education, U.P.

(iii) The majority of the total membership of the Screening/Selection Committee shall form the quorum of the Committee but the presence of the Chairman and at least one expert shall be necessary.

(iv) No recommendation made by the Screening /Selection Committee shall be considered to be valid unless one of the experts have agreed to the selection.

19- Members of the Selection Committee shall be given not less than 15 days notice of the meetings reckoned from the date of dispatch of such notice. The notice shall be served either personally or by registered post.

20- At least 15 days notice reckoned from the date of dispatch shall be given to the candidates prior to the meeting of the Selection Committee. The notice shall be served either personally or by registered post.

21- The work load of Lecturer placed in Selection Grade or Promoted as Reader or Professor under Career Advancement Scheme shall remain unchanged.

### PART-III

## ACADEMIC PERFORMANCE INDICATORS (new)

The overall selection procedure shall incorporate transparent, objective and credible methodology of analysis of the merits and credentials of the applicants based on weightages given to the performance of the candidate in different relevant dimensions and his/her performance on a scoring system proforma, based on the Academic Performance Indicators (API) as provided in Tables I to IX of Appendix H.

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

- 11.06.02** The Universities shall adopt these statutes for selection committees and selection procedures through their respective statutory bodies incorporating the Academic Performance Indicator (API) based Performance Based Appraisal System (PBAS) 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. An indicative PBAS template proforma for direct recruitment and for Career Advancement Schemes (CAS) based on API based PBAS shall also be sent separately by the UGC to the universities. The universities may adopt the template proforma or may devise their own self-assessment cum performance appraisal forms for teachers in strict adherence to the API criteria based PBAS prescribed in these Regulations.
- 11.06.03(i)** Besides the indexed publications documented by various discipline-specific databases, the University shall draw through committee(s) of subject experts and ISBN / ISSN experts: (a) a comprehensive list of National /Regional level journals of quality in the concerned subject(s); and (b) a comprehensive list of Indian language journals / periodicals / official publication volumes of language bodies and upload them on the University website which are to be updated periodically.
- (ii)** In respect of Indian language publications, equivalence in quality shall be prescribed by a Co-ordination Committee of experts to be constituted by the Chancellor.
- (iii)** At the time of assessing the quality of publications of the candidates during their appointments/promotions, the selection committees shall have to be provided with the above two lists which could be considered by the selection committees alongwith the other discipline-specific databases.
- 11.06.04** The process of selection of Associate Professor should involve inviting the bio-data with the duly filled Performance Based Appraisal System ( PBAS) proforma developed by the university based on the API criteria provided in these Statutes and template separately provided. Without prejudice, to the requirements provided for selection of Associate Professor under these Statutes, the prescription of research publications for promotion from the post of Assistant Professor to Associate Professor in colleges shall be as follows:
- (a)** for those who possess a Ph.D. Degree, a minimum of one publication made during the period of service as Assistant Professor;
- (b)** for those with a M.Phil. Degree, a minimum of two publications made during the period of service as Assistant Professor; and

(c) for those without Ph.D. or M.Phil. degree, at least three publications during the period of service as Assistant Professor.

*Provided* that such publications shall be provided to the subject experts for assessment before the interview and the evaluation score of the publications provided by the experts shall be factored into the weightage scores while finalizing the outcome of selection by the selection committee.

**11.06.05** The process of selection of Professor shall involve inviting the bio-data with duly filled Performance Based Appraisal System (PBAS) proforma developed by the respective universities based on the API criteria based PBAS set out in these statutes and reprints of five major publications of the candidates.

*Provided* that such publications submitted by the candidate shall have been published subsequent to the period from which the teacher was placed in the Assistant Professor stage-II.

*Provided* further that such publications shall be provided to the subject experts for assessment before the interview and the evaluation of the publications by the experts shall be factored into the weightage scores while finalizing the outcome of selection.

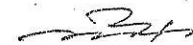
**11.06.06.** In the case of selection of Professors who are from outside the academic stream and are considered under Clause 11.03.02 (d), the university's statutory bodies must lay down clear and transparent criteria and procedures so that only outstanding professionals who can contribute substantially to the university knowledge system are selected in any discipline as per the requirements.

**11.06.07** The Academic Performance Indicator (API) scoring system in the process of selection of Principal shall be similar to that of directly recruited Professors. In addition, the selection committee shall assess the following dimensions with the weightages given below:

- (i) Assessment of aptitude for teaching, research and administration (20%);
- (ii) Ability to communicate clearly and effectively (10%);
- (iii) Ability to plan institutional programmes, analyze and discuss curriculum development and delivery, research support and college development/administration (20%);
- (iv) Ability to deliver lecture programmes to be assessed by requiring the candidate to participate in a group discussion or exposure to a class room situation by a lecture (10%); and
- (v) Analysis of the merits and credentials of the candidates on the basis of the Performance Based Appraisal System (PBAS) proforma developed by the University based on these Statutes (deduced to 40% of the total API score)

**11.06.08.** In the selection process for posts involving different nature of responsibilities in certain disciplines/areas, such as Music and Fine Arts, Visual arts, Performing arts and Physical education, greater emphasis may be laid on the nature of deliverables indicated against each of the posts which need to be taken up by the concerned institution while developing API based PBAS proforma for both direct recruitment and CAS promotions.

**11.06.09** The Internal Quality Assurance Cell (IQAC) shall be established in the University/Colleges as per the UGC/ National Assessment Accreditation Council (NAAC) guidelines with the Vice Chancellor, as Chairperson (in the case of University), and the 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 the API criteria based PBAS proforma using the indicative template as





institutional parameters without incorporating the component of students' assessment of individual teachers in the PBAS.

While the Academic Performance Indicators (API):

Tables I and III of Appendix H are applicable to the selection of Professors/Associate Professors/Assistant Professors in University and colleges, the ratio / percentage of minimum requirement of category-wise API Score to each of the cadres shall vary from those for university teachers and for UG/PG College teachers, as given in Tables of Appendix-H.

11.06.11 The minimum norms of Selection Committees and Selection Procedures as well as API score requirements for the above cadres, either through direct recruitment or through Career Advancement Schemes statutes, shall be similar. However, since teachers recruited directly can be from different backgrounds and institutions, Table II (c) of Appendix H provides norms for direct recruitment of teachers to different cadres, while Tables II (a) and Table II (b) provide for CAS promotions of teachers in University and colleges respectively, which accommodate these differences.

## CHAPTER-XV

### PART-I

#### CONDITIONS OF SERVICE OF TEACHERS OF THE UNIVERSITY

Existing Provisions	Provisions hereby substituted
15.02 A teacher of the University shall at all times maintain absolute integrity and devotion to duty and shall observe the Code of Conduct as set out in Appendix C, which shall form part of the agreement to be signed by the teacher at the time of appointment.	15.02 A teacher of the University shall at all times maintain absolute integrity and devotion to duty and shall observe the Code of Professional Ethics mentioned in statute 15.34 and the Code of Conduct as set out in Appendix C, which shall form part of the agreement to be signed by the teacher at the time of appointment.
15.03. A breach of any of the provisions of the Code of Conduct as set out in Appendix C shall be deemed to be a misconduct within the meaning of Statute 15.04.(1)	15.03. A breach of any of the provisions of the Code of Professional Ethics mentioned in statute 15.34 and the Code of Conduct as set out in Appendix C shall be deemed to be a misconduct within the meaning of Statute 15.04.(1)
15.05. The original contract of appointment referred to in Section 32 shall be lodged with the Registrar for registration within three	15.05. The original contract of appointment referred to in section 32 shall be lodged with the Registrar for registration within



of the date of appointment.

**15.09** No teacher of the University shall draw for any duties performed in connection with any examination referred to in Section 34 (1) in any calendar year, any remuneration in excess of one-sixth of the aggregate of his salary in that calendar year or twelve thousand rupees, whichever is less.

**15.11.** The Executive Council shall fix a minimum number of days during which such teacher shall be available in the University for his academic duties :

*Provided* that where a teacher of the University is not so available because of the sessions of the Parliament or the State Legislature, he shall be treated on such leave, as may be due to him, and if no leave is due, then on leave without pay.

three months of the date of joining; such contract shall be duly stamped as per the rates applicable.

The self-appraisal or linked Performance Based Appraisal System (PBAS) methodology shall form part of the service contract/record.

**15.09** No teacher of the University shall draw for any duties performed in connection with any examination referred to in Section 34 (1) in any calendar year, any remuneration in excess of one-sixth of the aggregate of his salary in that calendar year or forty thousand rupees, whichever is less.

**15.11 TEACHING DAYS**

**15.11.01.** (a) Subject to sub-clause (b), the University must adopt atleast 180 working days, 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 admissions and examination activities, and non-instructional (including preparation of examination) days for co-curricular, sports, college day, etc., 6 weeks for vacations and 4 weeks may be attributed to various public holidays.

The above is summarized as follows:-

Categorization	Number of weeks
Teaching and learning Process	30 (180 days)
Admissions	04
preparation for examination	02
examination	06
Vacation	06
Public Holidays (to increase and adjust teaching days accordingly)	04
<b>Total</b>	<b>52</b>

	<p>(b) For the courses regulated by the National Council for Teacher Education, there shall be at least 200 working days, each year exclusive of the period of preparation leave, examination and admission, out of which at least 40 days shall be for practice teaching or skill development in nearby schools. Adjustments shall be made accordingly.</p> <p>The institution imparting teacher education shall work for a minimum of 36 hours in a week, during which physical presence in the institution of all the teachers and student-teachers is necessary to ensure their availability for individual advice, guidance, dialogues and consultations as and when needed.</p> <p><i>Provided</i> that where a teacher of the University is not so available because of the sessions of the Parliament or the State Legislature, he shall be treated on such leave, as may be due to him, and if no leave is due, then on leave without pay.</p>
	<p>15.11.02. In lieu of curtailment of vacation by 2 weeks, the teachers may be credited with 1/3rd of the period of Earned Leave.</p>

**PART-II**

**LEAVE RULES FOR TEACHERS OF THE UNIVERSITY**

<p>15.12 Leave shall be of the following categories :</p> <ul style="list-style-type: none"> <li>(i). Casual leave;</li> <li>(ii). Privilege leave;</li> </ul>	<p>15.12 Leave cannot be claimed as a matter of right. If the exigencies of the occasion demand, the sanctioning authority may refuse leave of any kind and may even cancel the leave</p>
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- (vi) Sick leave;
- (vii) Duty leave;
- (viii) Long term leave;
- (ix) Extraordinary leave;
- (x) Maternity leave;

**15.13** Casual leave shall be on full pay for not more than seven days in a month or 14 days in a session and shall not accumulate. It will not ordinarily be combined with holidays, but in special circumstances the Vice-Chancellor may waive this condition for reasons to be recorded in writing.

**15.14** Privilege leave shall be on full pay for ten working days in a session and may accumulate upto 60 working days.

**15.15.** Sick leave shall be on the difference between the current rate of pay and the total cost of the leave arrangements, if any, with a minimum of half pay, for one month in a session and shall not accumulate.

**15.16** Duty leave upto 15 working days shall be on full pay for attending meetings of any of the University bodies, adhoc Committees and Conferences of which a teacher may be ex-officio member or to which he may have been nominated by the University and for conducting examinations of the University.

**15.17.** Long-term leave, which shall be on half pay for one month in a session, and may accumulate upto twelve months, may be granted for reasons such as prolonged illness, urgent affairs, approved studies or preparatory to retirement :

already granted.

**15.13** The authority competent to grant leave will be the Vice-Chancellor except in the case of Half Pay leave, Commuted leave Study leave or extraordinary leave, which will be granted by the Executive Council.

**15.14** Leave shall be of the following categories :

- (i). Casual leave;
- (ii). Special Casual leave;
- (iii). Earned leave or Privilege leave
- (iv). Duty leave;
- (v). Extraordinary-leave;
- (vi). Study leave or Subbatical leave
- (vii). Half pay leave or Long-term Leave
- (viii). Commuted leave
- (ix). Leave not due ;
- (x). Maternity leave;
- (xi). Child Care leave;

(ii) The Executive Council may grant, in exceptional cases, for the reasons to be recorded, any other kinds of leave, subject to such

terms and conditions as it may deem fit to impose.

**15.15 CASUAL LEAVE**

Casual leave shall be granted to a permanent teacher on full pay for not exceeding 8 days in an academic year.

- a. 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.

**15.16 SPECIAL CASUAL LEAVE**

- (i) Special Casual leave, not exceeding 10 days in an academic year, may be granted to a permanent teacher:
  - (i). to conduct examination of a university/Public Service

Provided that such leave can be granted only after five years continuous service except in the case of prolonged illness:

Provided further that in case of prolonged illness, the leave may, at the discretion of the Executive Council, be on full pay for a period not exceeding six months.

Provided also that such teachers as are selected for "Teachers Fellowship" by the University Grants Commission or for training or study in a foreign country under any other scheme sponsored by the Commission, may be granted leave on full pay for the duration of such fellowship, training or study on such terms and conditions as may be specified by the State Government.

**15.18. Extraordinary leave** shall be without pay. It may be granted for such reasons as the Executive Council may deem fit for a period not exceeding three years initially but may be extended for a period not exceeding two years under special circumstances mentioned in Statute 15.10.

**Explanation 1.** A teacher who holds a permanent post or who being permanent on a lower post has been officiating on a higher post for more than three years, shall subject to the concurrence of the State Government, be entitled to count the period of extra ordinary leave sanctioned for undertaking higher scientific and technical studies towards his increment in the time.

**Explanation 2.** Subject to the concurrence of the State Government, a teacher who holds a temporary post and has been sanctioned such leave shall, on return from such leave, be entitled to get his pay fixed in accordance with Fundamental Rule 27 of

Commission/board of examination or other similar bodies/institutions; and

(ii) to inspect academic institutions attached to a statutory board, etc.

In computing the 10 days leave admissible under sub-clause (a) and (b) above, the days of actual journey, if any, to and from the places where activities specified above, take place, may be excluded.

(c) to undergo sterilization operation (vasectomy or salpingectomy) under family welfare programme. Leave in this case will be restricted to 6 working days; and

(d) to a female teacher who undergoes non-puerperal sterilization.

(ii) Special Casual leave cannot be accumulated, nor can it be combined with any other kind of leave except casual leave. It may be granted in combination with holidays or vacation by the sanctioning authority on each occasion;

#### 15.17 Earned Leave

(i) Subject to the provisions contained in clause 15.11.02 earned leave admissible to a permanent teacher, shall be:

(a) 1/30th of actual service including vacation; *plus*

(b) 1/3rd of the period, if any, during which he/she is required to perform duty during vacation. For purposes of computation of 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 be on full pay and shall not accumulate beyond 300 days. The maximum 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 Financial Hand Book, Volume II, Parts II to IV at such stage the time scale as he would have got, had he not proceeded on such leave provided that the study for which such leave was sanctioned was in the public interest.

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 avoidance of doubt, it may be noted:

- (i) 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..
- (ii) 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.

#### 15.18 DUTY LEAVE:

- (i) Duty leave of the maximum of 30 days in an academic year may be granted to a permanent teacher on full pay for the following:
  - (a) Attending conferences, congresses, symposia and seminars on behalf of the university or with the permission of the university;
  - (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;
  - (c) Working in another Indian or foreign university, any other agency, institution or organization, when so deputed by the university;
  - (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 academic body; and
  - (e) For performing any other duty for the university.

*Provided* that if the teacher receives a fellowship or honorarium or any other financial assistance beyond the



**15.19.** Maternity leave on full pay to female teachers for a period which may extend up to three months from the date of its commencement or to six weeks from the date of confinement, whichever is earlier ;

**15.20.** Leave cannot be claimed as a matter of right. If the exigencies of the occasion demand, the sanctioning authority may refuse leave of any kind and may even cancel the leave already granted.

**15.21.** Sick leave or long term leave on account of prolonged illness can be granted on the production of a medical

certificate from a registered medical practitioner, In case of such leave exceeding 14 days the Vice-Chancellor shall be competent to call for a second certificate of a Registered Medical Practitioner approved by him.

amount needed for normal expenses, he/she may be sanctioned duty leave on reduced pay and allowances.

(ii) The duration of leave should be such as may be considered necessary by the sanctioning authority on each occasion.

(iii) Duty leave may be combined with earned leave, half pay leave or extraordinary leave.

(vi) Duty leave should be given also for attending meetings in the UGC, DST, etc. where a teacher invited to share expertise with academic bodies, government or NGO.

#### 15.19 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) Extraordinary leave shall always be without pay and allowances. Extraordinary leave shall not count for increment except in the following cases:

(a) Leave taken on the basis of medical certificate;

(b) Cases where the Vice Chancellor 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, provided 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 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 leave is taken on medical certificate. The total period of absence from duty shall in no case exceed five years in the full working life of the individual.

- (iv) The authority empowered to grant leave may commute retrospectively periods of absence without leave into extraordinary leave.

**15.20. STUDY LEAVE:**

- (i) Study leave may be granted to a permanent and whole time Assistant Professor 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 institution or to make a special study of the various aspects of university organization and methods of education.

- (ii) The period of study leave may be for three years, but two years may be given in the first instance, extendable by one more year, if there is adequate progress as reported by the Research Guide. Care should be taken that the number of teachers given study leave, does not exceed the stipulated percentage of teachers in any department.

*Provided that the Executive Council may, in the special circumstances of a case, waive the condition of two years service being continuous.*

**Explanation:** In computing the length of service, the time during which a person was on probation may be reckoned provided:

- (a) the person is a teacher on the date of the application;
- (b) there is no break in service; and
- (c) the leave is requested for undertaking the Ph.D. research work.

- (iii) Study leave shall be granted by the Executive Council on the recommendation of the concerned Head of the Department. The leave shall not be granted for more than three years in one

spell, save in very exceptional cases in which the Executive Council is satisfied that such extension is unavoidable on academic grounds and necessary in the interest of the university.

- (iv) 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.
- (v) Study leave may be granted not more than twice during one's career.

*Provided* that, under no circumstances, the maximum of study leave admissible during the entire service should not exceed five years.

- (vi) 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 prior permission of the Executive Council. In the event, the course of study falls short of study leave sanctioned, the teacher shall resume duty immediately on the conclusion of such course of study, unless a prior approval of the Executive Council to treat the period of shortfall as ordinary leave has been obtained.

- (vii) Subject to the maximum period of absence from duty on leave not exceeding three years, study leave may be combined with earned leave, half-pay leave, extraordinary leave or vacation,

*provided* that the earned leave at the credit of the teacher shall be availed of at the discretion of the teacher. A teacher, who is selected to a higher post during study leave, will be placed in that position and get the higher scale only after joining the post.

- (viii) A teacher granted study leave shall on his/her return and re-joining the service of the university may be eligible to the benefit of the annual increment(s) which he/she would have earned in the course of time if he/she had not proceeded on



**study leave.** No teacher shall however, be eligible to receive arrears of increments.

- (ix) Study leave shall count as service for contributory provident fund and retiral benefits etc., provided the teacher joins the university on the expiry of his/her study leave.
- (x) Study leave granted to a teacher shall be deemed to be cancelled in case it is not availed of within 12 months of its sanction.

*Provided* that where study leave granted has been so cancelled, the teacher may apply again for such leave.

- (xi) A teacher availing himself/herself of study leave shall undertake that he/she shall serve the university for a continuous period of at least three years to be calculated from the date of his/her resuming duty on expiry of the study leave.
- (xii) After the leave has been sanctioned, the teacher shall, before availing himself/herself of the leave, execute a bond in favour of the university, binding himself/herself for the due fulfillment of the conditions laid down in sub-clause above and give security of immovable property to the satisfaction of the Finance Officer 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 in accordance with sub-clause (xi) above.
- (xiii) The teacher shall submit to the Registrar, six monthly reports of progress in his/her studies from his/her supervisor or the Head of the Institution. This report shall reach the Registrar within one month of the expiry of every six months of the study leave.

**15.21 SABBATICAL LEAVE:**

- (i). Permanent and whole-time teachers who have completed seven years of service as Reader/Associate Professor or Professor may be granted sabbatical leave to under take study or research or other academic pursuit solely for the object of increasing their proficiency and usefulness to





the institution and higher education system.

- (ii). The duration of leave shall not exceed one year at a time and two years in the entire career of a teacher.
- (iii). A teacher, who has availed himself/herself of study leave, would not be entitled to the sabbatical leave.

*Provided* that sabbatical leave shall not be granted 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.

- (iv). A teacher on sabbatical leave shall not take up, during the period of that leave, any regular appointment under another organization in India or abroad. He/she may be allowed to accept a fellowship or a research scholarship or adhoc teaching and research assignment with honorarium or any other form of assistance, other than regular employment in an institution of advanced studies.
- (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 provident fund and retiral benefits,

*provided* that the teacher rejoins the institution on the expiry of his/her leave.

#### 15.22 Half-pay Leave

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

##### *Explanation:*

A "completed year of service" means continuous service of specified duration under the university or the college and includes periods of absence from duty as well as leave including



extraordinary leave.

**15.23 Commuted Leave**

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

- (a) Commuted leave during the entire service shall be limited to a maximum of 240 days;
- (b) When commuted leave is granted, twice the amount of such leave shall be debited against the half-pay leave due; and
- (c) 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 statutes unless the authority competent to sanction leave has reason to believe that the teacher will return to duty on its expiry.

**15.24 Leave Not Due**

- (i) Leave not due, may, at the discretion of the Vice Chancellor, 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 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 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.
- (ii) 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 still to be earned may be waived by the Executive Council.

*Provided* that the Executive Council may waive off, in any other exceptional, for reasons to be recorded in writing, the refund of leave salary for the period of leave still to be earned.

**15-25 Maternity Leave**

- (a) Maternity leave on full pay may be granted to a permanent 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.
- (b) Maternity leave may be combined with earned leave, half pay leave or extraordinary leave but any leave applied for in continuation of maternity leave may be granted if the request is supported by a medical certificate.

**15.26 Child Care Leave**

- (i). Women teachers having minor children may be granted leave on full pay upto two years (730 days) for taking care of their minor children. The leave shall be regulated on the same terms and conditions

- as are applicable to the State Government employees from time to time.
- (ii). In the cases, where the child care leave is granted for more than 45 days, the Institution may appoint a part time /guest substitute teacher with intimation to the UGC.
  - (iii) In the event of any doubt about the applicability of the leave, the decision of the State Government, shall be final.
- 15.27 **Other leaves**  
Other leaves may be prescribed as per the Rules of the State Government.

### PART-III

## AGE OF SUPERANNUATION OF TEACHERS OF THE UNIVERSITY

<p><b>15.23.</b> In this Part, the expression 'new scale of pay' means the scale of pay admissible to a teacher in accordance with the G.O. No. Shiksha-XI-9045/XV-(7)-73 dated December 28, 1974, as amended from time to time.</p>	<p>15.23. Omitted</p>
<p><b>15.24.</b> (1) deleted (2) The age of superannuation of a teacher of the university shall be sixty two years. (3) No extension in service beyond the age of superannuation shall be granted to any teacher after the date of commencement of these Statutes : <i>Provided</i> that a teacher whose date of superannuation does not fall on June 30, shall continue in service till the end of academic session, that is June 30 following and will be treated as on re-employment from the date immediately following the date of his superannuation till June 30, following -- <i>Provided</i> further that such physically and mentally fit</p>	<p>15.24. (1) The age of superannuation of a teacher of the University shall be sixty two years. (2) No extension in service beyond the age of superannuation shall be granted to any teacher-- <i>Provided</i> that a teacher whose date of superannuation does not fall on June 30, shall continue in service till the end of academic session, that is June 30 following and will be treated as on re-employment from the date immediately following the date of his superannuation till June 30, following -- <i>Provided</i> further that a teacher, who is treated to be on re-employment from the date immediately following date of his superannuation till June, 30</p>

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<p>teachers shall be re-appointed for a further period of 2 years, after June 30 following the date of their superannuation, as were imprisoned for taking part in freedom struggle of 1942 and are getting freedom fighter's pension;</p> <p><i>Provided</i> also that a teacher, who is treated to be on re-employment from the date immediately following date of his superannuation till June, 30 following, will be entitled to pay and other benefits admissible to a Government employee of equal status.</p>	<p>following, will be entitled to pay and other benefits admissible to a Government employee of equal status.</p>
<p><b>15.25.</b> Every teacher of the University who on August 1, 1975 was serving on extension beyond the age of superannuation specified in Statute 15.24 and such extension was granted before the said date, shall retire on the expiry of the period of extension in accordance with the provisions of the Statutes and Ordinances in force on the said date but such teacher shall not be entitled to avail the new scale of pay.</p>	<p>15.25. Omitted.</p>
<p><b>15.26.</b> The date of superannuation of a teacher of the University shall, subject to the provisions of Statute 15.24 be the date immediately preceding the 60th birthday of such teacher.</p>	<p>15.26. Omitted..</p>

**PART IV**  
**OTHER PROVISIONS**

**15.32 COUNTING OF PAST SERVICES (new)**

**15.32.01** Previous regular service, whether national or international, as Lecturer/Assistant Professor, Reader/Associate Professor or Professor or equivalent in a University, College, National Laboratories or other scientific/professional organizations such as the CSIR, ICAR, DRDO, UGC, ICSSR, ICHR, ICMR, DBT, etc., should be counted for direct recruitment and promotion under CAS of a teacher as Assistant Professor, Associate Professor, Professor or any other nomenclature. These posts are described as per Table No. II shall be governed by the relevant provisions of 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, 2010. after due verification by the prescribed authority:

provided that:





- (a) The essential qualifications of the post held were not lower than the qualifications prescribed by the UGC for Lecturer/Assistant Professor, Reader/Associate Professor or 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 candidate for direct recruitment has applied through proper channel only.
- (d) The concerned Assistant Professor, Associate Professor or Professor had possessed the same minimum qualifications as prescribed by the UGC for appointment to the post of Assistant Professor, Associate Professor or Professor, as the case may be.
- (e) The post was filled in accordance with the prescribed selection procedure as laid down in the Act, the Uttar Pradesh Higher Education Services Commission Act, 1980 and rules made thereunder and the statutes of university for such appointments.
- (f) The previous appointment was not as guest lecturer (by whatever name called) for any duration, or an adhoc or in a leave vacancy of less than one year duration. Adhoc or temporary service of more than one year duration can be counted provided that:
  - a. the period of service was of more than one year duration;
  - b. the incumbent was appointed on the recommendation of duly constituted Selection Committee; and
  - c. the incumbent was selected to the permanent approved / sanctioned post in continuation to the adhoc or temporary service, without any break.
- (g) No distinction should be made with reference to the nature of management of the institution where previous service was rendered (private/local body/Government), was considered for counting past services under this clause.

### **15.33 PERIOD OF PROBATION AND CONFIRMATION (new)**

15.33.01 Subject to this statute, it is obligatory on the part of the institution to issue an order of confirmation to the incumbents within 45 days of completion of probation period after due process of verification of satisfactory performance.

15.33.02 The provisions regarding probation and confirmation are applicable only at the initial stage of recruitment, issued from time to time under the Act or Statutes or Ordinances made thereunder.

### **CODE OF PROFESSIONAL ETHICS (new)**

#### **15.34.01 . I. TEACHERS AND THEIR RESPONSIBILITIES:**

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

#### **Teachers should:**

- (i). adhere to a responsible pattern of conduct and demeanor expected of them by the community;
- (ii). manage their private affairs in a manner consistent with the dignity of the profession;
- (iii). seek to make professional growth continuous through study and research;



- (iv). express free and frank **opinion by participation at professional** meetings, seminars, conferences etc. towards the contribution of knowledge;
- (v). maintain active membership of **professional organizations** and strive to improve education and profession through them;
- (vi). perform their duties in the form of **teaching, tutorial, practical, practical teaching, seminar, symposium, workshop** and research work conscientiously and with **dedication**;
- (vii). co-operate and assist in carrying out functions relating to the educational responsibilities of the college and the university such as: assisting in appraising applications for admission, advising and counseling students as well as assisting the conduct of university and college examinations, including supervision, invigilation and evaluation; and
- (viii). participate in extension, co-curricular and extra-curricular activities including community service.

## II. TEACHERS AND THE STUDENTS

### Teachers should:

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

## III. TEACHERS AND COLLEAGUES

### Teachers should:

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



#### IV. TEACHERS AND AUTHORITIES:

##### Teachers should:

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

#### V. TEACHERS AND NON-TEACHING STAFF:

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

#### VI. TEACHERS AND GUARDIANS

##### Teachers should:

Try to see through teachers' bodies and organizations, that institution maintains contact with the guardians, their students, sends reports of their performance to the guardians whenever necessary and meets 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:

- (a) recognize that education is a public service and strive to keep the public informed of the educational programmes which are being provided;
- (b) work to improve education in the community and strengthen the community's moral and intellectual life ;
- (c) beware 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;



- (d) perform the duties of citizenship, participate in community activities and shoulder responsibilities of public offices;  
 (e) 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.

**CHAPTER-XVI**  
**PART-I**  
**CONDITIONS OF SERVICE OF TEACHERS OF COLLEGES**

Existing Provisions	Provisions hereby substituted
<p>16.03. (1) A teacher of an affiliated college shall at all times maintain absolute integrity and devotion to duty and shall observe the Code of Conduct as set out in Appendix 'C' which shall form part of an agreement to be signed by the teacher at the time of appointment.</p> <p>(2) A breach of any of the provisions of the Code of Conduct as set out in Appendix 'C' shall be deemed to be misconduct within the meaning of Statute 16.04 (1).</p>	<p>16.03.(1) A teacher of the a College shall at all times maintain absolute integrity and devotion to duty and shall observe the Code of Professional Ethics mentioned in statute 15.34and Code of Conduct as set out in Appendix C, which shall form part of the agreement to be signed by the teacher at the time of appointment.</p> <p>(2) A breach of any of the provisions of the Code of Professional Ethics mentioned in statute 15.34and Code of Conduct as set out in Appendix C shall be deemed to be a misconduct within the meaning of Statute 15.04.(1)</p>
<p>16.05. The original contract of appointment of a Principal or other teacher shall be lodged with the University for registration within three months of the date of appointment.</p>	<p>16.05. The original contract of appointment referred to in Section 35 shall be lodged with the Registrar of the University for registration within three months of the date of joining, such contract shall be duly stamped as per the rates applicable.</p> <p>The self-appraisal or linked Performance Based Appraisal System (PBAS) methodology shall form part of the service contract/record.</p>
<p>16.09. No teacher of an affiliated college shall draw for any duties performed in connection with any examination referred to in Section 34 (1) in any calendar year, any remuneration in excess of one-sixth of the aggregate of his salary in that calendar year or twelve thousand rupees, whichever is less.</p>	<p>16.09. No teacher of a college shall draw for any duties performed in connection with any examination referred to in section 34 (1) in any calendar year, any remuneration in excess of one-sixth of the aggregate of his salary in that calendar year or forty thousand rupees, whichever is less.</p>
<p>16.11. The management of an affiliated college shall, with prior</p>	<p>16.11. <b>TEACHING DAYS</b>          16.11.01. (a) Subject to sub-clause (b), the Colleges must adopt</p>



approval of the Vice-Chancellor, fix a minimum number of days during which such teacher shall be available in the college for his academic duties :

*Provided that where a teacher of the college is not so available because of the sessions of the Parliament or the State Legislature, he shall be treated on such leave, as may be due to him, and if no leave is due, then on leave without pay.*


at least 180 working days, i.e. there should be a minimum of 30 weeks of actual teaching in a (6-day) week. Of the remaining period, 10 weeks may be devoted to admission and examination activities, and non-instructional (including preparation of examination) days for co-curricular, sports, college day, etc., 08 weeks for vacations and 4 weeks may be attributed to various public holidays.

The above is summarized as follows:-

Categorization	Number of weeks
Teaching and learning Process	30 (180 days)
Admissions/Examinations/ preparation for examination	03 02
Examination	05
Vacation	08
Public Holidays (to increase and adjust teaching days accordingly)	04
Total	52

- (b) For the courses regulated by the National Council for Teacher Education, there shall be atleast 200 working days, each session exclusive of the period of examination and admission, out of which atleast 40 days shall be for practice teaching or skill development in nearby schools. Adjustments shall be made accordingly.

The institution imparting teacher education shall work for a minimum of 36 hours in a week, during which physical presence in the institution of all the teachers and student-teachers is necessary to ensure their availability for individual advice, guidance, dialogues and consultations as and when



	<p>needed.</p> <p><i>Provided</i> that where a teacher of the University is not so available because of the sessions of the Parliament or the State Legislature, he shall be treated on such leave, as may be due to him, and if no leave is due, then on leave without pay.</p> <p>16.11.02 The colleges may have an option of a total vacation of 08 weeks in a year and no earned leave except when required to work during the vacations for which, 1/3rd of the period will be credited as Earned Leave.</p>
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**PART-II**

**LEAVE RULES FOR TEACHERS OF COLLEGES**

<p>16.12. The provisions of Statutes 15.12 to 15.26 relating to the Leave Rules of teachers of the University shall be applicable to the teachers of an affiliated college with the substitution of the words "management" and "Principal" for the words "Executive Council" and "Vice Chancellor" respectively.</p>	<p>16.12. The provisions of Statutes 15.12 to 15.26 relating to the Leave Rules of teachers of the University shall be applicable to the teachers of a college with the substitution of the words "management" and "Principal" for the words "Executive Council" and "Vice Chancellor" respectively.</p>
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**PART-III**

**AGE OF SUPERANNUATION OF TEACHERS OF COLLEGES**

<p>16.13. In this part, the expression 'new scale of pay' shall have the meaning assigned to it in statute-15.23</p> <p>16.14. (1) The age of superannuation of a teacher of an affiliated/associated college shall sixty two years. (2) deleted</p> <p>16.15. No extension in service beyond the age of superannuation shall be granted to any teacher after the date of</p>	<p>16.13. Deleted</p> <p>16.14. The age of superannuation of a teacher of an affiliated/associated college shall be sixty two years.</p> <p>16.15 No extension in service beyond the age of superannuation shall be granted to any teacher:</p>
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commencement of these Statutes :

*Provided* that a teacher whose date of superannuation does not fall on June 30, shall continue in service till the end of academic session, that is June 30 following and will be treated as on re-employment from the date immediately following the date of his superannuation till June 30, following --

*Provided* further that such physically and mentally fit teachers shall be re-appointed for a further period of 2 years, after June 30 following the date of their superannuation, as were imprisoned for taking part in freedom struggle of 1942 and are getting freedom fighter's pension;

*Provided* also that a teacher, who is treated to be on re-employment from the date immediately following date of his superannuation till June, 30 following, will be entitled to pay and other benefits admissible to a Government employee of equal status.

16.16. Every teacher of an affiliated/associated college, who on August 1, 1975, was serving on extension beyond the age

of superannuation specified in Statute 15.24 and such extension was granted before the said date, shall retire on the expiry of the period of extension in accordance with the provisions of the Statutes and Ordinances in force on the said date but such teacher shall not be entitled to avail the new scale of pay.

16.17. The date of superannuation of a teacher of of an affiliated/associated college, shall, subject to the provisions of Statute 15.24 be the date immediately preceding the 60th birthday of such teacher.

*Provided* that a teacher whose date of superannuation does not fall on June 30, shall continue in service till the end of academic session, that is June 30 following and will be treated as on re-employment from the date immediately following the date of his superannuation till June 30, following --

*Provided* further that a teacher, who is treated to be on re-employment from the date immediately following date of his superannuation till June, 30 following, will be entitled to pay and other benefits admissible to a government employee of equal status.

16.16. Omitted.

16.17. Omitted.

PART-IV

## OTHER PROVISIONS

<p><b>16.19.</b> The provisions of clauses (2) to (4) of the Statute 15.07, Statutes 15.29, 15.30 and 15.31 shall mutatis mutandis apply to every teacher of an affiliated college with the following modifications, namely :-</p> <p>(a) In clauses (2) to (4) of Statute 15.07, for the words "Vice Chancellor", and "Executive Council", the words "Management" and "Vice Chancellor" shall respectively be substituted.</p> <p>(b) In Statute 15.29 for the words "Vice Chancellor", and "Head of the Department", the words "Principal and the "Senior-most Lecturer in the Department" shall respectively be substituted.</p>	<p><b>16.19.</b> The provisions of clauses (2) to (4) of the Statute 15.07, Statutes 15.29 to 15.34 shall mutatis mutandis apply to every teacher of a college with the following modifications, namely :-</p> <p>(a) In clauses (2) to (4) of Statute 15.07, for the words "Vice Chancellor", and "Executive Council", the words "Management" and "Vice Chancellor" shall respectively be substituted.</p> <p>(b) In Statute 15.29 for the words "Vice Chancellor", and "Head of the Department", the words "Principal" and the "Senior-most Assistant Professor in the Department" shall respectively be substituted.</p>
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## CHAPTER XX

### QUALIFICATIONS AND CONDITIONS OF SERVICE OF NON - TEACHING STAFF OF THE AFFILIATED COLLEGES

Existing Provisions	Provisions hereby substituted
<p><b>20.03.</b> (1) Appointments to the posts of librarian ,Deputy Librarian, Physical Education Instructor, Pharmacist, Routine Clerk or any other posts either in the pay scales of, or in a pay scale higher then that of Routine Clerk other than the posts mentioned in clause (2) or clause (3)shall be made by direct recruitment on the recommendation of a Selection Committee in the manner provided in clause (6) after advertisement of the</p>	<p><b>20.03.</b> (1) Appointments to the posts of Pharmacist, Routine Clerk or any other posts either in the pay scales of, or in a pay scale higher than that of Routine Clerk other than the posts mentioned in clause (2) or clause (3)shall be made by direct recruitment on the recommendation of a Selection Committee in the manner provided in clause (6)after advertisement of the vacancy in newspapers:</p>

*[Signature]*

vacancy in newspapers;

Provided that the post of a Librarian shall be filled by promotion from the post of Deputy Librarian if the incumbent of the letter post possesses the prescribed minimum qualification for the post of a Librarian.

- (6) (a) The Selection Committee for the post of Librarian/ Dy. Librarian or Physical Training Instructor shall consist of -
- (i) the Head of the Management or a member of the Management nominated by him, - Chairman;
  - (ii) the Principal of the college; - Member
  - (iii) one officer to be nominated by the Director of Education (Higher Education); - Member

(6) (a) Omitted.

## CHAPTER XXI MISCELLANEOUS

### 21.07 CREATION AND FILLING UP OF TEACHING POSTS (new)

21.07.01 Teaching posts in universities, as far as feasible, may be created in accordance with the provisions contained in sec. 21(3) of the Act in a pyramidal order, that is, for instance, for one post of Professor, there shall be two posts of Associate Professors and four posts of Assistant Professors, per department.

21.07.02 All the sanctioned/approved posts in the university system shall be filled up on an urgent basis.

### 21.09 WORK-LOAD (new)

21.09.01 The workload of the teachers in full employment should not be less than 40 hours (not periods) a week for 30/33 working weeks (180 teaching days/200 teaching days) in an academic year. It should be necessary for the teacher to be available for atleast 5 hours (of 60 minutes) daily in the University/College for which necessary space and infrastructure should be provided by the University/College. Direct teaching-learning process hours in a week should be as follows:

Assistant Professor	16 hours of 60 minutes each
Associate Professor and Professor	14 hours of 60 minutes each

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

### 21.10. OTHER PROVISIONS (new)



Save as otherwise provided in these statutes, other provisions, not covered by these statutes, shall be governed by the relevant provisions of 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, 2010.

*[Handwritten signature]*

27.7.12