

Rayat Shikshan Sanstha, Satara  
**R\_QMS Peer Team Report**  
**Assessment Year: 2013-2014**

Name of the College: **Radhabai Kale Mahila Mahavidyalaya, Ahmednagar**

Name of the Principal: **Prin Dr. B. K. Karale**

Date of visit of RQMS Peer Team : **Monday, 12<sup>th</sup> January, 2015**

<b>Section</b>	<b>Information</b>
<b>1. Institutional Strengths</b>	<ol style="list-style-type: none"><li>1. Adequate own land for further growth</li><li>2. Only college imparted education to women in the area.</li><li>3. Motivated faculty.</li><li>4. Students profile is good.</li><li>5. Dedicated management with long term prospective plan..</li></ol>
<b>2. Institutional Weaknesses</b>	<ol style="list-style-type: none"><li>1. Lacking multidisciplinary courses.</li><li>2. Limited say in curriculum design and development.</li><li>3. ICT usage needs to be strengthened.</li><li>4. Many teachers are on clock hour basis.</li><li>5. Library and Office Automation.</li></ol>
<b>3. Institutional Challenges</b>	<ol style="list-style-type: none"><li>1. To improve admission in the self – financing courses.</li><li>2. To arrest the rate of faculty attrition.</li><li>3. To introduce ICT enabled, student centric teaching methodology.</li><li>4. Provide coaching for competitive examinations.</li></ol>
<b>4. Institutional Opportunities</b>	<ol style="list-style-type: none"><li>1. Only women college.</li><li>2. Optimum utilization of the available space.</li><li>3. Institutional potential for promoting entrepreneurship.</li><li>4. Enhancement of competencies and placements.</li><li>5. To generate financial assistance through alumni-locals.</li></ol>
<b>5. Compliance of Recommendations given by NAAC Peer Team</b>	The college is taking good efforts for fulfilling the suggestions of the NAAC peer team but the process needs to be speed up.

<b>Recommendations of R_QMS peer team</b>	
<b>1. Curricular aspects</b>	Departments not conducting short term courses may start new ones.
<b>2. Teaching learning and evaluation</b>	Department wise academic calendar should be prepared and the activities regularized.
<b>3. Research and consultancy</b>	Teachers should register for higher studies. Local need based research projects may be under taken. There is immediate need for increasing the consultancy practices.
<b>4. Infrastructure and learning Resources</b>	Library automation needs to be taken up and completed immediately.
<b>5. Student support and progression</b>	Student projects with seed money from the college may be initiated.
<b>6. Environmental awareness</b>	Activities related to carbon neutrality , waste management and e-waste management should be carried out.
<b>7. Best practices</b>	The college is required to present two best practices before NAAC in the format provided on the NAAC website.

<b>S.N.</b>	<b>Name of the RQMS Peer Team Member</b>	<b>Capacity</b>
1	Prin. Dr. N. S. Gaikwad	Chairman
2	Prin. Dr. K.P. Kakade	Member /Principal
3	Prof. Dr. V. Y. Deshpande	Member

**Date:**12/1/2015

**Place:**Ahmednagar



*Dr. Palil*

**PRINCIPAL**  
**Radhabai Kale Mahila Mahavidyalaya**  
**Ahmednagar**

**6.2.2:  
R\_QMS Peer Team Visit**



**Figure 1: Prin. Dr. N. S. Gaikwad visiting Department of Botany**



**Figure 2: Record Verification at Administrative Office**





**Figure 3: Library Visit**



**Figure 4: Prin. Dr. K. P. Kakade at Exit Meeting**

## 6.2.2: Academic and Administrative Audit Report by Parent Institution

### Academic and Administrative Audit (AAA)

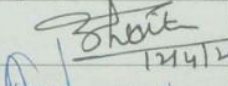
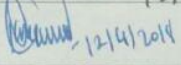
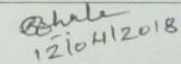
Academic Year: 2017-18

#### 1. Details of the College:

Name of the College	Rayat Shikshan Sanstha's Radhabai Kale Mahila Mahavidyalaya, Ahmednagar
Address & City with PIN:	Behind Tarapur Bus Stand, Ahmednagar
Website :	www.rkmmanr.org

#### CRITERION WISE MARKS

		Marks Assigned	Self Assessment	Assessment by AAA Committee
<b>Part - A – NAAC (Refer NAAC manual for additional information)</b>				
1	Curricular Aspects	100	93	87
2	Teaching-Learning and Evaluation	350	278.5	267.5
3	Research, Innovations and Extension	120	69	69
4	Infrastructure and Learning Resources	100	80	78
5	Student Support and Progression	130	97	96
6	Governance, Leadership and Management	100	100	86
7	Institutional Values and Best Practices	100	91	91
	<b>Total A</b>	<b>1000</b>	<b>808.5</b>	<b>774.5</b>
<b>Part - B – OAFA</b>				
8	Office Administration and Financial Audit	200	174	170
<b>Part - C – NIRF</b>				
9	National Institutional Ranking Framework	100	48	40
<b>Part - D - Departmental Profile</b>				
10	Departmental Profile (Average of All Departments)	150	51.58	50
<b>Part - E - Faculty Profile</b>				
11	Faculty Profile (Average of All Faculty)	50	13.21	13
	<b>Grand Total</b>	<b>1500</b>	<b>1095.29</b>	<b>1047.5</b>

AAA Peer Team Members	Name	Signature
Chairman	Prin. Dr. Ashok Bhoite	 12/4/2018
Peer Team Member 1	Prin. Dr. Kishor Kakde	 12/4/2018
Peer Team Member 2	Prof. Tulshidas Aphale	 12/4/2018



**Academic and Administrative Audit (AAA)**

**Academic Year: 2017-18**

**General Observations of AAA Committee**

**Name of the College:** Rayat Shikshan Sanstha's  
Radhabai Kale Mahila Mahavidyalaya, Ahmednagar

**Date of the Visit:** 12<sup>th</sup> April, 2018

A - NAAC		Observations
1	Curricular Aspects	<ul style="list-style-type: none"><li>• Curriculum is effectively implemented through planning.</li><li>• Academic diary is well maintained</li><li>• Feedback mechanism including curriculum be strengthened as per new guidelines.</li><li>• Cross cutting issues be well addressed relating to curriculum.</li></ul>
2	Teaching- Learning and Evaluation	<ul style="list-style-type: none"><li>• Effective use of ICT in Teaching- learning be made.</li><li>• Innovation and creativity in teaching learning be explored.</li><li>• CIE needs reforms and uniformity.</li></ul>
3	Research, Innovations and Extension	<ul style="list-style-type: none"><li>• Research funds from non-government agencies/ individuals be generated.</li><li>• Promotion of research through various stakeholders be encouraged.</li><li>• Minor / Major research projects be undertaken.</li><li>• Extension activities other than NSS / NCC be conducted.</li><li>• MoUs should be functional.</li></ul>
4	Infrastructure and Learning Resources	<ul style="list-style-type: none"><li>• The institution has adequate infrastructure facilities for teaching- learning and sports activities.</li><li>• College website should be dynamic and updated.</li><li>• Classrooms with well- equipped ICT facilities are available.</li><li>• Library services be upgraded.</li></ul>
5	Student Support and Progression	<ul style="list-style-type: none"><li>• Diagnostic test be conducted to identify slow and advanced learners.</li><li>• Documentation of student progression should be well maintained.</li><li>• Training programmes and placement drives be increased.</li><li>• Alumni association should be functional.</li></ul>
6	Governance, Leadership and Management	<ul style="list-style-type: none"><li>• Perspective plan be prepared considering NAAC peer team recommendations.</li><li>• Training programme for teaching and non-teaching staff be organized.</li><li>• Self-appraisal report of non -teaching staff be filled.</li><li>• Accounts be maintained in tally.</li><li>• Best practices of IQAC be identified.</li></ul>

*[Signature]*  
12/4/2018

*[Signature]*

*[Signature]*  
12/04/2018

7	Institutional Values and Best Practices	<ul style="list-style-type: none"> <li>No vehicle day is observed in the college to protect environment.</li> <li>Environmental consciousness and sustainability activity be strengthened.</li> <li>Green and energy audit be conducted.</li> <li>Institutional distinctiveness be identified properly.</li> <li>Initiatives be taken to address locational advantages and disadvantages.</li> </ul>
B - Office Administration and Financial Audit		<ul style="list-style-type: none"> <li>Office record (files) found properly maintained.</li> <li>Mechanism for easy access to office record files be developed.</li> </ul>
C - NIRF		<ul style="list-style-type: none"> <li>Efforts should be made to improve the NIRF score</li> </ul>
D - Departmental Profile		<ul style="list-style-type: none"> <li>Departmental profile needs improvement.</li> <li>Departmental record should be documented properly.</li> </ul>
E - Faculty Profile		<ul style="list-style-type: none"> <li>Faculty profile needs improvement.</li> </ul>

AAA Peer Team Members	Name	Signature
Chairman	Prin. Dr. Ashok Bhoite	<i>[Signature]</i> 14/4/18
Peer Team Member-1	Prin. Dr. Kishor Kakde	<i>[Signature]</i> 14/4/18
Peer Team Member-2	Prof. Tulshidas Aphale	<i>[Signature]</i> 12/4/2018



*to Patel*  
**PRINCIPAL**  
**Radhabai Kale Mahila Mahavidyalaya**  
**Ahmednagar**



# महाराष्ट्र शासन राजपत्र

## असाधारण भाग चार-ब

वर्ष ३, अंक २०]

सोमवार, फेब्रुवारी २७, २०१७/फाल्गुन ८, शके १९३८

[पृष्ठे २, किंमत : रुपये ९.००

असाधारण क्रमांक ३८

प्राधिकृत प्रकाशन

महाराष्ट्र शासनाने महाराष्ट्र अधिनियमान्वये तयार केलेले  
(भाग एक, एक-अ आणि एक-ल यांमध्ये प्रसिद्ध केलेले नियम व आदेश यांव्यतिरिक्त) नियम व आदेश

उच्च व तंत्रशिक्षण विभाग

मादाम कामा मार्ग, हुतात्मा राजगुरू चौक, मंत्रालय,  
विस्तार भवन, मुंबई ४०० ०३२, दिनांक २३ फेब्रुवारी २०१७

आदेश

महाराष्ट्र सार्वजनिक विद्यापीठ अधिनियम, २०१६.

क्रमांक मसाविअ. २०१५/(३१९/१५)/विशि-४/भाग-२.---महाराष्ट्र सार्वजनिक विद्यापीठ अधिनियम, २०१६ (सन २०१७ चा महाराष्ट्र

अधिनियम क्रमांक ६) मधील कलम १ च्या पोट-कलम (२) अन्वये प्रदान केलेल्या शक्तीचा वापर करून महाराष्ट्र शासनाने याद्वारे दिनांक १ मार्च  
२०१७ पासून उक्त अधिनियम अंमलात आणण्याचे निश्चित केले आहे.

महाराष्ट्राचे राज्यपाल यांच्या आदेशानुसार व नावाने,

सीताराम कुंटे,  
शासनाचे अपर मुख्य सचिव.



**HIGHER AND TECHNICAL EDUCATION DEPARTMENT**

Madam Cama Marg, Hutatma Rajguru Chowk,  
Mantralaya, Mumbai 400 032, dated 23rd February 2017

**NOTIFICATION**

MAHARASHTRA PUBLIC UNIVERSITIES ACT, 2016.

No. MPUA-2015/(319/15)/Uni-4/Part-2.—In exercise of the powers conferred by sub-section (2) of section 1 of the Maharashtra Public Universities Act, 2016 (Mah. Act. No. VI of 2017), Government of Maharashtra hereby, appoints the 1st March 2017 to be the date on which the said Act shall come into force.

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

SITARAM KUNTE,  
Additional Chief Secretary to Government.



# महाराष्ट्र शासन राजपत्र

## असाधारण भाग आठ

वर्ष ३, अंक ७ (३)]

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

[ पृष्ठे ११९, किंमत : रुपये २७.००

असाधारण क्रमांक ११

प्राधिकृत प्रकाशन

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

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

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

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

### MAHARASHTRA ACT No. VI OF 2017

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

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

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

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

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

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of  
1994.

## CHAPTER I PRELIMINARY

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



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

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

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

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

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

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

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

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

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

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

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

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

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

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

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

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

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

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

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

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

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

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

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

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

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

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

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

XXIX  
of  
1950.  
21 of  
1860.  
18 of  
2013.

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

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

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

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

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

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

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

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

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

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

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

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

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

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

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

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

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

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



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

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

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

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

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

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

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

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

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

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

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

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

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

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

## CHAPTER II

### PUBLIC UNIVERSITIES

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

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

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

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

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

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

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

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

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

Object of  
University.

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

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

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

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

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

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

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

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

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

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

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

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

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

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

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

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

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

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

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



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

Powers and duties of university.

(1) to provide for instructions, extension, teaching, learning and training in such branches or subjects or disciplines and courses of study including a choice based credit system and any other system that may emerge in future, as the university may, from time to time, determine;

(2) to make provision for research and for the advancement and dissemination of knowledge, and generally to cultivate and promote the arts (including fine arts and performing arts), humanities, social sciences, accounts and commerce, pure and applied sciences, technologies, managements, different forms of medicine, engineering, law, physical education and other branches of learning and culture and their multi-disciplinary and inter-disciplinary areas;

(3) to make provision to enable conducted and affiliated colleges and recognized institutions to undertake specialized studies;

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

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

(6) to organize, maintain and manage university departments, schools, institutions, laboratories, knowledge resource centers, learning resource centers, libraries, museums and equipment for teaching, learning, training, research and development or extension;

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

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

(9) to provide for establishment, on the university campus and Sub-Campuses, of autonomous institutions like multi-university and inter-university centers, research laboratories, modern instrumentation centers and like centers of learning, set up by the University Grants Commission, Central Government or the State Government, teaching or learning or training colleges or institutions at local, regional, national and global level, which may be used by a university or college or group of universities or colleges:

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

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

(11) to create posts of directors, principals, university teachers, non-vacation academic staff, non-teaching skilled, administrative, ministerial staff and other posts required by the university, from its funds and from the funds received from other funding agencies, prescribe their qualifications, experience and pay-scales, and make appointments thereto;

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

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

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

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

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

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

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

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

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

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

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

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

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

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

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

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

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

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

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

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

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

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

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

(32) to constitute a fee fixation committee;

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

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

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

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

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

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

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

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

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

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

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

(44) to prescribe code of conduct for managements;

(45) to prescribe and enforce students charter;

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

(a) Knowledge Resource Centre;

(b) university extension boards;

(c) information bureaus;

(d) employment guidance bureaus;

(e) Autonomous Evaluation Boards; and

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

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

(a) the national service scheme;

(b) the national cadet corps;

(c) home guards and civil defense;

(d) the national sports organization;

(e) physical and military training;

(f) extra-mural teaching and research;

(g) programmes related to Lifelong Learning and Extension;

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

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

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

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

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

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

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

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

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

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

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

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

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

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

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

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

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

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

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

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

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



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

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

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

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

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

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

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

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

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

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

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

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

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

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

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

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

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

Jurisdiction and admission to privileges of university.

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

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

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

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

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

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

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

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

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

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

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

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

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

Control of  
State  
Government  
on universi-  
ties.

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

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

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

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

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

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

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

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

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

## CHAPTER III

## OFFICERS OF THE UNIVERSITY

Chancellor  
and his  
Powers.

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

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

(3) The Chancellor,—

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

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

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

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

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

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

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

Other  
officers of  
university.

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

(1) the Vice-Chancellor;

(2) the Pro-Vice-Chancellor;

(3) the Registrar;

(4) the Deans of Faculties;

(5) the Director of Board of Examinations and Evaluation;

(6) the Finance and Accounts Officer;

(7) the Director of Sub-campus of the University;

(8) the Director of Innovation, Incubation and Linkages;

(9) the Director Knowledge Resource Center;

(10) the Director of Lifelong Learning and Extension;



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

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

Appoint-  
ment of  
Vice-  
Chancel-  
lor.

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

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

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

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

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

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

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

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

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

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

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

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

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

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

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

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

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

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

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

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

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

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

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

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

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

(iv) where there is any other emergency;

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

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

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

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

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

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

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

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

- (a) has become insane and stands so declared by a competent court; or
- (b) has been convicted by a court for any offence involving moral turpitude; or
- (c) has become an undischarged insolvent and stands so declared by a competent court; or
- (d) has been physically unfit and incapable of discharging functions due to protracted illness or physical disability; or
- (e) has willfully omitted or refused to carry out the provisions of this Act or has committed breach of any of the terms and conditions of the service or any other conditions, prescribed by the State Government under sub-section (2), or has abused the powers vested in him or if the continuance of the Vice-Chancellor in the office is detrimental to the interests of the university ; or
- (f) is a member of, or is otherwise associated with, any political party any organization which takes part in politics, or is taking part in, or subscribing in aid of, any political movement or activity.

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

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

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

Powers and duties of Vice-Chancellor.

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

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

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

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

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

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

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

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

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

Provided that, such direction shall have to be converted into Statute, Ordinance or Regulations as the case may be, within six months of issuing of such direction failing which such direction shall automatically lapse.

(9) The Vice-Chancellor shall be the appointing and disciplinary authority for the university teachers.

(10) The Vice-Chancellor shall be the appointing and disciplinary authority for officers of the university of the rank of Assistant Registrar and of the rank equivalent thereto and above.

(11) As the Chairperson of the authorities or bodies or committees of the university, the Vice-Chancellor shall be empowered to suspend member from the meeting of the authority, body or committee for persisting to obstruct or stall the proceedings or for indulging in behaviour unbecoming of a member, and shall report the matter accordingly, to the Chancellor.

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

(13) The Vice-Chancellor shall have the power to,-

(a) accord recognition to institutions of higher learning, research specialized studies in accordance with the provisions of this Act;

(b) accord recognition to autonomous colleges, empowered autonomous colleges or cluster of institutions and empowered skills development colleges in accordance with the provisions of this Act;

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

(d) accord recognition as qualified teachers to the experts from the field of application oriented industries or companies and domain specific experts in various professional skills, working as training experts in private skills education providers and empowered skills development colleges.

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

(14) (a) The Vice-Chancellor shall have right to cause inspection to be made by the Pro-Vice-Chancellor or such person or persons or body of persons as he may direct, of the university, its buildings, laboratories, libraries, museums, workshops and equipment and of affiliated, conducted or autonomous college, empowered autonomous colleges or cluster of institutions, recognized or autonomous institutions, empowered skills development colleges or private skills education provider, hall or hostel maintained or recognized by the university, and of the examinations, teachings and other work conducted by or on behalf of the university, and to cause an inquiry to be made in a like manner regarding any matter connected with the administration or finance of the university, affiliated, conducted or community or autonomous college, empowered autonomous colleges or cluster of institutions, recognized or autonomous institutions, empowered skills development colleges or private skills education provider:

Provided that, the Vice-Chancellor shall, in the case of affiliated or autonomous college, empowered autonomous colleges or cluster of institutions, recognized or autonomous institutions, empowered skills development colleges or private skills education provider, give notice to the management of such affiliated or autonomous college, empowered autonomous colleges or cluster of institutions, recognized or autonomous institutions, empowered skills development colleges or private skills education provider of his intention to cause an inspection or an inquiry to be so made:

Provided further that, the management shall have the right to make such representation to the Vice-Chancellor as it thinks necessary before such inspection or inquiry is made;

(b) after considering such representation, if any, the Vice-Chancellor may cause such inspection or inquiry to be made or may drop the same;

(c) in the case of management when an inspection or inquiry has been caused to be made, the management, shall be entitled to appoint a representative, who shall have the right to be present and be heard at such inspection or inquiry;

(d) the Vice-Chancellor may, if the inspection or inquiry is made regarding any college or institution admitted to the privileges of the university, communicate to the management the result of such inspection or inquiry;

(e) the management shall communicate to the Vice-Chancellor such action, if any, as it proposes to take or has been taken by it;

(f) where the management, does not, within the time fixed by the Vice-Chancellor, take action to his satisfaction, the Vice-Chancellor shall be competent to impose a fine upon the management and direct the management to stop the fresh admissions to the colleges or institutions or to decide any other action to be taken in this behalf and the same shall be communicated to the management concerned for compliance.

(15) The Vice-Chancellor shall forward to the State Government report on the recommendation of the Management Council, regarding the temporary alternative arrangements, in the interest of students, to run the day to day academic and administrative activities, of the management of an affiliated college, institution or autonomous college or empowered autonomous college or cluster of institutions in case of dispute regarding the management of the affiliated college and where irregularities or commissions or omissions of criminal nature by the management of such college or institution or mismanagement of such college or institutions are, *prima facie*, evident to committee of inquiry appointed by the university and to make the necessary arrangements to run the day to day academic and administrative activities of such college till the dispute is statutorily resolved. The decision of the State Government in this behalf shall be final and binding.



Pro-Vice-  
Chancellor.

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

**13.** (1) The Pro-Vice-Chancellor shall be the academic and executive officer next to the Vice-Chancellor having purview of the entire university.

(2) The Pro-Vice-Chancellor shall be a person who has held the post of professor, or principal of a college or an institution with not less than fifteen years teaching or research experience.

(3) The Pro-Vice-Chancellor shall be the Chairperson of the Board of Deans, Board of Sub-campuses, Board of University Departments and Inter-Disciplinary Studies, Board of Post-Graduate Education in Colleges; and an ex-officio Chairperson of the Research and Recognition Committee.

(4) The Pro-Vice-Chancellor shall be a full time salaried officer of the university and shall work directly under the superintendence, direction and control of the Vice-Chancellor.

(5) Save as otherwise provided, pay and allowances admissible to him as well as the terms and conditions of his service shall be such as may be determined by the State Government, from time to time.

(6) The Chancellor shall, in consultation with the Vice-Chancellor, appoint a Pro-Vice-Chancellor for the university.

(7) The term of Pro-Vice-Chancellor shall be co-terminus with the term of office of the Vice-Chancellor or till he attains the age of sixty-five years, whichever is earlier.

(8) The provisions of sub-section (11) of section 11 shall, in regard to the conditions of service of Pro-Vice-Chancellor, mutadis-mutandis, apply.

(9) The Pro-Vice-Chancellor shall act as the chairperson of the authorities, bodies and committees, in the absence of the Vice-Chancellor.

(10) When the office of the Pro-Vice-Chancellor falls vacant or when the Pro-Vice-Chancellor is, by reason of illness or absence or any other cause, unable to perform the duties of his office, the Vice-Chancellor, may appoint a suitable person qualified to be appointed as Pro-Vice-Chancellor to officiate as Pro-Vice-Chancellor, till the Pro-Vice-Chancellor resumes office, or a new Pro-Vice-Chancellor assumes duty, as the case may be.

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

(12) The Pro-Vice-Chancellor may be removed from his office by the Chancellor on the recommendation of the Vice-Chancellor, if he is satisfied that the incumbent,—

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

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

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

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

(e) has willfully omitted or refused to carry out the provisions of this Act or has committed breach of any of the terms and conditions of service or any other conditions, prescribed by the State Government under sub-section (5) or has abused the powers vested in him or if, the continuance of the Pro-Vice-Chancellor in the office is detrimental to the interests of the university; or

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

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

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

(13) The Pro-Vice-Chancellor shall,—

(a) be the principal academic planning and academic audit officer for the academic development programmes, including post-graduate teaching, research and extension programmes and collaborative programmes of the university;

(b) ensure that quality in education and central academic services is maintained by the university;

(c) be responsible for fostering intellectual interaction across the university and for ensuring that there is research and development and industry linkages;

(d) ensure that the long-term and short-term development plans of the university and its colleges in their academic programmes are duly processed and implemented through relevant authorities, bodies, committees and officers;

(e) monitor appointment of principals and teachers of affiliated colleges and institutions, autonomous colleges and institutions, empowered autonomous colleges, cluster of institutions and recognized institutions or post-graduate centers;

(f) accord approval to the appointments of principals and teachers of affiliated colleges and institutions, autonomous colleges and institutions, empowered autonomous colleges, cluster of institutions and recognized institutions or withdraw the same in accordance with the procedure as prescribed in the Ordinances;

(g) accord approvals to selection committees for appointment of teachers in the colleges as per the norms of the University Grants Commission and the State Government;

(h) recommend proposals to the Management Council for the establishment of conducted colleges, schools, departments, institutions of higher learning, research and specialized studies, knowledge resource centre, academic services units, libraries, laboratories and museums in the university;

(i) consider and recommend proposals to the Management Council for creation of the posts of directors, principals, university teachers, non-vacation academic staff, non-teaching employees and other posts required by the university, from the funds of the university and from the funds received from other funding agencies, and qualifications, experience and pay-scales for such posts;

(j) be the principal liaison officer with the external funding agencies for generating funds for the collaborative and development programmes of the university and monitor their proper utilization;

(k) be responsible for preparation of the comprehensive perspective plan, annual plan, and undertaking the systematic field survey within geographical jurisdiction under section 107;

(l) be responsible for establishing liaison for fostering and promoting collaboration between the university, colleges and national and international institutions and scientific, industrial and commercial organizations;

(m) be responsible for submission of an annual report on the progress achieved in different developmental and collaborative programmes to the Vice-Chancellor who shall place the same before the Management Council;

(n) exercise such other powers and perform such other duties as prescribed under this Act or assigned to him, from time to time, by the Vice-Chancellor.

Registrar.

**14.** (1) The Registrar shall, be the Chief Administrative Officer of the university. He shall be a full-time salaried officer and shall work directly under the superintendence, direction and control of the Vice-Chancellor.

(2) The qualifications and experience for the purpose of selection of the Registrar shall be as laid down by the University Grants Commission and approved by the State Government.

(3) The Registrar shall be appointed by the Vice-Chancellor on the recommendation of a selection committee constituted for the purpose under this Act.

(4) Appointment of the Registrar shall be for a term of five years or till he attains the age of superannuation whichever is earlier and he shall be eligible for re-appointment by selection on the recommendation of a selection committee constituted for the purpose, for only one more term of five years in the university in which he is serving;

(5) When the office of the Registrar falls vacant or the Registrar is, by reason of illness or absence or any other cause, unable to perform the duties of his office for a period not exceeding six months, the Vice-Chancellor shall appoint a suitable person to officiate as the Registrar until the new Registrar assumes duty or the Registrar resumes duty, as the case may be.

(6) The Registrar shall,—

(a) act as a Member-Secretary of the Senate, Management Council, Academic Council and such other authorities, bodies and committees, as prescribed by or under this Act;

(b) be the appointing and the disciplinary authority of the employees of the university other than the teachers, non-vacation academic staff and officers of the rank of Assistant Registrar and other officers holding posts equivalent thereto or above. An appeal by a person aggrieved by the decision of the Registrar may be preferred within thirty days from the date of communication of such decision, to the Vice-Chancellor;

(c) be the custodian of the records, the common seal and such other property of the university as the Management Council may, commit to his charge;

(d) conduct elections to various authorities and bodies of the university as per the programme approved by the Vice-Chancellor;

(e) prepare and update the Handbook of the Statutes and Regulations approved by the authorities, bodies or committees, from time to time, and make them available to all members of the authorities and officers of the university;

(f) receive complaints and suggestions in regard to the improvement of administration and consider them for appropriate action;

(g) render necessary assistance for inspection of the university, its buildings, class rooms, laboratories, libraries, knowledge resource centre, museums, workshops and equipment is made by such person or persons or body of persons, as directed by the Vice-Chancellor;

(h) organise training and orientation of non-teaching employees in the university and affiliated colleges;

(i) have the power to enter into agreements, sign documents and authenticate records on behalf of the university, subject to the decision of the authorities of the university;

(j) place before the Management Council a report of the development activities of the university every six months;

(k) have the power to seek information in regard to any matter of the university, from the Deans, Finance and Accounts Officer and any other officer of the university for submission to the State Government and other external agencies;

(l) exercise such other powers and perform such other duties, as prescribed by or under this Act or assigned to him, by the Vice-Chancellor and Pro-Vice-Chancellor, from time to time.

**15.** (1) There shall be a Dean for each faculty, who shall be a full time salaried officer. Dean of Faculty.

(2) The Dean shall be appointed by the Vice-Chancellor on the recommendations of the selection committee for the purpose under this Act.

(3) The term of Dean shall be co-terminus with the term of office of the Vice-Chancellor or till he attains the age of superannuation, whichever is earlier:

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

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

(4) The qualification and experience for the purpose of selection of the Dean shall be the qualification and experience of the Professor or principal having aggregate minimum teaching or research experience of not less than fifteen years.

(5) The Vice-Chancellor may nominate Associate Dean for the particular group of related board of studies, as may be required, for assistance, support and coordination and the minimum qualifications and experience for such nomination shall be at par with the post of Dean :

Provided that, the salary, allowances and other pecuniary benefits payable to the Associate Dean shall be met by the University out of its own resources and there shall not be any liability, direct or indirect, on the State Government for the said purpose.

**16.** The Dean shall,—

Power and duties of Dean.

(a) be responsible for academic planning and academic audit of the programmes and implementation of academic policies approved by the Academic Council in respect of academic development, maintenance of quality of education including standards of teaching and research and training of teachers within his faculty. He shall work directly under the superintendence, direction and control of the Vice-Chancellor;

(b) be responsible for development and application of quality benchmarks or parameters for various academic and administrative activities of higher education;

(c) facilitate the creation of a learner-centric environment conducive for quality education;

(d) arrange for feedback responses from the students, the teachers, non-teaching staff, the parents and the other stakeholders on quality-related institutional processes;

(e) ensure appropriate actions, as are needed for maintenance of quality of teaching spelt out by the Internal Quality Assurance Cell;

(f) ensure that the teachers' appraisal by students is carried out and the reports thereof are sent to the university authorities concerned;

(g) be responsible for dissemination of information on the various quality parameters of higher education, as may be defined by various national level bodies dealing with assessment and accreditation of quality in educational institutions;

(h) organize inter-institutional and intra-institutional workshops, seminars on quality related themes and promotion of quality circles;

(i) co-ordinate quality-related activities, including adoption and dissemination of good practices, development and maintenance of institutional database, through management information system for the purposes of maintaining or enhancing the institutional quality;

(j) be responsible for development of quality culture in higher education;

(k) prepare Annual Quality Assurance Report of programmes within his faculty, based on the quality parameters or assessment criteria, developed by the relevant quality assurance bodies, in the prescribed format;

(l) be responsible for bi-annual development of quality parameters and ranking of integral units of higher education based on the Annual Quality Assurance Report;

(m) interact with State Quality Assurance Cell in the pre-accreditation and post-accreditation quality assessment, sustenance and enhancement endeavours;

(n) recommend to the Management Council proposals for the institution of fellowship, travelling fellowship, scholarship, studentship, medals and prizes and making Regulations for their award;

(o) recommend to the Management Council through the Academic Council, proposals for the conduct of inter-faculty and area or regional studies, common facilities, such as instrumentation centers, knowledge resource centers, Science and Technology Parks, entrepreneurship development and industry incubation center, intellectual property rights center, workshops, hobby centers, museums, etc.;

(p) control, regulate and co-ordinate research activities to maintain standards of teaching and research in the university departments, post-graduate departments in colleges and recognized institutions;

(q) recommend to the Academic Council proposals for conduct of post-graduate courses in university departments, post-graduate departments in colleges and recognized institutions;

(r) recommend to the Academic Council the norms of recognition of postgraduate teachers and research guides in post-graduate departments in colleges, autonomous colleges and institutions, empowered autonomous colleges, cluster of institutions and recognized institutions;

(s) recommend to the Academic Council the norms of recognition of undergraduate teachers and project guides in under-graduate departments in colleges, autonomous colleges and institutions, empowered autonomous colleges, cluster of institutions and recognized institutions;

(t) recommend to the Academic Council the norms of recognition of experts working in industries or private professional skills development companies or private skills development institutions, as recognized teachers for the certificate or diploma or advanced diploma or associate degree programmes which may be run by colleges, institutions, autonomous colleges and institutions, empowered autonomous colleges or cluster of institutions, empowered skills development colleges and private skills education provider, as recommended by the university authorities;

(u) be responsible for ensuring standards of under-graduate and post-graduate teaching and research in the faculty;

(v) be responsible for ensuring academic development of the faculty under his purview and proper implementation of the decisions of the Board of Studies, Faculty, Academic Council, Management Council and the Board of Examinations and Evaluation in respect of his faculty;

(w) be responsible for creation of a repository of questions with model answers which shall be continuously updated and expanded;

(x) enquire into any malpractices committed in any academic programmes in the faculty by a university department, affiliated or conducted or community or autonomous, empowered autonomous colleges or cluster of institutions or recognized institutions, on being directed by the Academic Council and submit a report of the findings to the Academic Council;

(y) render necessary assistance for redressal of grievances of the students in the faculty;

(z) prepare proposals for award of fellowship, scholarship and other distinctions in the faculty for submission to the Academic Council;

(za) prepare reports as required by the various authorities or bodies of the university, the State Government, the Central Government, the Central Educational Commissions or Councils, Commission and any such other body;

(zb) exercise such other powers and perform such other duties as prescribed by or under this Act or assigned to him by the Vice-Chancellor or Pro-Vice-Chancellor from time to time.

**17. (1)** The Director, Board of Examinations and Evaluation shall be a full time salaried officer and shall work directly under the directions and control of the Vice-Chancellor. He shall discharge his functions under the superintendence, direction and guidance of the Board of Examinations and Evaluation, and shall be concerned with the implementation of the policies and directives given by the Board of Examinations and Evaluation.

Director of Board of Examinations and Evaluation.

(2) The qualifications and experience for the purpose of selection of the Director, Board of Examinations and Evaluation shall be as may be specified by the State Government, by an order published in the Official Gazette.

(3) The Director, Board of Examinations and Evaluation shall be appointed by the Vice-Chancellor on the recommendation of the selection committee constituted for the purpose under this Act:

Provided that, in appointing the Director, Board of Examinations and Evaluation preference shall be given to the persons with proven capacity of use of technology in delivery of education.

(4) Appointment of the Director, Board of Examinations and Evaluation shall be for a term of five years or till he attains the age of superannuation, whichever is earlier and he shall be eligible for re-appointment by selection on the recommendation of a selection committee constituted for the purpose, for only one more term of five years in the university in which he is serving.

(5) The Director, Board of Examinations and Evaluation shall,—

(a) be the principal officer-in-charge of the conduct of university examinations, tests and evaluation, and declaration of their results;

(b) be the Member-Secretary of the Board of Examinations and Evaluation and of the committees appointed by the Board except the committees constituted for appointment of paper-setters, examiners and moderators;



(c) be responsible for making all arrangements necessary for holding examinations, tests and evaluation, and for timely declaration of results;

(d) evolve and implement in consultation with the Board of Examinations and Evaluation, processes for proper and smooth conduct of examinations and evaluation;

(e) prepare and announce in advance the programme of examinations, after seeking approval of the Board of Examinations and Evaluation;

(f) arrange for printing of question papers;

(g) postpone or cancel examinations, in part or in whole, in the event of malpractices or if the circumstances so warrant, and take disciplinary action or initiate any civil or criminal proceedings against any person or a group of persons or a college or an institution alleged to have committed malpractices, in consultation with the Vice-Chancellor;

(h) take disciplinary action where necessary against the candidates, paper setters, examiners, moderators, or any other persons connected with examinations and evaluation, found guilty of malpractices in relation to the examinations and evaluation;

(i) review, from time to time, the results of university examinations and evaluation, and forward reports thereon to the Board of Examinations and Evaluation;

(j) strive to declare the results of every examination and evaluation conducted by the University within thirty days from the last date of the examination for that particular course and shall in any case declare the results latest within forty-five days as provided in section 89 and in case of delay, prepare a detailed report outlining the reasons;

(k) take all steps for implementation of all academic and administrative decisions taken by the Board of Examinations and Evaluation;

(l) implement decisions taken by the various university authorities, connected with the examination and evaluation process;

(m) implement all policy and operative decisions with reference to the choice based credit system, both at the under-graduate, post-graduate levels and in other teaching programmes;

(n) organize workshops for teachers in the subjects concerned, in order to acquaint them with new trends in the assessment processes, such as cognitive and summative assessment, creation and use of repository of questions, use of technology in paper setting and conduct of examinations, tests and evaluation ;

(o) ensure innovative and effective use of information and communication technology in the entire process of the conduct of examinations and evaluation;

(p) arrange for proper assessment of performance of candidates at the examinations and process the results;

(q) ensure that answer books for all degree examinations are assessed through the central assessment system;

(r) ensure that every teacher and non-teaching employee in the university, affiliated or conducted college or recognized institution renders necessary assistance and service in respect of examinations of the university and in evaluation process;

(s) carry out all other duties and functions assigned to him by the Board of Examinations and Evaluation;

(t) undertake any other task assigned to him by the university authorities to carry out the objectives of the Board of Examinations and Evaluation, and to ensure that the objects of the university are accomplished;

(u) exercise such other powers and perform such other duties as prescribed by or under this Act or assigned to him by the Vice-Chancellor and Pro-Vice-Chancellor, from time to time.

**18.** (1) The Finance and Accounts Officer shall be the principal finance, accounts and audit officer of the university. He shall be a full-time salaried officer and shall work directly under the superintendence, direction and control of the Vice-Chancellor. Finance and Accounts Officer.

(2) The Finance and Accounts Officer shall be a person who is a chartered accountant or a cost accountant, with professional experience of not less than five years.

(3) In case the person possessing the qualifications and experience as specified in sub-section (2) cannot be appointed, the Finance and Accounts Officer may be appointed from amongst the Government Officers of the State Finance and Accounts Service, holding the post not below the rank of Deputy Director.

(4) The Finance and Accounts Officer shall be appointed by the Vice-Chancellor on the recommendation of the Selection Committee constituted for the purpose under this Act.

(5) The appointment of the Finance and Accounts Officer shall be for a term of five years or till the age of superannuation, whichever is earlier, and he shall not be eligible for re-appointment in that university.

(6) The Finance and Accounts Officer shall,—

(a) exercise general supervision over the funds of the university and advise the Vice-Chancellor as regards the finances of the university;

(b) hold and manage the funds, property and investments, including trust and endowed property, for furthering the objects of the university, with the approval of the Vice-Chancellor;

(c) ensure that the limits fixed by the university for recurring and nonrecurring expenditure for a year are not exceeded, and that all allocations are expended for the purposes for which they are granted or allotted;

(d) keep watch on the state of the cash and bank balances and investments;

(e) ensure effective revenue management by keeping watch on the process and progress of collection of revenue, and advise the Vice-Chancellor on the methods to be employed in this regard;

(f) perform the duties under clauses (a) to (e) as per the Maharashtra Universities Account Code;

(g) get the accounts of the university audited, regularly;

(h) ensure that the registers of buildings, land, equipment, machinery and other assets are maintained up-to-date and that the physical verification and reconciliation of these assets and other consumable material in all offices, conducted colleges, workshops and stores of the university are conducted regularly;

(i) propose to the Vice-Chancellor that explanation be called for unauthorized expenditure or other financial irregularities from any academic member or non-vacation academic staff or an officer of the university of the rank of Assistant Registrar or equivalent and above;

(j) propose to the Registrar that explanation be called from any non-academic member of the university, other than the teacher, non-vacation academic staff and an officer of the university of the rank of Assistant Registrar or equivalent and above, for unauthorized expenditure or irregularities in any particular case, and recommend disciplinary action against the persons in default;

(k) call for, from any office, centre, laboratory, conducted college, department of the university or university institution, any information and returns that he thinks necessary for the proper discharge of his financial responsibilities;

(l) maintain the minutes of the meetings of the Finance and Accounts Committee;

(m) be responsible for preparation and maintenance of accounts by double entry accounting system, on accrual basis, presenting the annual financial estimates (budget), statement of accounts and audit reports, to the Finance and Accounts Committee and to the Management Council;

(n) prepare financial reports as required by the various authorities or bodies of the university, the State Government, the Central Government, the Central Educational Commissions or Councils, Commission, University Grants, Commission and All India Council for Technical Education and any such body providing funds to the university;

(o) exercise such other powers and perform such other duties as prescribed by or under this Act or assigned to him by the Vice- Chancellor and Pro-Vice-Chancellor, from time to time.

Director of  
Sub-  
Campus  
university.

**19.** (1) The Director of Sub-campus shall be a full time officer who shall work under the superintendence, direction and control of the Vice-Chancellor.

(2) The Director of Sub-campus shall be a person who is holding the post of professor or principal or equivalent position in any university or institute of national repute engaged in teaching, research and development activities, with not less than fifteen years teaching or research or administrative experience.

(3) The appointment of the Director of Sub-Campus shall be made by the Vice-Chancellor on the recommendation of the selection committee constituted for the purpose under this Act.

(4) The Appointment of the Director of Sub-Campus shall be for a term of five years or till the age of super-annuation, whichever is earlier, and he shall be eligible for re-appointment, by selection on the recommendation of a selection committee constituted for the purpose, for only one more term of five years in the university in which he is serving.

(5) The Director of Sub-Campus shall,—

(a) be the chief academic and administrative officer of the Sub-Campus;

(b) oversee and monitor the administration of the academic programmes of the colleges and recognized institutions in the district;

(c) oversee and monitor general administration of the Sub-Campus of the university and ensure efficiency and good order of the university departments or schools or institutions on the Sub-Campus;

(d) act as a link between the university, colleges and recognized institutions in the district, as well as departments, schools or institutions on the Sub-Campus of the university;

(e) ensure that appropriate actions as are needed for maintenance of quality of teaching, as specified by the Internal Quality Assurance Cell and the university authorities, are initiated, records thereof are maintained, teachers' appraisal by students is carried out and reports thereof are sent to university authorities;

(f) co-ordinate evaluation, academic training workshops or seminars, quality measurement and other academic, administrative, financial and related activities in the district and on the Sub-campus;

(g) ensure establishment of inter-institutional and intra-institutional information and communication technology linkages among the affiliated colleges and recognized institutions in the district;

(h) ensure that the decisions of the colleges or university departments, schools, institutions on the Sub-Campus and their functioning is not inconsistent with this Act, Statutes and Regulations;

(i) organize workshops and training programmes for the benefit of the teaching and support staff in the district and on the Sub-Campus;

(j) ensure that financial discipline is maintained and expenditures of the campus are within the budgetary provisions recommended by the Sub-Campus committee and sanctioned by the Finance and Accounts Committee of the university;

(k) ensure that the annual audited accounts related to the Sub-Campus are prepared and sent to the university at the end of each financial year;

(l) undertake any other task that may be assigned to him by the university authorities to ensure that the objectives of the university are accomplished;

(m) exercise such other powers and perform such other duties as prescribed by or under this Act or assigned to him by the Vice-Chancellor and Pro-Vice-Chancellor, from time to time.

**20. (1)** The Director of Innovation, Incubation and Linkages shall be a full time salaried officer who shall be responsible for creation and cultivation of an enabling environment to propagate the concept of innovation, for converting innovative ideas into working models through a process of incubation which shall finally lead to creation of an enterprise and to cultivate, establish, maintain and strengthen the link of the university with premier national and international universities and institutions. He shall work directly under the superintendence, direction and control of the Vice-Chancellor.

Director of  
Innovation,  
Incubation  
and  
Linkages.

(2) The qualifications and experience for the purpose of selection of the Director of the Innovation, Incubation and Linkages shall be as may be specified by the State Government, by an Order published in the *Official Gazette*.

(3) The Appointment of Director of Innovation, Incubation and Linkages shall be made by the Vice-Chancellor on the recommendation of the selection committee constituted for the purpose under this Act.

(4) The Appointment of the Director of Innovation, Incubation and Linkages shall be for a term of five years or the age of superannuation, whichever is earlier, and he shall be eligible for re-appointment by selection on the recommendation of a selection committee constituted for the purpose, for only one more term of five years in the university in which he is serving.

(5) The Director of Innovation, Incubation and Linkages shall,—

(a) be the principal officer who shall lead and provide vision to the Centre for Innovation, Incubation and Enterprise with his dynamism and enterprise;

(b) spearhead the awareness and training programmes for imparting education on intellectual property rights and aspects associated therewith;

(c) organize training programmes for creating awareness on the importance of entrepreneurship;

(d) organize and create support system for cultivation and incubation of good ideas into a scalable mode that would eventually culminate into the establishment of small, medium and large industry;

(e) work towards creating a liaison with national and international bodies and agencies involved in creating and developing entrepreneurial skills in students;

(f) take all steps to facilitate colleges to establish linkages with knowledge based and other types of industries;

(g) conduct training programmes to guide the young entrepreneurs in operational aspects, legal aspects, intellectual property rights, patent related issues, business model creation and financial aspects;

(h) implement the policies and strategies for promotion of international linkages with premier national and international universities and institutions,

as envisaged by the Board of National and International Linkages and the university authorities;

(i) process applications for visits of teachers and students from university departments, institutions, conducted colleges, colleges and recognized institutions to national and international universities or institutions and assist them on logistic support for such visits;

(j) oversee and monitor administration of Foreign Students' Assistance Cell which gives facility of a Single Window Operation to the foreign students;

(k) process the applications received from foreign students for their visits to other parts of India;

(l) supervise the working of the Migrant Indian Students' Cell established for providing Single Window Operation for students coming from other parts of the country;

(m) undertake any other task that may be assigned to him by the university authorities, to ensure that the objectives of the Board for Innovation, Incubation and Enterprise and Board of National and International Linkages are accomplished;

(n) exercise such other powers and perform such other duties, as prescribed by or under this Act or assigned to him by the Vice-Chancellor and Pro-Vice-Chancellor, from time to time.

Director  
Knowledge  
Resource  
Center.

**21.** (1) Director Knowledge Resource Center shall be a full time salaried officer of the university and shall be in-charge of the Knowledge Resource Centre in the university. He shall work directly under the superintendence, direction and control of the Vice-Chancellor.

(2) The qualifications, experience, emoluments and terms and conditions of service of the Director, Knowledge Resource Center shall be as recommended by the University Grants Commission, in the case of university librarian and adopted by the State Government.

(3) The appointment of the Director Knowledge Resource Center shall be made by the Vice-Chancellor on the recommendation of the selection committee constituted for the purpose.

(4) The Director Knowledge Resource Center shall,—

(a) be a Member-Secretary of the Knowledge Resource Centre Committee and shall ensure proper implementation of the decisions taken by the Knowledge Resource Centre Committee;

(b) be the custodian of all books, periodicals, manuscripts, journals in print, audio and digital format, and equipment in the Knowledge Resource Center;

(c) evolve and implement such processes and procedures to ensure that the books, periodical, manuscripts, journals and equipment in the Knowledge Resource Centre are not lost or damaged, and no irregularities take place in the Knowledge Resource Center;

(d) cause periodical verification of stock, prepare appropriate report that includes losses, and place it before the Knowledge Resource Centre Committee;

(e) be responsible for the development, modernization, up keeping and management of university Knowledge Resource Center;

(f) render assistance and guidance to the concerned officer at Knowledge Resource Centre on the Sub-Campus of the university;

(g) render assistance and advice to libraries and librarians of affiliated colleges and recognized institutions by conducting annual meeting of the librarians of affiliated colleges and recognized institutions;

(h) conduct training programmes and workshops to update the skills and knowledge of librarians of affiliated colleges and recognized institutions;

(i) create awareness among the students of various departments of the university regarding the availability of resources, information, search techniques and databases through the information literacy programme;

(j) undertake any other task assigned to him by the university authorities to ensure that the objectives of Knowledge Resource Centre are accomplished;

(k) exercise such other powers and perform such other duties as prescribed by or under this Act or assigned to him by the Vice-Chancellor and Pro-Vice-Chancellor, from time to time.

**22.** (1) The Director of Lifelong Learning and Extension shall be a full time salaried officer of the university and shall be responsible to carry out the activities of the Board of Lifelong Learning and Extension. He shall work directly under the superintendence, direction and control of the Vice-Chancellor.

Director of Lifelong Learning and Extension.

(2) The qualifications, experience, emoluments and terms and conditions of service of the Director of Lifelong Learning and Extension shall be as recommended by the University Grants Commission and adopted by the State Government.

(3) The Director of Lifelong Learning and Extension shall be appointed by the Vice-Chancellor on the recommendation of the selection committee constituted for the purpose under this Act.

(4) The appointment shall be for a term of five years or till the age of superannuation, whichever is earlier and he shall be eligible for reappointment in the manner provided in sub-section (3) for only one more term of five years in the university in which he is serving.

(5) The Director of Lifelong Learning and Extension shall be the *ex-officio* head of the Department of Lifelong Learning and Extension.

(6) The Director of Lifelong Learning and Extension shall,—

(a) be responsible for implementation of policies and recommendations of the Board of Lifelong Learning and Extension;

(b) promote research in the field of lifelong learning, value education, life skills for adults and senior citizens, and for longevity;

(c) organize lower level skills development programmes for training female and male nurses to handle elderly patients or terminally ill patients;

(d) organize the teaching programmes which include certificate and diploma programmes for graduate students and advanced diploma programmes at post-graduate level in value education and longevity;

(e) organize post-graduate teaching programmes exclusively in the domain of value education and life skills for adults and senior citizens;

(f) organize and co-ordinate awareness activities for adults and senior citizens on life skills for coping with old age, information on social organization and Government Schemes for elderly persons and briefing on home for the aged;

(g) undertake any other task as may be assigned by the university authorities so as to carry out objectives of the Board for Lifelong Learning and Extension;

(h) exercise such other powers and perform such other duties as prescribed by or under this Act or assigned to him by the Vice-Chancellor and Pro-Vice-Chancellor, from time to time.

**23.** (a) (1) The Director of Students' Development shall be nominated by the Vice-Chancellor, from amongst the teachers having minimum aggregate teaching experience of ten years and desired exposure in the field of extra-curricular and extension activities. He shall work directly under the superintendence, directions and control of the Vice-Chancellor.

Director of Students' Development and Director of National Service Scheme.

(2) The emoluments, tenure, and terms and conditions of service shall be as prescribed by the Statutes.

(3) The Director of Students' Development shall,—

(a) work towards promotion of cultural, recreational and welfare activities of students in colleges, institutions and university departments;

(b) conduct leadership training programmes for students;

(c) ensure that there are mentors and counselling cells for the young students in colleges, institutions and university departments;

(d) organize anti-ragging committees and squads and ensure that all necessary measures are taken to prevent ragging in the university, colleges and the institutions;

(e) look into the grievances and general welfare of the students;

(f) help in building-up the all-round personality of students and to groom them to be future leaders and confident adults;

(g) organize cultural and recreational activities jointly with regional, national and international bodies;

(h) promote the interest of the youth and develop their skills for appreciation of the fine and performing arts, pure arts and literary skills;

(i) organize university, state, national and international level competitions, skills development workshops and interactive programmes in various fields for the students;

(j) train the students for state, national and international level competitions in various cultural activities;

(k) conduct elections to the University Students' Council;

(l) to prepare the report of the Board of Students' Development to be submitted before the Senate ;

(m) undertake any other task assigned to him by the university authorities to carry out objectives of the Board of Students' Development;

(n) exercise such other powers and perform such other duties as prescribed by or under this Act or assigned to him, by the Vice-Chancellor and Pro-Vice-Chancellor, from time to time.

(b) (1) the Director of National Service Scheme shall be nominated by the Vice-Chancellor from amongst the teachers having minimum aggregate teaching experience of ten years, experience of at least three years as NSS Programme Officer and desired exposure in the field of National Service Scheme activities.

(2) The emoluments tenure and terms and conditions of service shall be as prescribed by the Statutes.

(3) The Director of National Service Scheme shall,—

(i) work towards promotion, co-ordination and conduct of different activities under National Service Scheme in colleges, institutions and university departments;

(ii) organize university, State, National and International level workshops, seminars, camps, competitions for National Service Scheme volunteers;

(iii) train the students for State, National and International competition;

(iv) undertake any other task assigned to him by the State National Service Scheme co-ordinator and the university authorities to carry out the objectives of National Service Scheme;

(v) exercise such other powers and perform such other duties as prescribed by or under this Act or assigned to him by the Vice-Chancellor and Pro Vice-Chancellor, from time to time.

**24.** (1) The Director of Sports and Physical Education shall be a full time salaried officer responsible for promoting the culture of sports and supervising sports related activities in the university, colleges and recognized institutions. He shall work under the superintendence, direction and control of the Vice-Chancellor.

Director of Sports and Physical Education.

(2) The qualifications and experience for the purpose of selection of the Director of Sports and Physical Education shall be such as may be specified by the State Government, by an order published in the Official Gazette.

(3) The Director of Sports and Physical Education shall be appointed by the Vice-Chancellor on the recommendation of the selection committee constituted for the purpose under this Act.

(4) The appointment of the Director of Sports and Physical Education shall be for a term of five years or the age of superannuation, whichever is earlier, and he shall be eligible for re-appointment by selection on the recommendation of a selection committee constituted for the purpose, for only one more term of five years in the university in which he is serving.

(5) The Director of Sports and Physical Education shall,—

(a) cultivate excellence in various domains of sports and also to promote a spirit of healthy competition;

(b) promote sports, culture and organize activities in the field of sports in colleges, institutions and university departments;

(c) co-ordinate and organize activities related to various sports jointly with regional and national bodies;

(d) organize university level competitions, sports skill development camps in various sports on the university campus;

(e) train students for regional, national and international competitions in various sports;

(f) to prepare the report of the Board of Sports and Physical education to be submitted before the Senate;

(g) undertake any other task that may be assigned to him by the university authorities, so as to carry out objectives of the Board of Sports and Physical education;

(h) exercise such other powers and perform such other duties as prescribed by or under this Act or assigned to him by the Vice-Chancellor and Pro-Vice-Chancellor, from time to time.

**25.** All salaried officers, members of the authorities, committees or bodies, teachers of the university and other employees of the university, shall be deemed to be public servants within the meaning of section 21 of the Indian Penal Code.

Officers, members of authorities, bodies and employees of university to be public servants.



## CHAPTER IV

## AUTHORITIES OF THE UNIVERSITY

Authority of  
university.

**26.** The following shall be the authorities of the university, namely:

- (1) the Senate;
- (2) the Management Council;
- (3) the Academic Council;
- (4) the Faculty;
- (5) the Board of Deans;
- (6) the Board of Sub-campuses of the university;
- (7) the Board of Studies;
- (8) the Board of University Departments and Inter-disciplinary studies;
- (9) the Board of Post-Graduate Education in Colleges;
- (10) the Board of Lifelong Learning and Extension;
- (11) the Board of Examinations and Evaluation;
- (12) the Board of Information Technology;
- (13) the Board of National and International Linkages;
- (14) the Board for Innovation, Incubation and Enterprise;
- (15) the Board of Students' Development;
- (16) the Board of Sports and Physical Education;
- (17) the Board of Research;
- (18) such other bodies of the university as are designated by the Statutes, to be the authorities of the university.

Power of  
State  
Government  
to specify  
eligibility  
conditions  
for being  
member of  
any author-  
ity of  
university.

**27.** Notwithstanding anything contained in any other provisions of this Act, in consultation with the Chancellor, the State Government shall, by an order published in the *Official Gazette*, specify the eligibility conditions for being elected, nominated or co-opted as a member of any authority of the university.

Senate.

**28.** (1) The Senate shall be the principal authority for all financial estimates and budgetary appropriations and for providing social feedback to the university on current and future academic programmes.

(2) The Senate shall consist of the following members, namely:—

- (a) the Chancellor - Chairperson;
- (b) the Vice-Chancellor;
- (c) the Pro-Vice-Chancellor;
- (d) the Deans of Faculties;
- (e) the Director of Board of Examinations and Evaluation;
- (f) the Finance and Accounts Officer;
- (g) the Directors of Sub-campuses of the university;
- (h) the Director, Innovation, Incubation and Linkages;
- (i) the Director of Higher Education or his nominee not below the rank of Joint Director;

(j) the Director of Technical Education or his nominee not below the rank of Joint Director;

(k) the Director Knowledge Resource Center of the university;

(l) the Director of Board of Students' Development;

(m) the Director of Sports and Physical Education;

(n) the Director of Board of Lifelong Learning and Extension;

(o) ten Principals of affiliated, conducted, autonomous colleges which are accredited by National Assessment and Accreditation Council (NAAC) or National Board of Accreditation, (NBA), as the case may be, to be elected by the collegium of principals from amongst themselves; of whom one each shall be a person belonging to Scheduled Castes, Scheduled Tribes, De-notified Tribes (*Vimukta Jatis*) or Nomadic Tribes, Other Backward Classes, and one shall be a woman;

(p) six representatives of Management - to be elected from among the collegium of management representatives of the affiliated colleges or institutions out of whom one shall be from Scheduled Castes or Scheduled Tribes or Denotified Tribes (*Vimukta Jatis*) or Nomadic Tribes or Other Backward Classes category, by rotation, and one shall be woman :

Provided that, such representatives of management to be elected shall be the representatives of management of colleges which are accredited by National Assessment and Accreditation Council or National Board of Accreditation as the case may be :

Provided further that, where a management conducts one or more Colleges or institutions, only one representative of such management shall be eligible for being included in collegium of Management Representatives;

(q) the president and the secretary of the University Students' Council;

(r) ten teachers other than principals and directors of recognised institutions to be elected by the collegium of teachers from amongst themselves of whom one each shall be a person belonging to Scheduled Castes, Scheduled Tribes, De-notified Tribes (*Vimukta Jatis*) or Nomadic Tribes, Other Backward Classes, and one shall be a woman;

(s) three teachers to be elected by the collegium of University teachers from amongst themselves, of whom one shall be a person belonging to the Scheduled Castes or Scheduled Tribes or De-notified Tribes (*Vimukta Jatis*) or Nomadic Tribes or Other Backward Classes, by rotation, and one shall be a woman;

(t) ten registered graduates having graduated at least five years prior to the date of nomination, to be elected from amongst the collegium of registered graduates, of whom one each shall be a person belonging to Scheduled Castes, Scheduled Tribes, De-notified Tribes (*Vimukta Jatis*) or Nomadic Tribes, Other Backward Classes, and one shall be a woman :

Provided that, the registered graduates shall not include the graduates falling in or covered by the category of teachers (regular or on contract basis, irrespective of their teaching experience), principals, heads of the departments, management or any other categories mentioned in this sub-section;

(u) ten persons nominated by the Chancellor, of whom four shall be from the field of agriculture, social work, co-operative movement, legal, financial, banking and cultural activities and of the remaining six persons, one is from the industry, one is an educationist, one is a scientist, one is a person from performing and fine arts or literature or sports, one is from an organization involved in Environment or Preservation of Nature related tasks, and one is from an organization involved in women's development or senior citizens welfare or communications and media;

(v) two persons, nominated by the Vice-Chancellor one shall be a non-teaching employee of the university and one shall be from amongst the non-teaching employees of the affiliated colleges or recognized institutions;

(w) two Members of Legislative Assembly nominated by Speaker of Legislative Assembly for a tenure of two and half years;

(x) one Member of Legislative Council nominated by Chairman of Legislative Council for a tenure of two and half years;

(y) one Member of Municipal Council or Municipal Corporation to be nominated by Vice-Chancellor by rotation for a tenure of one year;

(z) one representative of the Education Committees of Zilla Parishads within the university area, nominated by the Education Committee for the term of one year, by rotation;

(za) the Registrar - Member-Secretary.

(3) The Chancellor shall normally preside over the senate and in his absence the Vice-Chancellor shall preside.

(4) The Senate shall meet at least twice a year on the date to be fixed by the Chancellor. One of the meetings shall be the annual meeting.

Functions  
and duties  
of Senate.

**29.** The Senate shall transact the following business at its meeting, namely:—

(a) to give suggestions to the university authorities on improvements that can be made in all areas and domains that are an integral part of the university, namely, academics, research and development, administration and governance;

(b) to review current academic programmes and collaborative programmes;

(c) to suggest new academic programmes consistent with the societal requirements in higher education;

(d) to suggest measures for improvement and development of the university;

(e) to confer, on the recommendation of the Management Council, honorary degrees or other academic distinctions;

(f) to review broad policies and programmes of the university and suggest measures for its improvement and development;

(g) to receive, discuss and approve the annual financial estimate (budget), the annual report, accounts, audit reports and their satisfactory compliances along with its certification by the auditor and the disciplinary or otherwise action taken report in this regard by the University;

(h) to approve comprehensive perspective plan and annual plan for the location of colleges and institutions of higher learning, as recommended by the Academic Council;

(i) to review and adopt the report of students' grievance redressal report to be presented by Registrar of the University;

(j) to review and adopt the reports of the Board of Students' Development and Board of Sports to be presented by the concerned directors;

(k) to give suggestions to the University authorities on improvements that can be made in the area and domains of student welfare, sports, cultural activities of the University;

(l) to make, amend or repeal statutes.

Management  
Council.

**30.** (1) The Management Council shall be the principal executive and policy making authority of the university and shall be responsible for administering the affairs of the university and carrying out such duties, which are not specifically assigned to any other authority.

(2) There shall be not less than four meetings of the Management Council in a year.

(3) The procedure for conduct of business to be followed at a meeting including the quorum at the meeting and such other matters in relation to meetings as may be necessary, shall be such as may be prescribed by the Statutes.

(4) The Management Council shall consist of following members, namely:—

(a) the Vice-Chancellor-Chairperson;

(b) the Pro-Vice-Chancellor;

(c) one eminent person from the field of education, industry, agriculture, commerce, banking, finance, social, cultural and other allied fields to be nominated by the Chancellor;

(d) two Deans to be nominated by the Vice-Chancellor for tenure of two and half year.

(e) One head or Director, nominated by the Vice-Chancellor from amongst the heads or Directors of University Departments or University institutions for a tenure of one year, by rotation:

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

(f) two principals to be elected by the Senate from amongst the principals who are the members of the Senate, out of whom one shall be elected from amongst the principals who have been elected from Scheduled Castes or Scheduled Tribes or De-notified Tribes (*Vimukta Jatis*) or Nomadic Tribes or Other Backward Class categories, by rotation;

(g) two teachers who are not principals or directors of recognised institutions to be elected by the Senate from amongst the teachers and university teachers who are the members of the Senate, out of whom one shall be elected from amongst the teachers and university teachers who have been elected from Scheduled Castes or Scheduled Tribes or De-notified Tribes (*Vimukta Jatis*) or Nomadic Tribes or Other Backward Class categories, by rotation ;

(h) two representatives of managements to be elected by Senate from amongst the representatives of management who are members of Senate, and further provided that same managements shall not have second consecutive institutional representation:

Provided that, out of the two representatives under this clause, one member shall be elected, by rotation, from amongst the Scheduled Castes or Scheduled Tribes, or De-notified Tribes (*Vimukata Jatis*) or Other Backward Class;

(i) two registered graduates elected by Senate from amongst elected registered graduate members of Senate, out of whom one shall be elected from amongst the registered graduates who have been elected from Scheduled Castes or Scheduled Tribes or De-notified Tribes (*Vimukta Jatis*) or Nomadic Tribes or Other Backward Class categories, by rotation;

(j) two members elected by the Academic Council from amongst its members, one of whom shall be from amongst the elected teachers who are members of the Council and another shall be a woman;

(k) one eminent-expert from the institute or organization of National repute to be nominated by the Vice-Chancellor in consultation with the Chancellor ;

(l) the Secretary, Higher Education or his nominee not below the rank of Deputy Secretary or Joint Director of Higher Education;

(m) the Director of Higher Education or his nominee, not below the rank of Joint Director of Higher Education;

(n) the Director of Technical Education or his nominee not below the rank of Joint Director of Technical Education;

(o) the Registrar - Member-Secretary.

(5) The Finance and Accounts Officer and the Director, Board of Examinations and Evaluation shall be invitees of the Management Council, but they shall have no right to vote.

(6) President of the university students council shall be invitee, who shall attend the meeting as and when invited:

Provided that, such President shall be invited at least in every three months to discuss the issues related to the students' development, welfare and grievances.

Powers and  
duties of  
Management  
Council.

**31.** The Management Council shall have the following powers and duties, namely:—

(a) to review and deliberate on short and long term reforms in academic, research and development activities, finances, management and governance that are taking place at the national and global level with a view to allow them to percolate into the university;

(b) to study and decide upon the operative mechanism for the reforms that would be recommended by the Commission in all the domains of the university;

(c) to make such provisions, as may enable colleges and institutions to undertake specialized studies and courses, and where necessary or desirable, organize and make provision for common laboratories, libraries, museums and equipment for teaching and research;

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

(e) to recommend to the senate, the draft of statutes or amendment or repealment of statutes for approval;

(f) to make, amend or repeal ordinances and regulations;

(g) to control and arrange for administration of assets and properties of the university;

(h) to discuss and approve with modifications, if any, the annual financial estimates or budget, that is to say the fund which may be received from State Government, university funds and other funding agencies separately, as received from the Finance and Accounts Committee;

(i) to consider proposals to enter into, amend, carry out and cancel contracts on behalf of the university;

(j) to determine the form of common seal for the university and provide for its use;

(k) to accept, on behalf of the university the transfer of any trusts, bequests, donations and transfer of any movable, immovable and intellectual property to the university;

(l) to transfer by sale or otherwise, any movable or intellectual property rights on behalf of the university;

(m) to transfer by sale or lease or contract any immovable property to other organization with the prior permission of the State Government:

Provided that, any immovable property may be permitted to be used for the specific period, for the purpose of providing essential physical facilities for accomplishment of objects of the university, such as bank, canteen, post office, mobile towers, etc., without prior approval of the State Government;

(n) to create immovable assets in the form of land, building and other infrastructure out of reserve funds, for its campus and sub-campuses;

(o) to borrow, lend or invest funds on behalf of the university as recommended by the Finance and Accounts Committee;

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

(q) to provide buildings, premises, furniture, equipment and other resources needed for the conduct of the work of the university;

(r) to recommend the conferment of honorary degrees and academic distinctions;

(s) to institute and confer such degrees, diplomas, certificates and other academic distinctions as recommended by the Academic Council and arrange for convocation for conferment of the same, as provided by the Ordinances;

(t) to institute fellowship, travelling fellowship, scholarship, studentship, exhibitions, awards, medals and prizes, and prescribe Regulations for their award;

(u) to make Regulations for collaborations with other universities, institutions and organizations for mutually beneficial academic programmes recommended by the Board of Deans;

(v) to create posts of university teachers and non-vacation academic staff from the funds of the university and from the funds received from other funding agencies, on the recommendation of the Academic Council, as and when required, and prescribe their qualifications, experience and pay-scales;

(w) to create posts of officers, non-teaching skilled, administrative, ministerial staff and other posts from the funds of the university and from the funds received from other funding agencies, as and when required, and prescribe their qualifications, experience and pay-scales;

(x) to prescribe honoraria, remunerations, fees and travelling and other allowances for paper-setters and other examination staff, visiting faculty, and fees or charges for any other services rendered to the university;

(y) to recommend to the Academic Council the comprehensive perspective plan and annual plan for the location of colleges and institutions of higher learning, as prepared by the Board of Deans;

(z) to consider and approve proposals for change or transfer of management and shifting of locations of colleges and institutions, as prescribed in the Statutes;

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

(zb) to confer autonomous status on university departments, university institutions, affiliated colleges and recognized institutions on the recommendation of the Academic Council, as per the Statutes;

(zc) to assess and approve proposals for academic programmes received from the Academic Council;

(zd) to consider and adopt the annual report, annual accounts and audit report in respect of State Government funds, university funds and funds received from other agencies separately;

(ze) to cause an inquiry to be made in respect of any matter concerning the proper conduct, working and finances of colleges, institutions or departments of the university ;

(zf) to delegate, any of its powers, except the power to make, amend or repeal Statutes and Ordinances, to the Vice-Chancellor or such officer or authority of the university or a committee appointed by it, as it thinks fit ;

(zg) to define the functions, duties, powers and responsibilities of non-teaching employees in the university, in respect of the posts created from the funds of the university and from the funds received from other funding agencies ;

(zh) to deal with the cases related to the violation of prescribed fees according to the provisions of the Maharashtra Educational Institutions (Prohibition of Mah. VI of 1988. Capitation Fee) Act, 1987 and other relevant Acts;

(zi) to accept donations, gifts and other forms of financial support from alumni, philanthropists, industries and other stakeholders and prescribe the procedure to be followed by the university for accepting such donations, gifts, etc ;

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

(zk) to recommend to the State Government through the Vice Chancellor to appoint an Administrative Board for the affiliated college to run the management of such college in case of disputes regarding the management of such colleges, till the dispute is statutorily resolved. The constitution of this board and the process of its appointment shall be as prescribe by the Statutes. The decision of the State Government in this regard shall be final and binding ;

(zl) to develop and adopt students' charter.

Academic  
Council.

**32. (1)** The Academic Council shall be the principal academic authority of the university and shall be responsible for regulating and maintaining the standards of teaching, research and evaluation in the university. It shall also be responsible for laying down the academic policies in regard to maintenance and improvement of standards of teaching, research, extension, collaboration programmes in academic matters and evaluation of workload of the teachers.

(2) The Academic Council shall meet not less than four times in a year.

(3) The Academic Council shall consist of the following members, namely:—

(a) the Vice-Chancellor, Chairperson;

(b) the Pro-Vice-Chancellor;

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

(d) Directors of Sub-campuses;

(e) Director Innovation, Incubation and Linkages;

(f) the Vice-Chancellor shall nominate the following members, as per the recommendations of the search committee appointed by him for this purpose, in consultation with the Chancellor, namely:—

(i) eight Principals of conducted, autonomous or affiliated colleges which are accredited by the National Assessment and Accreditation Council (NAAC) or National Board of Accreditation (NBA), as the case may be of whom one shall be woman and one shall be a person belonging Scheduled Castes or Scheduled Tribes or De-notified Tribes (*Vimukta Jatis*) or Nomadic Tribes or Other Backward Class, by rotation;

(ii) two professors out of whom one shall be a person belonging Scheduled Castes or Scheduled Tribes or De-notified Tribes (*Vimukta Jatis*) or Nomadic Tribes or Other Backward Class, by rotation;

(iii) one head of a recognized institution;

(g) two teachers, representing each faculty, with not less than fifteen years of teaching experience to be elected by the collegiums of teachers from amongst themselves out of whom one each shall be a person belonging Scheduled Castes or Scheduled Tribes or De-notified Tribes (Vimukta Jaties)/ Nomadic Tribes or Other Backward Class provided that the reservation per faculty shall be decided by drawing lots:

Provided that, out of the teachers representing each faculties, under this clause, one shall be a woman, to be decided by drawing lots.

(h) one representative of management nominated by the Senate, from amongst the representatives of managements, who are the members of Senate;

(i) Eight eminent experts from the institutes or organizations of national repute, such as Indian Institute of Technology, Indian Institute of Science Education and Research, Indian Institute of Management, Indian Space Research Organization, Institute of Chartered Accountants of India, Institute of Cost Accountants of India, Institute of Company Secretaries of India, Indian Council for Social Research, Industrial Associations, Indian Olympic Association and allied fields and as much as possible representing all the faculties, nominated by the Chancellor;

(j) the Director of Higher Education or his nominee, not below the rank of the Joint Director, Higher Education;

(k) the Director of Technical Education or his nominee, not below the rank of the Joint Director, Technical Education;

(l) Director, Board of Examinations and Evaluation;

(m) Chairpersons of Board of Studies;

(n) Registrar-Member Secretary.

**33.** (1) The Academic Council shall have the following powers and duties, namely:— Powers and duties of Academic Council.

(a) to ensure that the university becomes a vibrant hub for promotion of research and development, interactions and linkages with industries, cultivation of intellectual property rights and entrepreneurship and incubation of knowledge linked industries;

(b) to consider and approve with modifications, if any, the matters referred to it by the Board of Studies through the faculty;

(c) to ensure that there are choice based credit systems for all certificates diplomas, degrees, post-graduate programmes and other academic distinctions;

(d) to ensure that the spirit of research and entrepreneurship percolates to all colleges and recognized institutions of the university;

(e) to approve fees, other fees and charges as recommended by the Board of Deans through the fee fixation committee;

(f) to recommend to the Management Council, the institution of degrees, diplomas, certificates and other academic distinctions;

(g) to propose draft of Ordinances relating to the academic matter to the Management Council;

(h) to make amend or repeal Ordinances and Regulations relating to academic matters;

(i) to allocate subjects to the faculties;



(j) to prescribe qualifications and norms for appointment of paper-setters, examiners, moderators and others, concerned with the conduct of examinations and evaluation;

(k) to consider and make recommendations to the Management Council for creation of posts of university teachers and non-vacation academic staff, required by the university from the funds of the university and from the funds received from other funding agencies and prescribe their qualifications, experience and pay-scales;

(l) to prescribe norms for recognition of any member of the staff of an affiliated college or recognized institution as a teacher of the university, in consonance with the norms of the University Grants Commission and the State Government;

(m) to prescribe norms for granting affiliation, continuation of affiliation, extension of affiliation to colleges, and recognition, continuation of recognition, extension of recognition to institutions of higher learning and research or specialized studies;

(n) To grant affiliation to colleges or institutions in accordance with the provisions of this Act, the Statutes, Ordinances and Regulations;

(o) to accord recognition to various certificate, diploma, advanced diploma and degrees programmes run by private skills education providers and empowered autonomous skills development colleges, in consonance with the norms of the University Grants Commission and the State Government;

(p) to recommend to the senate the comprehensive perspective plan as prepared by the Board of Deans and recommended by the Management Council;

(q) to approve annual plan for the location of colleges and institutions of higher learning, as prepared by the Board of Deans and recommended by the Management Council;

(r) to recommend to the Management Council conferment of autonomous status on institutions, departments, affiliated or conducted colleges and recognized institutions in accordance with the provisions of the Statutes;

(s) to approve new courses, inter-disciplinary courses and short-term training programmes referred to it by the Board of Deans;

(t) to approve the course syllabi, paper-setters, examiners and moderators paper-setters, and evaluation schemes of various courses recommended by the faculty concerned;

(u) to advise the university on all academic matters and submit to the Management Council feasibility reports on academic programmes recommended by the Senate at its previous annual meeting;

(v) to create policy, procedure and practice for choice based credit system for all academic programmes;

(w) to create policy for mobility of students among various universities of the State and also lay down the policy for giving flexibility to choose and learn different course modules among different faculties in a university or other universities in the State;

(x) to work out the procedures, policies and practices to introduce more flexible approach to education and of 'adaptive pace of learning' with minimum and maximum duration for completion of a degree and other academic programmes;

(y) to ensure that the research projects are an integral part of choice based modules for post-graduate programmes;

(z) to prepare academic calendar of the university for the subsequent academic year as per the guidelines from the University Grants Commission and the State Government, three months before the expiry of the current academic year;

(za) to recommend to the Management Council establishment of departments, colleges, schools, centres, institutions of higher learning, research and specialized studies;

(zb) to exercise such other powers and perform such other duties as may be conferred or imposed on it by or under this Act, the Statutes, Ordinances and Regulations.

(2) The Academic Council shall refer all matters or decisions involving financial implications to the Management Council for approval.

**34.** (1) The faculty shall be the principal academic coordinating authority of the university in respect of studies and research in relation to the subjects included in the respective faculty and also in respect of studies and research in multi-faculties. Faculty.

(2) The university shall have the following faculties, namely:—

(i) Faculty of Science and Technology;

(ii) Faculty of Commerce and Management;

(iii) Faculty of Humanities;

(iv) Faculty of Inter-disciplinary Studies.

(3) Each faculty shall comprise of such subjects as prescribed by the Statutes.

(4) A faculty shall consist of the following members, namely :—

(a) the Dean of the faculty - ex-officio Chairperson;

(b) the Associate Dean, if nominated under sub-section (5) of section 15;

(c) Chairpersons of each Board of Studies for the subjects comprised in the faculty;

(d) one person, nominated by each Board of Studies, who is an approved teacher and is otherwise eligible to be nominated as a member of the Board of Studies;

(e) five special invitees, who are eminent scholars with proven academic achievements and industrial or professional exposure in the subjects within the faculty, to be nominated by the Pro-Vice-Chancellor in consultation with the Dean of the faculty.

**35.** The faculty shall have the following powers and duties, namely:—

Powers and duties of Faculty.

(a) to consider the report on any matter referred to it by the Management Council, Academic Council or Board of Deans;

(b) to create time bound operative mechanism for implementation of the academic policy decisions;

(c) to consider and recommend with modifications, if any, to the Academic Council, the matters referred to it by the Board of Studies;

(d) to recommend to the Academic Council the course syllabi, course structures and evaluation schemes of various courses, as forwarded by the Board of Studies;

(e) to study and certify the curricula made by the autonomous colleges, empowered autonomous colleges or cluster of institutions;

(f) to recommend to the Board of Deans the requirements regarding the conduct of post-graduate or under-graduate teaching, research, training and instruction, in university departments or institutions, affiliated colleges and recognized institutions, including the manpower requirement;

(g) to consider and recommend to the Board of Deans, new courses, interdisciplinary courses and short-term training programmes referred to it by the Boards of Studies or the Board of University Departments and Inter-disciplinary Studies;

(h) to ensure that guidelines framed by the Academic Council in relation to teaching, research, training and instruction are implemented;

(i) to plan and organize inter-departmental and inter-faculty programmes in consultation with the Board of Deans, Boards of Studies and the Board of University Departments and Inter-disciplinary Studies;

(j) to recommend to the Academic Staff College and the Academic Council, conduct of refresher and orientation programmes for teachers of affiliated colleges and university departments, especially for the revised or newly introduced or inter-disciplinary courses of study, training and advance training, field exposure and deputation;

(k) to prepare and submit the annual report of the functioning of the faculty to the Vice-Chancellor;

(l) to undertake any other task in respect of studies and research in relation to the subjects included in the faculty and also in multi-faculties, as may be assigned to it by the university authorities.

Board of  
Deans.

**36.** (1) There shall be a Board of Deans to co-ordinate, oversee, implement and to supervise the academic activities of the university. It shall be responsible to plan the development of the university in academics, research and development, entrepreneurship, intellectual property rights, incubation of industries and linkages with industries for integrated planning. It shall also plan, monitor, guide and coordinate under-graduate and post-graduate academic programmes and development of affiliated colleges.

(2) The Board of Deans shall consist of the following members, namely:—

(a) the Pro-Vice-Chancellor, Chairperson;

(b) the Deans of faculties;

(c) the Director of Innovation, Incubation and Linkages.

Powers  
and Duties  
of Board of  
Deans.

**37.** (1) The Board of Deans shall have the following powers and duties, namely:—

(a) to make recommendations to the Academic Council for the conduct of post-graduate courses in university departments and post-graduate departments in colleges and recognized institutions;

(b) to consider and recommend to the Academic Council, new courses, inter-disciplinary courses and short-term training programmes referred to it by the faculty;

(c) to control, regulate and co-ordinate research activities to maintain standards of teaching and research in the university departments and post-graduate departments in colleges and recognized institutions;

(d) to recommend to the Academic Council, the norms of recognition of post-graduate teachers and research guides in colleges and recognized institutions;

(e) to grant recognition to the post-graduate teachers and research guides as recommended by the Research and Recognition Committee in accordance with the norms prescribed by the Academic Council;

(f) to recommend to the Vice-Chancellor recognition of private skills education providers and empowered autonomous skills education colleges by following the procedure as prescribed under this Act;

(g) to consider and recommend to the Academic Council the proposals submitted by the private skills education providers and empowered autonomous skills development colleges in respect of starting new certificate, diploma, advanced diploma and degree programmes and designing the curricula thereof;

(h) to prepare a comprehensive perspective plan of five years for integrating therein the plan of Development in a manner ensuring equitable distribution of facilities for higher education, as per the guidelines framed by the Commission;

(i) to prepare the annual plan for the location of colleges and institutions of higher learning, in consonance with the perspective plan;

(j) to conduct academic audit of the university departments, institutions, affiliated colleges, autonomous university departments and institutions, empowered autonomous colleges, cluster of institutions, empowered autonomous skills development colleges and recognized institutions, which shall be carried out by an Academic Audit Committee, having an equal number of internal and external members;

(k) to oversee the continuation of affiliation to colleges and continuation of recognition to institutions through a system of academic audit;

(l) to recommend proposals to the Academic Council for the establishment of conducted colleges, schools, departments, institutions of higher learning, research and specialized studies, academic services units, libraries, laboratories and museums in the university;

(m) to consider and make recommendations to the Academic Council for creation of posts of university teachers and non-vacational academic staff required by the university, from the funds of the university and from the funds received from other funding agencies, and prescribe their qualifications, experience and pay-scales;

(n) to make proposal to the Management Council for the institution of fellowship, travelling fellowship, scholarship, studentship, medals and prizes and make regulations for their award;

(o) to recommend to the Management Council through the Academic Council, the proposal for the conduct of inter-faculty and area or regional studies, common facilities, such as instrumentation centers, workshops, hobby centers, museums, etc.;

(p) to recommend to the Academic Council the proposals to prescribe fees, other fees and charges through a Fee Fixation Committee;

(q) to draft Ordinances and place them before the Management ;

(r) to draft regulations and place them before the Management Council and the Academic Council, as the case may be, for its approval.

(2) The Board of Deans shall appoint a Research and Recognition Committee for each Board of Studies, -

(a) The Research and Recognition Committee shall consist of the following members, namely :-

(i) the Pro-Vice-Chancellor, Ex-officio Chairman;

(ii) Dean of the faculty concerned and Associate Dean of the concerned group of subjects, if any;

(iii) the Chairperson, Board of Studies;

(iv) two experts in the subject, to be nominated by the Vice-Chancellor, not below the rank of Professor, who have successfully guided at least three Doctorate of Philosophy (Ph.D.) students and have published research work in recognized or reputed national or international journals, anthologies, etc., one of whom shall be from outside the university;

(b) the Research and Recognition Committee shall have the following powers and duties, namely:—

(i) to approve the topic of thesis or dissertation in the subject;

(ii) to recommend to the Vice-Chancellor a panel of referees for thesis or dissertations for awarding post-graduate, doctorate and higher degrees, based on the criteria as approved by the Academic Council;

(iii) to recommend to the Board of Deans, by following appropriate process, names of post-graduate teachers, research scientists in the recognized research and other institutions, active research and development experts having of not less than ten years' experience in research and development laboratories or centres in variety of industries, for recognition as approved research guides;

(iv) to undertake any other task in academic and research and development matters, as may be assigned to it by the Board of Deans, the Faculty and the Academic Council.

Board of  
Sub-  
campuses  
of  
university.

**38.** (1) There shall be a Board of sub-campuses of the university to organize the task and activities of the sub-campuses. It shall consist of the following members, namely:—

(a) the Pro-Vice-Chancellor, Chairperson;

(b) the Deans of faculties;

(c) the Finance and Accounts Officer;

(d) the Directors of all Sub-Campuses;

(e) the Director, Innovation, Incubation and Linkages;

(f) two members of the Management Council, to be nominated by the Vice-Chancellor, one of whom shall be a principal and the other shall be a representative of the management;

(g) the Director, Board of Examinations and Evaluation;

(h) the Director, Board of Students' Development;

(i) the Director, Sports and Physical Education;

(j) one Principal, one Teacher, one management representative from the affiliated, autonomous colleges within the jurisdiction of each sub-campus to be nominated by the Management Council;

(k) the Registrar - Member-Secretary.

(2) The Board of Sub-Campuses of the university shall meet at least three times in a year.

Powers  
and Duties  
of Board of  
Sub-  
Campuses  
of the  
university.

**39.** The Board of Sub-Campuses of the university shall have the following powers and duties, namely:—

(a) to co-ordinate the under-graduate and post-graduate educational activities in the district;

(b) to ensure implementation of various academic, administrative and governance mechanisms of the parent university;

(c) to co-ordinate the intra-institutional and inter-institutional information and communication technology linkages among the institutions of higher education in the district;

(d) to carry out in association with colleges workshops and training programmes for the benefit of teachers and non-teaching employees;

(e) to co-ordinate the examination and evaluation related activities in the district;

(f) to co-ordinate creation of research plans, development plans and other fund raising activities for the colleges and institutions in the district and establish links with the central office of the parent university;

(g) to co-ordinate teaching and learning activities at post-graduate level amongst the colleges and institutions, and render necessary assistance in this regard;

(h) to work as a district level gateway of the university for all academic and administrative tasks of students, research students, teachers, supporting staff and other members of the society;

(i) to prepare financial needs and annual financial estimates (budget) for the financial year and submit it to the central office of the parent university;

(j) to undertake any other task as may be assigned by the university authorities so as to carry out objectives of the university.

**40.** (1) There shall be a Board of Studies for every subject or group of subjects prescribed by the Statutes. The Board of Studies shall be the primary academic body of the university. Board of Studies.

(2) The Board of Studies shall consist of the following members, namely:—

(a) head of the university department or institution in the relevant subject :

Provided that, where there is no university department in the subject, the Board shall, at its first meeting co-opt the head of the department who is recognized for imparting teaching to post graduate students in an affiliated college or a recognized institution having post graduate teaching in that subject;

(b) six teachers having minimum ten years teaching experience, nominated by the Vice-Chancellor in consultation with the Dean of the respective faculty, from the following categories, namely :—

(i) one teacher from amongst the full time teachers of the university departments in the relevant subject;

(ii) two teachers from amongst recognized post-graduate teachers in affiliated colleges, or recognized institutions or post-graduate centers offering post-graduate programme in the concerned subject;

(iii) three teachers from affiliated colleges and recognized institutions other than heads of departments;

(c) three heads of departments from affiliated colleges and recognized institutions to be elected from amongst the collegiums of heads of departments of affiliated colleges and recognized institutions.

(d) the Board of Studies, at its first meeting, shall,-

(i) Subject to the provisions of section 65, elect one of the members as a chairperson of the board of the studies from amongst its members :

Provided that the member to be elected as a chairperson of Board of Studies shall be a post graduate recognized teacher imparting teaching to post graduate students; and thereafter co-opt -

(ii) one professor from other universities; and

(iii) four experts as under :-

(A) a person holding a rank not lower than that of Assistant Director, in national laboratories or institutions; or recognized institutions or industry or experts in the related field having published at least one reference book in the subject; or at least three research papers in recognized national or international journals;

(B) an eminent scholar in the subject;

(C) an eminent person from the subject-related industries or association or professional body;

(D) person having at least ten years working or ownership or advisory or consultancy experience in the field relevant to the subject.

(e) top rankers of the Final Year Graduate and Final Year Post Graduate examination of previous year of the concerned subject as invitee members for discussions on framing or revision of syllabus of that subject or group of subjects for one year.

Powers  
and duties  
of Board of  
studies.

**41.** The Board of Studies shall have the following powers and duties, namely:—

(a) to recommend to the Management Council through the faculty or faculties concerned and the Academic Council, the introduction of new diplomas and degrees;

(b) to recommend to the Management Council through the faculty or faculties concerned and the Academic Council, the discontinuation of diplomas and degrees which have become irrelevant;

(c) to recommend to the faculty concerned, the course syllabi, course structures and evaluation schemes of various courses;

(d) to recommended to the reference books or supplementary reading books and such other material useful for study of the course;

(e) to recommend to the faculty, modifications in respect of addition or deletion or updating of courses;

(f) to prepare the panels of paper-setters, examiners and moderators for the university examinations and evaluation, based on the criteria laid down by the Academic Council and recommend them to the Board of Examination and Evaluation ;

(g) to suggest to the Dean of the faculty concerned, organization of orientation and refresher courses in the subject in the summer or winter vacations;

(h) to prepare the requirements with regard to library, laboratory, equipment in respect of courses concerned;

(i) to suggest extension programmes with respect to the courses introduced;

(j) to understand the requirements of industry or corporate or society at large and to incorporate them into the syllabi to make the teaching-learning process relevant to the needs of the time;

(k) to encourage learning by collaboration and participation by using information and communication technology tools;

(l) to design curricula, add vocational content to every discipline and to prescribe the minimum period to pursue skill development programme and the level of proficiency expected;

(m) to ratify curricula, all processes and practices developed by the autonomous colleges, university departments or institutions, autonomous recognized institutions, empowered autonomous colleges or cluster of institutions, empowered skills development colleges, and recommendations in respect of recognition of teachers or experts.

**42.** (1) There shall be a Board of University Departments and Interdisciplinary Studies to promote interdisciplinary education and research on campus and also network with national and international institutions and create an academic and research and development environment that allows free flow of ideas amongst several disciplines.

Board of University Departments and Interdisciplinary studies.

(2) The Board of University Departments and Interdisciplinary Studies shall consist of the following members, namely:-

(a) the Pro-Vice-Chancellor, Chairperson;

(b) the Deans of faculties and Associate Deans, if any ;

(c) four experts, to be nominated by the Vice-Chancellor from other universities or national level research and development laboratories, one each having minimum experience of five years as a professor or equivalent position in research and development laboratories, in each of the disciplines of science, technology, humanities, commerce and management and interdisciplinary studies;

(d) four heads of departments or senior professors representing various subjects or disciplines in an equitable manner, to be nominated by the Vice- Chancellor.

(3) The Dean of Faculty of Interdisciplinary Studies shall act as a Member-Secretary.

(4) The Board shall meet at least three times a year.

**43.** The Board of University Departments and Interdisciplinary Studies shall have the following powers and duties, namely:—

Powers and duties of Board of University Departments and Interdisciplinary studies.

(a) to devise long term policy and strategy for promotion of quality postgraduate education on university campus;

(b) to prepare a comprehensive development plan for post-graduate education in university departments;

(c) to work on annual financial estimates (budget) for university departments;

(d) to co-ordinate the research and development activities with the Board of Research;

(e) to establish linkages with foreign and Indian premier teaching and research and development institutions or universities for strengthening of teaching and research and development activities on the campus of the university;

(f) to work in tandem with the Board of National and International Linkages to collaborate with national and international agencies, universities (including deemed or self-financed universities) and institutions for sharing of academic resources, running joint teaching programmes, running joint degree programmes with national and international universities or institutions;

(g) to promote interdisciplinary teaching programmes on the campus by coordinating amongst teachers and also to make policy for sharing of academic and research and development infrastructure;

(h) to promote the choice based credit system in the university departments, the affiliated colleges and recognized institutions;



(i) to work out and initiate use of technology in delivery of education;

(j) to promote the face-to-face and e-learning process in classroom teaching, use of mini-research and maxi research projects as an integral part of post-graduate learning;

(k) to initiate new approaches and methodology for assessing learning by students as a continuous online process;

(l) to recommend to the Vice-Chancellor,—

(i) the posts of university teachers (including aided posts and the posts for the purposes of sub-section (2) of section 8) to be filled by selection, who possess the prescribed minimum and additional qualification ;

(ii) emoluments and the number of posts to be filled ; and

(iii) the number of posts under sub-clause (i), which may be reserved for the persons belonging to the Scheduled Castes or Scheduled Tribes, Vimukta Jatis (De-Notified Tribes) or Nomadic Tribes or Other Backward Classes.

(m) to undertake any other task as may be assigned by the university authorities to carry out the objectives of the Board of University Departments and Interdisciplinary Studies and of the university.

Board of  
Post-  
Graduate  
Education  
in Colleges.

**44.** (1) There shall be a Board of Post-Graduate Education in Colleges with broad objectives of initiating and strengthening of quality post-graduate programmes in various disciplines of learning in colleges.

(2) The Board of Post-Graduate Education in Colleges shall meet not less than four times in a year, two of which shall necessarily be in the month of September or October and December or January, each year.

(3) The Board of Post-Graduate Education in Colleges shall consist of the following members, namely:—

(a) the Pro-Vice-Chancellor - Chairperson;

(b) the Deans of faculties and Associate Deans, if any;

(c) one faculty-wise expert from other universities, nominated by the Vice-Chancellor, each having minimum experience of five years as a professor;

(d) three faculty-wise heads of departments in colleges, with minimum experience of five years as a recognized post-graduate teacher, from post-graduate centres in colleges, preferably from different districts to be nominated by the Vice-Chancellor ;

(e) Directors of all sub-campus;

(f) Deputy Registrar of the administrative section concerned, shall act as the Secretary of the Board.

(4) The Board of Post-Graduate Education in Colleges shall have the following powers and duties, namely :—

(a) to recommend creation of a new post-graduate centre in a particular

discipline or a new course in the existing post-graduate centre in an affiliated college ;

(b) to create synergy for the growth of the post-graduate centers at district level through district sub-campus ;

(c) to initiate and encourage the use of technology in a blended form of education in the post-graduate centers;

(d) to propagate and keep track of quality enhancement in post-graduate centers by initiating teachers capacity enhancement activities;

(e) to initiate research and development activities in post-graduate centers;

(f) to undertake any other task as may be assigned by the university authorities so as to carry out objectives of the Board of Post-Graduate Education in Colleges.

**45.** (1) There shall be a Board for Lifelong Learning and Extension to create skilled and learned human power through its various degree level programmes and skills development programmes.

Board of Lifelong Learning and Extension.

(2) The Board for Lifelong Learning and Extension shall meet at least twice in a year.

(3) The Board for Lifelong Learning and Extension shall consist of the following members, namely:—

(a) the Vice-Chancellor - Chairperson;

(b) the Pro-Vice-Chancellor;

(c) the Deans of faculties;

(d) three eminent experts, nominated by the Vice-Chancellor, working in the domain of lifelong learning skills, value education and in field of longevity;

(e) two teachers from university departments, nominated by the Vice-Chancellor, who are actively engaged in innovation, research and development;

(f) two teachers from the colleges, nominated by the Vice-Chancellor, who are actively engaged in innovation, research and development and extension;

(g) the Director, Centre of Lifelong Learning and Extension- Member-Secretary.

**46.** (1) The Board of Lifelong Learning and Extension shall have the following powers and duties, namely:-

Powers and duties of Board of Lifelong Learning and Extension.

(a) to create synergy at policy and operative level mechanism for co-existence and co-operation between various teaching, research and development institutions and various regional and national bodies and governmental agencies in the domain of lifelong learning, value education and life skills for senior citizens;

(b) to supervise and monitor the activities of an independent Centre for Lifelong Learning and Extension that shall be set up by the university to carry out the objectives of the Board;

(c) to look into budgets and financial needs of the Centre for Lifelong Learning and Extension;

(d) to prepare an annual programme of activities of the Centre for Lifelong Learning and Extension and to review the same periodically;

(e) to submit an annual report to the Management Council;

(f) to undertake any other task that may be assigned by the university authorities to carry out the objectives of the Board of Lifelong Learning and Extension.

(2) There shall be a Department of Lifelong Learning and Extension headed by the Director, to carry out the objectives of the Board of Lifelong Learning and Extension.

**47.** (1) The Board of Examinations and Evaluation shall be the authority to deal with all matters relating to examinations and evaluation. The Board of Examinations and Evaluation shall also oversee the conduct of examinations in the autonomous colleges, institutions, university departments and university institutions.

Board of Examinations and Evaluation.

(2) The Board of Examinations and Evaluation shall meet at least twice in an academic year.

(3) The Board of Examinations and Evaluation shall consist of the following members, namely:—

(a) the Vice-Chancellor - Chairperson;

(b) the Pro-Vice-Chancellor;

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

(d) two Principals other than Dean, nominated by the Management Council;

(e) one professor of the university departments, to be nominated by the Management Council;

(f) one teacher from affiliated Colleges other than heads of Departments or Principals with the minimum teaching experience of fifteen years to be nominated by Management Council;

(g) one expert in the field of evaluation in computerized environment, nominated by the Vice-Chancellor;

(h) one expert not below the rank of Deputy Registrar of other Statutory University from the State of Maharashtra who has experience related to examination work in computerized environment as an invitee to be nominated by Vice-Chancellor;

(i) Director of Higher Education or his nominee not below the rank of Joint Director;

(j) Director, Board of Examinations and Evaluation - Member- Secretary.

**48.** (1) The Board of Examinations and Evaluation shall have the following powers and duties, namely:—

(a) to devise policy, mechanism and operational strategies to do the tasks relating to assessment of performance of students efficiently and in a time bound manner;

(b) to ensure proper organization of examinations and tests of the university, including moderation, tabulation, evaluation and timely declaration of results:

Provided that, the Board of Examination and Evaluation shall, for the purposes of this clause, give effect to the recommendations of the Board of Students' Development and the Board of Sports and Physical Education, regarding alternative arrangements.

(c) to prepare the financial estimates relating to examinations and evaluation for incorporation in the annual financial estimates (budget) of the university and shall submit the same to the Finance and Accounts Committee;

(d) to arrange for strict vigilance during the conduct of examinations so as to avoid use of unfair means by the students, teachers, invigilators, supervisors, etc.;

(e) to establish procedures and devise operative mechanism for credit assessment in the modular structure by the teachers and use computer technology for the entire process of assessment and evaluation including creating and effectively using a repository of question banks;

(f) to ensure that the assessment of answer books for award of degrees, diplomas or certificates shall be done centrally through central assessment system by following system of masking and de-masking of answer books or any other alternative system for ensuring the objective of secrecy;

(g) to undertake examination and evaluation reforms in order to make examination and evaluation system more efficient;

(h) to appoint paper-setters, examiners and moderators from amongst the persons included in the panels prepared by the respective Boards of Studies and, where necessary, having regard to the recommendations made by the committee under clause (b) of sub-section (5), remove them or debar them;

(i) to approve detailed programme of examinations and evaluation as prepared by the Director, Board of Examinations and Evaluation;

(j) to consider the reports of review of results of university examinations forwarded by the Director, Board of Examinations and Evaluation;

(k) to hear and decide the complaints relating to conduct of examinations and evaluation;

(l) to exercise such other powers in relation to examinations and evaluation as may be assigned to it by or under this Act.

(2) In case of any emergency requiring immediate action to be taken, the Chairperson of the Board of Examinations and Evaluation or any other officer or person authorized by him in that behalf, shall take such action as he thinks fit and necessary, and shall report the action taken by him at the next meeting of the Board.

(3) (a) In order to appoint paper-setters, examiners and moderators, the Board of Examinations and Evaluation shall constitute committees for every subject consisting of, -

(i) the Dean of the concerned faculty - Chairperson;

(ii) Associate Dean, if any ;

(iii) the Chairperson of the Board of Studies concerned;

(iv) two members of the Board of Studies, nominated by it from amongst its members of whom at least one shall be a post-graduate teacher;

(v) the Director of Board of Examinations and Evaluation shall act as a Secretary of such committee.

(b) The committee shall prepare lists of persons for various examinations and tests, included in the panels to be prepared by the Board of Studies and shall submit them to the Pro- Vice- Chancellor, who shall submit the same with his recommendations, if any, to the Board of Examinations and Evaluation, which shall then appoint paper-setters, examiners and moderators, and where necessary referees.

(c) No member of the Board of Examinations and Evaluation or the committees constituted under this section shall be appointed as a paper-setter, examiner, moderator or referee:

Provided that, the Pro-Vice-Chancellor shall have power to appoint a member of the Board of Examinations and Evaluation or the committees constituted under this section, as a paper-setter, examiner, moderator or referee where no teacher relating to such subject who is not a member of the Board of Examinations and Evaluation or the committees is available.

(4) It shall be obligatory on every teacher and on the non-teaching employee of the University, affiliated, conducted colleges, community colleges or recognized institutions to render necessary assistance and service in respect of examinations of the university and evaluation of students as prescribed by statutes. If any teacher or non-teaching employee fails to comply with the order of the university or college or institution, in this respect, it shall be treated as misconduct and the employee shall be liable for disciplinary action. In case of failure on the part of the teacher or non-teaching employee of any affiliated college, conducted college, community college or recognized institution, to comply with the order of the university in this respect, the Vice-Chancellor shall have power to take an appropriate action against them, which may include imposing penalties including suspension of approval to the appointment of a teacher, as may be prescribed by the Statutes.

(5) (a) In order to investigate and take disciplinary action for failure to comply with the order of the university for rendering assistance or service in respect of examinations by or on behalf of the university or evaluation of students or formal-practices and lapses on the part of candidates, paper-setters, examiners, moderators, referees, teachers or any other persons connected with the conduct of examinations including the pre-examination stage and the post-examination stage or at any stage whatsoever, the Board of Examinations and Evaluation shall constitute a committee of not more than five persons of whom one shall be the Chairperson;

(b) Such committee shall submit its report and recommendations to the Vice-Chancellor, who may direct the Director, Board of Examinations and Evaluation, the disciplinary action to be taken against the person or persons involved in the malpractices, directly or indirectly, and the Director, Board of Examinations and Evaluation shall proceed to implement the decision of the Vice-Chancellor.

Board of  
Information  
Technology.

**49.** (1) There shall be a Board of Information Technology to create an umbrella structure to professionally manage the selection, deployment and use of application software and technology in Academics, Finances and Administration, address the issues relating to use of the right kind of technology, software, hardware and connectivity to deploy technology in all domains of activities and associated tasks of the university and to project the funds required for that purpose.

(2) The Board of Information Technology shall meet at least three times in a year.

(3) The Board of Information Technology shall consist of the following members, namely:—

(a) the Vice-Chancellor - Chairperson;

(b) the Pro-Vice-Chancellor;

(c) the Deans of faculties and Associate Deans, if any;

(d) the Director of Board of Examinations and Evaluation;

(e) the Finance and Accounts Officer;

(f) one professor from university departments having knowledge and expertise in the domain of software and hardware, nominated by the Vice-Chancellor;

(g) two experts in the field of information and communication technology, nominated by the Vice-Chancellor, one of whom shall be an expert in software and the other in the field of hardware;

(h) the Registrar;

(i) the Dean of Faculty of Science and Technology shall act as a Member-Secretary.

Powers and  
duties of  
Board of  
Information  
Technology.

**50.** The Board of Information Technology shall have the following powers and duties, namely: —

(a) to plan information technology services through information technology infrastructure;

(b) to decide the annual budget of the university for creating technology related infrastructure;

(c) to devise strategy for creation of virtual classrooms and laboratory infrastructure;

(d) to lay down the policy for networking in the various campuses of the university;

(e) to lay down the policy for generating financial resources in the field of higher education, research and development and allied projects or programmes;

(f) to advise and assist the university to create inter-university and intra-university networks for connecting university administration, departments and colleges;

(g) to assist the university to be part of the national knowledge grid;

(h) to assist the university network, for connecting it with other universities in the State;

(i) to ensure quality and efficiency in the various levels of information technology infrastructure and services within parameters defined by the university;

(j) to devise a policy and strategy plan for use of technology in all aspects connected with academics, evaluation, finances and administration;

(k) to monitor use of technology in administration, finances and evaluation activities of the university;

(l) to devise strategy and technology, financial requirement and operative level mechanism for use of information-flow-line for integrating face-to-face and e-learning objects and also for creation of virtual lecture and laboratory infrastructure;

(m) to work out an approach and operating plan for creation of a repository of data on students, teachers, technical and other staff and other relevant information;

(n) to advise on purchase of software, hardware and networking for university departments and university system as a whole;

(o) to assist and advise the use of technology in blended learning, making of e-learning objects, and teachers training in use of multi-media;

(p) to work out appropriate policy and procedure for creation of a Data Repository Cell for creation, up-gradation and maintenance of data on students, teachers as well as other staff members in the institutions and give a Unique Identification Number;

(q) to undertake any other task as may be assigned by the university authorities so as to carry out objectives of the Board of Information Technology.

**51.** (1) There shall be a Board of National and International Linkages to cultivate, establish, maintain and strengthen the link of the university with premier national and international universities and institutions.

Board of  
National and  
International  
Linkages.

(2) The Board shall meet at least three times in a year.

(3) The Board of National and International Linkages shall consist of the following members, namely:-

(a) the Vice-Chancellor - Chairperson;

(b) the Pro-Vice-Chancellor;

(c) the Deans of faculties and Associate Deans, if any ;

(d) one member of the Management Council, from amongst its elected members, nominated by the Vice- Chancellor;

(e) one senior professor, nominated by the Vice-Chancellor from the university post-graduate Department;

(f) two principals, of whom one shall be from autonomous or empowered autonomous colleges or empowered autonomous institutions and one shall be from affiliated colleges to be nominated by the Vice-Chancellor;

(g) one expert from industries having proven expertise about National and International linkages to be nominated by Commission;

(h) the Director, Innovation, Incubation and Linkages -Member-Secretary.

Powers and  
Duties of  
Board of  
National and  
International  
Linkage.

**52.** The Board of National and International Linkages shall have the following powers and duties, namely:—

(a) to work on long term policy and strategy for promotion of inter-linkages with premier national and international universities and institutions;

(b) to evolve a process to collaborate with national and international agencies, universities, colleges and institutions for sharing of academic resources, running joint research and development and teaching programmes, running joint degree programmes with national and international universities, colleges and institutions;

(c) to evolve mechanism for visits of teachers or research and development scientists or experts from industry and other entities, to the university departments, colleges and institutions and vice-versa, and also to work out the details on logistic support for such visitors;

(d) to evolve mechanism for visits of teachers and students from [university departments to national and international universities or institutions] university departments, colleges and institutions to national and international universities, colleges or institutions and vice-versa, and also to work out details on budgetary provisions and logistic support for such visits;

(e) to evolve a mechanism to assist foreign students and migrant Indian students, their admissions and completion of other statutory formalities;

(f) to organize cultural and other activities such as visits of foreign students and migrant Indian students to other parts of India;

(g) to make arrangements for other logistic infrastructure, if any, created by the university for foreign students and migrant Indian students;

(h) to work out budgetary provision for activities of the Board and for providing various services to foreign students and migrant Indian students;

(i) to undertake any other task as may be assigned by the university authorities so as to carry out objectives of the Board of National and International Linkages.

**53.** (1) There shall be a Board of Innovation, Incubation and Enterprise for creation and cultivation of an enabling environment to propagate the concept of innovation and to convert the innovative ideas into working models through a process of incubation which shall finally lead to the creation of enterprise.

Board of  
Innovation,  
Incubation  
and  
Enterprise.

(2) The university shall establish an independent Centre for Innovation, Incubation and Enterprise to carry out the objectives of the Board for Innovation, Incubation and Enterprise. The Centre shall exercise the powers and perform the duties as may be assigned by the Board, from time to time.

(3) The Board for Innovation, Incubation and Enterprise shall consist of the following members, namely:-

(a) the Vice-Chancellor - Chairperson;

(b) the Pro-Vice-Chancellor;

(c) the Deans of faculties and Associate Deans, if any ;

(d) five prominent industrialists, nominated by Commission from manufacturing, information and communication technology, bio-sciences and technology, agro - industries and service industries;

(e) one senior manager from the lead bank of the District in which head quarter of the University is located to be nominated by Vice-Chancellor;

(f) two teachers from university departments or university institutions, who are active in innovation, research and development nominated by the Vice-Chancellor;

(g) two teachers, nominated by the Vice-Chancellor, from colleges who are active in innovation, research and development;

(h) the representative of Department of Information and Technology, not below the rank of the Deputy Secretary;

(i) the Director, Innovation, Incubation and Linkages - Member-Secretary.

(4) There shall be minimum three meetings of the Board to be conducted in the year.

**54.** The Board of Innovation, Incubation and Enterprise shall have the following powers and duties, namely:-

Powers and  
duties of  
Board of  
Innovation,  
Incubation  
and  
Enterprise.

(a) to create synergy at policy and operative level mechanism for co-existence and co-operation between various research and development activities in university departments, colleges and various industries in the State and in other States;

(b) to create synergy through operative policy mechanism and support system for incubation of good ideas such as product, process, service and innovation, into a scalable mode so as to establish small, medium and large industries;

(c) to establish a system to support protection of intellectual property rights at national and global level;

(d) to establish a system so as to guide and help young entrepreneurs in operational, legal, business model creation and financial support;

(e) to project and plan the activities to be carried out by the Centre for Innovation, Incubation and Enterprise;

(f) to prepare annual programmes of activities of the Centre for Innovation, Incubation and Enterprise and review the same periodically;

(g) to prepare the annual budget of the Centre for Innovation, Incubation and Enterprise;



(h) to oversee and monitor the activities of the Centre for Innovation, Incubation and Enterprise;

(i) to submit an annual report of working of Centre for Innovation, Incubation and Enterprise to the Management Council;

(j) to undertake any other task as may be assigned by the university authorities to carry out the objectives of the Board for Innovation, Incubation and Enterprise.

Board of  
Students'  
Develop-  
ment.

**55.** (1) There shall be a Board of Students' Development to plan and oversee the various cultural and welfare activities of the students in colleges, institutions and university departments. The activities of the Board of Student's Development shall be carried out by the Director of Students' Development.

(2) The Board of Students' Development shall consist of the following members, namely:-

(a) the Vice-Chancellor - Chairperson;

(b) the Pro-Vice-Chancellor;

(c) one professional, nominated by the Vice-Chancellor, in the field of Performing Arts;

(d) one professional, nominated by the Vice-Chancellor in the field of Art and Fine Arts;

(e) Two teachers, nominated by the Vice-Chancellor involved in cultural or welfare activities out of whom one shall be woman ;

(f) office bearers of University Students Council;

(g) District Co-ordinators of Culture and Student Welfare for each district to be nominated by Management Council;

(h) Director of National Service Scheme (NSS) of the University;

(i) the Director, Board of Students' Development, Member- Secretary.

Powers  
and  
Duties of  
Board of  
Student's  
Develop-  
ment.

**56.** (1) The Board of Students' Development shall have the following powers and duties, namely :-

(a) to take necessary steps for promotion of culture and students' development activities in colleges and university departments;

(b) to establish links with regional and national bodies in the various cultural activities and to promote various activities jointly with them;

(c) to take up activities in colleges and university departments to promote interest and skills for appreciation in the field of performing arts, pure art and painting skills;

(d) to hold university level competitions, skills development workshops, interactive activities in order to bring the society closer to the colleges, institutions and university;

(e) to establish rapport with groups (excluding political parties), societies and other professional bodies so as to involve them in the activities of Board of Students' Development;

(f) to devise, develop and implement innovative schemes of students' development including Earn and Learn Scheme, Education Loan, Vice-Chancellors Aid Fund, Endowment Schemes, Student Exchange Schemes, etc.

(g) to devise a mechanism of grievance redressal of student and prevention of sexual harassment and ragging of students and to prepare and submit the Annual Report of the Board to Senate for approval.

(h) to devise a mechanism to implement recommendations of the Commission as regards students' development and culture.

(i) to take necessary measures to ensure participation of well-trained teams in various regional, national and international level competitions, and cultural, recreational and other activities.

(j) to devise, develop and implement schemes of career counselling, psychological counselling and rehabilitation and upliftment of differently-abled students.

(k) to co-ordinate activities of National Service Scheme(NSS)and National Cadet Corps (NCC) in university and affiliated Colleges.

(l) to recommend to competent authority to make alternative arrangements regarding examinations for students participating in the inter-university or national or international sports, cultural competitions or NCC, NSS events during the relevant schedules of examinations as prescribed by Ordinances.

(m) to undertake any other task as may be assigned by the university authorities so as to carry out objectives of the Board of Students' Development and Students' Development Cell.

(2) There shall be a Students' Development Cell and Students Grievance Redressal Cell in the university and in the colleges and recognized institutes to devise an operational level mechanism to assist the Students and provide for prompt redressal of students grievances. These Cells shall be as under,-

(a) Students' Development Cell,-

to assist students on the issues and difficulties in various facets related to their day to day life and other aspects connected with their academic world, personality development and healthy campus life. Such cell in the university shall be headed by Director, Students' Development. The Cell shall consist of other seven members nominated by Vice-Chancellor from amongst the Teachers on the Campus and President and Secretary of the Students Council to be the ex-officio members. There shall be Students' Development Cell in each college and recognized Institution which shall be headed by Vice-Principal or Senior Teacher Nominated by the Principal and other four members shall be nominated by the Principal to include Teachers, Female Teacher, Social Worker, Counselor and office bearers of College Students Council to be the ex-officio members.

(b) Students Grievance Redressal Cell,-

There shall be Students Grievance Redressal Cell at the University and each college and recognized institutions to resolve the Grievances of Students and to suggest to the higher authorities different ways and means to minimize and prevent such grievances. The functional mechanism of working of Students Grievance Redressal Cell shall be as prescribed by Statutes, prepared in accordance with the provisions of the University Grants Commission (Grievance Redressal) Regulations, 2012, or any other regulations for the time being in force.

**57.** (1) There shall be a Board of Sports and Physical Education in the university to promote the culture of sports and look after sports related activities. The activities of the Board shall be carried out by the Director of Sports and Physical Education.

Board of Sports and Physical Education.

(2) The Board of Sports and Physical Education shall consist of the following members, namely:-

(a) the Vice-Chancellor - Chairperson;

(b) the Pro-Vice-Chancellor;

(c) three professionals, nominated by the Vice-Chancellor with established credibility in different fields of sports;

(d) District Sports Officer of the district where the University Head Quarter is located.

(e) one teacher from the university department of Physical Education, nominated by the Management Council;

(f) two sports teachers, from affiliated, conducted or autonomous colleges, nominated by the Management Council;

(g) Zonal or Divisional president (principal of the host college) and secretary(director physical education of the host college) with the tenure of one year;

(h) the President, Secretary of the University Student Council;

(i) one student member from sports of University Student Council nominated by the President of University Students Council under sub-sub clause (v) of sub-clause (b) of sub-section (4) of section 99;

(j) the Director, Sports and Physical Education - Member-Secretary.

Powers  
and  
duties of  
Board of  
Sports and  
Physical  
Education.

**58.** The Board of Sports and Physical Education shall have the following powers and duties, namely:-

(a) to take necessary steps for promotion of sports culture and activities in the field of sports in colleges and university departments;

(b) to establish links with regional and national bodies in the various sports and to promote various activities jointly with them;

(c) to establish rapport with groups, societies and other professional bodies so as to involve them in the activities of Board of Sports and Physical Education;

(d) to take up activities in colleges, recognized institutions and university departments to promote interest and also skills in various sports as per the policy of the university and also national policies in the field of sports;

(e) to hold university level competitions, sports skills development camps, interactive activities and also training workshops in various sports in order to bring the society closer to the colleges, institutions and university;

(f) to encourage participation in regional, national and international level activities and competitions through well trained teams in various sports;

(g) to recommend to competent authority to make alternative arrangements regarding examinations of students participating in the inter-university or national or international sports tournaments or events during the relevant schedules of examinations as prescribed by Ordinances;

(h) to undertake any other task as may be assigned by the university authorities so as to carry out the objectives of the Board of Sports and Physical Education.

Board of  
Research.

**59.** (1) There shall be a Board of Research to cultivate, promote and strengthen research activities and also to plan, co-ordinate, supervise and to raise finances for research activities in university departments, colleges and recognized institutions.

(2) The Board of Research shall consist of the following members, namely :

(a) the Vice-Chancellor - Chairperson;

(b) the Pro-Vice-Chancellor;

- (c) the Deans of faculties and Associate Deans, if any ;
- (d) four eminent researchers, of national or international repute nominated by the Vice-Chancellor, with proven experience; one each from pure and applied sciences and technology, humanities, commerce, accounts and finances, and interdisciplinary studies;
- (e) two teachers, nominated by the Vice-Chancellor from university departments;
- (f) two teachers, nominated by the Vice-Chancellor, from colleges or recognized institutions having a strong base in research culture;
- (g) eight eminent persons from different areas of Science, Commerce, Agriculture, Banking , Finance, Industry, Intellectual Property Rights, etc., who are conversant with the global trends as well as regional issues to be nominated by Chancellor ;
- (h) the Director, Innovation, Incubation and Linkages -Member-Secretary.

(3) The Board of Research shall meet at least three times in a year.

**60.** The Board of Research shall have the following powers and duties, namely:- Powers and duties of Board of Research.

- (a) to work on long term policy and strategy for promotion of research culture in the university, colleges and recognized institutions;
- (b) to advise and encourage the teachers to take up research in emerging areas at individual and group level;
- (c) to promote inter-disciplinary research programmes by co-ordinating amongst teachers and also to make and articulate policies for sharing of research and development infrastructure;
- (d) to encourage the university departments, colleges and recognized institutions to hold research seminars in all disciplines for the research students;
- (e) to publish research journals, monographs for different disciplines;
- (f) to decide upon policy for maintenance of standards of research for Ph.D. degrees, in consonance with the norms of the University Grants Commission and other regulatory bodies;
- (g) to work on creation of research and development data base for work done in university departments, colleges and recognized institutions in a stand-alone mode or as group activity or in collaboration with industries and other research and development laboratories;
- (h) to work out and initiate research in delivery of education, pedagogy of face-to-face and e-learning, impact of e-learning and virtual classrooms on learning and understanding of students, open distance learning and conventional education;
- (i) to make efforts and also assist the teachers, university departments, colleges and recognized institutions to raise the funds for research activities;
- (j) to work out the budget for research activities of the university;
- (k) to mobilize money from the industry for enhancing research activities;
- (l) to identify problems and issues related to the region within the jurisdiction of the university and to take special initiative to address such issues through systematic research;
- (m) to work on long-term policies and strategies for creating synergy between researchers and industries resulting into promotion of knowledge and technology transfer and productive conversion of research;
- (n) to encourage industries to promote, adopt and participate in the basic and applied research projects;

(o) to establish central research laboratories with the help of participation of national and international industries;

(p) to undertake any other task as may be assigned by the university authorities so as to carry out objectives of the Board of Research.

Powers,  
functions  
and  
duties of  
Authori-  
ties.

**61.** The constitution, powers, functions and duties of the authorities of the university, not laid down under any of the provisions of this Act shall be as prescribed by the Statutes.

Term of  
office of  
members of  
authority.

**62.** (1) The term of every authority constituted under this Act shall commence on 1st September and shall be of five years from the said date and the term of the members of every authority shall expire on the expiry of the said period of five years, irrespective of the date on which a member has entered upon his office.

(2) The process of election, nomination and co-option shall be commenced at least three months before expiry of the term of the authority and shall be completed not later than 30th November in that year.

Cessation  
of  
member-  
ship.

**63.** Notwithstanding anything contained in this Act or the Statutes made thereunder, where a person, elected, nominated, appointed or co-opted, as the case may be, as an officer of university or a member of any of the authority or bodies of the university by virtue of his being eligible to be so elected, nominated, appointed or co-opted as such an officer or a member under any of the categories of officers or members specified by or under the relevant provisions of this Act in relation to such office, authority or body, he shall cease to be such an officer of the university or a member of such an authority or a body as soon as he ceases to belong to such category and shall be deemed to have vacated his office as such officer or member.

Disqualifi-  
cation  
for mem-  
bership  
of author-  
ity.

**64.** A person shall be disqualified for being a member of any of the authorities, bodies and committee of university and voting to the authorities, bodies and committees, if he-

(a) is of unsound mind and stands so declared by a competent court; or

(b) is an undischarged insolvent; or

(c) has been convicted of any offence involving moral turpitude; or

(d) is conducting or engaging himself in private tuitions or private coaching classes; or

(e) has been punished for indulging in or promoting unfair practices in the conduct of any examination and evaluation, in any form, anywhere; or

(f) has willfully omitted or refused to carry out the provisions of this Act, Statutes or Ordinances, or has acted in any manner detrimental to the interests of the university; or

(g) has been punished in any form, by the competent authority for committing a misconduct; or

(h) discloses or causes to disclose to the public, in any manner whatsoever, any confidential matter, in relation to the examination and evaluation, the knowledge of which he has come to be in possession, due to his official position:

Provided that, the right of voting of the person in respect of clauses (e) and (g) shall remain suspended during the term of punishment under the said clauses.

**65.** No person shall be a member of Management Council or Chairman of Board of Studies, for a second consecutive term whether, as an elected, nominated or co-opted member, as the case may be:

Ineligibility for second consecutive term.

Provided that, any person who was the member of the Management Council of the university or Chairman of the Board of Studies, for the first time whether as elected, nominated or co-opted member, as the case may be, on the date of commencement of this Act, shall not be deemed to have enjoyed the consecutive term if he is nominated or elected or co-opted for the first time after the commencement of this Act.

**66.** Save as otherwise provided by or under the provisions of this Act, each authority of the university while acting and exercising its powers and discharging functions or duties assigned to it by or under the provisions of this Act, shall have the exclusive jurisdiction to deal with and decide the matters assigned to it and discharging functions or duties assigned to it by or under the provisions of this Act.

Conclusiveness of decision of authority.

**67.** (1) Every election to any authority or body of the university under this Act, except the elections to the post referred in clauses (a) to (e) of sub-section (2) and clauses (a) to (e) of sub-section (3) of section 99, shall be held by ballot in accordance with the system of proportional representation by means of the single transferable vote and as prescribed by the Statutes.

Election to be by proportional representation.

(2) The other details relating to elections not specified in the Act shall be as prescribed by the Statutes.

**68.** (1) A member, other than an ex-officio member, may resign by writing under his signature. A nominee of the Chancellor may resign by addressing to the Chancellor, and any other member may resign by addressing to the Vice-Chancellor. The person shall cease to be a member upon his resignation being accepted by the Chancellor or the Vice-Chancellor, as the case may be, or upon expiry of thirty days from the date of resignation, whichever is earlier.

Resignation of membership.

(2) If a person nominated, elected, appointed or co-opted to any authority or body remains absent without prior permission of the authority or body for three consecutive meetings, he shall be deemed to have vacated his membership and he shall cease to be a member from the date of the third such meeting in which he has remained absent:

Provided that, such member should have attended at least one meeting in the previous year.

**69.** (1) Save as otherwise provided by this Act, all matters with regard to the conduct of meetings of the authorities, bodies or committees, if any, constituted by the university, shall be such as may be prescribed by the Statutes.

Meeting of authorities.

(2) A meeting of an authority or body shall be convened on the date determined by the Chairperson by a notice issued by its Secretary.

(3) Except as otherwise provided, the quorum for a meeting shall ordinarily be one-third of the number of the sitting members. If there is no quorum, the meeting shall be adjourned by the Chairperson to a specific time on the same day, or on a later date and no quorum shall be necessary for such adjourned meeting. No quorum shall be necessary on the following day of the continued meeting.

(4) Where no provision is made by or under the Statutes for a President or Chairperson to preside over a meeting of any authority or body of the university or when the President or the Chairperson so provided for is absent and no provision is made for any other person to preside, the members present shall elect a person from amongst themselves to preside at the meeting.

(5) Save as otherwise provided, all items, questions, matters or proposals on the agenda shall be decided by a majority of votes of members present. The Chairperson shall have a vote. In case of equality of votes, the Chairperson shall have the casting vote. The secretary, if not a member, shall have the right to participate in the deliberations but shall not have the right to vote.

Casual  
vacancy  
and  
Standing  
Committee  
to fill  
vacancies.

**70.** (1) When any vacancy occurs in the office of a member, other than an *ex-officio* member or, a member nominated by the Chancellor, of any authority or other body of the university except Management Council before the expiry of his normal term, the vacancy shall be filled by nomination of a person by the Standing Committee constituted under sub-section (3) who is otherwise eligible to be elected on the said authority or body from the same category.

(2) In case, any vacancy occurs in the office of a member, other than an *ex-officio* member of Management Council of the university, it shall be filled as soon as possible, by nomination or election or co-option, as the case may be, of a person by the authority, body or the officer concerned. The person so nominated, elected or co-opted shall be a person who is otherwise eligible to be nominated, elected or co-opted on the said authority or body from the same category. The person so nominated, elected or co-opted shall hold office only so long as the member in whose place he has been nominated, elected or co-opted shall have held it, if the vacancy had not occurred.

(3) The constitution of the Standing Committee for filling in the vacancies mentioned in sub-section (1) shall be as follows, namely :-

- (a) Pro-Vice-Chancellor - Chairman;
- (b) Chancellor's nominee on Management Council;
- (c) one dean nominated by Management Council;
- (d) one elected member of the Management Council nominated by that Council;
- (e) one principal nominated by Senate from amongst its members;
- (f) one teacher nominated by Senate from amongst its members;
- (g) one graduate nominated by Senate from amongst its members;
- (h) Registrar - Member-Secretary.

(4) The term of the Standing Committee shall commence on 1st September and shall be of five years from the said date. The term of the members shall expire on the expiry of the said period of five years, irrespective of the date on which a member has entered upon his office.

## CHAPTER V

### THE STATUTES, ORDINANCES AND REGULATIONS

Statutes  
and  
their  
subject  
matters.

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

- (1) conferment of honorary degrees and academic distinctions;
- (2) establishment and maintenance of the sub-campus university departments, institutions, conducted colleges, institutions of higher learning, research or specialized studies and hostels;
- (3) constitution, powers, duties and functions of authorities of the university not laid down under any of the provisions of this Act;
- (4) abolition of university departments or institutions and conducted colleges;
- (5) rules of procedure for conduct of business at the meetings of authorities of the university;

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

(7) norms for grant of autonomy to university departments or institutions, affiliated colleges and recognized institutions, subject to the approval of the State Government;

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

(9) disciplinary action against defaulting teachers, officers and other employees of the university, affiliated colleges and recognized institutions other than the colleges or institutions managed and maintained by the State Government or Central Government or local authorities;

(10) conditions of residence, conduct and discipline of the students of the university, colleges and recognized institutions, and the action to be taken against them for breach of discipline or misconduct, including the following :-

(a) use of unfair means in an examination, or abetment thereof ;

(b) refusal to appear or give evidence in any authorized inquiry by an officer in charge of an evaluation and examination, or by any officer or authority of the university ; or

(c) disorderly or otherwise objectionable conduct, whether within or outside the university ;

(11) mechanism and procedure for redressal of grievances of the students;

(12) functions and duties of Students' Council in university, colleges and recognized institutions ;

(13) procedure for conduct of elections to various authorities and bodies;

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

(15) inspection of colleges, recognized institutions, halls and hostels;

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

(17) Norms and Procedure to be followed while nominating members on authorities, boards and committees by the Vice-Chancellor under this Act ;

(18) norms of grant and withdrawal of affiliations to colleges and institutions ;

(19) transferring, in public interest, of the management of a college or institution by the university and the conditions for such transferring, subject to the approval of the State Government;

(20) qualifications, recruitment, code of conduct, terms of office, duties and conditions of service including periodic training and advance training, field exposure, deputation, assessment of teachers, officers and other employees of the university and affiliated colleges except those colleges or institutions which are



maintained by the State or Central Government or local authority, retirement benefits and the manner of termination of their services as approved by the State Government, provided that these shall not be in contravention of State Government policies in this regard ;

(21) procedure to be followed for purchases under sub-section (7) of section 98;

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

Statutes  
how  
made.

**72.** (1) The Statutes may be made, amended or repealed by the Senate in the manner hereinafter provided.

(2) The Statute Committee shall be constituted by Management Council as under :-

(a) One member of Management Council from amongst the elected members of that Council - as Chairman,

(b) One Dean,

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

(d) One Principal of affiliated college,

(e) Registrar of the university,

(f) Law Officer of the university as Member-Secretary.

Such Statute Committee shall prepare and propose draft Statutes concerning the matters referred to in the last preceding section and shall present to the Management Council for its recommendations to senate.

(3) The Management Council, if it thinks necessary, may obtain the opinion of any officer, authority or body of the university with regard to any draft Statute which is before it for consideration.

(4) Every Statute passed by the Senate shall be submitted to the Chancellor who may give or withhold his assent thereto or send it back to the Management Council for reconsideration. The Chancellor may send the draft Statutes to the State Government for its views, if there are implications, financial or otherwise, on the part of the State Government in the implementation of such Statutes.

(5) No Statute passed by the Senate shall be valid or shall come into force until assented to by the Chancellor.

(6) Notwithstanding anything contained in the foregoing sub-sections, the Chancellor, either suomotu or on the advice of the State Government, may, direct the university to make provisions in the Statutes in respect of any matter specified by him and if the Senate fails to initiate adopt the direction within sixty days of its receipt, the Chancellor may, after considering the reasons, if any, communicated by the Senate for its inability to comply with such direction, make or amend the Statutes in that respect, suitably.

(7) The Senate may take into consideration the draft of a statute either of its own motion or on a proposal by the management council. In the case of a draft which is not proposed by the management council, the senate, before considering the same, shall obtain the opinion of the management council :

Provided that, if the management council fails to submit its opinion within three months from the date it receives the draft, the senate may proceed to take the draft into consideration.

(8) The Senate if it thinks necessary may also obtain the opinion of any officer, authority or body of the university in regard to any draft statute which is before it for consideration :

Provided that, any such draft statute pertains to academic matters, the senate shall obtain the opinion of the academic council before considering the same.

(9) The Management Council shall recommend the draft statutes to senate for approval and every statute passed by the senate shall be submitted to the Chancellor.

(10) Notwithstanding anything contained in the foregoing sub-sections, the State Government shall have power to prescribe uniform Statutes on the subjects through publication in the Official Gazette, which shall be binding on the universities.

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

Ordinances and their subject matters.

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

(2) Norms and process of fixation of fees, other fees and charges for courses and programs to be adopted by fee fixation committee under this Act ;

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

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

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

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

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

(8) The constitution, powers, duties and functions of the Equal Opportunity Cell including provisions for establishing a Cell in accordance with the provision of the Persons with Disabilities (Equal Opportunity, Protection of Rights and Full Participation) Act, 1995 and the guidelines and directives of the University Grants Commission issued from time to time ;

1 of 1996.

(9) Mechanism for prevention of ragging of students of university and affiliated colleges ;

(10) Mechanism for prevention of sexual harassment of teachers, employees, students of university and affiliated colleges and redressal of grievances relating to sexual harassment, incidences and penalty for those who indulge in sexual harassment, in accordance with the provisions of the Sexual Harassment of Women at Work place (Prevention, Prohibition and Redressal) Act, 2013;

14 of 2013.

(11) any academic matter which, by or under this Act or the Statutes is to be prescribed by the Ordinance or which is necessary to give effect to the provisions of this Act.

Ordinances and their making.

**74.** (1) The Management Council may make, amend or repeal Ordinances in the manner hereinafter provided.

(2) The Board of Deans shall prepare and propose draft Ordinances concerning the matters referred to in section 73.

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

(4) All Ordinances made by the Management Council shall have effect from the date of the meeting or from such date as it may direct, but every Ordinance so made shall be submitted to the Chancellor within two weeks from the date of the meeting. The Chancellor shall have the power to direct the Management Council, within four weeks of the receipt of the Ordinance, to suspend its operation, and he shall, as soon as possible, inform the Management Council of his objection to it. He may, after receiving the comments of the Management Council, either withdraw the order suspending the Ordinance or disallow the Ordinance, and his decision shall be final.

Regulations.

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

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

(b) collaborations with other universities, institutions and organizations for mutually beneficial academic programmes;

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

(d) preservation of record of the university;

(e) providing for all or any of the matters which, by or under this Act, Statutes or Ordinances, are to be or may be provided by Regulations ;

(f) all non- academic matters for which provision is, in the opinion of the Management Council, necessary for the purposes of this Act, Statutes or Ordinances.

(2) Subject to the provisions prescribed by or under this Act, the Academic Council may make Regulations relating to the academic matters, consistent with this Act, Statutes and Ordinances.

(3) The Board of Deans shall draft and place for approval of the Management Council or the Academic Council, as the case may be, the Regulations, providing for the matters referred to in sub-sections (1) and (2) and for all or any of the matters which, by or under this Act, Statutes or Ordinances, are to be or may be provided by Regulations.

## CHAPTER VI

### MAHARASHTRA STATE COMMISSION FOR HIGHER EDUCATION AND DEVELOPMENT

- 76.** (1) There shall be established the Maharashtra State Commission for Higher Education and Development. Maharashtra State Commission for Higher Education and Development.
- (2) The composition of the Commission shall be as follows, namely:-
- |   |                    |
|---|--------------------|
| (a) the Chief Minister  | Chairperson ;      |
| (b) the Minister for Higher and Technical Education   | Vice-Chairperson ; |
| (c) the Minister for Finance  | Member ;           |
| (d) the Minister for Medical Education  | Member ;           |
| (e) the Minister for Industries   | Member ;           |
| (f) the Minister for Skill Development and Entrepreneurship   | Member ;           |
| (g) the Minister of State for Higher and Technical Education  | Member ;           |
| (h) the Leaders of Opposition in the State Legislative Council and Assembly   | Members;           |
| (i) three members of the Maharashtra Legislative Assembly, nominated by the Speaker of the Maharashtra Legislative Assembly   | Members            |
| (j) two members of the Maharashtra Legislative Council, nominated by the Chairman of the Maharashtra Legislative Council  | Members;           |
| (k) two eminent industrialists to be nominated by Chancellor  | Members ;          |
| (l) one eminent professional from the domain of finance or commerce or education or law and judiciary, having experience of creation of education linkages with real life situations, nominated by the Chancellor | Member ;           |
| (m) two Scientists or Technocrats or Social Leaders for their eminence in Techno-social-Development work nominated by the Chancellor  | Members;           |
| (n) one educationist having experience in reforms in the nature, role and delivery of education, nominated by the Chancellor  | Member;            |
| (o) two Vice-Chancellors of the Public and Private Universities in the State nominated by the Chancellor  | Members ;          |
| (p) two Principals nominated by the Chancellor for their contributions in linking of education with social development,   | Members ;          |
| (q) two senior eminent teachers from universities or colleges with the minimum Teaching and Research experience of fifteen years nominated by the Chancellor.   | Members ;          |

(r) the Secretary, Higher and Technical Education Department	Member ;
(s) the Secretary, Medical Education and Drugs Department	Member ;
(t) the Secretary, Planning Department	Member ;
(u) the Secretary, Finance Department	Member ;
(v) the Secretary, School Education Department	Member;
(w) the Secretary, Industries Department	Member;
(x) the Secretary, Skill Development and Entrepreneurship Development Department	Member;
(y) the Director of Technical Education	Member ;
(z) the Director of Higher Education	Member ;
(za) the Director of Medical Education and Research	Member;
(zb) the Joint Secretary, Western Regional Office of University Grants Commission	Member;
(zc) the Chief Executive Officer of the Commission	Member-Secretary :

Provided that, if the Chief Minister holds the portfolio of Higher and Technical Education, Industries, Medical Education, Skill Development and Entrepreneurship or Finance he may appoint any other Minister as a member.

(3) Term of office of the appointed members of the Commission shall be of five years and shall be co-terminus with the term of the Legislative Assembly.

(4) The Commission shall meet at least twice in a year.

(5) The Commission shall be the authority of the State Government in charge of, and responsible for, the higher education in the State. The Commission shall be the planning, monitoring, co-ordinating and evaluating authority and shall act as a think-tank for higher education, including technical, medical, management, professional education and emerging fields in the education such as Bio-Sciences and Technology and those which would emerge on the horizon of knowledge in future. The Commission shall create synergy between various stakeholders namely, the State Government, public and private universities, private skills education providers and industries.

Functions and duties of the Commission.

**77.** (1) The functions and duties of the Commission shall be as follows, namely:-

(a) to prepare guidelines for perspective plan of five years for each university for the location of colleges and institutions of higher learning in a manner ensuring equitable distribution of facilities for higher education, in consultation with the respective university ;

(b) to approve comprehensive perspective plan submitted by the university ;

(c) to advise the State Government on exploring new ways and means for raising of additional resources and allocation of funds for public and private universities, and for education information and communication technology network ;

(d) to create synergy at policy and operative level mechanism for co-existence and co-operation between different types of educational institutions in the domain of pure, technical and professional education at core and domain specific skills level in the State ;

(e) to understand and keep track of developments that are taking place at national and global level in delivery of education, use of technology in education, administration and governance of education and evolve an appropriate policy and strategy for the educational systems in the State to be in phase with these changes ;

(f) to create synergy through operative policy for research culture in pure and applied domains in all subjects in various disciplines and across different disciplines in educational institutions and also research culture needs and demands of industries ;

(g) to create a policy and strategy for sharing of academic and knowledge resources infrastructure amongst various educational institutions and the State, Central and industry research and development laboratories ;

(h) to establish and maintain educational information communication network in tandem with the national grid and also enhance the geographical reach so as to bring each and every educational institution into the educational information communication network and to keep track of technology changes and upgrade the network from time to time ;

(i) to establish linkages with National Knowledge Commission, the Ministry of Information and Communication Technology and Human Resources Development ;

(j) to create a repository of e-learning objects and virtual experiments and support material in digital format for teaching-learning processes in frontline environment ;

(k) to develop a policy and strategy for percolation of use of technology for administration, evaluation and governance of educational institutions and to promote establishment of an e-platform to carry out these tasks by use of information and communication technology ;

(l) to explore the scope for sharing research journals, research and technology reviews and other such material that enhances scope and quality of research by use of Information and Communication Technology through creation of network of various knowledge resource centers in educational and research and development institutions in the State and also at national level ;

(m) to prepare programmes in the various subjects in the sphere of higher education, keeping in view the overall priorities, perspectives and needs of the society and expectations from higher education ;

(n) to advise the State Government in respect of determining and maintaining uniformity of standards of education in the universities ;

(o) to advise on promoting co-operation and co-ordination of the various educational institutions among themselves and explore the scope for interaction between the universities on the one hand, and industry and other organizations on the other hand ;

(p) to suggest ways and means of raising additional resources for higher education from industry and other sources ;

(q) to advise on inter-university programmes for various activities undertaken by the universities ;

(r) to advise on programmes for greater co-operation and interaction and exchange of university teachers, college teachers and the teachers of university departments ;

(s) to initiate inter-university programme for various activities related to teaching, research and extension in the field of higher education ;

(t) to take into consideration various suggestions, advises and specific recommendations for making academic, administrative, governance and financial synergy more conducive for growth and sustenance of quality in colleges, educational institutions and universities, and to devise mechanisms to bring them into practice ;

(u) to devise and implement approaches for enhancing of knowledge and use of technology in teaching-learning processes for teachers ;

(v) to create platform for academicians with experience in education and research that would form a core for reforms and also operating mechanism in academic framework, course work, delivery methodologies, evaluation of students ;

(w) to make recommendations regarding performance based appraisal system using key performance indicators for principals, heads of institutions and departments and academic performance indicators for teachers in the university and institutions of higher education ;

(x) to recommend necessary steps to restructure institutions of higher learning whose performance is consistently poor in the areas of academic, governance and infrastructure ;

(y) to interact with national and global assessment and accreditation agencies and to carry systemic total quality assessment and programme-wise assessment processes in colleges, educational institutions and universities ;

(z) to create a data base of teachers, academic and industry experts, colleges, educational institutions and universities in the State ;

(za) to create a data base of Indian students by making use of the unique identification number when they join a college at entry level ;

(zb) to establish information collection and data creation cell for foreign students ;

(zc) to keep information on annual financial estimates of the universities, their generation of finances through other streams, research and development, consultancy, training-cum-skills development programmes, special programmes for foreign students and any other similar activities and to devise various streams for generation of financial resources so as to strengthen their financial position ;

(zd) to take steps and recommend to the State Government and to the universities the steps that may be taken to remove the regional imbalance, and to make higher education available to backward classes, rural and tribal communities, women and any such specified groups;

(ze) to review co-operation and interaction among all educational institutions in the State for sharing of academic and other support infrastructure and suggest ways and means to make it more efficient and effective;

(zf) to review the approach and methods adopted by the colleges and universities, both public and private, for integrating education with social development and to study the impact of such an approach on social development and suggest ways and means to make it more efficient and effective;

(zg) to consider the report of the Maharashtra State Rashtriya Uchchar Shiksha Abhiyan Council, made under sub-section (4) of section 78 ;

(zh) develop the vision plan with specific annual outcomes keeping in view the goals of academic excellence, administrative reforms and financial improvements.

(2) There shall be Board of Management to carry out the functions and duties of Commission as under

(a) Minister, Higher and Technical Education	- Chairperson ;
(b) Minister of State, Higher and Technical Education	- Vice-Chairperson ;
(c) Secretary, Higher Education and Technical Education Department-	- Member ;

- (d) Eminent Educationist of National and Global Repute nominated by the Chancellor - Member ;
- (e) Advisor, Planning and Coordination - Member ;
- (f) Advisor, Quality and Excellence Assurance - Member ;
- (g) Advisor, Open Education Resources and Teacher Training - Member ;
- (h) Advisor, Networking and Support Services - Member ;
- (i) Advisor, Finances and Resources Generation - Member ;
- (j) Advisor, Examination and Evaluation - Member ;
- (k) one renowned Industrialist nominated by Chancellor - Member ;
- (l) one Vice-Chancellor of Public Universities nominated by Chancellor - Member ;
- (m) one Professional Expert from the field of Finance, Accounting, Legal and other allied area nominated by Chancellor - Member ;
- (n) one Principal of NAAC accredited A graded College with proven excellence nominated by Chancellor - Member ;
- (o) one Professor from University or College nominated by Chancellor - Member ;
- (p) the Director of Higher Education - Member ;
- (q) the Director of Technical Education - Member ;
- (r) the Chief Executive Officer of Commission - Member-Secretary.

(3) There shall be a Secretariat of the Commission which shall be responsible for administration of the Commission and for execution of the policies, plans and recommendations of the Commission. The Secretariat shall consist of the Chief Executive Officer, other officers and staff as may be required.

(4) The Chief Executive Officer of the commission shall be appointed by the Government and work directly under the superintendence, direction and control of the State Government.

(5) The emoluments, terms and conditions of service qualification and mode of appointment of the Chief Executive Officer and the staff of the Secretariat shall be such as may be determined by the State Government.

(6) The Chief Executive Officer shall,-

(i) be the principal executive officer of the Secretariat of the Commission responsible for carrying out all functions and duties of the Commission;

(ii) lead, oversee and monitor the administration and entire activities of the Secretariat and the Commission;

(iii) be responsible for execution of the policies, plans and recommendations of the Commission;



(iv) establish technology driven operational mechanism for execution of policies, plans and recommendations of the Commission;

(v) establish linkages and co-ordination with Vice-Chancellors of public and private universities, principals and management of all educational institutions in the State ;

(vi) convene meeting of the Commission as per the directions of the Chancellor;

(vii) convene seminars, workshops, meetings as may be necessary to fulfill and carry out the function and duties of the Commission;

(viii) prepare annual financial estimates and statement of financial requirements for the Commission for submission to the Department of Higher Education.

(ix) prepare annual report, annual audit reports of the Commission;

(x) get accounts of the Secretariat and the Commission audited regularly;

(xi) be the appointing and disciplinary authority of the officers and other staff of the Secretariat working under him;

(xii) prepare rules of terms and conditions of service for employees of the Secretariat;

(xiii) exercise such other functions, powers and duties as may be conferred upon him by the Chancellor;

(xiv) do all such activities so as to fulfill objectives, functions and duties of the Commission;

(xv) undertake any other task as may be assigned by the Commission and the State.

(7) The selection and appointment of Advisors on the Board of Management shall be as specified by the State Government by an order published in the OfficialGazette.

(8) Nothing in this section shall empower the Commission to carry out any executive functions in the management of the affairs of the university.

Maharashtra  
State  
Rashtriya  
Uchhatar  
Shiksha  
Abhiyan  
Council.

**78.** (1) There shall be a Council to be called as the Maharashtra State RashtriyaUchhatrarShikshaAbhiyan Council (hereinafter referred to as "RUSA").

(2) The Council under sub-section (1) shall be a body corporate, having perpetual succession and a common Seal and may by the name sue or be sued.

(3) The State Government may, by notification in the OfficialGazette specify the composition, functions and responsibilities of the council under sub-section (1), which shall be in conformity with the guidelines of RUSA of the Government of India :

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

(4) The Council under sub-section (1) shall forward a yearly report of its activities, to the Commission under section 76.

## CHAPTER VII

### GRIEVANCES OF TEACHERS AND EMPLOYEES

**79.** (1) There shall be a Grievances Committee in each university to deal with all types of grievances ; except grievances against the State Government including its officials, of teachers and other employees of the university, affiliated and autonomous colleges and recognized institutions, other than those managed and maintained by the State Government, Central Government or a local authority ; which are not within the jurisdiction of the University and College Tribunal.

Grievances Committee.

(2) The university shall establish a Grievances Redressal Cell headed by the officer of the university not below the rank of the Assistant Registrar for providing administrative assistance to the Grievances Committee.

(3) The Grievances Committee shall consist of the following members, namely :-

(a) retired Judge not below the rank of the District Judge, nominated by the Vice-Chancellor - Chairperson ;

(b) one Dean, nominated by the Vice-Chancellor;

(c) Chancellor's nominee on the Management Council;

(d) Registrar;

(e) one teacher belonging to Scheduled Castes or Scheduled Tribes or De-notified Tribes (Vimukta Jatis) or Nomadic Tribes or Other Backward Classes and one non-teaching employee nominated by the Senate from amongst its members;

(f) Law Officer of the University - Member-Secretary.

(4) The nomination of a retired Judge as the Chairperson and of a Dean as the member of the Grievances Committee, shall be for such period, not exceeding three years in aggregate, as the Vice-Chancellor may from time to time, in each case decide.

(5) The retired judge nominated as the Chairperson of the Grievances Committee shall be entitled for remuneration and conveyance charges, as may be determined by the university.

(6) The Grievances Committee shall hear, settle and decide grievances as per the law, as far as may be practicable, within three months, from the date of filing of the complaint.

(7) It shall be lawful for the Grievances Committee to entertain and decide grievances or complaints relating to service of the employees, which are not within the jurisdiction of the Tribunal, after giving reasonable opportunity of being heard to both the parties.

**80.** (1) There shall be one or more university and college tribunals for one or more universities in the State, governed by this Act as well as the Maharashtra Agricultural Universities (Krishi Vidyapeeths) Act, 1983, the Maharashtra Animal and Fishery Sciences University Act, 1998 and the Maharashtra University of Health Sciences Act, 1998, for adjudication of disputes between the employees of these universities and their respective university and between the employees of the affiliated or autonomous colleges or recognized institutions of these universities, other than those managed and maintained by the State Government, Central Government or local authority and their respective managements, with regard to the matters specified in sub-section (1) of section 81.

University and College Tribunal.

(2) The Tribunal shall consist of the Presiding Officer, to be appointed by the State Government.

(3) A person shall not be qualified to be appointed as a Presiding Officer of a Tribunal, unless,-

(a) he is or has been a Judge of High Court; or

(b) is qualified to be appointed as a Judge of High Court:

Mah. XLI of 1983  
Mah. XVII of 1998  
Mah. X of 1999.

Provided that, a person to be appointed under clause (b) shall be from amongst the panel of three persons recommended by the Chief Justice of High Court of Judicature at Bombay.

(4) The appointment of a person as a Presiding Officer of the Tribunal shall be on a full time basis and for such period not exceeding three years in aggregate, as the State Government may, from time to time, in each case decide.

(5) The remuneration and other conditions of service of the Presiding Officer shall be as determined by the State Government.

(6) The university shall make available to the Tribunal such ministerial staff as may be necessary for the discharge of its functions under this Act.

(7) All expenditure on account of the remuneration, pension, provident fund contribution, leave allowance and other allowances and facilities which may be admissible to the Presiding Officer and the staff placed at his disposal shall be borne by the university or universities in such proportion as the State Government may by order specify.

(8) The Presiding Officer may, by writing under his signature resign from his office and shall cease to hold his office on the acceptance of his resignation by the State Government or from the date of expiry of thirty days from the date of resignation, whichever is earlier.

(9) If any vacancy other than a temporary vacancy, occurs in the office of Presiding Officer of a Tribunal, the State Government shall, as soon as possible but in any case within three months, appoint another qualified person to fill the vacancy. In case of a temporary vacancy, the State Government may give the charge to the Presiding Officer of the other Tribunal until the Presiding Officer resumes duty. Any proceedings pending before the former Presiding Officer may be continued and disposed of by his successor from the stage at which they were when the vacancy occurred.

Right of  
appeal.

**81.** (1) Notwithstanding anything contained in any law or contract for the time being in force, any teacher or other employee in the university governed by this Act or in affiliated college or recognized institution of any of these universities, other than that managed and maintained by the State Government, Central Government or a local authority, who is-

(a) dismissed or removed or whose services are otherwise terminated or who is compulsorily retired or who is reduced in rank by the university or management and who is aggrieved; or

(b) aggrieved by the decision of the Grievances Committee established under this Act;

shall have a right of appeal and any appeal against any such order or decision shall lie to the Tribunal:

Provided that, no such appeal shall lie to the Tribunal in any case where the matter has already been decided or pending before a court or Tribunal on the date of commencement of this Act or where the order of dismissal, removal, otherwise termination of service, compulsory retirement or reduction in rank, or decision of the Grievances Committee was passed at any time before the date on which this Act comes into force and in which case the period for filing an appeal has expired.

(2) Such appeal shall be made by the employee to the Tribunal, within thirty days from the date of receipt by him of the order of dismissal, removal, otherwise termination of services, compulsory retirement or reduction in rank, or of decision of the Grievances Committee, as the case may be:

Provided that, where such order was made before the date of commencement of this Act, such appeal may be made if the period of thirty days from the date of receipt of such order or decision has not expired.

(3) Notwithstanding anything contained in sub-section (2), the Tribunal may entertain an appeal made to it after the expiry of the said period of thirty days, if it is satisfied that the appellant had sufficient cause for not preferring the appeal within that period.

(4) Every appeal shall be accompanied by a fee as prescribed which shall not be refundable and shall be credited to the university fund:

Provided that, it shall be lawful for the State Government to revise, by notification in the *Official Gazette*, such fees as it may deem fit, from time to time.

**82.** (1) For the purposes of hearing and disposal of appeals, the Tribunal shall have the same powers as are vested in an appellate court under the Code of Civil Procedure, 1908, and shall also have the power to stay the operation of any order against which an appeal is made, on such conditions as it may think fit to impose and such other powers as are conferred on it by or under this Act.

General power and procedure of Tribunal.

(2) The Presiding Officer of the Tribunal shall decide the procedure to be followed by the Tribunal for the disposal of its business including the place or places at which and the hours during which it shall hold its sittings.

(3) Every appeal shall be decided as expeditiously as possible. In every case, endeavor shall be made by the Tribunal to decide an appeal within three months from the date on which the Tribunal receives it. If the Tribunal is unable to dispose of any appeal within this period, it shall record the reasons therefor.

**83.** (1) On receipt of an appeal, where the Tribunal after giving reasonable opportunity of being heard to both parties, is satisfied that the appeal does not pertain to any of the matters specified in sub-section (1) of section 81 or is not maintainable, or there is no sufficient ground for interfering with the order of the university or management or decision of the Grievances Committee, it may dismiss the appeal.

Powers of Tribunal to give appropriate relief and directions.

(2) Where the Tribunal, after giving reasonable opportunity to both the parties of being heard, decides in any appeal that the order of dismissal, removal, otherwise termination of service, compulsory retirement or reduction in rank, or the decision of the Grievances Committee, was in contravention of any law, contract or conditions of service for the time being in force or was otherwise illegal or improper, the Tribunal may set aside the order of the university or the management, or decision of the Grievances Committee, as the case may be, partially or wholly, and direct the university or the management,-

- (a) to reinstate the employee on the same post or on a lower post as it may specify;
- (b) to restore the employee to the rank which he held before reduction or to any lower rank as it may specify;
- (c) to give arrears of emoluments, dues and other monetary benefits to the employee for such period as it may specify;
- (d) to award such lesser punishment as it may specify in lieu of dismissal, removal, otherwise termination of service, compulsory retirement or reduction in rank, as the case may be;
- (e) where it is decided not to reinstate the employee or in any other appropriate case, to give such sum to the employee, not exceeding his emoluments for six months, by way of compensation, regard being had to loss of employment and possibility of getting or not getting suitable employment thereafter, as it may specify; or
- (f) to give such other relief to the employee and to observe such other conditions as it may specify, having regard to the circumstances of the case.

(3) It shall be lawful for the Tribunal to recommend to the State Government that any dues directed by it to be paid to the employee may be deducted from the grant payable to the university or, as the case may be, the management and be paid to the employee directly.

(4) Any direction issued by the Tribunal under sub-section (2) shall be communicated to both parties in writing and shall be complied with by the university or management within the period specified in the direction, which shall not be less than two months from the date of its receipt by the university or management.

Decision of  
Tribunal to  
be final  
and binding

**84.** Notwithstanding anything contained in any law or contract for the time being in force, the decision of the Tribunal on an appeal entertained and disposed of by it shall be final and binding on the employee and the university or management, as the case may be, and no suit, appeal or other legal proceeding shall lie in any court or before any other Tribunal or authority, in respect of the matters decided by the Tribunal.

Penalty to  
manage-  
ment for  
failure to  
comply  
with  
directions  
of Tribunal.

**85.** (1) If the university or management, as the case may be, fails, without any reasonable cause, to comply with any direction issued by the Tribunal under section 83 within the period specified in the direction, or within such further period as may be allowed by the Tribunal, the university or management, as the case may be, shall on conviction, be punished-

(a) for the first contravention, with fine which may extend to one lakh rupees:

Provided that, in the absence of special and adequate reasons to the contrary to be recorded in the judgment of the Tribunal, the fine shall not be less than ten thousand rupees;

(b) for the second and subsequent contraventions, with fine which may extend to five lakh rupees for each such contravention:

Provided that, in the absence of special and adequate reasons to the contrary to be recorded in the judgment of the Tribunal, the fine shall not be less than five thousand rupees:

Provided further that, when the direction issued by the Tribunal is not complied with, within the period stipulated in the direction or within such further period as allowed by the Tribunal, and when the contravention is a continuing one, the convicted person shall be punished with a further fine of rupees five hundred per day during which such contravention continues after conviction.

(2) (a) Where the university or, as the case may be, management committing the contravention under this section is a society, every person who at the time such contravention has been committed, was in charge of and was responsible to the society, for the conduct of the affairs of the society, as well as the society, shall be deemed to be guilty of the contravention and shall be liable to be proceeded against and punished accordingly:

Provided that, nothing contained in this sub-section shall render any person liable to the punishment, if he proves that the contravention was committed without his knowledge or that he had exercised all the diligence to prevent commission of such contravention.

(b) Notwithstanding anything contained in clause (a), where the contravention has been committed by a society and it is proved that the contravention has been committed with the consent or connivance of, or is attributable to any neglect on the part of the Management Council of the university or any president, chairperson, secretary, member, principal or manager or other officer or servant of the society, such Management Council, president, chairperson, secretary, member, principal or manager or other officer or servant concerned, shall be deemed to be guilty of the contravention and shall be liable to be proceeded against and punished accordingly.

*Explanation.-* For the purposes of this section, society means a society registered under the Societies Registration Act, 1860 or a public trust registered under the Maharashtra Public Trusts Act, or any other body corporate, and includes an association or body of persons, by whatever name called, under whose management one or more colleges or institutions are conducted and admitted to the privileges of the university.

XXI of  
1860.  
XXIX  
of  
1950.

## CHAPTER VIII

### ADMISSIONS, EXAMINATIONS, EVALUATION AND OTHER MATTERS RELATING TO STUDENTS

**86.** Subject to the reservation policy of the State Government for the weaker sections of the society, admissions to all courses in the university departments, affiliated colleges and recognized institutions shall be made on the basis of competitive merit in accordance with the rules, if any, made by the State Government and published in the *Official Gazette*, or Ordinances made by the university: Admissions.

Provided that, where model rules have been framed by the State Government in the interest of students throughout the State, the university shall adopt the same and such rules shall be published by the university before the commencement of the academic session:

Provided further that, having regard to the maintenance of discipline, the authority concerned shall have the power to refuse admission to a student, except at the entry point of any academic programme.

**87.** All the disputes relating to admissions to University Departments, affiliated colleges or recognized institutions shall be adjudicated by the University Students Grievance Redressal Cell as per sub-clause (b) of sub-section (2) of section 56. Disputes Relating to Admission.

**88.** Before the end of each academic year, the university shall prepare and publish a schedule of examinations for the next academic year and choice based credit system of evaluations for each and every course where ever applicable, conducted by itself or by any affiliated college or recognized institutions within its jurisdiction and shall strictly adhere to the schedule. Failing which the concerned authority or officer of the university shall have to make a reasoned report to Chancellor's Office within thirty days and the directions or decisions of the Chancellor in this regard shall be final and binding. Examinations and evaluation.

*Explanation. I.-* "Schedule of Examinations" means a table giving details about the time, day and date of the commencement of each paper which is a part of a scheme of examinations and shall also include the details about the practical examinations.

*Explanation. II.-* "Choice based credit system" means an evaluation wherein modules taken by students shall be assessed immediately upon completion of required academic work as a part of continuous assessment or at the end of a semester:

Provided that, in case the university is unable to follow the said schedule due to reasons and circumstances beyond its control it shall, as soon as practicable, submit a report to the Chancellor and to the State Government incorporating the detailed reasons for making a deviation from the published schedule.

**89.** The university shall strive to declare the results of every examination conducted by it within thirty days from the last date of the examination for that particular course and shall in any case declare the results latest within forty-five days thereof : Declaration of results

Provided that, if for any reasons whatsoever, the university is unable to finally declare the results of any examination and evaluation within the aforesaid period of forty-five days, Director, Board of Examinations and Evaluation shall prepare a detailed report incorporating the reasons for such delay submit the same through Vice-Chancellor to Chancellor and to the State Government, and the direction of the Chancellor in this regard shall be final and binding.

**90.** No examination or evaluation or the results of an examination or evaluation shall be held invalid only for the reasons that the university has not followed the schedule as stipulated in sections 88 and 89, as the case may be. Examinations and evaluation not invalid for non-compliance with schedule.

**91.** The university shall frame appropriate Statutes, Ordinances and Regulations to ensure that the students selected to represent their classes, colleges or the university, as the case may be, for sports, culture and all other extra-curricular activities are selected entirely on the basis of merit, through open merit competition alone and on no other basis. Sports and extra-curricular activities.

**CHAPTER IX****COMMITTEES AND COUNCILS**

Committees and Councils. **92.** The following shall be the Committees and Councils constituted under this Act, namely:-

- (i) Advisory Council;
- (ii) Finance and Accounts Committee ;
- (iii) Internal Quality Assurance Committee;
- (iv) Knowledge Resource Committee ;
- (v) College Development Committee ;
- (vi) Purchase Committee ;
- (vii) Students' Council ;
- (viii) Buildings and Works Committee ;
- (ix) Fee Fixation Committee; and
- (x) Alumina Committee.

Advisory Council.

**93 . (1)** The Advisory Council shall consist of following members -

(a) to be nominated by the Chancellor,-

(i) An eminent industrialist who has proven wide experience in the changing scenario of opportunities for youth and global trends in academy - industry interaction - Chairman;

(ii) An eminent scientist of repute with experience of working with national and global entities that deal with policy and approaches in research and development - Member;

(iii) An eminent social leader who has experience of working with the masses and understands the linkages between education and social transformations - Member;

(iv) An eminent educationist who is conversant with new trends in the world of higher education - Member;

(v) An Information Communication Technology (ICT) expert who has wide experience at the national and international level in the in higher and professional education - Member;

(b) ex-officio :

(vi) the Vice-Chancellor - Member;

(vii) the Pro Vice-Chancellor -Member- Secretary;

(2) The powers and duties of the Council shall be as follows:-

(i) to advise to the Vice-Chancellor through generation of reports and action plans in academic, research and development, administration, generation of financial resources and governance so as to make a University academically vibrant, administratively efficient and financially a strong system;

(ii) to devise a mechanism and approach for monitoring of the working of the University system as a whole and to keep track of the activities and provide information and critical analysis and comments on the progress and impact of the activities on the working of Universities and its identity in the Society;

(iii) to advise the University regarding strategic perspective planning ;

(iv) to take up any other task that the Chairman of the Council shall find of importance for the growth of the University;

(v) to make periodic report on the development, progress, working of University to the Chancellor ;

(vi) to keep track of various reforms and policies thereon as devised by the Commission.

(3) The Advisory Council shall meet at least two times in a year.

**94.** (1) There shall be a Finance and Accounts Committee to plan, coordinate and oversee the financial operations of the university. It shall examine the accounts, the progress of expenditure and all new proposals involving fresh expenditure in the light of the provisions available.

Finance and  
Accounts  
Committee.

(2) The Finance and Accounts Committee shall consist of the following members, namely:-

(a) the Vice-Chancellor-Chairperson ;

(b) the Pro-Vice-Chancellor ;

(c) the Director of Accounts and Treasuries or his representative, not below the rank of Deputy Director of Accounts and Treasuries ;

(d) the Chancellor's nominee from the Management Council ;

(e) one person from the Academic Council, nominated by the Vice-Chancellor ;

(f) two experts nominated by the Management Council, one of whom shall be a Chartered Accountant who is an expert in the field of accounting and auditing and the other shall be an expert in the area of finance ;

(g) the Registrar ;

(h) the Finance and Accounts Officer - Member-Secretary.

(3) The quorum for a meeting of the committee shall be four.

(4) All members of the committee other than ex-officio members shall hold office for a term of five years and shall not be eligible for a second consecutive term.

(5) The committee shall meet at least four times in a year

(6) The Finance and Accounts Committee shall,-

(a) examine and consider Annual Statement of Accounts, Audited final statement of accounts and Audit Report and its compliance report, and the annual financial estimates to be presented by the Finance and Accounts Officer and recommend the same to the Management Council and thereafter to the Senate for Approval ;

(b) examine the progress of expenditure and all new proposals involving fresh expenditure in the light of the provisions available ;

(c) recommend to the Management Council the limits for the total recurring and non-recurring expenditure for the year, based on the income and resources of the university, including the proceeds of loans for productive work ;

(d) recommend to the Management Council productive investment and management of university assets and resources ;

(e) explore the possibilities of, augmenting further the resources for the development of the university ;

(f) take necessary steps to have the university accounts audited by auditors appointed by the Management Council ;

(g) advise the Management Council on matters related to the administration of the property and the funds of the university ;

(h) ensure proper implementation of the orders issued by the State Government from time to time, in respect of funds, assets, and other resources received from the State Government ;



(i) advise on financial matters referred to it by the Management Council, Academic Council or any other authority, body or committee or any officer of the university ;

(j) report to the Vice-Chancellor any lapse or irregularity in financial matters which comes to its notice so that he may take suitable prompt actions after assessing the seriousness of the matter or refer it to the Management Council ;

(k) ensure that the annual accounts of the university, colleges and institutions are open for audit by the auditors appointed by the State Government ;

(l) study various reforms suggested by the Commission for management of financial resources, maintenance of accounts and use of modern technologies to enhance the efficiency in accounts maintenance and audit procedures ;

(m) carry out any other functions and tasks as may be assigned by the university authorities.

Internal  
Quality  
Assurance  
Committee.

**95.** (1) There shall be an Internal Quality Assurance Committee in the university to plan, guide and monitor quality assurance and quality enhancement in all the academic activities of the university.

(2) The Internal Quality Assurance Committee in the university shall be constituted and function as per the guidelines of the University Grants Commission and State Government issued, from time to time.

(3) The Annual Quality Assurance Report shall be approved by the Management Council of the University for the follow up action for the necessary quality enhancement measures. The university shall regularly submit the Annual Quality Assurance Report to the National Assessment and Accreditation Council or other accreditation bodies.

(4) There shall be an Internal Quality Assurance Committee in each college and recognized institution that shall be constituted and function as per the guidelines of the University Grants Commission and State Government issued, from time to time.

(5) The colleges and recognized institutions shall regularly submit their Annual Quality Assurance Reports to the affiliating university, State level quality assurance bodies and national accreditation bodies.

(6) The university shall monitor the functioning of Internal Quality Assurance Committees in the colleges and recognized institutions within its jurisdiction.

Knowledge  
Resource  
Committee.

**96.** (1) There shall be a Knowledge Resource Committee for administering, organizing and maintaining the Knowledge Resource Centre, print and electronic material and related services of the university.

(2) The Knowledge Resource Committee shall consist of the following members, namely :-

(a) the Vice-Chancellor - Chairperson ;

(b) one Dean of faculty, nominated by the Vice-Chancellor ;

(c) one head of the university department or university institution nominated by the Vice-Chancellor ;

(d) two members nominated by the Vice-Chancellor, of whom one shall be from industry and the other shall be librarian from a national level organization ;

(e) the Registrar ;

(f) the Finance and Accounts Officer ;

(g) the Director Knowledge Resource Center - Member - Secretary.

(3) All nominated members of the Knowledge Resource Committee, other than the ex-officio members, shall hold office for a period of three years.

(4) The Knowledge Resource Committee shall meet at least three times in a year.

(5) The Knowledge Resource Committee shall,-

(a) provide for proper organization and support for the functioning of the Knowledge Resource Centre, documentation services and maintenance of records in analogue and digital form ;

(b) provide the approach and operational plan for modernization and improvement of Knowledge Resource Centre and documentation services in both analogue and digital format ;

(c) recommend to the Academic Council fees and other charges for the services and use of the Knowledge Resource Centre by students and others ;

(d) prepare the annual budget and proposal for development of the Knowledge Resource Centre for approval of the Management Council ;

(e) submit the annual report on the functioning of the Knowledge Resource Centre to the Vice-Chancellor ;

(f) establish a network with regional, national and international libraries and information centers ;

(g) hold the information pertaining to all administrative, governance, academic and other documents and information and data pertaining to the working of colleges, university departments or institutions and administrative offices of the university and related to assessment and accreditation of colleges, recognized institutions and the university ;

(h) undertake any other task as may be assigned by the university authorities so as to carry out objectives of the Knowledge Resource Centre.

**97.** (1) There shall be a separate College Development Committee for every affiliated, autonomous, empowered autonomous college or recognized institution, consisting of the following members, namely :- College Development Committee.

(a) Chairperson of the management or his nominee ex-officio Chairperson ;

(b) Secretary of the management or his nominee ;

(c) one head of department, to be nominated by the principal or the head of the institution ;

(d) three teachers in the college or recognized institution, elected by the full-time amongst themselves out of whom atleast one shall be woman ;

(e) one non-teaching employee, elected by regular non-teaching staff from amongst themselves ;

(f) four local members, nominated by the management in consultation with the principal, from the fields of education, industry, research and social service of whom at least one shall be alumnus;

(g) Co-ordinator, Internal Quality Assurance Committee of the college ;

(h) President and Secretary of the College Students' Council;

(i) Principal of the college or head of the institution - Member - Secretary.

(2) For a college or institution managed and maintained by the State Government, the College Development Committee shall consist of the following members, namely:-

(a) Principal of the college or head of the institution - Chairman.

(b) Joint Director designated by the Director of Higher Education, ex-officio Member ;

(c) three teachers in the college or recognized institutions, elected by the full-time approved teachers from amongst themselves;

(d) one non-teaching employee, elected by the regular non-teaching staff from amongst themselves ;

(e) four local members, nominated by the Director of Higher Education in consultation with the principal, from the fields of education, industry, research and social service and having minimum post-graduate degree of whom at least one shall be alumnus;

(f) Co-ordinator, Internal Quality Assurance Committee of the college, ex-officio;

(g) President and Secretary of the College Students' Council ; and

(h) one head of department, nominated by the principal or the head of the institution - Member Secretary .

(3) The College Development Committee shall meet at least four times in a year.

(4) Elected and Nominated members shall have a term of five years from the date of election or nomination. If any vacancy occurs in the office of such member, the vacancy shall be filled within three months by the Principal and the member so appointed shall hold office for the residual term for which the earlier member shall have held the office if the vacancy had not occurred.

(5) The College Development Committee shall,-

(a) prepare an overall comprehensive development plan of the college regarding academic, administrative and infrastructural growth, and enable college to foster excellence in curricular, co-curricular and extra-curricular activities ;

(b) decide about the overall teaching programmes or annual calendar of the college ;

(c) recommend to the management about introducing new academic courses and the creation of additional teaching and administrative posts ;

(d) take review of the self-financing courses in the college, if any, and make recommendations for their improvement ;

(e) make specific recommendations to the management to encourage and strengthen research culture, consultancy and extension activities in the college ;

(f) make specific recommendations to the management to foster academic collaborations to strengthen teaching and research ;

(g) make specific recommendations to the management to encourage the use of information and communication technology in teaching and learning process ;

(h) make specific recommendations regarding the improvement in teaching and suitable training programmes for the employees of the college ;

(i) prepare the annual financial estimates (budget) and financial statements of the college or institution and recommend the same to the management for approval ;

(j) formulate proposals of new expenditure not provided for in the annual financial estimates (budget) ;

(k) make recommendations regarding the students' and employees' welfare activities in the college or institution ;

(l) discuss the reports of the Internal Quality Assurance Committee and make suitable recommendations ;

(m) frame suitable admissions procedure for different programmes by following the statutory norms ;

(n) plan major annual events in the college, such as annual day, sports events, cultural events, etc. ;

(o) recommend the administration about appropriate steps to be taken regarding the discipline, safety and security issues of the college or institution ;

(p) consider and make appropriate recommendations on inspection reports, local inquiry reports, audit report, report of National Assessment and Accreditation Council, etc. ;

(q) recommend the distribution of different prizes, medals and awards to the students.

(r) prepare the annual report on the work done by committee for the year ending on the 30th June and submit the same to the management of such college and the university ;

(s) perform such other duties and exercise such other powers as may be entrusted by the management and the university.

**98.** (1) There shall be a Purchase Committee for dealing with all matters pertaining to all purchases of the university, in respect of such items where individual cost of each item exceeds rupees ten lakhs at a time. Purchase Committee.

(2) The committee shall consist of the following members, namely:-

(a) the Vice-Chancellor - Chairperson ;

(b) the Pro-Vice-Chancellor ;

(c) Chancellor's nominee on Management Council ;

(d) two heads of university departments or university institutions nominated by the Management Council ;

(e) one member of the Management Council nominated by the Council from amongst the elected members of the Council.

(f) one expert, nominated by the Vice-Chancellor preferably in the area of Material Management from the Industry ;

(g) the Registrar ; and

(h) the Finance and Accounts Officer - Member - Secretary.

(3) During the absence of the Finance and Accounts Officer, the Registrar shall act as the Secretary of the Committee.

(4) The Purchase Committee shall invite the head of the university department or university institution, for which the purchases are to be made.

(5) All members of the committee, other than ex-officio members shall hold office for a term of three years and shall not be eligible for a second consecutive term in the same university.

(6) All matters pertaining to all purchases of the University in respect of such items where individual cost of each item is not more than rupees ten lakhs at a time, shall be as prescribed by the Statutes.

(7) The powers and duties of the Purchase Committee and the procedure for its meetings shall be as prescribed by the Statutes.

**99.** (1) There shall be a University Students' Council as specified in clause (b) of sub-section (4), a university department Students' Council for the departments of the university and a college Students' Council for each conducted college or institution of the University and each affiliated college, to look after the welfare of the students and to promote and co-ordinate the extra-curricular activities of different student's associations for better corporate life. The Councils shall not engage in political activities. Students Council.

(2) The University Department Students' Council shall consist of the following members, namely :-

(a) President, elected by an electoral college consisting of students who are engaged in full time studies in all university departments ;

(b) Secretary, elected by an electoral college consisting of students who are engaged in full time studies in all university departments ;

(c) one lady representative, elected by an electoral college consisting of students who are engaged in full time studies in all university departments ;

(d) one representative belonging to Scheduled Castes or Scheduled Tribes or De-notified Tribes (VimuktaJatis) or Nomadic Tribes or Other Backward Classes, elected by an electoral college consisting of students who are engaged in full time studies in all university departments;

(e) one student from each department, elected by an electoral college consisting of students who are engaged in full time studies in that department ;

(f) one student each from (a) National Service Scheme, (b) National Cadet Corps, (c) Sports and (d) Cultural activities, nominated by the Vice-Chancellor from the students who are engaged in National Service Scheme, National Cadet Corps, Sports and Cultural activities, respectively, on the basis of prescribed criteria ;

(g) Director, Students' Development shall be an ex-officio member.

(3) The College Students' Council for each institution, conducted college or affiliated college shall consist of the following members, namely :-

(a) President, elected by an electoral college consisting of students who are engaged in full time studies in that college ;

(b) Secretary, elected by an electoral college consisting of students who are engaged in full time studies in that college ;

(c) one lady representative, elected by an electoral college consisting of students who are engaged in full time studies in that college ;

(d) one representative belonging to Scheduled Castes or Scheduled Tribes or De-notified Tribes (Vimukta-Jatis) or Nomadic Tribes or Other Backward Classes, by rotation, elected by an electoral college consisting of students who are engaged in full time studies in that college;

Provided that the University shall decide the category of reservation for each college for the purpose of this clause by drawing lots;

(e) one student from each class, elected by an electoral college consisting of students who are engaged in full time studies in that class;

(f) one student each from (a) National Service Scheme, (b) National Cadet Corps, (c) Sports and (d) Cultural activities, nominated by the Principal from the students who are engaged in National Service Scheme, National Cadet Corps, Sports and Cultural activities, respectively, on the basis of prescribed criteria ;

(g) one senior teacher as coordinator of the Students' Council appointed by the principal of the college and Director, Sports and Physical Education, NSS Programme Officer and NCC Officer as permanent invitees.

(4) (a) There shall be University Students' Association consisting of the following members, namely :-

(i) Presidents of the University Department Students' Council and each College Students' Council ;

(ii) Secretaries of the University Department Students' Council and each College Students' Council ;

(iii) Lady representatives of the University Department Students' Council and each College Students' Council ;

(iv) Student representatives, belonging to Scheduled Castes or Scheduled Tribes or De-notified Tribes (VimuktaJatis) or Nomadic Tribes or Other Backward Classes of the University Department Students' Council and each College Students' Council.

(b) The University Students' Council shall consist of the following members, namely :-

(i) President, elected by the members of University Students' Association from amongst themselves ;

(ii) Secretary, elected by the members of University Students' Association from amongst themselves ;

(iii) one Lady Representative, elected by the members of University Students' Association from amongst themselves ;

(iv) one Representative belonging to Scheduled Castes or Scheduled Tribes or Denotified Tribes (Vimukta Jatis) or Nomadic Tribes or Other Backward Classes or Special Backward Category, by rotation, elected by the members of University Students' Association from amongst themselves ;

(v) one student each from (a) National Service Scheme, (b) National Cadet Corps (c) Sports and (d) Cultural activities nominated by the President of the University Students' Council in consultation with the Director, Students' Development from amongst the students of the University Departments and affiliated colleges who are engaged in National Service Scheme, National Cadet Corps, Sports and Cultural activities respectively on the basis of prescribed criteria ;

(vi) Director Board of Student Development, Director Sports and Physical Education, Director Board of Lifelong Learning and extension shall be permanent invitees.

(5) The first meeting of the University Students' Council shall be presided over by the Vice-Chancellor and shall be attended by such other officers as he may deem fit.

(6) A student shall be eligible to be, or continue to be, a member of any of the Students' Councils, only if he is enrolled as a full time student.

(7) During the period of election no person, other than a student on the rolls of college or institutions or University, shall be permitted to take part in the election process in any capacity. Any student or a candidate violating this condition shall be liable for disciplinary action against him in addition to the revocation of his candidature.

(8) The budget, frequency of meeting of the University Department Students' Council, Students' Council for each institution, conducted college or affiliated college and University Students' Council shall be as may be prescribed by the Statutes.

(9) The election of the student members of the Students' Councils shall be made every year, as soon as possible after the commencement of the academic year, on a date as may be prescribed. The term of office of the elected student members shall begin with effect from the date of election and shall extend up to the last day of the academic year, unless they have, in the meantime, incurred any of the disqualifications specified by or under the Act, and shall then expire.

(10) One third of the members of the Students' Council shall constitute the quorum. The procedure for conduct of business of the meetings and such other matters shall be such as may be prescribed by the Statutes. The Council shall meet at least once in every three months.

(11) The procedure for election, the powers and duties, authority for the conduct of election, mechanism for conduct of such elections, code of conduct for the candidates and election administrators and grievances redressal mechanism in respect of such election shall be such as may be specified by the State Government, by orders published in the *Official Gazette*.

(12) The provisions of this sections shall come into effect from such date after issuing the order under sub-section (11), as specified by the State Government in such order.

**100.** (1) There shall be a Buildings and Works Committee to carry out several minor and major infrastructure development activities of the university efficiently and in a time bound manner.

Building and Works Committee.

(2) The Buildings and Works Committee shall consist of the following members namely :-

(a) the Vice-Chancellor - Chairperson ;

- (b) the Pro - Vice - Chancellor ;
  - (c) Chancellor's nominee on the Management Council ;
  - (d) Chief Engineer of the Public Works Department in charge of the region in which the university is situated, or his nominee not below the rank of Executive Engineer from that region ;
  - (e) one eminent engineer, nominated by the Vice-Chancellor from the private sector ;
  - (f) an eminent Architect, nominated by the Vice-Chancellor from the private sector ;
  - (g) the Registrar ;
  - (h) the Finance and Accounts Officer ;
  - (i) the Executive Engineer of the University - Member-Secretary.
- (3) All members of the committee, other than ex- officio members shall hold office for a term of five years and shall not be eligible for a second consecutive term.
- (4) If any vacancy occurs in the office of a member, the same shall be filled within one month by the Vice-Chancellor and the member so appointed shall hold office for the residual term for which the earlier member shall have held the office if the vacancy had not occurred.
- (5) The Buildings and Works committee shall,-
- (a) under direction and overall superintendence of the Management Council, be responsible for the execution of all types of works, including major works to be executed through the agency of the Public Works Department ;
  - (b) accord administrative approval and financial sanction, subject to availability of funds in the budget, to the maintenance work ;
  - (c) recommend and obtain administrative approval and expenditure sanction of the Management Council in respect of all minor and major works ;
  - (d) recommend to the Management Council through the Finance and Accounts Committee, a 'Programme of Works' to be executed in the ensuing year, specifying maintenance works, minor works and major works, separately;
  - (e) prepare a panel of ten to twelve Architects and other specialized consultants of proven experience and merit for the university works and get the same approved by Management Council. Such panel shall be subject to the approval of the Chancellor who may make such modifications in it as he deems fit ;
  - (f) on getting administrative approval and expenditure sanction of the Management Council to minor and major works, to get the plans and estimates of such works prepared from the Executive Engineer of the university or the Architect selected for a project, borne on the panel of approved Architects of the university ;
  - (g) maintain a list of approved contractors on the basis of their technical experience and financial capability for execution of maintenance works and minor works ;
  - (h) be responsible for making technical scrutiny as may be considered necessary by it ;
  - (i) be responsible, after careful scrutiny, for the acceptance of tenders received for maintenance works and major works ;
  - (j) exercise general supervision over the work of the technical staff of the university, and in particular, ensure that essential records and data are maintained up-to-date and that the rejected tenders are retained for a reasonable period ;
  - (k) ensure that the Executive Engineer of the university certifies the completion of works in accordance with the designs finally approved by the architect, if appointed, in respect of maintenance works and minor works ;
  - (l) associate and deliberate with the consulting Architects, as and when necessary;

(m) settle rates not covered by the tender and settle claims and disputes with contractors in respect of maintenance works and minor works :

Provided that, the rates or claims or disputes shall be settled by the Public Works Department in respect of major works entrusted to that Department, subject to the condition that if the decision in respect of any such claims or disputes is likely to cause excess over the approved estimated cost of the project, prior sanction of the Management Council shall be obtained to such an excess amount ;

(n) exercise such other powers and perform such other duties as may be conferred upon it by the Statutes.

(6) The Chairperson of the committee shall, in respect of maintenance and minor works, have the power to sanction the payment of monthly Running Account Bills of a work, subject to such bill having been examined by the Architect, where appointed, and certified as 'fit for payment' by the Executive Engineer of the university. The bills so paid shall be put up for approval of the committee at its next meeting.

(7) If there are reasonable grounds for the Chairperson of the committee to believe that there is an emergency which requires immediate action to be taken, he may exercise the powers of the committee. Such cases shall be reported by the Chairperson at the next meeting of the committee.

(8) Procedure for the execution of all types of works in the university and procedure for conduct of business at the meetings of the committee shall be as prescribed by the Statutes.

**101.** (1) There shall be a Fee Fixation Committee to work out the real cost of delivery of each and every under-graduate and post-graduate courses or programmes run by the university, colleges and recognized institutions, other than autonomous colleges and autonomous institutions and those managed and maintained by the State Government, Central Government and local authorities. Fee fixation Committee.

(2) The Fee Fixation Committee shall decide the tuition fees, other fees and charges for various courses or programmes as recommended by the board of Deans, and recommend it to the academic Council for approval.

(3) The Fee Fixation Committee shall consist of the following members, namely :-

(a) a retired Vice-Chancellor or an eminent educationist having wide experience in the field of education, who shall not be connected with the university or any college or institution under its jurisdiction as the Chairperson ;

(b) the Dean of the faculty concerned ;

(c) Chancellor's nominee on the Management Council ;

(d) one finance expert nominated by the Vice-Chancellor, preferably a Chartered Accountant, not connected with the university or college or institutions under its jurisdiction ;

(e) one legal expert nominated by the Vice-Chancellor, not connected with the university or college or institution under its jurisdiction ;

(f) Registrar or his nominee not below the rank of Deputy Registrar - Member Secretary.

(4) The quorum for a meeting of the committee shall be three.

(5) All members of the committee, other than ex-officio members shall hold office for a term of five years and shall not be eligible for a second consecutive term.

(6) Notwithstanding anything contained above, the State Government may evolve the Statutory Mechanism of fixation and regulation of fees which shall be binding on different types of colleges and recognized institutions as specified by the State Govt. in this regard.

(7) The tuition fees, other fees, and charges for various courses or programmes as recommended by fee fixation committee and finally approved by the Academic Council



shall be applicable in general. Provided that, any college or recognized institution other than autonomous college and autonomous institution and those managed and maintained by the State Government, Central Government and Local Authorities which intends to charge different fees other than those prescribed and approved by Academic Council may submit the proposal to the fee fixation committee and the fee fixation committee shall decide the tuition fee, other fees and charges for the specific course or programme for such college or institution on the basis of assessment and evaluation of different additional facilities provided by such applicant college or recognized institutions. The decision of fee fixation committee in this regard shall be final and binding on the applicant college or institution.

(8) The committee shall meet at least twice a year to examine and consider the fee fixation proposals on the basis of the norms as prescribed in Ordinance, and shall hold as many meetings as needed. The committee shall decide tuition fees, other fees and charges for various courses or programmes, at least six months before the commencement of academic year.

Selection  
and appoint-  
ment of  
university  
teachers.

**102.** (1) Subject to the provisions of this Act, Statutes and Ordinances, the Vice-Chancellor shall appoint according to the order of merit and recommendations made by the selection committee, a university teacher.

(2) The selection committee for making recommendations for appointment of university teachers shall consist of the following members :-

(a) the Vice-Chancellor or the Pro-Vice-Chancellor upon directions of the Vice-Chancellor-Chairman ;

(b) one person, not below the rank of professor, nominated by the Chancellor ;

(c) the Dean of the Faculty concerned as a Member Secretary ;

(d) the Head of the university department or a head of the concerned School of multidisciplinary institution, nominated by the Vice-Chancellor ;

(e) not less than three experts nominated by the Management Council out of a panel of not less than six names of experts not connected with the university recommended by the Academic Council, who have special knowledge of the subject for which the teacher is to be selected ;

(f) one person not below the rank of Professor or Principal belonging to Scheduled Castes or Scheduled Tribes or De-notified Tribes (VimuktaJatis) or Nomadic Tribes or Other Backward Classes, nominated by the Chancellor ;

(g) one principal who is a member of Management Council to be nominated by the Management Council;

(h) Director, Higher Education or his nominee not below the rank of Joint Director ;

(i) Director, Technical Education or his nominee not below the rank of Joint Director ;

Provided that, a head referred to in clause (d), who is an Associate Professor shall be a member of the selection committee for the selection to the Assistant Professor.

(3) Every post of a university teacher, to be filled by selection, shall be duly and widely advertised, according to the draft approved by the Vice-Chancellor, together with particulars of the minimum and additional qualifications, as prescribed, the emoluments and number of posts to be filled, the number of posts which are reserved for the members of the Scheduled castes or Scheduled Tribes or De-notified Tribes (VimuktaJatis) or Nomadic Tribes or Other Backward Classes, to be determined by the Vice-Chancellor on the recommendation of the Board of University Department and Inter Disciplinary Studies, and reasonable time, shall be allowed within which the applicants may, in response to the advertisement, submit their applications.

(4) The date of the meeting of every selection committee shall be so fixed as to allow a notice of at least thirty days of such meeting, be in given to each member; and the particulars of each candidate shall be sent to each member of the selection committee so as to reach him at least seven days before the date of meeting :

Provided that, for the post of professor, the selection committee may in preference to the candidates who have applied and appeared before it, recommend for appointment, with all the requisite details, the name of any other person who may not have applied or appeared before it, but who is duly qualified and has to his credit exceptionally high academic achievements or proficiency in the specialization or has extraordinary academic contribution, to be recorded in writing.

(5) The quorum to constitute a meeting of every selection committee shall be four members, of whom at least two shall be persons nominated under clause (e) of sub-section (2).

(6) If, on petition by any person directly affected, or suomotu, the Chancellor, after making or having made such inquiries or obtaining or having obtained such explanations, including explanations from the teachers whose appointments are likely to be affected, as may be or may have been necessary, made by any authority or officer of the university at any time was not in accordance with the law at that time in force, the Chancellor, may, by order, notwithstanding anything contained in the contract relating to the conditions of service of such teacher, direct the Vice-Chancellor to terminate his appointment after giving him one month's notice or one month's salary in lieu of such notice, and the Vice-Chancellor shall forthwith comply and take steps for a fresh selection to be made. The person whose appointment has been so terminated shall be eligible to apply again for the same post.

(7) Any order made by the Chancellor, under the last preceding sub-section shall be final and a copy of the order shall be served on the teacher concerned by the Vice-Chancellor within three days from its receipts.

(8) It shall be the duty of the Vice-Chancellor, to ensure that no payment whatsoever is made to any person, by way of salary or allowance, from the funds of the university, for any period after the termination of his services, and any authority or officer authorizing or making any such payment shall be liable to reimburse the amount so paid to the university.

(9) The Vice Chancellor shall before proceeding to fill in the vacancies of aided University Teachers in accordance with the prescribed procedure shall ascertain from Director of Higher Education whether there is any suitable person available on the list of surplus aided University teachers as maintained by the Director of Higher Education for absorption in other Universities and in the event of such aided teacher being available, the Vice chancellor shall appoint that teacher.

**103.** (1) Where an appointment is to be made on a temporary vacancy of teacher of the university because of resignation, leave or any reason, whatsoever, the appointment shall be made, if the vacancy is for a period of more than one year, on the recommendation of the selection committee in accordance with the provisions of section 102. The quorum for the selection committee shall be three:

Filling temporary vacancies of university teachers.

Provided that, if, the vacancy is for a period of less than one year or if, the Vice-Chancellor is satisfied that in the interest of teaching, it is necessary to fill in the vacancy immediately, he may make the appointment of person duly qualified, for a period not exceeding one year on the recommendation of a local selection committee.

(2) Local selection committee shall consist of the following members, namely:-

- (a) the Vice-Chancellor, Chairperson;
- (b) the Dean of the faculty concerned;
- (c) the head of the department concerned;

(d) one expert nominated by the Vice-Chancellor :

Provided that, where the head of the department is also the Dean, the Vice-Chancellor shall nominate two persons instead of one;

(e) one member, belonging to Scheduled Castes or Scheduled Tribes or De-notified Tribes (Vimukta Jatis) or Nomadic Tribes or Other Backward Classes or Special Backward Category, not below the rank of Principal or Professor nominated by the Vice-Chancellor;

(f) one principal or professor who is a member of Management Council to be nominated by the Management Council ;

(g) the Director, Higher Education or his nominee, not below the rank of Joint Director of Higher Education; and

(h) the Director, Technical Education or his nominee, not below the rank of Joint Director of Technical Education:

Provided that, before the expiry of one year as aforesaid, the Vice-Chancellor shall take steps to fill up the post by appointment in accordance with the provisions of section 102.

Appointment and selection of principal of conducted colleges.

**104.** The selection committee for selection of Principals of conducted colleges or directors or heads of university institutions or post-graduate centres or sub-centres maintained by the university, shall consist of the following members, namely:-

(a) the Vice-Chancellor - Chairperson;

(b) Chancellor's nominee on the Management Council;

(c) two experts, nominated by the Management Council and one expert nominated by the Academic Council, who are not connected with the university, colleges or institutions under its jurisdiction;

(d) one member belonging to Scheduled Castes or Scheduled Tribes or De-notified Tribes (Vimukta Jatis) or Nomadic Tribes or Other Backward Classes not below the rank of Principal or Professor nominated by the Vice-Chancellor;

(e) one principal who is a member of Management Council to be nominated by the Management Council;

(f) the Director, Higher Education or his nominee, not below the rank of Joint Director of Higher Education;

(g) the Director, Technical Education or his nominee, not below the rank of Joint Director of Technical Education.

Selection committees for officers and employees of university principals, teachers and other employees of affiliated colleges.

**105.** (1) There shall be a selection committee for making recommendations of suitable candidates for appointment to the posts of-

(a) Deans;

(b) Directors of Sub-Campuses of the university;

(c) Registrar;

(d) Director, Board of Examinations and Evaluation;

(e) Finance and Accounts officer;

(f) Director of Sports and Physical Education;

(g) Director of Innovation, Incubation and Linkages;

(h) Director of Lifelong Learning and Extension.

(2) The Selection Committee shall consist of-

(a) the Vice-Chancellor, Chairperson;

(b) the Chancellor's nominee on the Management Council;

(c) two experts having special knowledge in the field related to the post to be filled, who are not connected with the university or affiliated college or recognized institution under its jurisdiction, nominated by the Chancellor;

(d) one person belonging to Scheduled Castes or Scheduled Tribes or De-notified Tribes (Vimukta Jatis) or Nomadic Tribes, or Other Backward Classes, not below the rank of Principal or Professor nominated by the Vice-Chancellor;

(e) one elected principal or teacher who is a member of Management Council to be nominated by the Management Council;

(f) the Director of Higher Education or his nominee, not below the rank of the Joint Director of Higher Education;

(g) the Registrar, Member-Secretary :

Provided that, where he himself is a candidate for the post then in such case, the Pro-Vice-Chancellor shall be the Member-Secretary.

(3) All posts, mentioned in sub-section (1) shall be duly and widely advertised.

(4) The date of the meeting of every selection committee shall be so fixed as to allow a notice of at least thirty days of such meeting, being given to each member; and the particulars of each candidate shall be sent to each member of the selection committee so as to reach him at least seven days before the date of meeting.

(5) In case of appointment to the post referred to in sub-section (1), if, on petition by any person directly affected, or suomotu, the Chancellor, after making or having made such inquiries or obtaining or having obtained such explanations, including explanations from the person whose appointments are likely to be affected, as may be or may have been necessary, made by any authority or officer of the university at any time was not in accordance with the law at that time in force, the Chancellor, may, by order, notwithstanding anything contained in the contract relating to the conditions of service of such person, direct the Vice-Chancellor to terminate his appointment after giving him one month's notice or one month's salary in lieu of such notice, and the Vice-Chancellor shall forthwith comply and take steps for a fresh selection to be made. The person whose appointment has been so terminated shall be eligible to apply again for the same post.

(6) Any order made by the Chancellor, under the last preceding sub-section shall be final and a copy of the order shall be served on the person concerned by the Vice-Chancellor within three days from its receipts.

(7) It shall be the duty of the Vice-Chancellor, to ensure that no payment whatsoever is made to any person, by way of salary or allowance, from the funds of the university, for any period after the termination of his services, and any authority or officer authorizing or making any such payment shall be liable to reimburse the amount so paid to the university.

(8) The Selection Committee and mode of appointment of other officers of the university shall be prescribed by the State Government in the *Official Gazette*.

(9) The management of any affiliated college shall before proceeding to fill in vacancies of aided teachers and other aided employees in accordance with the prescribed procedure shall ascertain from the Director of Higher Education whether there is any suitable person available on the list of aided surplus persons maintained by the Director of Higher Education for absorption in other colleges and in the event of such person being available, the management shall appoint that person in accordance with the direction issued by Director of Higher Education:

Provided that, this process of absorption of surplus teachers and other employees shall be applicable to only aided teachers and aided other employees.

(10) The Selection Committee, selection process and mode of appointment of principals and teachers of affiliated colleges and recognized institutions shall be as per the guidelines, directions of the University Grants Commission as may be prescribed by the State Government in the *Official Gazette*.

**106.** In addition to the committees constituted under this Act, the authorities of the university may appoint committee with suitable terms and reference for any specific task, and such committee shall consist of members of the same authority constituting such a committee and also of such other persons as that authority may nominate.

other  
Committees.

## CHAPTER X

## PERMISSION, AFFILIATION AND RECOGNITION

Perspective  
Plan.

**107.** (1) The university shall prepare a comprehensive perspective plan for every five years and get the same approved by Commission. Such plan shall be prepared for the location of colleges and institutions of higher learning in a manner ensuring comprehensive equitable distribution of facilities for higher education having due regard, in particular, to the needs of unserved and under-developed areas within the jurisdiction of the university. Such plan shall be prepared by the Board of Deans and shall be placed before the Academic Council and the Senate through the Management Council.

(2) The perspective plan shall include the new courses and faculties to be permitted which shall be determined by studying the social and economic needs of the region, job opportunities available and requirements of the industry and should be as per policies of and in conformity with the plans of the State Government and the National Policy for Higher Education for achieving National and State objectives of higher access, equity, excellence, research, relevance and quality.

(3) The perspective plan shall make provision for the subjects, number of new divisions and satellite centres to be permitted to the colleges and institutions of higher learning in different regions after factoring in the demand for the same and shall be in conformity with the plans of and after the approval of Commission under section 76.

(4) While preparing the perspective plan preference shall be given to the districts where Gross Enrolment Ratio is less than the national average and also to the tribal, hilly and inaccessible areas besides quality benchmarks, inclusive growth, social relevance and value education.

(5) The university shall initiate a time bound programme to prepare an annual plan every year for the location of colleges and institutions of higher learning, in consonance with the perspective plan and shall publish it before the end of academic year preceding the year in which the proposals for the opening of new colleges or institutions of higher learning are to be invited.

(6) The University shall undertake the systematic field survey within the geographical jurisdiction of the University every five years regarding the requirements of the facilities of Higher Education, types of skills needed for the local industries, trade and commerce, aspirations of youth of the region, needs of socially and economically deprived youth like female students, backward and tribal communities and such other related factors. The university shall use the findings of such field survey and develop the scientific database while preparing the perspective plan of the university.

Conditions  
of affiliation  
and recogni-  
tion.

**108.** (1) The management applying for affiliation or recognition, and the management whose college or institution has been granted affiliation or recognition, shall give the following undertaking and shall comply with the following conditions,-

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

(b) that there shall be a separate College Development Committee provided for an affiliated college as provided by section 97 of the Act ;

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

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

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

(f) that the strength and qualifications of teachers and non-teaching employees of the affiliated colleges and recognized institutions and the emoluments and the terms and conditions of service of the staff of affiliated colleges and recognized institutions shall be such as may be specified by the university and the State Government and which shall be sufficient to make due provision for courses of study, teaching or training or research, efficiently;

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

(h) that the directions and orders issued by the Chancellor, Vice-Chancellor and other officers of the university in exercise of the powers conferred on them under the provisions of this Act, Statutes, Ordinances and Regulations shall be mandatorily complied with;

(i) that there shall be no change or transfer of the management or shifting of location of college or institution, without prior permission of the university;

(j) that the college or institution shall not be closed without prior permission of the university;

(k) That in the event of disaffiliation or de-recognition or closure of the college or institution under section 121, the management shall abide by and execute the decision of Academic Council regarding the damages or compensation to be recovered from management.

(2) No college or institution of higher learning which is part of another university shall be considered for affiliation or recognition, as the case may be, unless a "no objection certificate" is given by the parent university.

**109.** (1) The proposal for opening of new colleges or institutions of higher learning or for starting new courses of study, subjects, faculties, additional divisions or satellite centers, shall be invited and considered by the university.

Procedure for permission for opening new college or new course, subject, faculty, division.

(2) No application for opening a new college or institution of higher learning, which is not in conformity with the perspective plan prepared under section 107 shall be considered by the university.

(3)(a) The Management seeking a Letter of Intent for opening a new college or institution of higher learning shall apply in a prescribed format to the Registrar of the university before the last day of September of the year preceding the year in which the Letter of Intent is sought;

(b) only those applications complying with the requirements and received within the prescribed time limit, shall be accepted and considered by the university;

(c) all such applications received within the aforesaid prescribed time limit, shall be scrutinized by the Board of Deans and be forwarded to the State Government with the approval of the Management Council on or before 30th November of the year in which such application is received by the university. The university shall submit alongwith the application, its recommendation, duly supported by relevant reasons, as are deemed appropriate by the Management Council;

(d) out of the applications recommended by the university, the State Government may grant a Letter of Intent on or before 31st January of the immediately following year after the recommendations of the university under clause (c). The Letter of Intent may be granted to such institutions as the State Government may consider fit and proper in its absolute discretion, taking into account the relevant factors, the suitability of the management seeking Letter of Intent, state level priority with regard to location of institutions of higher learning, etc. The Letter of Intent shall be communicated by the State Government to the university, on or before the date specified in this clause:

Provided, however, that in exceptional cases and for the reasons to be recorded in writing any application not recommended by the university may be approved by the State Government for grant of a Letter of Intent to college or institutions of higher learning;

(e) such Letter of Intent granted by the State Government shall be valid up to 31st January of the next following year. The management shall have to comply with the necessary conditions mentioned in the Letter of Intent, within such period and submit compliance report to the university with the present status of the academic and infrastructure facilities and readiness to start the institutions with required documents for final approval;

(f) Such compliance report received within aforesaid time-limit, shall be scrutinized by the Board of Deans and be forwarded to the State Government with the approval of the Management Council on or before, 1st day of May in which the compliance report has been received. The recommendation of the Board of Deans and approved by the Management Council shall be duly supported by relevant reasons as are deemed appropriate by Management Council:

Provided that, if the management fails to comply with the conditions of Letter of Intent, within the time limit as specified in clause (e), the Letter of Intent shall be deemed to have been lapsed:

Provided however that, in exceptional cases and reasons to be recorded in writing, the State Government may, on application by the management duly processed by the university, extend from time to time, the validity of Letter of Intent for further period which shall not exceed twelve months in the aggregate;

(g) after considering the report of the university under clause (f), the State Government may grant final approval to such management as it may consider fit and proper in its absolute discretion, taking into account the State Government's budgetary resources, and other relevant factors, the suitability of management seeking permission to open new institution, etc. The final approval under this clause may be granted on or before 15th June, of the year in which such new college or institutions are proposed to be started. Such approval from the State Government shall be communicated to the university. Approvals granted thereafter shall be given effect by the university only in the subsequent academic year:

Provided however that, in exceptional cases and for the reasons to be recorded in writing any compliance report on the Letter of Intent, which is not recommended by the university, may be approved by the State Government.

(4)(a) The management seeking permission to start a new course of study, subjects, faculties, additional divisions or satellite centers shall apply in a prescribed format to the Registrar of the University before the last day of the September, of the year preceding the year in which the permission is sought;

(b) only those applications complying with the requirement and received within the prescribed time limit shall be accepted and considered by the university;

(c) all such applications received within the aforesaid prescribed time limit, shall be scrutinized by the Board of Deans and be forwarded to the State Government with the approval of Management Council on or before the 1st day of April of the year, with such recommendation duly supported by relevant reasons as are deemed appropriate by the Management Council;

(d) out of the applications recommended by the university, the State Government may grant permission on or before 15th June of the year to such institutions as it may consider fit and proper in its absolute discretion, taking into account other relevant factors, the budgetary resources of the State Government and other relevant factors, the suitability of the management seeking permission, etc. The permission shall be communicated by the State Government to the university, on or before the date specified in this clause:

Provided however that, in exceptional cases and for the reasons to be recorded in writing any application not recommended by the university may be approved by the State Government.

(5) No application shall be entertained directly by the State Government for grant of Letter of Intent, under sub-section (3) or final approval under sub-section (4), as the case may be.

(6) The application for starting new course of study, subject, faculty or additional division or satellite center by existing colleges or institutions of Higher learning, shall not be forwarded to the State Government by the university, if,-

(a) they have not been accredited or re-accredited either from National Assessment and Accreditation Council or National Board of Accreditation even though they are eligible and due for being accredited or re-accredited as per the norms of accreditation agencies; and

(b) they have not complied with the conditions laid down by the State Government.

(7) Notwithstanding anything contained in this Act or any other law for the time being in force,-

(a) no management shall establish or open a new college or an institution of higher learning in the State, except with the prior permission of the State Government;

(b) no management shall start a new course of study or subjects, faculty, additional division or satellite centers except with the prior permission of the State Government.

*Explanation.-* For the purpose of this sub-section, the expressions "establish or open a new college or an institution of higher learning" and "start a new course of study, subject, faculty, additional division or satellite center" shall include establishing or opening of such college or institution of higher learning, and starting of any such course of study, subject, faculty, additional division, or satellite center, on the basis of no grant-in aid from the State Government.

(8) In case of extraordinary situations which warrant starting of new divisions of particular faculties, the State Government, with reasons to be recorded in writing, shall have the authority to declare and adopt the fast track system of grant of permission to start such new divisions and the norms and procedures related thereto:

Provided that, the procedure for grant of permission in such extraordinary situations shall be completed not later than 31st August of the Academic Year in which such new divisions are to be started:

Provided further that, the applications for starting of new divisions under the fast track system shall be duly processed by the university. On the compliance of necessary conditions, if the University recommends to the Government the proposal for starting such new divisions, then such permission shall be deemed to have been accorded by the State Government if no adverse communication of any nature is issued by the State Government up to 31st August of the Academic Year in which such new divisions are to be started.

(9) The State Government, for the purpose of giving effect to the provisions of sub-section (3) or sub-section (4), as the case may be, may by notification in the *Official Gazette*, lay down the procedure to be followed for the purposes under the said sub-sections.

**110.** (1) On receipt of the permission from the State Government, the Academic Council of the university shall consider grant of first time affiliation to the new college or institution of higher learning or to the new courses of study, subjects, faculties, additional divisions, or satellite centers as the case may be: Procedure for affiliation.

(2) The Academic Council shall decide,-

(a) whether affiliation should be granted or rejected;

(b) whether affiliation should be granted in whole or part;

(c) subjects, courses of study, the number of students to be admitted;

(d) conditions, if any, which may be stipulated while granting or for granting the affiliation to be complied within reasonable time :

Provided that, in case of failure to comply with such conditions within such period, the affiliation granted shall be deemed to have been cancelled and no communication in this regard by the university to the management concerned shall be necessary.



(3) The Pro-Vice-Chancellor shall communicate the decision of Academic Council to the management with a copy to the Director of Higher Education, within one month from the date of communication of sanction by the State Government in respect of opening the new college or institution of higher learning or starting a new course of study, subjects, faculties or additional divisions, or satellite centers and if the application for affiliation is granted, along with an intimation regarding,-

(a) the courses of study, subjects, faculties or additional divisions for which affiliation is granted;

(b) the number of students to be admitted ;

(c) the conditions, if any, subject to the fulfillment of which the affiliation is granted and time stipulated for compliance of such conditions.

(4) Where the college or institution is eligible and due for accreditation or re-accreditation, as the case may be, and such college fails to comply with the requirements of accreditation or re-accreditation, then no affiliation shall be granted by the university to such college or institution:

Provided that, nothing in this sub-section shall apply in respect of the affiliation for natural growth of the faculty, additional division, course of study, subject or satellite centre.

(5) No student shall be admitted by the college or institution unless the university has granted the affiliation to the college or institution of higher learning or to a new course of study, subject, faculty or additional division.

Procedure  
of recogni-  
tion of  
institu-  
tions.

**111.** (1) The management of an institution actively engaged in conducting research or specialized studies for a period of not less than five years, and seeking recognition shall apply to the Registrar of the university before the last day of September of the year preceding the year from which the recognition is sought, with full information regarding the following matters, namely:-

(a) the constitution and personnel of the management;

(b) the subjects and courses of study and research Programmes for which recognition is sought;

(c) the accommodation, equipment and the number of students for whom provision has been made;

(d) the permanent, visiting and honorary staff of the institution, recognized for guiding research or recognizable for the purpose by the university; their experience, evidence of research work carried out at the institution, publications, report, monographs, books published by the institution;

(e) the fees levied, or proposed to be levied, and the provisions made for capital expenditure on buildings, equipment and for the continued maintenance and efficient working of the institution.

(2) Only those applications complying with the requirements shall be accepted and considered by the university.

(3) All such applications shall be scrutinized by the Board of Deans. The Board of Deans may call for any further information, which it thinks necessary and shall ask the management to comply with the requirements.

(4) If the Board of Deans decides to consider the application, it shall cause an inspection by a committee of persons having specialized knowledge in the subject or field concerned, for physical verification of all requirements for grant of recognition.

(5) The committee shall visit the institution and submit a report thereof to the Board of Deans, with such recommendations duly supported by relevant reasons as are deemed appropriate.

(6) After considering the report of such inquiry, and making such further inquiry, as it may think necessary, the Board of Deans shall submit to the Vice- Chancellor the proposal to grant or reject the application, in part or in whole, with such recommendations duly supported by relevant reasons as are deemed appropriate and the report of the inquiry committee.

(7) The Vice-Chancellor shall after considering the proposal submitted by the Board of Deans, may, either grant or reject it. The decision of the Vice-Chancellor in this regard shall be final and binding.

(8) The Pro-Vice-Chancellor shall communicate the decision of the Vice-Chancellor to the management with a copy to the Director of Higher Education.

(9) The process laid down in sub-sections (1) to (8) shall be completed within six months.

**112.** (1) The management of private skills education provider seeking recognition from the university to various degree, diploma, advanced diploma and certificate courses as prescribed by the University as per the National, State level policy regarding skill qualification and education framework and to the experts engaged for conducting such courses shall apply to the Registrar in the prescribed format, with full information on the programmes run by the private skills education provider and other data as sought in the format, before the last day of September of the year preceding the year from which the recognition is sought.

Procedure for recognition of private education provider.

(2) Only those applications complying with the requirements and received within the prescribed time-limit, shall be accepted and considered by the university.

(3) All such applications shall be scrutinized by the Board of Deans. The Board of Deans shall inform the management the discrepancies in the application or documents submitted for seeking recognition, and shall ask the management to comply with the requirements.

(4) The Board of Deans after being satisfied with the authenticity of the private skills education providers shall cause an inspection by the committee of experts in skills education, industry and academia, for the purpose of grant of recognition.

(5) The committee shall visit the institution and submit a report thereof to the Board of Deans, with such recommendations duly supported by relevant reasons as are deemed appropriate.

(6) After considering the report of such inquiry, and making such further inquiry as it may think necessary, the Board of Deans shall submit to the Vice-Chancellor the proposal to grant or reject the application, in part or in whole, with such recommendations duly supported by relevant reasons as are deemed appropriate and the report of the inquiry committee.

(7) The Vice-Chancellor shall after considering the proposal submitted by the Board of Deans, may, either grant or reject it and the decision of the Vice-Chancellor in this regard shall be final and binding.

(8) The Pro-Vice-Chancellor shall communicate the decision of the Vice-Chancellor to the management.

(9) The time schedule for the process laid down in sub-sections (2) to (8) shall be published and completed by the University up to 30th April of the year, in which private skills education provider intends to start various degree, diploma, advance diploma and certificate courses.

(10) The recognition shall be valid for a period of five years. The procedure referred to in sub-sections (1) to (8) shall apply mutatis-mutandis, for continuation of such recognition, from time to time.

(11) The recognized private skills education provider shall conduct assessment, declare results and recommend to the University for Award of certificate, diploma, advanced diploma and degree for different programmes.

(12) The management desirous of closing down the institution providing private skills education shall apply to the Registrar on or before the first day of August of the preceding year, stating fully the grounds for closure, and pointing out the assets in the form of buildings and equipment, their original cost, the prevailing market value and the grants so far received by it either from the University Grants Commission, the State Government or from public funding agencies.

(13) On receipt of such an application, the Vice-Chancellor shall cause to make enquiries as it may deem fit, to assess and determine whether the private skills education provider be permitted to effect the closure. The Vice-Chancellor may examine whether the closure should be avoided by transferring it to another management.

(14) If the Vice-Chancellor decides to recommend the closure, the Board of Deans shall prepare and submit to the Management Council, a report on the extent of damages or compensation to be recovered from the management and whether the assets created utilizing the funds provided by the University Grants Commission, the State Government or other public funding agencies, be transferred to other management.

(15) The Vice-Chancellor shall, with prior concurrence of the Management Council, decide whether private skills education provider be permitted the closure.

(16) The procedure to give effect to the closure shall be in phases, so as to ensure that the students already admitted to the private skills education provider are not affected, and that the first year shall be closed first and no new admission shall be effected. The procedure to phase out the closure shall be such as may be prescribed.

Recognition  
to  
empowered  
autonomous  
skills  
development  
colleges.

**113.** (1) The management of the empowered autonomous skills development college applying for recognition shall give and comply with the following undertakings, namely:-

(a) that the provisions of this Act and Statutes, Ordinances and Regulations made thereunder and the standing orders and directions of the university shall be observed;

(b) that there shall be suitable and adequate physical facilities such as buildings, classrooms with modern delivery facilities, skills development laboratories with necessary equipment, if needed, library and knowledge access facilities, information and communication technology connectivity and other facilities as may be prescribed by the university;

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

(d) that there shall be core academic and technical staff, as prescribed by the university, and the emoluments and the terms and conditions of services of the staff of the college shall be such as prescribed by the university;

(e) that there shall be linkages with the industries or businesses as may be necessary to give professional experiences and also a panel of experts from industries or businesses which shall work as visiting teachers or trainers as demanded by the various programmes of that college which intends to run;

(f) that the services of all teaching staff, visiting teachers or experts, supporting and technical staff and the facilities of the college shall be made available for conducting examinations, evaluation and for promoting other activities of the university;

(g) that there shall be no change or transfer of the management without previous permission of the university;

(h) that the college shall not be closed without permission of the university;

(i) that in the event of disqualification or de-recognition or closure of the college, the college shall continue to function and discharge its duties till last batch of student's registered for various programmes are trained, assessed or evaluated, their results are declared by the university and they are given appropriate certificate of completion of the programme.

(2) The management of college seeking recognition from the university shall apply to the Registrar of the university in the prescribed format, before the last day of September of the year preceding the year from which the recognition is sought, to various degree, diploma, advanced diploma and certificate courses as prescribed by the University as per the National, State level policy regarding skills qualification and education framework providing information on the programmes proposed to be conducted in college, which shall include relevant data on curriculum, delivery

process, creation of necessary academic and skills training infrastructure, linkages with appropriate industries or business, faculty and experts with their academic qualifications and domain experience and other supporting information on assessment of students and the financial details of the college seeking recognition.

(3) Only those applications complying with the requirements and received within the prescribed time-limit, shall be accepted and considered by the university.

(4) All such applications shall be scrutinized by the Board of Deans and a report thereof be forwarded to the Vice-Chancellor and the university shall inform the management, of the discrepancies in the application or documents submitted for seeking recognition and shall ask the management to comply with the requirements.

(5) The Board of Deans after being satisfied with the authenticity of the proposal, shall cause an inspection by the committee of experts in skills education, industry and academia for the purpose of grant of recognition.

(6) The committee shall visit the institution and submit a report thereof to the Board of Deans, with such recommendations duly supported by relevant reasons as are deemed appropriate.

(7) After considering the report of such inquiry, and making such further inquiry as it may think necessary, the Board of Deans shall submit to the Vice-Chancellor the proposal to grant or reject the application, in part or in whole, with such recommendations duly supported by relevant reasons as are deemed appropriate and the report of the inquiry committee.

(8) The Vice-Chancellor shall after considering the proposal submitted by the Board of Deans, may, either grant or reject it and the decision of the Vice-Chancellor in this regard shall be final and binding.

(9) The time schedule for the process laid down in sub-sections (2) to (8) shall be published and completed by the University up to 30th April of the year, in which empowered autonomous skills development college intends to start various degree, diploma, advance diploma and certificate courses.

(10) The Pro-Vice-Chancellor shall communicate the decision of the Vice-Chancellor to the management, on or before the 30th April of the year, in which the management desires to seek recognition.

(11) The recognition shall be valid for a period of five years. The procedure referred to in sub-sections (1) to (10) shall apply mutatis-mutandis, for continuation of recognition, from time to time.

(12) The recognized empowered autonomous skills development college shall conduct assessment, declare results and recommend to the university award of joint certificate, diploma, advanced diploma and degree for different programmes.

(13) The management desirous of closing down the empowered autonomous skills development college shall apply to the Registrar on or before the first day of August of the preceding year, stating fully the grounds for closure, and specifying the assets in the form of buildings and equipment, their original cost, the prevailing market value and the grants so far received by it either from the University Grants Commission, the State Government or from public funding agencies.

(14) On receipt of such an application, the Vice-Chancellor shall cause to make enquiries as it may deem fit, to assess and determine whether the college be permitted to effect the closure. The Vice-Chancellor may, examine whether the closure should be avoided by making provisions for transferring it to another management.

(15) If the Vice-Chancellor decides to recommend the closure, it shall prepare and submit to the Management Council, a report on the extent of damages or compensation to be recovered from the management and whether the assets created utilizing the funds provided by the University Grants Commission, the State Government or other public funding agencies, be transferred to other management.

(16) The Vice-Chancellor shall, with prior concurrence of the Management Council, decide whether the college be permitted the closure.

(17) The procedure to effect the closure shall be in phases, so as to ensure that the students already admitted to the college are not affected, and that the first year shall be closed first and no new admission shall be effected. The procedure to phase out the closure shall be such as may be prescribed.

Continuation of affiliation or recognition.

**114.** (1) The procedure prescribed in sub-sections (1) to (3) of section 110 shall apply, *mutatis mutandis*, for the consideration of continuation of affiliation, from time to time.

(2) The procedure prescribed in section 111, for grant of recognition shall apply, *mutatis-mutandis*, for the consideration of continuation of recognition.

Extension of affiliation or recognition.

**115.** The affiliated college or recognized institution may apply for affiliation or recognition for additional courses of study. The university shall follow the procedure as prescribed in sections 108, 109, 110 and 111, so far as may be applicable.

Permanent affiliation and recognition.

**116.** The affiliated college or institution or recognized institution with at least five years standing as an affiliated or recognized institution shall apply for permanent affiliation or recognition. The Board of Deans shall consider and scrutinize the applications and make recommendation to the Academic Council. If the Academic Council is satisfied that the affiliated college or institution or recognized institution has fulfilled all the conditions of affiliation or recognition satisfactorily and has attained high academic and administrative standards as prescribed by the university and concerned regulatory bodies, from time to time, the Academic Council shall grant permanent affiliation or recognition to the college or institution, as the case may be.

Inspection of colleges and recognized institutions and report.

**117.** (1) Every affiliated college and recognized institution shall furnish such reports, returns and other particulars as the university may require for enabling it to judge the academic standards and standards of academic administration of the college or recognized institution.

(2) The Pro-Vice-Chancellor shall cause every university department or institution, affiliated college or recognized institution to be inspected, at least once in every three years, by one or more committees appointed by him in that behalf which shall consist of the following members, namely:-

(a) the Dean of the faculty concerned - Chairperson;

(b) one expert, not connected with the university or with any affiliated college or recognized institution under its jurisdiction, nominated by the Academic Council;

(c) one expert, to be nominated by the Management Council;

(d) one expert, to be nominated by the Senate:

Provided that, no member on such committee shall be connected with the management of college or institution concerned.

(3) The committee shall submit its report to the Pro-Vice-Chancellor for his consideration and for further action as may be necessary.

Shifting college location.

**118.** (1) The permission for shifting of location of a college or institution of higher learning only within the same district shall be granted.

(2) The Management Council of the university shall consider the points referred to in sub-section (3) before granting permission for shifting of location of a college.

(3) Permission shall be granted by the university after the concurrence of the State Government:

Provided that,-

(a) such shifting of location does not result in disturbing the educational development of the location from where the college is being shifted;

(b) such shifting to a new location is allowed only if such location is within the periphery of five kilometres of the location for opening a new college or institution of higher learning, as indicated in the annual perspective plan; and

(c) the infrastructure and other facilities in the new location are adequate as per the prescribed norms.

(4) If the college is being shifted from one location to another for reason of natural calamity, emergent permission shall be granted by the university and shall in due course of time be approved by the State Government.

**119.** The Management Council of the university shall consider the proposals for transfer of management of colleges and institutions, as prescribed in the Statutes subject to the permission of the State Government.

Transfer of management.

**120.** (1) If an affiliated college or recognized institution fails to comply with the conditions of affiliation or recognition as provided in section 108 or to allow the College Development Committee as provided in section 97 to function properly or to take action as per directions issued under the Act, or if it is conducting the college or recognized institution in a manner prejudicial to the interest of the university or the standards laid down by it, the Board of Deans may issue a notice to the management to show cause as to why the privileges conferred on the college or recognized institution by affiliation or recognition should not be withdrawn in part or in whole or modified.

withdrawal of affiliation or recognition.

(2) The Board of Deans shall mention the grounds on which it proposes to take the action and shall send a copy of the notice to the principal of the college, or head of recognized institution. It shall also specify in the notice, the period, being a period which shall not be less than thirty days within which the management should file its written statement in reply to the notice.

(3) On receipt of such written statement or on expiry of the period specified in the notice issued under sub-section (1), the Board of Deans shall place before the Academic Council, the notice and the written statement, if any, with or without the motion for withdrawal or modification of such privileges.

(4) The Academic Council shall, having regard to the interest of students studying in the colleges or recognized institutions, shall recommend an action in this behalf to the Vice-Chancellor and the Vice-Chancellor shall pass the necessary order.

**121.** (1) No management of an affiliated college or recognized institution shall be allowed to close down the affiliated college or recognized institution without prior permission of the State Government.

Closure of affiliated college or recognized institutions.

(2) The management desirous of closing down the college or recognized institution shall apply to the university on or before the first day of August of the preceding year, stating fully the grounds for closure, and pointing out the assets in the form of buildings and equipment, their original cost, the prevailing market value and the grants so far received by it either from the University Grants Commission, the State Government or from public funding agencies.

(3) On receipt of such an application, the Academic Council shall cause to make inquiries as it may deem fit, to assess and determine whether the affiliated college or recognized institution be permitted to effect the closure. The Academic Council may examine whether the closure should be avoided by [providing necessary assistance or taking over the college or institution by the university or] transferring it to another management.

(4) If the Academic Council decides to recommend the closure, it shall prepare and submit to the Management Council, a report on the extent of damages or compensation to be recovered from the management for the assets created utilizing the funds provided by the University Grants Commission, the State Government or other public funding agencies.

(5) The Academic Council shall, with prior concurrence of the Management Council and approval of the State Government decide whether the affiliated college or recognized institution be permitted the closure.

(6) The university may transfer the college or a recognized institution to another management with prior approval of the State Government and after following the procedure prescribed in that behalf.

(7) The procedure to effect the closure shall be in phases, to ensure that the students already admitted to the affiliated college or recognized institution are not affected, and that the first year shall be closed first and no new admissions shall be effected. The procedure to phase out the closure shall be such as may be prescribed.

(8) The procedure for closure of affiliated colleges, or recognized institutions, referred to in sub-sections (1) to (7) shall, mutatis-mutandis apply in the case of closure of faculties, courses of studies or satellite centres.

Autonomous university department or institutions, college or recognized institution. **122.** (1) A university department or institution, affiliated college or recognized institution may apply to the university for grant of autonomous status. The Management Council on the recommendation of the Academic Council may confer the autonomous status.

(2) Autonomous university department or institution or affiliated college or recognized institution shall function with the objectives of promoting academic freedom and scholarship on the part of teachers and students which are essential to the fostering and development of an intellectual climate conducive to the pursuit of scholarship and excellence.

(3) The autonomous university department or institution or affiliated college or recognized institution, may constitute its authorities or bodies and exercise the powers and perform the functions and carry out the administrative, academic and other activities of the university, as may be prescribed by the Statutes.

(4) The autonomous university department or institution or affiliated college or recognized institution may prescribe its own courses of study, evolve its own teaching methods and hold examinations and tests for students receiving instruction in it, and recommend the university for award degrees, diplomas or certificates, after following the procedure as prescribed in the Statutes. The autonomous university department or institution or affiliated college or recognized institution shall have full academic and administrative autonomy subject to the provisions of this Act and Statutes and the guidelines issued by the University Grant Commission, from time to time.

Empowered autonomous colleges. **123.** (1) Affiliated autonomous colleges that are identified by University Grants Commission as College with Potential for Excellence or College of Excellence which have a high level grade to be prescribed by the State Government through Official Gazette may apply to the university for grant of empowered autonomous status. The Management Council on the recommendation of the Academic Council may confer the empowered autonomous status upon such college.

(2) Norms and procedure for grant of the empowered autonomous status and continuation thereof, shall be as may be prescribed by the Statutes.

(3) The empowered autonomous college may constitute its authorities or bodies and exercise the powers and perform the functions and carry out the administrative, academic, financial and other activities of the university, as may be prescribed by the Statutes.

(4) The empowered autonomous college shall enjoy all such privileges in addition to the privileges enjoyed by autonomous college as may be prescribed by the statutes and guidelines of State Government and University Grants Commission.

Empowered autonomous cluster institutions. **124.** (1) A group of affiliated autonomous colleges or recognized institutions of the same management or educational society which includes the colleges or institutions, identified by the University Grants Commission as Potential for Excellence or College of Excellence or which have a high level grade to be prescribed by the State Government through Official Gazette may apply to the university for grant of status of empowered autonomous cluster institutions. The Management Council on the recommendation of the Academic Council may confer the status of empowered autonomous cluster institutions upon such group of colleges or institutions.

(2) Norms and procedure for grant status of empowered autonomous cluster institutions and continuation thereof, shall be as may be prescribed by the Statutes.

(3) The empowered autonomous cluster institutions may constitute its authorities or bodies and exercise the powers and perform the functions and carry out the administrative, academic, financial and other activities of the university, as may be prescribed by the Statutes and guidelines of State Government and University Grants Commission.

## CHAPTER XI

### ENROLMENT, DEGREES AND CONVOCATIONS

**125.** All post-graduate instruction, teaching, training, research, research collaborations and partnerships, shall normally be conducted within the university area by the university, affiliated colleges and the recognized institutions in such manner as may be prescribed. Post-graduate teaching and research.

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

**127. (1)** All powers relating to discipline and disciplinary action in relation to the students of the university departments and institutions and colleges maintained by the university, shall vest in the Vice-Chancellor. Disciplinary powers and discipline amongst students.

**(2)** The Vice-Chancellor may, by an order, delegate all or any of his powers under sub-section (1), as he deems fit, to such other officer as he may nominate in that behalf.

**(3)** The Vice-Chancellor may, in the exercise of his powers, by an order, direct that any student or students be expelled or rusticated for a specified period, or be not admitted to a course or courses of study in conducted college, institution or department of the university for a specified period, or be punished with fine, as prescribed by the university, or be debarred from taking an examination or evaluation conducted by the department, conducted college or institution maintained by the university for a specified period not exceeding five years or that the result of the student or students concerned in the examination or evaluation in which he or they have appeared, be cancelled:

Provided that, the Vice-Chancellor shall give reasonable opportunity of being heard to the student concerned, if expulsion is for a period exceeding one year.

**(4)** Without prejudice to the powers of the Vice-Chancellor, the principals of conducted colleges, heads of university institutions and the heads of departments of the university shall have authority to exercise all such powers over the student in their respective charge as may be necessary for the maintenance of proper discipline.

**(5)** Provisions as regards discipline and proper conduct for students of the university and the action to be taken against them for breach of discipline or misconduct, shall be as may be prescribed by the Statutes, which shall apply to the students of all its conducted colleges and university departments or institutions, affiliated colleges and recognized institutions.

**(6)** Statutes relating to discipline and proper conduct for students, and the action to be taken against them for breach of discipline or misconduct, shall also be published in the prospectus of the university, affiliated college or recognized institution and every student shall be supplied with a copy of the same. The principals of the colleges and heads of the institutions, maintained by the university and affiliated colleges, may, prescribe additional norms of discipline and proper conduct, not inconsistent with the Statutes, as they think necessary and every student shall be supplied with a copy of such norms.

**(7)** At the time of admission, every student shall sign a declaration to the effect that he submits himself to the disciplinary jurisdiction of the Vice-Chancellor and the other officers and authorities or bodies of the university and the authorities or bodies of the conducted colleges, affiliated colleges and recognized institutions, and shall observe and abide by the Statutes made in that behalf and in so far as they may apply, the additional norms made by the principals of conducted colleges and heads of university institutions and affiliated colleges.

**(8)** All powers relating to disciplinary action against students of an affiliated college or recognized institution not maintained by the university, shall vest in the principal of the affiliated college or head of the recognized institution, and the provisions of the sub-sections (6) and (7) including the Statutes made thereunder, shall mutatis-mutandis apply to such colleges, institutions and students therein.



Degrees,  
diplomas,  
certificates &  
other  
academic  
distinctions.

**128.** (1) The Management Council may institute and confer such degrees, diplomas, certificates and other academic distinctions as may be recommended by the Academic Council.

(2) The Management Council may institute and confer post- doctoral degrees such as D.Sc. and D.Litt. - by Research, as may be recommended by Academic Council.

(3) The Chancellor may, on the recommendation of the Management Council and the Academic Council, supported by a majority of not less than two-third members of each such authority, present at its meeting, such majority comprising not less than one-half of the members of each such authority, withdraw the degree or diploma or certificate or any other academic distinction permanently or for such period as the Chancellor thinks fit, if such a person is convicted by a court of law for any offence involving moral turpitude or has been found to have sought admission to any degree or diploma or certificate course by fraudulent means or has been found to have obtained such degree or diploma or certificate or any other academic distinction by fraudulent means. No such action under this section shall be taken unless the person concerned is given an opportunity to defend himself.

Honorary  
Degree.

**129.** (1) The Management Council may consider and recommend to the Senate the conferment of an honorary degree or other academic distinction on any person, without requiring him to undergo any test or examination or evaluation, on the ground solely that he, by reason of his eminent position, attainments and public service, is a fit and proper person to receive such degree or other academic distinction, and such recommendation shall be deemed to have been duly passed if supported by a majority of not less than two-thirds of the members present at the meeting of the Senate, being not less than one-half of its total membership:

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

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

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

Convocation.

**130.** The convocation of the university shall be held at least once during an academic year in the manner prescribed by the Statutes for conferring degrees, post-graduate diplomas or for any other purpose.

Registered  
graduates.

**131.** (1) Subject to the provisions of sub-section (2), the following persons shall be entitled to have their names entered in the register of registered graduates or deemed to be registered graduates, maintained by the university, namely:-

(a) who are graduates of the university;

(b) who are graduates of the parent university from which corresponding new university is established:

Provided that, the graduates registered in the parent university as registered graduates but residing in the jurisdiction of the new university will have to apply for registration, as registered graduates, to the new university and once registered with the new university, they will automatically cease to be the registered graduates of the parent university.

(2) A person who -

(a) is of unsound mind and stands so declared by a competent court; or

(b) is an un-discharged insolvent; or

(c) is convicted for an offence involving moral turpitude; or

(d) has obtained a degree by fraudulent means; or

(e) is a registered graduate of any other university established by law in the State, shall not be qualified to have his name entered in the register of graduates, or be a registered graduate.

(3) Every person who intends to be a registered graduate shall make an application to the Registrar in such form and make payment of such fees as may be prescribed by the Statutes.

(4) The Vice-Chancellor shall, after making such inquiry as he thinks fit, decide whether the person is entitled to be a registered graduate. If any question arises whether a person is entitled to have his name entered in the register of graduates or be a registered graduate or is not qualified to be a registered graduate, it shall be decided by the Vice-Chancellor after making such inquiry as he thinks fit and his decision shall be final.

(5) From amongst the persons registered as registered graduates, an electoral college shall be constituted for election of members of the Senate under clause (t) of sub-section (2) of section 28, and for that purpose, an electoral roll shall be prepared as prescribed by publishing a public notice, requiring the registered graduates desirous of enrolling themselves in such electoral roll to fill in the prescribed form for such enrolment.

**132.** (1) The Vice-Chancellor may, on the recommendation of the Management Council, supported by a majority of not less than two-third of its members present at its meeting, such majority comprising not less than one-half of its members, remove the name of any person from the register of graduates for such period as the Vice-Chancellor thinks fit, for any of the reasons mentioned in sub-section (2) of section 131.

Removal of name from register of graduates.

(2) No action under this section shall be taken unless the person concerned is, as prescribed by the Statutes, given an opportunity of being heard in his defence.

## CHAPTER XII

### UNIVERSITY FUNDS, ACCOUNTS AND AUDIT

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

Annual financial estimates.

(2) The Finance and Accounts Officer shall thereafter forward copies of annual financial estimates (budget) as approved by the Management Council and the Senate to the Chancellor, the Maharashtra State Commission for Higher Education and Development and the State Government.

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

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

University funds.

(a) general fund ;

(b) salary fund,-

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

(ii) for all other posts separately;

(c) trust fund;

(d) development and programme fund;

(e) contingency fund;

(f) any other fund which, in the opinion of the university, is deemed necessary to establish.

(2) The following shall form part of, or be paid into, the general fund:

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

(b) all incomes of the university from any source whatsoever, including income from fees, other fees and charges;

(c) any sums borrowed from the banks or any other agency, with the permission of the State Government;

(d) sums received from any other source or agency.

(3) The salary fund shall consist of all amounts received from the State Government, Central Government or University Grants Commission or any other endowment or contribution received towards full or part payment of the salary and allowances. No amount from this fund shall be utilized for the purpose other than payment of salary and allowances.

(4) All income or moneys from trusts, bequests, donations, endowments, subventions and similar grants shall form part of the trust fund.

(5) (a) The development and programme fund of the university shall consist of all infrastructure development grants received from the State Government, all contributions made by the University Grants Commission for development and research grants received from other funding agencies of the Central Government, United Nations and its affiliates, other international agencies, industry, banks and financial institutions or any person or institution;

(b) no amount from this fund shall be appropriated to any other fund of the university or expended for any other purpose ;

(c) the development and programme fund shall be utilized in the manner consistent with the object of the programme and as per guidelines of the funding agency on expenditure and audit, to be granted and approved by the Management Council.

(6) The university shall have and maintain a contingency fund under a separate head of the university accounts which shall be used only for the purpose of meeting any unforeseen expenditure.

(7) Surplus money at the credit of these funds, including accruals thereto, which cannot immediately or at any early date be applied for the purposes aforesaid shall, from time to time, be deposited in the Nationalized or Scheduled Banks or invested in any other Equity or securities issued by the Corporations having financial participation of the State Government.

Annual  
accounts and  
Audit.

**135.** (1) The accounts of the University shall be maintained on the basis and principles of double entry accounting system, and the method of accounting to be followed shall be the mercantile system by following the Maharashtra Universities Account Code as prescribed by State Government.

(2) The accounts of the university shall be audited at least once every year and in any case within four months of the close of the financial year by the auditors appointed by the Management Council from amongst the firms of Chartered Accountants whose partners have no interest in any of the authorities or affairs of the university. The university shall comply with the remarks and discrepancies as shown in the audit report in any case within one month of the receipt of such audit report, audited accounts shall be published by the university and a copy thereof, together with the copy of the auditor's report shall be submitted to the Chancellor and the State Government within one year of the close of the financial year.

(3) The audited accounts shall be published by the university and a copy thereof, together with the copy of the auditor's report and compliance report shall be submitted to the Chancellor and the State Government and shall be submitted for approval before the senate in any case within six months from the close of the financial year.

(4) The State Government shall cause the audited annual accounts of the university, received by it, to be laid before each House of the State Legislature.

(5) The State Government shall provide for conduct of the test audit or full audit of the accounts of the university at regular intervals by the auditors appointed by the State Government.

**136.** (1) The Board of Deans shall prepare the Annual Report containing the administrative, academic, research and development and other activities of the university, colleges and institutions under its jurisdiction, for each academic year and submit it to the Management Council for consideration. The Senate shall discuss and approve the Annual Report as received from the Management Council. Such report as approved by the Senate shall be submitted to the Chancellor and the State Government, within one year from the conclusion of the academic year. Annual Report.

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

### CHAPTER XIII

#### SPECIAL PROVISIONS FOR SHREEMATI NATHIBAI DAMODAR THACKERSEY WOMEN'S UNIVERSITY

**137.** (1) In addition to the other provisions of this Act and Statutes, the provisions set out in this section shall apply to the Shreemati Nathibai Damodar Thackersey Women's University. Special provisions for Shreemati Nathibai Damodar Thackersey Women's university.

(2) The territorial limits, within which the powers conferred upon the university by this Act shall be exercised, shall comprise the entire State:

Provided that, the university may, subject to such conditions and restrictions as it and the State Government may think fit to impose, admit any women's educational institution in any other territory to the privileges of the university, with the approval of the Government concerned.

(3) Any female student from any part of the State of Maharashtra or any other territory may register as a private student of the university or join correspondence course or any other external degree or diploma course of the university.

(4) Any society, association or body in the State seeking affiliation or recognition by the university to the college or institution started or conducted by it exclusively for women students need not seek the permission of any other university in the area of which the college or the institution, as the case may be, is to be or is located. On an application of any such society or association or body, the university may, notwithstanding anything contained in any other law for the time being in force, grant the affiliation, with the previous sanction of the State Government, or the recognition, as the case may be, without seeking permission of any other university in the area of which the college or institution, as the case may be, is to be or is located.

(5) The university may, in the interest of women's education, start or conduct a college or research institution in any territory outside the State of Maharashtra, with the approval of the Government concerned.

(6) No educational institution affiliated to or recognized by the university shall be associated in any way with, or seek admission to any privileges of, any other university established by law, except, with the permission of the university and the State Government.

(7) The Senate of the university shall have the following additional members, namely:-

(a) two representatives of women's educational associations or bodies in the State of Maharashtra, nominated by the Vice-Chancellor;

(b) two representatives of women's educational associations or bodies from outside the State admitted to the privileges of the Shreemati Nathibai Damodar Thackersey Women's University, nominated by the Vice-Chancellor;

(c) one representative of women's educational associations or bodies in other territories, nominated by the Vice-Chancellor.

(8) The university shall have powers to draw up Statutes or Ordinances or Regulations or to undertake other activities, such as running schools, polytechnics, etc.

(9) No member of the Board of Examinations or the Committees of the University shall be appointed as paper setter, examiner, moderator or referee except with the written approval of the Board under exceptional circumstances to be recorded in writing.

## CHAPTER XIV MISCELLANEOUS

Authorities and officers responsible for damages.

**138.** (1) It shall be the duty of every authority or body and officer of the university to ensure that the interests of the university are duly safeguarded.

(2) If it is found that a damage or loss has been caused to the university by any action on the part of any authority or body or officer of the university, not in conformity with the provisions of this Act, Statutes, Ordinances or Regulations, except when done in good faith, or any failure so as to act in conformity thereof, by willful neglect or default on its or his part, such damage or loss shall be liable to be recovered from the authority or body or the concerned members thereof, jointly or severally, or from the officer concerned, as the case may be, in accordance with the procedure prescribed by the Statutes.

Membership of State Legislature and of Parliament.

**139.** (1) A teacher or a non-teaching employee shall not be disqualified for continuing as such teacher or a non-teaching employee merely on the ground that he has been elected or nominated as a member of the Legislative Assembly or of the Legislative Council of the State or of the Parliament.

(2) A teacher or a non-teaching employee elected or nominated as a member of the Legislative Assembly or of the Legislative Council of the State, or of the Parliament shall be entitled to treat the period of his membership of the Legislative Assembly or of the Legislative Council or of the Parliament as on leave without salary and allowances.

(3) A teacher or a non-teaching employee referred to in sub-section (2) shall also be entitled to count the period of his membership of the Legislative Assembly or of the Legislative Council or of the Parliament for the purposes of pension, seniority and increments.

Questions regarding interpretation and disputes regarding constitution of university authority or body, etc.

**140.** If any question arises regarding the interpretation of any provision of this Act, or of any Statutes, Ordinance or Regulation or Rule, or whether a person has been duly elected or appointed or nominated or co-opted as a member or is entitled to be a member of any authority or body of the university, the matter may, be referred, on petition by any person or body directly affected or suomotu by the Vice-Chancellor to the Chancellor, who shall after taking such advice as he thinks necessary, decide the question, and his decision shall be final:

Provided that, such reference shall be made by the Vice-Chancellor upon a requisition signed by not less than one fourth members of the senate.

Protection of Acts and orders.

**141.** All acts and orders done or passed in good faith by the university or any of its officers, authorities or bodies, shall subject to the other provisions of this Act, be final; and accordingly, no suit or other legal proceedings shall be instituted against, or maintained, or damages claimed from the university or its officers, authorities or bodies for anything done or passed, or purporting to have been done or passed in good faith and in pursuance of the provisions of this Act and the Statutes, Ordinances and Regulations.

Delegation of powers.

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

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

Acts and proceedings not invalid merely on ground of defect in constitution, vacancies, irregularity in procedure, etc.

(a) any of the members of any such authority, body or committee are not elected, appointed, nominated or co-opted or for any other reason are not available to take office at the time of the constitution or to attend any meeting thereof or any person is a member in more than one capacity or there is any other defect in the constitution thereof or there are one or more vacancies in the offices of members thereof;

(b) there is any irregularity in the procedure of any such authority, body or committee not affecting the merits of the matter under consideration, and the validity of such act or proceeding shall not be questioned in any court or before any authority or officer merely on any such ground.

## CHAPTER XV

### ESTABLISHMENT OF NEW UNIVERSITIES

**144.** When any new university is constituted by a notification in the Official Gazette under sub-section (2) of section 3, or a cluster university under sub-section (6) of that section, the State Government may, notwithstanding anything contained in this Act, by one or more orders published in the *Official Gazette*, provide for all or any of the following matters, namely:-

Issue of order providing for matters when a new university is constituted.

(a) the appointment of the first Vice-Chancellor and other officers of the university and the term for which they shall be appointed;

(b) the constitution of the first Management Council and Academic Council in such manner as it thinks fit and the term for which it shall function;

(c) the continuance or application of such Statutes, Ordinances and Regulations with such modifications as it may specify:

Provided that, the Competent Authority of the new university shall adopt such statutes, ordinances and regulations, either in toto or with such modifications as deemed fit, within a period of two years from its establishment.

(d) the exercise of option by the registered graduates of any of the then existing universities to continue to remain registered graduates of the same universities or to get registered with the new university;

(e) the continuance or discontinuance of membership of the Management Council, the Academic Council and other authorities, bodies and committees of the existing universities constituted under this Act;

(f) the filling in the vacancies caused by discontinuance of the members of authorities or bodies or committees of the existing university;

(g) the continuance of affiliation of the colleges or the recognition of the institutions by the new university to which the area is added and discontinuance of the same by the existing university from which the area is carved out;

(h) the transfer of any of the employees of the existing university to the new university and the terms and conditions of service applicable to such employees or termination of the service of the employees of the existing university by giving such terminal benefits as the State Government deems fit:

Provided that, the terms and conditions of service of any employee so transferred shall not be varied to his disadvantage;

(i) transfer of assets, that is to say, the property, movable or immovable, right, interest of whatsoever kind acquired, and the liabilities and obligations incurred, before the issue of any such order; and

(j) such other supplemental, incidental and consequential provisions as the State Government may deem necessary.

## CHAPTER XVI

### TRANSITORY PROVISIONS

Continuance  
of existing  
officers and  
employees of  
university.

**145.** Save as otherwise provided by or under this Act, every person holding office either as an officer or the employee, whether teaching or other employee, of any university on the date immediately before the commencement of this Act shall continue to hold office on the same terms and conditions as were applicable to him immediately before such date, and shall exercise such powers and perform such duties as are conferred on them by or under this Act.

Provisions  
relating to  
continuance  
and constitu-  
tion of  
authorities.

**146.** (1) Every authority of an existing university shall, as soon as practicable, but within a period of six months or immediately following 31st August, from the date of commencement of this Act, whichever is later, be re-constituted in accordance with the provisions of this Act. Every such authority shall, be deemed to be reconstituted with effect from such date as the Vice- Chancellor may, from time to time, specify by notification.

(2) Every person holding office as a member of any authority immediately before the commencement of this Act shall, on the date of such commencement, continue to hold the said office and the authority with such members shall exercise the powers and perform the duties conferred on it by or under this Act, until the date on which the authority is deemed to be re-constituted or a period of six months from the date of commencement of this Act expires, whichever is later.

(3) On the date on which any authority is deemed to be re-constituted or on which a period of six month expires, whichever is earlier, every member of an authority of an existing university who is continued in office under this section shall be deemed to have vacated his office.

(4) If on the date of commencement of this Act, any authority or body cannot be constituted in accordance with the provisions of this Act, the Vice-Chancellor may, after approval of the Chancellor take such measures for interim constitution of such authority or body.

(5) The term of such authority or body constituted under sub-section (4) shall be for a period of one year from its constitution or till such authority or body is duly constituted under this Act, whichever is earlier.

(6) For the removal of doubt, it is hereby declared that on expiry of a period of one year of the interim constitution of such authority or body, such authority or body shall cease to function.

Repeal and  
savings.

**147.** (1) On and from the date of commencement of this Act, the Maharashtra Universities Act, 1994 shall stand repealed.

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

(a) any person holding office immediately before the commencement of this Act as Vice-Chancellor of the university shall, on such commencement, continue to hold the said office till his term of office as Vice-Chancellor of that university would have expired had he continued to be as such unless he ceases to be the Vice-Chancellor by reason of death, resignation or otherwise before the expiry of his term of office as aforesaid and shall exercise all the powers and perform all the duties conferred and imposed on the Vice-Chancellor of the respective university by or under this Act;

(b) all colleges which stood affiliated to the university immediately before the commencement of this Act, shall be deemed to be affiliated to that university under this Act till their affiliation is withdrawn by that university under this Act;

(c) all other educational institutions which were entitled to any privileges of the university shall be entitled to similar privileges of that university;

(d) all property, movable or immovable, and all rights, interest of whatsoever kind, powers and privileges of the university shall stand transferred to and shall, without further assurance, vest in, that university and be applied to the objects and purposes for which that university is constituted;

(e) all benefactions accepted or received by the university and held by it immediately before the commencement of this Act, shall be deemed to have been accepted or received or held by that university under this Act, and all the conditions on which such benefactions were accepted or received or held shall be deemed to be valid under this Act, notwithstanding that such conditions may be inconsistent with any of the provisions of this Act;

(f) all debts, liabilities and obligations incurred before the commencement of this Act, and lawfully subsisting against the university, shall be discharged and satisfied by that university;

(g) any will, deed or other document made before the commencement of this Act, which contains any bequest, gift, term or trust in favour of the university shall be deemed to have been made thereunder and for the purposes of this Act in favour of that university;

(h) all references in any enactment or other instruments issued under any enactment to the university before the commencement of this Act, shall be deemed to have been construed under and for the purposes of this Act;

(i) the appointment of examiners validly made under the said Act and subsisting immediately before the commencement of this Act, shall be deemed to have been made under and for the purposes of this Act for the respective university, and such examiners shall continue to hold office and to act until fresh appointments are made under this Act;

(j) the teachers, who were recognized teachers of the university under the said Act immediately before the commencement of this Act, shall be deemed to be recognized teachers of that university under and for the purposes of this Act and shall continue to be such recognized teachers until fresh recognitions are granted under this Act;

(k) the registered graduates, whose names were entered in the register of graduates maintained by the university immediately before the commencement of this Act, shall be deemed to be the registered graduates of that university under and for the purposes of this Act and the register so maintained and the registered graduates whose names are so entered therein, shall continue to be the register maintained by that university, and the registered graduates to be the registered graduates of that university;

(l) all Statutes and Ordinances made under the said Act in respect of the university shall, in so far as they are not inconsistent with the provisions of this Act, continue to be in force and be deemed to have been made under this Act in respect of that university, until they are superseded or modified by the Statutes or Ordinances, as the case may be, made under this Act;

(m) all Regulations made under the said Act in respect of the university shall, in so far as they are not inconsistent with the provisions of this Act, continue to be in force and be deemed to have been made under this Act by the that university, until they are superseded or modified by the Regulations, made under this Act;

(n) a standard code, if any, prescribed under the said Acts shall be deemed to have been prescribed under this Act and shall, save as otherwise provided by or under this Act, continue to remain in force, until it is superseded in accordance with the provisions of this Act;

(o) all notices and orders made or issued by any authority under the said Act or by the State Government shall, in so far as they are not inconsistent with the provisions of this Act, continue to be in force and be deemed to have been made or issued by that authority or by the State Government until they are superseded or modified under this Act;

(p) the Tribunal constituted under the said Act and existing on the date of commencement of this Act shall continue to function as such under this Act and all the disputes or matters or appeals pending before such Tribunal shall be dealt with and disposed of by such Tribunal:



Provided that, no Statutes, Ordinances, Regulations, Notices or orders made or issued under the said Act, repealed by this section and in force immediately before the commencement of this Act, shall be deemed to be inconsistent with the provisions of this Act by reason only that the power to make or issue such Statute, Ordinance, Regulation, Notice or Order under this Act vests in a different authority or body or officer, or that the subject matter thereof is permissible only under a different form of subordinate legislation or instrument to be made, under this Act.

Removal of  
difficulties.

**148.** (1) If any difficulty arises in giving effect to the provisions of this Act, the State Government may, as occasion arises, by Order published in the Official Gazette, do anything, not inconsistent with the provisions of this Act, which appears to it to be necessary or expedient for the purpose of removing the difficulty:

Provided that, no such Order shall be made after the expiry of the period of two years from the date of commencement of this Act.

(2) Every Order made under sub-section (1) shall be laid, as soon as may be, after it is made, before each House of the State Legislature.

## SCHEDULE

### PART I

[See sections 3 (1) and 6(1)]

Name of the University (1)	University Area (2)
1. The University of Mumbai, Mumbai	Districts of - (1) City of Mumbai (2) Mumbai Suburban (3) Raigad (4) Thane (5) Palghar (6) Ratnagiri (7) Sindhudurg
2. The Savitribai Phule Pune University, Pune	Districts of - (1) Pune (2) Ahmednagar (3) Nashik
3. The Shivaji University, Kolhapur	Districts of - (1) Kolhapur (2) Sangli (3) Satara
4. The Dr. Babasaheb Ambedkar Marathwada University, Aurangabad	Districts of - (1) Aurangabad (2) Jalna (3) Beed (4) Osmanabad

Name of the University (1)	University Area (2)
5. The Rashtra Sant Tukdoji Maharaj University, Nagpur	Districts of - (1) Nagpur (2) Bhandara (3) Gondia (4) Wardha
6. The Shreemati Nathibai Damodar Thackersey Women's University, Mumbai	The State of Maharashtra
7. The Sant Gadge Baba University, Amravati	Districts of - (1) Amravati (2) Akola (3) Buldhana (4) Yavatmal (5) Washim
8. The North Maharashtra University, Jalgaon	Districts of - (1) Jalgaon (2) Dhule (3) Nandurbar.
9. The Swami Ramananda Teerth Marathwada University, Nanded	Districts of - (1) Nanded (2) Parbhani (3) Latur (4) Hingoli
10. The Solapur University, Solapur	District of Solapur
11. The Gondwana University, Gadchiroli	Districts of - (1) Gadchiroli (2) Chandrapur

## PART II

[See section 3 (2)]

Name of the University (1)	University Area (2)
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# RAYAT SHIKSHAN SANSTHA

Established - 1919



## CONSTITUTION

( Incorporating amendments passed from  
time to time upto 9<sup>th</sup> May 2007 )



( Registered under the Societies'  
Registration Act, XXI of 1860 No. 763 )

( Registered under the Bombay  
Public Trusts Act, XXIX of 1950  
No. North Satara F. 4 )



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*" Education through self-help" - KARMAVEER*

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# CONSTITUTION OF THE RAYAT SHIKSHAN SANSTHA, SATARA.

*"Education through self-help" - KARMAVEER*

## NAME :

1. The name of the Sanstha shall be the **RAYAT SHIKSHAN SANSTHA.**

The founder of the Sanstha -Padmabhushan Karmaveer  
BHAURAO PATIL, D.Litt.

## HEAD OFFICE :

2. The Head Office of the Rayat Shikshan Sanstha shall be at Satara.

## AIMS & OBJECTS :

3. The aims & objects of the Rayat Shikshan Sanstha shall be :
  - a) to impart generally to the rising generation of India & in particular to the residents of Maharashtra, a liberal & vocational education from pre-primary to University level, embodying a social, cultural, scientific, technical, agricultural, commercial, industrial and physical training

- b) to train suitable teachers for the above purposes;
  - c) to train village - workers for the work of village uplift and rural industries ;
  - d) to open free libraries and reading rooms, hostels, residential and ordinary schools and colleges and such other institutions as may be conducive to the attainment of the aims and objects of the Sanstha, as circumstances permit;
  - e) to do all lawful things and acts as are incidental or conducive to the attainment of any of the aforesaid aims and objects;
4. The Rayat Shikshan Sanstha shall provide facilities for the education of the poor by providing means to 'Earn while They Learn' on the principle of Self-Help. The institutions of the Sanstha shall be so conducted as to make no distinction of sex, region, religion, caste, creed or class and to be as free from tuition fees as possible.
5. The Sanstha shall be non-political. Members of the Managing Council of the Sanstha, the Life Members, the teachers and the employees of the Sanstha shall not engage themselves in any political activities within the precincts of the institutions of the Sanstha. The students in its institutions shall not take

any active part in politics and shall devote their entire attention to the furtherance of education.

#### DEFINITIONS :

6. In this Constitution, the following expressions shall have the following meanings unless a contrary intention appears from the context.
- a) The "SANSTHA" means the Rayat Shikshan Sanstha.
  - b) 1. A "LIFE MEMBER" means and includes a Life Worker whose age is not less than forty five years and not more than fifty five years at the time of his being recommended as Life Member by the Board of Life Members and who is accepted as a Life Member by the Managing Council. The Board of Life Members shall elect by ballot and recommend to the Managing Council the required number of Life Members from amongst the willing Life Workers representing, as far as possible, different regions of Maharashtra, by a system of proportional representation by a single transferable vote, taking into consideration his academic and developmental work, his integrity and the period of his service in the Sanstha. The total number of Life Members shall not exceed fifty at a time. (Life Members enrolled before 1976 will continue to be Life Members till they retire).
  - 2. A "LIFE WORKER" means and includes a teacher



whose age is not less than forty four years and not more than fifty four years at the time of his being accepted as a Life Worker by the Managing Council on the recommendations of the Board of Life Members taking into consideration his academic and developmental work, his integrity and the period of his service in the Sanstha, provided, however, that the Managing Council is not satisfied with the recommendations of the Board of Life Members, the Managing Council shall refer them back to the Board of Life Members with their modifications and suggestions, if any, and call for their fresh recommendations. On receipt of the fresh recommendations from the Board of Life - Members or, in case, the Board of Life Members fails to submit their fresh recommendations within a period of four months, the Managing Council shall be competent to take a final decision in this behalf. The Board of Life Members should lay down the procedure and the form of application for becoming a Life Worker. The procedure and the form shall have to be approved by the Managing Council. The Board should also see that Life Workers should represent as far as possible different regions of Maharashtra. The Total number of Life Workers shall not exceed sixty at a time. (\*teacher shall mean a teacher in a college, a secondary and a Higher Secondary School or a Junior College of Education conducted by the Sanstha.)

- c) A **"MEMBER"** means and includes a person who is, as far as possible, a past student of the Sanstha and who is approved by the Managing Council as a Member and whose annual contribution shall be Rs.1,000/- provided that a person not associated with the Sanstha at least for a period of ten years immediately before his applying for such membership shall not be admitted as a member. A Member is entitled to vote only after he has contributed for three successive years. A Member who has not paid his annual contribution to the Sanstha on or before 31<sup>st</sup> March of the previous year, shall not be entitled to vote . Moreover, a Member who does not pay his annual contribution successively for a period of three years, shall cease to be a Member. The total number of Members shall not exceed one hundred and seventy five.
- d) A **"FELLOW"** means and includes a person approved by the Managing council and whose contribution to the funds of the Sanstha amounts to lumpsum of not less than Rs.50,000/-. The total number of Fellows shall not exceed ten. (Fellows enrolled before 17<sup>th</sup> May 1994 shall continue to be Fellows).
- e) A **"PATRON"** means and includes a person approved by the Managing Council and whose contribution to the funds of the Sanstha amounts to a lumpsum of

not less than Rs.1,00,000/-. The total number of patrons shall not exceed ten. ( patrons enrolled before 17<sup>th</sup> May, 1994 shall continue to be patrons).

- f) A "BENEFACTOR" means and includes a person approved by the Managing Council and whose contribution to the funds of the Sanstha amounts to a lumpsum of not less than Rs. 2,00,000/-. The total number of Benefactors shall not exceed ten. Benefactors enrolled before 17<sup>th</sup> May, 1994 shall continue to be Benefactors.)
- g) An "HONORARY MEMBER" means and includes a person who is not an employee of the Sanstha and whose age is above fifty years and who has been accepted as an Honorary Member by the Managing Council for his distinguished and meritorious services towards the Sanstha over a period of at least twenty years. The total number of Honorary Members shall not exceed ten.
- h) **THE RETIRED LIFE-MEMBERS :**  
The total number of Retired Life-Members shall not exceed fifty provided, however, that the total number of existing Retired Life-Members will not come in the way of their being continued as the Members of the General Body under the category of Retired Life - Members provided further that the ceiling of fifty imposed under the constitution for the category of

Retired Life - Members that Life-Members shall not prohibit any Life - Member enrolled before 17<sup>th</sup> May , 1994 for being automatically admitted as a Member of the General Body under the category of Retired Life - Members. Other Retired Life - Members shall have to apply to the Managing Council for being admitted as Members of the General Body. The Managing Council shall consider their applications on the basis of the merit of their service record and shall admit such number of members as falls short of the ceiling of fifty of such members. The Retired Life - Member who has not paid his annual subscription to the Sanstha on or before 31<sup>st</sup> March of previous year shall not be entitled to vote. Moreover, a Retired Life - Member who does not pay his annual subscription successively for a period of three years, shall cease to be a Member of the general Body.

#### THE AUTHORITIES OF THE SANSTHA :

- 7. The following shall be the Authorities of the Sanstha.
  - a) The General Body
  - b) The Managing Council
  - c) The Board of Life - Members
  - d) The Higher Education Committee
  - e) The Co - ordination Committee



## THE GENERAL BODY, ITS CONSTITUTION AND FUNCTIONS :

8. The General Body of the Sanstha shall be the supreme authority and shall consist of :
- a) All Benefactors
  - b) All Patrons
  - c) All Fellows
  - d) All Honorary Members
  - e) All Members
  - f) All Life - Members
  - g) All Retired Life - Members, as per 6 (h)
9. The General body shall meet annually in the month of May to approve the Annual Report, Balance Sheet and Audited Statements of the Sanstha and discuss other matters of the Sanstha. In each succeeding third year the General Body shall meet for the purpose of electing the President of the Sanstha and such number of Vice Presidents as the General Body may deem fit, to elect the Secretary and the Members of the Managing Council as constituted under Article 19 (c). The Meeting shall be held at the Head Quarters of the Sanstha or at such other place as the President for the time being of the Sanstha may direct and shall be convened by the Secretary of the Sanstha by a notice of not less than twenty one days, exclusive of the day for which the meeting shall be convened,

addressed to all the Members of the General Body. The accidental omission to give notice of the meeting to any such member shall not invalidate the proceedings of the meeting. The election shall be conducted by ballot and by a system of proportional representation with a single transferable vote. The procedure, rules and regulations shall be framed by the Managing Council.

10. If the President for the time being resigns his office he shall do so by addressing his letter of resignation to the Secretary of the Sanstha. If he resigns or becomes incapacitated for any reasons from continuing to act as the President or dies during the period of his office, the Secretary of the Sanstha shall convene a meeting of the General Body on fourteen days' notice, but otherwise in the manner directed by Article 9 to be held within ten weeks of the date of such resignation or incapacitation or death, as the case may be, for the purpose of electing a new President for the residue of the period of three years for which the outgoing President was elected. In the meantime and until such new President is elected, the most senior, Vice-President shall act as the President of the Sanstha. In case, the Vice-President wants to tender his resignation, he shall do so by addressing his letter of resignation to the President and sending or handing it over to the Secretary of the Sanstha.



11. The President by himself or on a requisition of one third of the members of the General Body may at any time require the Secretary to convene a Special Meeting of the General Body to consider and decide any question affecting the general welfare of the Sanstha. Not less than ten days' notice of any such meeting shall be given to all the Members of the General Body.
12. The General Body shall consider and if thought fit, sanction amendments proposed by the Managing Council and the Board of the Life-Members to the constitution. The amendments to the constitution shall be made by a majority of the total members of the General Body, and by a majority of not less than 2/3 of the Members of the General Body present and voting. Any amendment to the constitution shall come into force on the date on which it shall be sanctioned by the General Body of the sanstha. A meeting of the General Body called for any amendments to be made to the constitution shall require 21 days notice,
13. a) The General Body shall consider and decide all matters referred to it by the Managing Council.  
b) The General Body may revoke or repeal any existing trust deed and execute a new trust-deed.
14. The president for the time being, of the Sanstha shall preside at all meetings of the General Body whenever

- he is present and in the absence of the President, the most senior Vice-President present shall preside. In the absence of the President and all Vice - Presidents the members present shall elect a Chairman for the transaction of the business of the meeting.
15. Seventy five members shall form a quorum at a meeting of the General Body. No business shall be transacted at a meeting unless there is a quorum. However, in case there is no quorum at the time stipulated in the notice, the meeting shall be adjourned for half an hour and shall start its proceedings thereafter irrespective of quorum.
16. All questions, except the elections of the different authorities of the Sanstha before the General Body, shall be decided by a majority of votes. In case of equality of votes, the Chairman of the meeting shall have a casting vote.
17. The president may, at any time, direct that the Managing Council shall hold an inquiry into the working of the Sanstha or any of its institutions or departments. On receipt of the direction, the Managing Council shall hold such inquiry and shall take such action as may be thought necessary on the reports of the inquiry.
18. There shall be a Secretary and one or more Joint Secretaries of the Sanshta. The Secretary shall be

elected by the General Body from amongst its members, generally for a period of three years, and shall remain in office until the new Secretary is duly elected. The Secretary shall act as the Secretary of the General Body and of the Managing Council of the Sanstha. He shall give effect to the resolutions of the General Body and of the Managing Council, sign all documents to be executed by and on behalf of the Sanstha, represent the sanstha in all legal proceedings and perform such other duties and functions as may be assigned to him by the Managing Council from time to time. The Secretary may raise loans with the previous sanctions of the Managing Council of the Sanstha. The Secretary is authorised to delegate his powers to any suitable person from the Sanstha, if and when necessary. In case, the Secretary wants to resign, he shall tender his resignation to the Chairman of the Managing Council of the Sanstha.

The Joint Secretary or Joint Secretaries as the case may be, shall be appointed, generally for a period of three years by the Managing Council from amongst Life -Members of the Sanstha on the recommendations of the Board of Life -Members.

The Joint Secretary or Joint Secretaries shall work under the Secretary and Managing Council. In case, the office of the Secretary falls vacant, the

Managing Council shall appoint a person who shall have all powers and privileges of the Secretary until the vacancy is duly filled in by the General Body, provided that the period between the appointment of such person by the Managing Council and election of the Secretary by the General Body shall not be more than six months.

#### THE MANAGING COUNCIL :

19. There shall be a Managing Council consisting of :
- a) Six Members elected by the Board of Life Members from amongst themselves by a system of proportional representation by a single transferable vote for a period of three years.
  - b) Three Members elected by the Life Workers from amongst themselves by a system of proportional representation by a single transferable vote for a period of three years. Necessary arrangement for these elections pertaining to "a" and "b" shall be made by the Secretary of the Sanstha.
  - c) Fifteen persons elected by Benefactors, Patrons, Fellows, Honorary Members, Members and Retired Life-Members from amongst themselves as far as possible, representing different regions of Maharashtra out of which two shall be from the Retired Life Members. The election shall be on the principle of proportional representation by a single transferable



vote. Procedure, rules and regulations in this behalf shall be framed by the Managing Council.

d) The Secretary and

e) The organizer, if any

20. The life of every Managing Council shall be for nearly three years. Each Managing Council shall remain in office till its successor is constituted. Any vacancy or vacancies caused by the resignation, death or otherwise, the members of the Managing Council representing Life Workers, Life Members, Retired Life Members and Members shall be filled in by the respective bodies for the residual period in the next immediate meeting of the General Body in consonance with Article 19 of the constitution.

21. The Managing Council shall elect its Chairman and Vice-Chairman from amongst its members in its first meeting. If the Chairman wants to resign his office he shall do so by addressing his letter of resignation to the Secretary of the Sanstha. If the Vice-Chairman wants to resign his office, he shall do so by addressing his letter of resignation to the Chairman of the Sanstha and sending or handing it over to the Secretary of the Sanstha.

#### EXECUTIVE COMMITTEE :

22. 1. The Managing Council shall constitute from amongst

its members, a Committee to be called the Executive Committee consisting of :

a) The Chairman of the Managing Council. He shall be the Chairman of the Committee.

b) The Vice-Chairman.

c) The Secretary. He shall be the Secretary of the Committee.

d) Four members from the Managing Council of whom two shall be Life-Members.

e) The Organiser, if any.

The Executive Committee has power to pass resolutions, to open accounts with banks and authorise a person or persons to operate the accounts of the various branches of the Sanstha. It shall exercise the powers delegated to it by the Managing Council.

#### ACCOUNTS COMMITTEE :

22. 2 The Managing Council shall constitute a committee to be called the Accounts Committee consisting of :

a) Three members from the Managing Council.

b) The Secretary of the Sanstha shall be the Chairman of the committee.

c) The Joint Secretary (Higher Education) shall be the Secretary of the committee.

d) The Joint Secretary. (Secondary Education)

e) The Auditor of the Sanstha.

The Accounts Committee shall have the power to go into the Audit Reports of the various branches of the Sanstha and submits its reports to the Managing Council for necessary action. It shall have those powers which are delegated to it by the Managing Council.

23. The Managing Council may appoint an Organiser. The duties of the Organiser shall be to co-ordinate the activities of the various institutions of the Sanstha and the different authorities thereof under the directions of the Managing Council and in collaboration with the Secretary.

24. a) The Immovable properties and investments for the time being and from time to time belonging to the Sanstha, shall be vested in the Managing Council of the Sanstha.

b) It shall be the duty of the Managing Council to see that the immovable properties and investments belonging to the Sanstha and from time to time, vested in them, are not used for any political purposes or for any other purposes inconsistent with the Aims and Objects of the Sanstha.

25. The Managing Council will have the following functions :

a) To prepare the annual report of the Sanstha, and also

to arrange for publication of the annual report and audited statements of accounts of the Sanstha, after they are duly adopted and accepted.

b) To prepare annual statements of income and expenditure for the previous year and the budgets of the following year and sanction the same.

c) To prepare schemes for expansion of the academic and the economic activities of the institutions of the Sanstha.

d) To consider and act upon, both from the educational and financial point of view, proposals regarding offers of donations, endowments and other gifts and the proposals for the return to the donor of a donation, endowment or gift previously accepted.

e) To frame in consultation, if necessary, with the Board of Life-Members, regulations for the conduct of its business and for the discharge of its functions. All such regulations shall come into force from the date on which they are passed by the Managing Council. But they shall be placed before the General Body for its consideration at its next meeting. The General Body may either sanction such regulations or if two third of the members of the General Body vote in favour, may refer back such regulations or any of them with reasons to the Managing Council for reconsideration. Any such regulations shall be valid



not with standing that the regulations on reconsideration by the Managing Council may be cancelled, modified or otherwise varied, to meet the suggestions of the General Body.

- f) To inquire into the conduct of a Life-Member and take necessary action thereon.
- g) To frame amendments to the Constitution of the Sanstha and to recommend the same to the General Body.
- h) To regulate the teaching and where necessary examinations of the institutions of the Sanstha in consultation with the Board of Life-Members.
- i) To arrange for physical training of the pupils in the institutions of the Sanstha.
- j) To make, in accordance with the recommendations of the Board of Life-Members, regulations for the admission, conduct and residence of the students of the institutions of the Sanstha.
- k) To accept Life Workers on the recommendations of the Board of Life-Members and to accept Life-Members.
- l) To appoint teachers and heads of the institutions and members of the establishment of each institution, to frame rules for granting of leave, promotions and extension of service in consultation with the Board of

Life-Members, and to transfer or punish the Life - members, and employees in the institutions of the Sanstha.

- m) To arrange for the periodical inspections of the institutions of the Sanstha and to take, in consultation with the Board of Life-Members, such actions as in each case may be considered necessary, for the benefit of such institutions or improvement of the efficiency of the institutions.
- n) To fix in accordance with the recommendations of the Board of Life-Members, the scales of salaries and allowances, to be paid or made to the Life Members, and employees of the Sanstha in the various institutions and the rates of fees to be charged.
- o) To take all necessary legal steps in the interest of the Sanstha.
- p) To enter into, vary, carry out, or cancel contracts, on behalf of the Sanstha for the construction of buildings, the supply of materials and if necessary to enter into lease for premises for the institutions of the Sanstha.
- q) To consider, and if thought fit, to sanction in accordance with the recommendations of the Board of Life -Members, the institution of insurance Policy, or Provident Fund or both for the benefit of Life -

Members and employees of the Sanstha and to frame rules for the same.

- r) To approve persons eligible as Members, Fellows, Patrons, Benefactors and Honorary Members and Retired Life-Members as the Members of the General Body under the provision made in clause 6 ( h ).
- s) To administer generally, in consultation with the Board of Life-Members, funds and properties of the Sanstha.
- t) To acquire by way of purchase, lease etc. and hold property to enable it to carry out its objects.
- u) To sell, lease, mortgage or otherwise dispose of its property.
- v) To borrow and raise money with or without the security of its property.
- w) To exercise such other powers as may, from time to time, be conferred on it by the General Body.
- x) To frame rules and regulations regarding the elections of the various bodies under this constitution.
- y) The Scrutiny Committee be constituted by the President in consultation with the Chairman of the Managing Council to consider the applications received from the workers devoted to the Sanstha for being admitted as Members of the General Body.

26.

The Managing Council shall meet at least once in every two months with clear ten days notice of each meeting. Seven members shall form a quorum. The Chairman shall preside at each meeting, and in his absence the Vice-Chairman and in case both of them are absent, the members present shall elect a Chairman for the meeting. All questions before the Council will be decided on show of hands by a majority of votes, and in case of any equality of votes, the Chairman of the meeting shall have a casting vote.

#### THE FUNDS AND PROPERTIES OF THE SANSTHA :

27.

The funds and the properties of the Sanstha shall be dealt with under the following two heads viz :

- a) Permanent funds and the properties of the institutions of the Sanstha or of the Sanstha.
- b) Current funds of the institutions of the Sanstha or of the Sanstha.

#### 28. PERMANENT FUNDS :

The permanent funds and the properties of the Sanstha shall include -

- a) All buildings, lands, leasehold property and other kinds of immovable property of the several institutions of the Sanstha, or of the Sanstha.
- b) All endowments made for founding scholarships and prizes or for other purposes in the institutions of the Sanstha or in the Sanstha.



- c) All deadstock such as furniture and other equipments in the institutions of the Sanstha or in the Sanstha.
- d) All books in the libraries and all apparatus in the laboratories of the institutions of the Sanstha or of the Sanstha.
- e) All other property such as mechanical equipments, implements, other durable equipments of the institutions of the Sanstha or of the Sanstha.
- f) All money set apart as reserve fund by the Managing Council,

#### **29. CURRENT FUNDS :**

- a) All yearly subscriptions or contributions or donations received.
  - b) Fees and fines received.
  - c) Grants - in - aid from the Govt. or local bodies or private institutions.
  - d) Money grants made for specific current expenditure.
  - e) Interest received from endowment for specific current expenditure.
30. The permanent funds of the Sanstha shall be appropriately invested from time to time by the Managing Council.
31. A donation ear-marked for a particular purpose by the donor thereof shall be utilized for that purpose only.

#### **AMENDMENT TO THE CONSTITUTION :**

32. The General Body shall have the power, on the recommendations of the Board of Life-Members and the Managing Council to repeal, alter or amend this Constitution in any manner whatsoever.
33. Any such amendment to the Constitution shall come into force on the date on which it shall be sanctioned by the General Body of the Sanstha.

#### **THE BOARD OF LIFE - MEMBERS :**

34. The Board of Life- Members shall consist of all Life - Members of the Sanstha.
35. The Board of Life-Members shall be in charge of the day-to-day administration of the institutions of the Sanstha and the raising of funds for it, subject to the control and supervision of the Managing Council.
36. The Board of Life-Members shall frame, with the approval of the Managing Council, bye-laws for the transaction of its business and for the carrying out of its duties.
37. The Board of Life-Members shall frame rules to provide for the following :
- a) Its membership.
  - b) The conduct of its members.
  - c) Minimum qualifications of a Life-Member.

- d) Duties to be assigned to the Life-Members.
- e) Period of service.
- f) Release from service.
- g) Pay and other amenities.
- h) Punishment.
- i) General conduct.

These rules will be referred to the Managing Council by the Board for the approval. The rules shall come into force as soon as they are approved by the Managing Council.

38. A Life Worker shall accept Aims and Objects of the Sanstha and shall promise in writing to work in connection with the institutions of the Sanstha at any of its centres.
39. A Life Worker should, as far as possible, be a person who is a past student of the Sanstha and who holds any of the following qualifications :
- a) Ph.D. Degree of a recognized University.
  - b) Masters Degree of a recognized University.
  - c) B.T., B.Ed. or B.P.Ed. of a recognized University.
  - d) B.E. of a recognized University.
  - e) M.B.B..S. of a recognized University.
  - f) D.Ed. (Post graduate diploma in Education from G.B.T.C.)

- g) A Degree of a foreign University of repute.
- h) A.M.
- i) LL.M.

40. A Life-Member shall sign a declaration to the effect:
- a) that he shall faithfully abide by the aims and objects of the Sanstha.
  - b) that in serving the Sanstha he shall seek no personal advantage for himself.
  - c) that he shall be content with such provisions for himself and his dependents, as the Sanstha shall be able to make and that he shall devote no part of his time and energies towards private earnings or for any other purpose contrary to the aims and objects of the Sanstha.

41. Delete the complete clause.

42. The age of retirement of a Life-Member or a Life Worker shall be the same as that prescribed for teachers by the Education Department / University. (The age of retirement of Life-Members enrolled before 1976 shall be sixty years.)

43. The Managing Council may allow a Life-Member to retire if he so desires, after a period of fifteen years of service. The retiring member will not be entitled to any claim or other advantages as a Life Member.



In respect of the insurance policies assigned by the retiring member in the name of the Sanstha they will be reassigned to him and he shall be responsible to pay the further premia of these policies.

44. In case of Life-Member whom the Sanstha has given special facilities such as higher or foreign education, special leave or otherwise, the Managing Council will have the power to make a special individual contract for minimum service.
45. A Life-Member may be exempted from the obligation of Life-Membership, partially or fully, provided that he is declared by medical experts appointed by the Managing Council to be physically or mentally unfit for the work of the Sanstha. In such a case, the said Life-Member shall be entitled to the full benefit of his insurance policies.
46. A Life-Member may be relieved from the obligation of Life-Membership, upon a resolution passed by the Managing Council on the recommendations of the Board of Life-Members made at a meeting by a majority of not less than two thirds of the total number of Life - Members or three fourth of the life members present and voting, whichever is greater.
47. A Life-Member leaving the Sanstha in contravention

of the rules of the Sanstha shall, in addition to his being disentitled to all the privileges attached to Life -Membership, have to pay a penalty of not more than Rs.1000/- as decided by the Managing Council or a compensation according to his agreements with the Sanstha in the case of a Life-Member who has been given special facilities by the Sanstha.

48. A Life-Member shall have to abide by all the decisions of the Managing Council with regard to the nature and other details of his work.
49. A Life-Member acting contrary to the discipline and decision of the Managing Council, or not putting in satisfactory work, or who is guilty of an act of which the Managing Council shall be the ultimate judge, may be subject to such penalty including removal from Life- Membership as the Managing Council may deem fit and necessary, to impose upon him.
50. The general conduct of a Life-Member in and outside the Sanstha shall be subject to the supervision and control of the Managing Council which may, if necessary or expedient, take such steps against him, as the Managing Council may deem just and proper in the interest of the Sanstha.
51. The Sanstha shall have the right to lend the service of a Life-Member to an outside organization if the Managing Council, on the recommendations of the

Board of Life Members, considers this to be necessary or expedient to do so in the interest of the Sanstha.

In such a case, the income derived by the Life-Member from that organization will go to the Sanstha, the Life-Member being entitled only to his scale of pay and allowances and other advantages in the Sanstha. He may, however, be given any additional allowances, if necessary, as may be decided by the Managing Council.

52. **Delete :**

(The insurance policies in force, prior to the deletion of this article, shall continue to be in force till they mature. )

53. On the maturity of the policy of a Life-Member the Sanstha shall pay the amount recovered on the policy of the Life Member to the Life-Member, or to his heir or heirs, or his legal representatives, or to such other person or persons as the assured may, by will or otherwise in writing, have directed.

54. In the absence of any direct lineal descendants male or female, or of such directions as mentioned in the foregoing article, the Managing Council shall have the power to determine whether the insurance amount recovered should or should not be paid to any person or persons belonging to the family of the deceased, and if to be paid, to whom.

**PROVIDENT FUND :**

55. The Sanstha shall give the benefit of the Provident Fund Scheme to its Life Members and other permanent servants.

**THE HIGHER EDUCATION COMMITTEE :**

56. The Higher Education Committee shall consist of
- i) The Chairman of the Managing Council. He shall be the Chairman of the Committee.
  - ii) The Vice-Chairman of the Managing Council.
  - iii) The Secretary.
  - iv) The Organizer, if any.
  - v) The Joint Secretary or Joint Secretaries. The Joint Secretary in charge of Higher Education shall be the Secretary of the Higher Education Committee.
  - vi) Three Members of the Managing Council.
  - vii) The Principals of the colleges conducted by the Sanstha.
  - viii) Three college teachers, one from each University, by rotation every year according to seniority as a college teacher in the respective University.
  - ix) Three members from the non-teaching staff in the colleges, one from each University by rotation every year according to seniority of service in the respective University.



- x) The Auditor of the Sanstha.

**THE FUNCTIONS OF THE HIGHER EDUCATION COMMITTEE :**

57. The Higher Education Committee shall recommend to the Managing Council through the Board of Life-Members in respect of the following :
- a) Selections, appointments, promotions, transfers and grant of leave, other than casual leave, of the staff of the colleges.
  - b) Budget estimates of the colleges.
  - c) Schemes regarding academic activities of the colleges.
  - b) Matters of day-to-day administration of the colleges.

**THE CO-ORDINATION COMMITTEE :**

58. The Co-ordination Committee shall consist of :
- a) The Chairman of the Managing Council. He shall be the Chairman of the Committee.
  - b) The Vice-Chairman of the Managing Council.
  - c) The Secretary
  - d) The Organizer, if any .
  - e) The Joint Secretary or Joint Secretaries.  
The Joint Secretary in charge of Secondary Education shall be the Secretary of the Co-ordination Committee.
  - f) One person representing the Parent Body for every

fifty School Committees, nominated by the Managing Council.

- g) One Head Master for every twenty five schools conducted by the Sanstha. Of these one third shall be from Life - Members. One third from Life Workers and the rest from the Head Masters other than the Life-Members and Life-Workers. Life Member Head Masters shall be elected by the board of Life-Members from amongst themselves by a system of proportional representation by a single transferable vote. Life Worker Head Masters shall be elected by the Life Workers from amongst themselves by a system of proportional representation by a single transferable vote. Other Head Masters shall be nominated by the Managing Council according to their seniority as Head Masters.
- h) Five Asstt. Teachers other than Life-Members and Life Workers, one from each region of the Sanstha according to their seniority as teachers.
- i) All Inspectors and the Auditor of the Sanstha.

**THE FUNCTIONS OF THE CO-ORDINATION COMMITTEE :**

59. The Co-ordination committee shall recommend to the Managing Council through the Board of Life-Members in respect of the following :
- a) Co-ordination of the activities of the School Committees.

- b) Selections, appointments and transfers of employees of the Secondary Schools.
- c) Confirmation, promotion of and punishment to the employees of the Secondary Schools of the Sanstha.
- d) Grant of leave, other than casual leave, to the employees of the Secondary Schools.
- e) Framing bye-laws and regulations for the conduct of the School Committees and the Co-ordination Committee.

60. The Managing Council shall have final power to accept, reject or modify the resolutions passed by the Higher Education Committee and the Co-ordination Committee.



- **Head Office :**  
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अधिसूचना

नई दिल्ली, 18 जुलाई, 2018

**विश्वविद्यालय अनुदान आयोग (विश्वविद्यालय और महाविद्यालयों में शिक्षकों और अन्य शैक्षिक कर्मचारियों की नियुक्ति हेतु न्यूनतम अर्हता तथा उच्चतर शिक्षा में मानकों के रखरखाव हेतु अन्य उपाय संबंधी विनियम, 2018)**

**सं. एफ. 1-2/2017 (ईसी/पीएस).**—विश्वविद्यालय अनुदान आयोग अधिनियम, 1956 (1956 का 3) की धारा 14 के साथ पठित धारा 26 की उपधारा (झ) के खंड (ड.) और (छ) के तहत प्रदत्त शक्तियों का प्रयोग करते हुए तथा “विश्वविद्यालय अनुदान आयोग (विश्वविद्यालय और महाविद्यालयों में शिक्षकों और अन्य शैक्षिक कर्मचारियों की नियुक्ति हेतु न्यूनतम अर्हता तथा उच्चतर शिक्षा में मानकों के रखरखाव हेतु अन्य उपाय संबंधी विनियम, 2010” (विनियम सं. एफ 3-1/2009 दिनांक 30 जून, 2010) तथा समय-समय पर इनमें किए गए सभी संशोधनों का अधिक्रमण करते हुए, विश्वविद्यालय अनुदान आयोग, एतद्वारा निम्नलिखित विनियमों को तैयार करता है, नामतः —

## 1. लघु शीर्षक, अनुप्रयोग एवं प्रवर्तन:

- 1.1 इन विनियमों को विश्वविद्यालय अनुदान आयोग (विश्वविद्यालय और महाविद्यालयों में शिक्षकों और अन्य शैक्षिक कर्मचारियों की नियुक्ति हेतु न्यूनतम अर्हताएं तथा उच्चतर शिक्षा में मानकों के रखरखाव हेतु उपाय) संबंधी विनियम, 2018 कहा जाएगा।
- 1.2 ये विनियम विश्वविद्यालय अनुदान आयोग अधिनियम, 1956 की धारा 2 के खंड (झ) के तहत संबंधित विश्वविद्यालय के साथ परामर्श कर किसी केन्द्रीय अधिनियम, प्रांतीय अधिनियम, अथवा किसी राज्य अधिनियम के द्वारा स्थापित अथवा निगमित प्रत्येक विश्वविद्यालय, आयोग द्वारा मान्यता प्राप्त संघटित अथवा संबद्ध महाविद्यालय सहित प्रत्येक संस्थान और उक्त अधिनियम की धारा 3 के अंतर्गत प्रत्येक सम विश्वविद्यालय संस्थान पर लागू होंगे।
- 1.3 यह विनियम अधिसूचित किए जाने की तिथि से लागू होंगे।
2. उच्चतर शिक्षा में मानकों को बनाए रखने के एक उपाय के रूप में विश्वविद्यालय और महाविद्यालय शिक्षकों, पुस्तकाध्यक्षों और निदेशक, शारीरिक शिक्षा और खेलकूद की नियुक्ति और अन्य सेवा शर्तों की न्यूनतम अर्हताएं इन विनियमों के अनुबंध में दी जाएंगी।
3. यदि कोई विश्वविद्यालय इन विनियमों के उपबंधों का उल्लंघन करता है तो ऐसे उल्लंघन किए जाने अथवा इस प्रकार उपबंधों का पालन करने में असफल रहने पर उक्त विश्वविद्यालय द्वारा दिया गया कारण, यदि कोई हो, पर विचार करते हुए आयोग, अपनी निधियों में से विश्वविद्यालय को प्रदान किए जाने वाले प्रस्तावित अनुदानों को रोक सकता है।

विश्वविद्यालय अनुदान आयोग (विश्वविद्यालय और महाविद्यालयों में शिक्षकों और अन्य शैक्षिक कर्मचारियों की नियुक्ति हेतु न्यूनतम अर्हताएं तथा उच्चतर शिक्षा में मानकों के रखरखाव हेतु उपाय संबंधी विनियम, 2018

विश्वविद्यालयों और महाविद्यालयों में वरिष्ठ आचार्य, आचार्य और शिक्षकों और अन्य शैक्षणिक कर्मियों के पदों के लिए न्यूनतम अर्हताएं और ऐसे पदों से संबंधित वेतनमान और अन्य सेवा शर्तों का पुनरीक्षण।

## 1.0 व्याप्ति

इन विनियमों को उच्चतर शिक्षा में मानकों को बनाए रखने और वेतनमान की पुनरीक्षा के लिए विश्वविद्यालय और महाविद्यालय शिक्षकों और पुस्तकाध्यक्षों, शारीरिक शिक्षा एवं खेलकूद निदेशकों के संगर्गों में नियुक्ति एवं अन्य सेवा शर्तों हेतु न्यूनतम अर्हताओं के लिए जारी किया गया है।

1.1 विश्वविद्यालयी और महाविद्यालयी शिक्षा के संबंध में विधाओं अन्य बातों के साथ— साथ स्वास्थ्य, चिकित्सा, विशेष शिक्षा, कृषि, पशु चिकित्सा और संबद्ध क्षेत्रों, तकनीकी शिक्षा, अध्यापक शिक्षा में शिक्षकों के पदों पर सीधी भर्ती के प्रयोजनार्थ संविधान के अनुच्छेद 246 के तहत संसद के संगत अधिनियम द्वारा स्थापित प्राधिकरणों द्वारा उच्चतर शिक्षा अथवा अनुसंधान और वैज्ञानिक और तकनीकी संस्थाओं के लिए समन्वय और मानकों का निर्धारण करने के लिए निर्धारित किए गए मानदंड अथवा मानक प्रचलित होंगे,

i. बशर्ते कि, उस स्थिति में जहां किसी विनियामक प्राधिकरण द्वारा कोई मानदंड या मानक निर्धारित नहीं किए गए हैं, उस स्थिति में उपर्युक्त वि०अ०आ० विनियम उस समय तक लागू होंगे जब तक कि उपर्युक्त विनियामक प्राधिकारी द्वारा कोई मानक या मानदंड निर्धारित नहीं किए जाएं।

ii. बशर्ते आगे कि, उन विधाओं, जिनमें सहायक आचार्य और समतुल्य पदों पर नियुक्ति, राष्ट्रीय पात्रता परीक्षा (एनईटी) के माध्यम से की गई हो, जिसका आयोजन विश्वविद्यालय अनुदान आयोग अथवा वैज्ञानिक और औद्योगिक अनुसंधान परिषद्, जैसा भी मामला हो, द्वारा किया गया हो अथवा राज्य स्तरीय पात्रता परीक्षा (एसएलईटी) अथवा राज्य पात्रता परीक्षा (एसईटी), जिन्हें उक्त प्रयोजनार्थ वि०अ०आ० द्वारा प्रत्यायित निकायों द्वारा आयोजित किया गया हो उनमें एनईटी/एसईएलटी/एसईटी में अर्हता प्राप्त करना एक अतिरिक्त अपेक्षा होगी।

1.2 प्रत्येक विश्वविद्यालय अथवा सम विश्वविद्यालय संस्थान, जैसा भी मामला हो, यथाशीघ्र किंतु इन विनियमों के लागू होने के छह महीने के भीतर, इन्हें अभिशासित करने वाली संविधियों, अध्यादेश अथवा अन्य सांविधिक उपबंधों में संशोधन के लिए प्रभावी कदम उठाएगा, ताकि इन्हें उपर्युक्त विनियमों के अनुरूप लाया जा सके।

2.0 वेतनमान, वेतन निर्धारण और अधिवर्षिता की आयु भारत सरकार द्वारा समय-समय पर अधिसूचित वेतनमान को विश्वविद्यालय अनुदान आयोग द्वारा अंगीकार किया जाएगा।

2.1 रिक्त पदों की उपलब्धता और स्वास्थ्य के अध्याधीन सहायक आचार्य, सह आचार्य, आचार्य और वरिष्ठ आचार्य जैसे शिक्षकों को संबंधित विश्वविद्यालयों, महाविद्यालयों और संस्थानों में यथा लागू अधिवर्षिता की आयु के उपरांत भी संविदा आधार पर सत्तर वर्ष की आयु तक पुनर्नियुक्ति किया जा सकता है।

बशर्ते आगे कि ऐसी सभी पुनर्नियुक्तियां समय-समय पर वि०अ०आ० द्वारा निर्धारित दिशानिर्देशों का कड़ाई से पालन करते हुए की जाएंगी।

2.2 वेतनमान की पुनरीक्षा को लागू करने की तिथि दिनांक 01 जनवरी, 2016 होगी।

## 3.0 नियुक्ति और अर्हताएं

3.1 विश्वविद्यालयों और महाविद्यालयों में सहायक आचार्य, सह आचार्य और आचार्य के पदों और विश्वविद्यालयों में वरिष्ठ आचार्य के पदों पर सीधी भर्ती अखिल भारतीय विज्ञापन के माध्यम से गुणावगुण के आधार पर इन विनियमों के तहत किए गए उपबंधों के अंतर्गत विधिवत रूप से गठित चयन समिति द्वारा चयन के आधार पर किया जाएगा। इन उपबंधों को संबंधित विश्वविद्यालय की संविधियों/ अध्यादेशों में सम्मिलित किया जाएगा। ऐसी समिति की संरचना इन विनियमों में विनिर्दिष्ट की गई शर्तों के अनुसार होगी।

3.2 सहायक आचार्य, सह आचार्य, आचार्य, वरिष्ठ आचार्य, प्राचार्य, सहायक पुस्तकाध्यक्ष, उप पुस्तकाध्यक्ष, पुस्तकाध्यक्ष, शारीरिक शिक्षा और खेलकूद सहायक निदेशक, शारीरिक शिक्षा और खेलकूद उप निदेशक तथा शारीरिक शिक्षा और खेलकूद निदेशक के पदों के लिए अपेक्षित न्यूनतम अर्हताएं वि०अ०आ० द्वारा इन विनियमों में यथा विनिर्दिष्ट होगी।

## 3.3

I. जहां कहीं भी इन विनियमों में यह उपबंधित हो, राष्ट्रीय पात्रता परीक्षा (एनईटी) अथवा प्रत्यायित परीक्षा (राज्य स्तरीय पात्रता परीक्षा एसएलईटी/एसईटी) सहायक आचार्य और समकक्ष पदों की नियुक्ति के लिए न्यूनतम पात्रता बनी रहेगी, इसके अतिरिक्त, एसएलईटी/एसईटी केवल संबंधित राज्य के विश्वविद्यालयों/महाविद्यालयों/संस्थाओं में सीधी भर्ती के लिए न्यूनतम पात्रता के रूप में मान्य होगा:

बशर्त कि ऐसे अभ्यर्थी जिन्हें विश्वविद्यालय अनुदान आयोग (एमफिल/पीएचडी उपाधि प्रदान करने के लिए न्यूनतम मानक और प्रक्रिया) विनियम, 2009 अथवा विश्वविद्यालय अनुदान आयोग (एमफिल/पीएचडी उपाधि प्रदान करने के लिए न्यूनतम मानक और प्रक्रिया) विनियम, 2016 और समय-समय पर इनमें बाद में किए गए संशोधनों, जैसा भी मामला हो, के अनुसार पीएचडी की उपाधि प्रदान की गई हो, को किसी भी विश्वविद्यालय, महाविद्यालय अथवा संस्थान में सहायक आचार्य या समकक्ष पद पर भर्ती या नियुक्ति के लिए एनईटी/एसएलईटी/एसईटी की न्यूनतम पात्रता शर्त अपेक्षा से छूट प्रदान की जाएगी।

बशर्त आगे कि दिनांक 11 जुलाई, 2009 से पूर्व एमफिल/ पीएचडी कार्यक्रम के लिए पंजीकृत अभ्यर्थियों को उपाधि प्रदान किया जाना, उपाधि प्रदान करने वाली संस्थाओं के तत्कालीन मौजूदा अध्यादेशों/उपनियमों/ विनियमों के उपबंधों द्वारा अभिशासित होगा। ऐसे सभी पीएचडी धारक अभ्यर्थियों को निम्नलिखित शर्तों को पूरा करने के अध्वधीन विश्वविद्यालयों/ महाविद्यालयों/ संस्थाओं में सहायक आचार्य अथवा समतुल्य पदों पर भर्ती और नियुक्ति के लिए एनईटी/ एसएलईटी/ एसईटी की अपेक्षाओं से छूट प्रदान की जाएगी:

(क) अभ्यर्थी को पीएचडी की उपाधि केवल नियमित शिक्षा पद्धति के माध्यम से प्रदान की गई हो;

(ख) पीएचडी शोध प्रबंध कम से कम दो बाह्य परीक्षकों द्वारा प्रदान किया गया हो;

(ग) पीएचडी के लिए अभ्यर्थी की एक खुली मौखिक परीक्षा आयोजित की गई हो;

(घ) अभ्यर्थी ने अपने पीएचडी कार्य को दो अनुसंधान पत्रों को प्रकाशित किया हो जिनमें से कम से कम एक संदर्भित जर्नल में प्रकाशित हुआ हो;

(ङ.) अभ्यर्थी ने विश्वविद्यालय अनुदान आयोग/ आईसीएसएसआर/ सीएसआईआर अथवा ऐसी की किसी एजेंसी द्वारा प्रायोजित/ वित्तपोषित / सहायता प्राप्त सम्मेलनों/ विचार गोष्ठियों में अपने पीएचडी कार्यों के आधार पर कम से कम दो पत्रों को प्रस्तुत किया हो;

इन शर्तों को पूरा करने को संबंधित विश्वविद्यालय के कुल सचिव अथवा संकाय अध्यक्ष (शैक्षणिक कार्य) द्वारा अधिप्रमाणित किया जाए।

II. ऐसे विषयों में एनईटी/ एसएलईटी/ एसईटी को उत्तीर्ण करना अभ्यर्थियों के लिए आवश्यक नहीं होगा जिनके लिए एनईटी/ एसएलईटी/ एसईटी आयोजित नहीं की गई हो।

3.4 किसी भी स्तर पर शिक्षकों और अन्य समान संवर्गों की सीधी भर्ती के लिए निष्णात स्तर पर न्यूनतम 55 प्रतिशत (अथवा प्वाइंट स्केल में समतुल्य ग्रेड, जहां कहीं भी ग्रेडिंग प्रणाली का अनुसरण किया जाता है) अनिवार्य योग्यताएं होंगी।

I. सीधी भर्ती हेतु अर्हता के उद्देश्य और बेहतर शैक्षणिक रिकार्ड के मूल्यांकन के लिए अनुसूचित जाति/ अनुसूचित जनजाति/ अन्य पिछड़ा वर्ग (अपिव) (असंपन्न वर्ग)/ निशक्त (क) दृष्टिहीनता अथवा निम्न दृश्यता; (ख) बधिर और कम सुनाई देना; (ग) लोकोमोटर निशक्ता साथ ही सेरेब्रल पालसी, कुष्ठ उपचारित, नाटापन, अम्लीय हमले के पीड़ित और मस्क्यूलर डिस्ट्रॉफी; (घ) विचार भ्रम (आटिज्म), बौद्धिक निशक्ता, विशिष्ट अधिगम निशक्ता और मानसिक अस्वस्थता; (ङ.) गूंगापन- अंधापन सहित (क) से (घ) के तहत व्यक्तियों में से बहु निशक्ता) से जुड़े अभ्यर्थियों के लिए स्नातकपूर्व और स्नातकोत्तर स्तर पर 5 प्रतिशत की छूट प्रदान की जाएगी। 55 प्रतिशत के पात्रता अंकों (अथवा जहां कहीं भी ग्रेडिंग प्रणाली का अनुसरण किया जाता है उस स्थिति में किसी प्वाइंट स्केल में समतुल्य ग्रेड ) और रियायत अंक प्रक्रिया सहित, यदि कोई हो तो, के आधार पर अर्हता अंक में उपर्युक्त उल्लिखित श्रेणियों के लिए 5 प्रतिशत की छूट अनुमेय है।

3.5 उन पीएचडी उपाधि धारक अभ्यर्थियों को 5 प्रतिशत (55 प्रतिशत अंक से कम करके 50 प्रतिशत अंक तक) की छूट प्रदान की जाएगी जिन्होंने दिनांक 19 सितम्बर, 1991 से पूर्व निष्णात उपाधि प्राप्त की है।

3.6 एक संगत ग्रेड जिसे निष्णात स्तर पर 55 प्रतिशत के समरूप माना जाता है, जहां कहीं भी किसी मान्यता प्राप्त विश्वविद्यालय में स्नातकोत्तर स्तर पर ग्रेडिंग प्रणाली लागू है, को भी वैध माना जाएगा।

3.7 आचार्य के पद पर नियुक्ति और पदोन्नति के लिए पीएचडी उपाधि अनिवार्य अर्हता होगी।

3.8 सह आचार्य के पद पर नियुक्ति और पदोन्नति के लिए पीएचडी की उपाधि अनिवार्य अर्हता होगी।

3.9 विश्वविद्यालयों में सहायक आचार्य (चयन ग्रेड/ शैक्षणिक स्तर 12) के पद पर पदोन्नति के लिए पीएचडी की उपाधि अनिवार्य अर्हता होगी।

3.10 दिनांक 01 जुलाई, 2021 से विश्वविद्यालयों में सहायक आचार्य के पद पर सीधी भर्ती के लिए पीएचडी उपाधि अनिवार्य अर्हता होगी।

3.11 शिक्षण पदों पर नियुक्ति के लिए दावे हेतु एमफिल और/ अथवा पीएचडी उपाधि प्राप्त करने में अभ्यर्थियों द्वारा लिए गए समय पर शिक्षण/ अनुसंधान अनुभव के रूप में विचार नहीं किया जाएगा। इसके अतिरिक्त, कोई अवकाश लिए बिना शिक्षण कार्य के साथ अनुसंधान उपाधि प्राप्त करने में व्यतीत की गई सक्रिय सेवा अवधि को सीधी भर्ती/ पदोन्नति के उद्देश्य के लिए शिक्षण अनुभव माना जाएगा। कुल संकाय संख्या (चिकित्सा/ मातृत्व छुट्टी पर गए संकाय सदस्यों के अलावा) के बीस प्रतिशत तक नियमित



आधार पर कार्यरत संकाय सदस्यों को अपनी संस्थाओं में पीएचडी की उपाधि के लिए अध्ययन छुट्टी लेने की अनुमति प्रदान की जाएगी।

### 3.12 अर्हताएं:

विश्वविद्यालय अनुदान आयोग अधिनियम, 1956 की धारा 2 के खंड (च) के तहत मान्यता प्राप्त संघटित अथवा संबद्ध महाविद्यालयों सहित कोई विश्वविद्यालय अथवा कोई संस्थान अथवा उक्त अधिनियम की धारा 3 के तहत सम विश्वविद्यालय संस्थान में विश्वविद्यालय और महाविद्यालय शिक्षक, पुस्तकाध्यक्ष अथवा शारीरिक शिक्षा और खेलकूद निदेशक के पद पर किसी व्यक्ति की नियुक्ति नहीं होगी जबतक कि व्यक्ति इन विनियमों की अनुसूची 1 में उपर्युक्त पद के लिए यथा उपबंधित अर्हताओं के रूप में अपेक्षाओं को पूरा नहीं करता हो।

## 4.0 सीधी भर्ती

### 4.1 कला, वाणिज्य, मानविकी, शिक्षा, विधि, सामाजिक विज्ञान, विज्ञान, भाषाओं, पुस्तकालय विज्ञान, शारीरिक शिक्षा और पत्रकारिता तथा जन संपर्क विधाओं के लिए

#### I. सहायक आचार्य:

पात्रता (क अथवा ख):

क.

i) किसी भारतीय विश्वविद्यालय से संबंधित /संगत/ संबद्ध विषय में 55 प्रतिशत अंक के साथ निष्णात उपाधि (अथवा जहां कहीं भी ग्रेडिंग प्रणाली लागू हो वहां प्वाइंट स्केल में समतुल्य ग्रेड) अथवा किसी प्रत्यायित विदेशी विश्वविद्यालय से समतुल्य उपाधि।

ii) उपर्युक्त अर्हताओं को पूरा करने के साथ-साथ अभ्यर्थी ने विश्वविद्यालय अनुदान आयोग अथवा सीएसआईआर द्वारा आयोजित राष्ट्रीय पात्रता परीक्षा (एनईटी) उत्तीर्ण की हो अथवा विश्वविद्यालय अनुदान आयोग द्वारा प्रत्यायित इसी प्रकार की परीक्षा यथा एसएलईटी /एसईटी उत्तीर्ण की हो अथवा जिन्हें विश्वविद्यालय अनुदान आयोग (एमफिल/ पीएचडी उपाधि के लिए न्यूनतम मानक और प्रक्रिया) विनियम, 2009 अथवा 2016 और समय-समय पर इनमें बाद में किए गए संशोधनों, जैसा भी मामला हो, के अनुसार पीएचडी की उपाधि प्रदान की गई हो, उन्हें एनईटी/ एसएलईटी/ एसईटी से छूट प्रदान की जाएगी:

बशर्त कि दिनांक 11 जुलाई, 2009 से पूर्व एमफिल/ पीएचडी कार्यक्रम के लिए पंजीकृत अभ्यर्थियों को उपाधि प्रदान करने वाली संस्थाओं के तत्कालीन विद्यमान अध्यादेशों/ उपनियमों/ विनियमों के उपबंधों द्वारा अभिशसित होंगे। ऐसे सभी पीएचडी धारक अभ्यर्थियों को निम्नलिखित शर्तों को पूरा करने के अध्याधीन विश्वविद्यालयों/ महाविद्यालयों/ संस्थाओं में सहायक आचार्य अथवा समतुल्य पदों पर भर्ती और नियुक्ति के लिए एनईटी/ एसएलईटी/ एसईटी की अपेक्षा से छूट प्रदान की जाएगी :-

(क) अभ्यर्थी को पीएचडी की उपाधि केवल नियमित पद्धति से प्रदान की गई हो;

(ख) पीएचडी शोध प्रबंध का मूल्यांकन कम से कम दो बाह्य परीक्षकों द्वारा किया गया हो;

(ग) पीएचडी के लिए अभ्यर्थी की एक खुली मौखिक परीक्षा आयोजित की गई हो;

(घ) अभ्यर्थी ने अपने पीएचडी कार्य से दो अनुसंधान पत्रों को प्रकाशित किया हो जिनमें से कम से कम एक संदर्भित जर्नल में प्रकाशित हुआ हो;

(ङ) अभ्यर्थी ने वि०अ०आ०/ आईसीएसएसआर/ सीएसआईआर अथवा ऐसी की किसी एजेंसी द्वारा प्रायोजित/ वित्तपोषित / सहायता प्राप्त सम्मेलनों/ विचार गोष्ठियों में अपने पीएचडी कार्यों के आधार पर कम से कम दो पत्रों को प्रस्तुत किया हो;

*इन शर्तों को पूरा करने को संबंधित विश्वविद्यालय के कुल सचिव अथवा संकाय अध्यक्ष (शैक्षणिक कार्य) द्वारा सत्यापित किया जाए।*

**नोट:** ऐसी विधाओं में निष्णात कार्यक्रमों के लिए एनईटी/एसएलईटी/ एसईटी अर्हता अपेक्षित नहीं होगी जिनमें वि०अ०आ०, सीएसआईआर द्वारा एनईटी/ एसएलईटी/ एसईटी अथवा वि०अ०आ० द्वारा प्रत्यायित इसी प्रकार की परीक्षा जैसे एनईटी/ एसएलईटी आदि आयोजित नहीं की जाती है।

**अथवा**

**ख.** (i) क्वैक्वेरेली सायमंड (क्यूएस) (ii) दि टाइम्स हॉयर एजुकेशन (टीएचई) अथवा (iii) शंघाई जियाओ टोंग यूनिवर्सिटी (शंघाई) के विश्व के विश्वविद्यालयों की शैक्षणिक रैंकिंग (एआरडब्ल्यू) द्वारा संपूर्ण विश्व में विश्वविद्यालय रैंकिंग में विश्व के शीर्षतम 500

रैंक वाले विदेशी विश्वविद्यालय/ संस्थान (किसी भी समय) से पीएचडी की उपाधि निम्नलिखित में से किसी एक से प्राप्त की गई हो।

**नोट:** विश्वविद्यालयों के लिए विनिर्दिष्ट परिशिष्ट II (तालिका 3क) और महाविद्यालयों के लिए विनिर्दिष्ट परिशिष्ट II (तालिका 3ख) में यथा विनिर्दिष्ट शैक्षणिक प्राप्तांकों पर केवल साक्षात्कार के लिए चुनने हेतु विचार किया जाएगा और चयन इस साक्षात्कार में किये गए प्रदर्शन पर आधारित होगा।

## II. सह आचार्य:

### अर्हता:

- i) संबंधित/ संबद्ध/ संगत विधाओं में पीएचडी की उपाधि के साथ बेहतरीन शैक्षणिक रिकार्ड।
- ii) कम से कम 55 प्रतिशत अंकों के साथ निष्णात उपाधि (अथवा जहां कहीं भी ग्रेडिंग प्रणाली लागू हो वहां, प्वाइंट स्केल में समतुल्य ग्रेड)।
- iii) किसी भी शैक्षणिक/ अनुसंधान पद पर शिक्षण और/ अथवा अनुसंधान में न्यूनतम आठ वर्षों का अनुभव जो किसी विश्वविद्यालय, महाविद्यालय अथवा प्रत्यायित अनुसंधान संस्थान/ उद्योग में सहायक आचार्य के समान हो तथा समकक्ष व्यक्ति समीक्षित अथवा वि०अ०आ० सूचीबद्ध जर्नलों में न्यूनतम सात प्रकाशनों का अनुभव और परिशिष्ट दो, तालिका 2 में दिए गए मानदंडों के अनुसार अनुसंधान में कुल पचहत्तर (75) अंकों के अनुसंधान प्राप्तांक।

## III. आचार्य:

### पात्रता (क अथवा ख) :

#### क.

- i) प्रतिष्ठित विद्वान जिसे संबंधित/ संबद्ध/ संगत विषय में पीएचडी की उपाधि प्राप्त हो और उच्च गुणवत्ता वाला प्रकाशन कार्य किया हो तथा प्रकाशित कार्य के साक्ष्य के साथ-साथ अनुसंधान में सक्रिय रूप से शामिल हो तथा समकक्ष व्यक्ति समीक्षित अथवा विश्वविद्यालय अनुदान आयोग सूचीबद्ध जर्नलों में न्यूनतम दस वर्षों का प्रकाशन अनुभव एवं परिशिष्ट- II, तालिका दो में दिए गए मानदंडों के अनुसार कुल 120 शोध प्राप्तांक अर्जित किए हों।
- ii) विश्वविद्यालय/ महाविद्यालय में सहायक आचार्य/ सह आचार्य/ आचार्य स्तर पर न्यूनतम दस वर्ष का शैक्षणिक अनुभव और/ अथवा विश्वविद्यालय/ राष्ट्रीय स्तर की संस्थाओं में समतुल्य स्तर पर शोध अनुभव के साथ सफल रूप से डाक्टोरल अभ्यर्थियों का मार्गदर्शन करने का साक्ष्य हो।

#### अथवा

- ख. उपर्युक्त- क/ उद्योग में शामिल नहीं किए गए किसी भी संस्थान से संगत/ संबद्ध/ अनुप्रयुक्त विधाओं में पीएचडी की उपाधि प्राप्त तथा दस्तावेजी साक्ष्य द्वारा समर्थित उत्कृष्ट पेशेवर जिन्होंने संबंधित/ संबद्ध/ संगत विषय में ज्ञान में महत्वपूर्ण योगदान दिया हो, बशर्ते कि उसे दस वर्षों के अनुभव हो।

## IV. विश्वविद्यालयों में वरिष्ठ आचार्य

विश्वविद्यालय में आचार्यों की विद्यमान संस्वीकृत संख्या के 10 प्रतिशत संख्या तक सीधी भर्ती के माध्यम से विश्वविद्यालयों में वरिष्ठ आचार्य के रूप में नियुक्ति किया जा सकता है।

### पात्रता:

- i) कोई प्रतिष्ठित विद्वान जिसका समकक्ष व्यक्ति समीक्षित अथवा वि०अ०आ० सूचीबद्ध जर्नलों में उच्च गुणवत्ता वाले अनुसंधान प्रकाशन का बेहतर निष्पादन रिकार्ड हो तथा इन विधाओं में महत्वपूर्ण अनुसंधान योगदान और अनुसंधान पर्यवेक्षण किया हो।
- ii) किसी विश्वविद्यालय, महाविद्यालय अथवा राष्ट्रीय स्तर की किसी संस्थान में आचार्य के रूप में अथवा समतुल्य ग्रेड में शिक्षण/ अनुसंधान का न्यूनतम दस वर्ष का अनुभव हो।
- iii) यह चयन शैक्षणिक उपलब्धियों, तीन प्रतिष्ठित विषय विशेषज्ञ, जो वरिष्ठ आचार्य के पद से कम न हों, अथवा कम से कम दस वर्ष के अनुभव वाले आचार्य की अनुकूल समीक्षा पर आधारित होगा।
- iv) यह चयन, समकक्ष व्यक्ति समीक्षित अथवा वि०अ०आ० के सूचीबद्ध जर्नलों में सर्वोत्तम दस प्रकाशनों और वि०अ०आ० विनियमों के अनुसार गठित चयन समिति के साथ सहक्रिया के साथ-साथ पिछले 10 वर्षों के दौरान उनकी पर्यवेक्षण में कम से कम दो अभ्यर्थियों को पीएचडी की उपाधि प्रदत्त किए जाने पर आधारित होगा।

## V. महाविद्यालय प्राचार्य और आचार्य (प्राचार्य का ग्रेड)

### क. पात्रता:

- i.) पीएचडी की उपाधि।
- ii.) विश्वविद्यालयों, महाविद्यालयों और उच्चतर शिक्षा की अन्य संस्थाओं में कम से कम पंद्रह वर्षों के शिक्षण/ अनुसंधान की सेवा/ अनुभव के साथ कोई आचार्य/ सह आचार्य।
- iii.) समकक्ष व्यक्ति समीक्षित अथवा वि०अ०आ० सूचीबद्ध जर्नल में कम से कम 10 अनुसंधान प्रकाशन।
- iv.) परिशिष्ट II, तालिका 2 के अनुसार न्यूनतम 110 अनुसंधान प्राप्तांक।

### ख. अवधि

(i) किसी महाविद्यालय प्राचार्य को पांच वर्षों की अवधि के लिए नियुक्त किया जाएगा जिसका कार्यकाल इन विनियमों के अनुसार इस विश्वविद्यालय द्वारा गठित समिति द्वारा कार्यनिष्पादन मूल्यांकन के आधार पर पांच वर्ष की दूसरी अवधि के लिए बढ़ाया जा सकता है।

(ii) प्राचार्य के रूप में अपना कार्यकाल पूर्ण करने के पश्चात्, पदधारी, आचार्य के ग्रेड में आचार्य के पदनाम के साथ अपने मूल कार्यालय में पुनः कार्यभार ग्रहण करेगा।

## VI. उप प्राचार्य

किसी मौजूदा वरिष्ठ संकाय सदस्य को दो वर्षों की अवधि के लिए प्राचार्य की सिफारिश पर महाविद्यालय के शासी निकाय द्वारा उप प्राचार्य के रूप में पदनामित किया जा सकता है जिन्हें उनके मौजूदा उत्तरदायित्वों के अतिरिक्त विशिष्ट कार्य सौंपे जा सकते हैं। किसी भी कारण से, प्राचार्य के अनुपस्थित होने पर उप प्राचार्य, प्राचार्य के शक्तियों का प्रयोग करेगा।

### 4.2. संगीत, परफार्मिंग आर्ट्स, विजुअल आर्ट्स और अन्य परंपरागत भारतीय कला स्वरूपों यथा शिल्पकला आदि।

#### I. सहायक आचार्य:

##### पात्रता (क अथवा ख):

#### क.

i) किसी भारतीय/ विदेशी विश्वविद्यालय से संबंधित विषय अथवा किसी समतुल्य उपाधि में कम से कम 55 प्रतिशत अंकों के साथ निष्णात उपाधि (अथवा जहां कहीं भी ग्रेडिंग प्रणाली लागू हो प्वाइंट स्केल में समतुल्य ग्रेड)।

ii) उपर्युक्त अर्हताओं को पूरा करने के साथ-साथ अभ्यर्थी ने वि०अ०आ० अथवा सीएसआईआर द्वारा आयोजित राष्ट्रीय पात्रता परीक्षा (एनईटी) उत्तीर्ण की हो अथवा वि०अ०आ० द्वारा प्रत्यायित इसी प्रकार की परीक्षा यथा एसएलईटी/ एसईटी उत्तीर्ण की हो अथवा जिन्हें विश्वविद्यालय अनुदान आयोग (एमफिल/ पीएचडी उपाधि प्रदान करने के लिए न्यूनतम मानक और प्रक्रिया) विनियम, 2009 अथवा 2016 और समय-समय पर इनमें बाद में किए गए संशोधनों, जैसा भी मामला हो, के अनुरूप पीएचडी की उपाधि प्रदान की गई हो।

बशर्ते आगे कि दिनांक 11 जुलाई, 2009 से पूर्व एमफिल/ पीएचडी कार्यक्रम के लिए पंजीकृत अभ्यर्थियों को उपाधि प्रदान करने वाली संस्थाओं के तत्कालीन विद्यमान अध्यादेशों/ उपनियमों/ विनियमों के उपबंधों द्वारा अभिशासित होंगे। ऐसे सभी पीएचडी धारक अभ्यर्थियों को निम्नलिखित शर्तों को पूरा करने के अध्याधीन विश्वविद्यालयों/ महाविद्यालयों/ संस्थाओं में सहायक आचार्य अथवा समतुल्य पदों पर भर्ती और नियुक्ति के लिए एनईटी/एसएलईटी/एसईटी की अपेक्षा से छूट प्रदान की जाएगी :-

(क) अभ्यर्थी को पीएचडी की उपाधि केवल नियमित पद्धति से प्रदान की गई हो;

(ख) पीएचडी शोध प्रबंध का मूल्यांकन कम से कम दो बाह्य परीक्षकों द्वारा किया गया हो;

(ग) पीएचडी के लिए अभ्यर्थी की एक खुली मौखिक परीक्षा आयोजित की गई हो;

(घ) अभ्यर्थी ने अपने पीएचडी कार्य से दो अनुसंधान पत्रों को प्रकाशित किया हो जिनमें से कम से कम एक संदर्भित जर्नल में प्रकाशित हुआ हो;

(ङ) अभ्यर्थी ने वि०अ०आ०/ एआईसीटीई/ आईसीएसएसआर/ सीएसआईआर अथवा ऐसी किसी अन्य एजेंसी द्वारा प्रायोजित/ वित्तपोषित/ सहायता प्राप्त सम्मेलनों/ विचार गोष्ठियों में अपने पीएचडी कार्यों के आधार पर कम से कम दो पत्रों को प्रस्तुत किए हों;

**नोट 1:** इन शर्तों को पूरा करने को संबंधित विश्वविद्यालय के कुल सचिव अथवा संकाय अध्यक्ष (शैक्षणिक कार्य) द्वारा अनुप्रमाणित किया जाए।

**नोट 2:** ऐसी विधाओं में निष्णात कार्यक्रमों के लिए एनईटी/एसएलईटी/ एसईटी उत्तीर्ण किया जाना अपेक्षित नहीं होगा जिसके लिए वि०अ०आ०, सीएसआईआर द्वारा एनईटी/ एसएलईटी/ एसईटी अथवा वि०अ०आ० द्वारा प्रत्यायित समान परीक्षा (जैसे एसईएलटी/ एसईटी) आयोजित नहीं की जाती है।

#### अथवा

**ख.** एक परंपरागत अथवा पेशेवर कलाकार जिसकी संबंधित विधा में अत्यंत उल्लेखनीय पेशेवर उपलब्धि रही हो और जिन्हें स्नातक की उपाधि प्राप्त हो, जिन्होंने:

- i) प्रसिद्ध परंपरागत उस्ताद(दों)/ कलाकार(रों) के अधीन अध्ययन किया हो।
- ii) वह आकाशवाणी/ दूरदर्शन में 'क' श्रेणी का कलाकार रहा हो;
- iii) वह संबंधित विषय में तार्किक तर्कशक्ति के साथ व्याख्या करने की क्षमता रखता हो; और
- iv) संबंधित विधा में सदोहारण सिद्धांत पढ़ाने के लिए पर्याप्त ज्ञान से सम्पन्न हो।

## II. सह आचार्य :

### पात्रता (क अथवा ख):

#### क.

- i) डॉक्टरल उपाधि के साथ बेहतर शैक्षणिक रिकार्ड।
- ii) उच्च पेशेवर मानक के साथ कार्यनिष्पादन क्षमता।
- iii) किसी विश्वविद्यालय अथवा महाविद्यालय में शिक्षण कार्य में आठ वर्ष का अनुभव और/ अथवा किसी विश्वविद्यालय/ राष्ट्रीय स्तर के संस्थान में अनुसंधान में आठ वर्ष का अनुभव जोकि किसी विश्वविद्यालय/ महाविद्यालय में सहायक आचार्य के समतुल्य हो।
- iv) उन्होंने गुणवत्तापूर्ण प्रकाशन द्वारा यथा प्रमाणित संबंधित विषय में ज्ञान में महत्वपूर्ण योगदान दिया हो।

#### अथवा

**ख.** एक परंपरागत अथवा पेशेवर कलाकार जिसकी संबंधित विषय में अत्यंत उल्लेखनीय पेशेवर उपलब्धि हो और जिन्हें संबंधित विषय में निष्णात उपाधि प्राप्त की हो, जो:

- i) आकाशवाणी / दूरदर्शन में 'क' श्रेणी का कलाकार रहा हो;
- ii) विशेषज्ञता के क्षेत्र में आठ वर्ष की उल्लेखनीय कार्यनिष्पादन उपलब्धि रही हो;
- iii) नए पाठ्यक्रम और/ अथवा पाठ्यचर्या का तैयार करने का अनुभव रहा हो;
- iv) प्रसिद्ध संस्थाओं में राष्ट्रीय स्तर की विचार गोष्ठियों/सम्मेलनों /संगीतगोष्ठियों में भाग लिया हो; और

v) वह संबंधित विषय में तार्किक तर्कशक्ति के साथ व्याख्या करने की क्षमता रखता हो और उक्त विधा में सदोहारण सिद्धांत पढ़ाने के लिए पर्याप्त ज्ञान से सम्पन्न हो।

## III. आचार्य :

### पात्रता (क अथवा ख):

#### क.

- i) डॉक्टरल उपाधि के साथ प्रतिष्ठित विद्वान।
- ii) विश्वविद्यालय/ महाविद्यालय में शिक्षण और/ अथवा विश्वविद्यालय/ राष्ट्रीय स्तर की संस्थाओं में अनुसंधान में कम से कम दस वर्ष के अनुभव के साथ सक्रिय रूप से जुड़े रहे हों।
- iii) समकक्ष व्यक्ति समीक्षित अथवा वि०अ०आ० सूचीबद्ध जर्नलों में न्यूनतम 6 अनुसंधान प्रकाशित हुए हों।
- iv) परिशिष्ट— II, तालिका— दो के अनुसार अनुसंधान में कुल 120 प्रप्तांक हों।

**अथवा**

**ख.** एक परंपरागत अथवा पेशेवर कलाकार जिसकी संबंधित विषय में अत्यंत उल्लेखनीय पेशेवर उपलब्धि रही हो,

- i) संबंधित विषय में निष्णात उपाधि धारक हो;
- ii) आकाशवाणी/ दूरदर्शन का 'क' श्रेणी का कलाकार रहा हो;
- iii) विशेषज्ञता के क्षेत्र में दस वर्ष का उत्कृष्ट कार्यनिष्पादन की उपलब्धि रही हो;
- iv) विशेषज्ञता के क्षेत्र में महत्वपूर्ण योगदान दिया हो और अनुसंधान में मार्गदर्शन करने की क्षमता हो;
- v) राष्ट्रीय/ अंतरराष्ट्रीय विचार गोष्ठियों/ सम्मेलनों/ कार्यशालाओं / संगीतगोष्ठियों में भागीदारी की हो और राष्ट्रीय / अंतरराष्ट्रीय पुरस्कार/ अध्येतावृत्तियां प्राप्त की हों;
- vi) संबंधित विषय में तार्किक तर्कशक्ति के साथ व्याख्या करने की क्षमता रखता हो; और
- vii) उक्त विधा में सदोहारण सिद्धांत पढ़ाने के लिए पर्याप्त ज्ञान से सम्पन्न हो।

**4.3 नाट्य विधा:****I. सहायक आचार्य****पात्रता (क अथवा ख)****क.**

i) भारतीय/ विदेशी विश्वविद्यालय से संबंधित विषय अथवा किसी समतुल्य उपाधि में कम से कम 55 प्रतिशत अंकों के साथ निष्णात उपाधि (अथवा जहां कहीं भी ग्रेडिंग प्रणाली लागू हो प्वाइंट स्केल में समतुल्य ग्रेड )।

ii) उपर्युक्त अर्हताओं को पूरा करने के साथ- साथ अभ्यर्थी ने वि०अ०आ० अथवा सीएसआईआर द्वारा आयोजित राष्ट्रीय पात्रता परीक्षा (एनईटी) उत्तीर्ण की हो अथवा वि०अ०आ० द्वारा प्रत्यायित इसी प्रकार की परीक्षा यथा एसएलईटी/ एसईटी उत्तीर्ण की हो अथवा जिन्हें विश्वविद्यालय अनुदान आयोग (एमफिल/ पीएचडी उपाधि प्रदान करने के लिए न्यूनतम मानक और प्रक्रिया) विनियम, 2009 अथवा 2016 और समय-समय पर इनमें बाद में किए गए संशोधनों, जैसा भी मामला हो, के अनुसार पीएचडी की उपाधि प्रदान की गई हो।

*बशर्ते* आगे कि दिनांक 11 जुलाई, 2009 से पूर्व एमफिल/ पीएचडी कार्यक्रम के लिए पंजीकृत अभ्यर्थियों को उपाधि प्रदान करने वाली संस्थाओं के तत्कालीन विद्यमान अध्यादेशों/ उपनियमों/ विनियमों के उपबंधों द्वारा अभिशासित होंगे। ऐसे सभी पीएचडी धारक अभ्यर्थियों को निम्नलिखित शर्तों को पूरा करने के अध्याधीन विश्वविद्यालयों/ महाविद्यालयों/ संस्थाओं में सहायक आचार्य अथवा समतुल्य पदों पर भर्ती और नियुक्ति के लिए एनईटी/एसएलईटी/एसईटी की अपेक्षा से छूट प्रदान की जाएगी :-

(क) अभ्यर्थी को पीएचडी की उपाधि केवल नियमित पद्धति से प्रदान की गई हो;

(ख) पीएचडी शोध प्रबंध का मूल्यांकन कम से कम दो बाह्य परीक्षकों द्वारा किया गया हो;

(ग) पीएचडी के लिए अभ्यर्थी की एक खुली मौखिक परीक्षा आयोजित की गई हो;

(घ) अभ्यर्थी ने अपने पीएचडी कार्य से दो अनुसंधान पत्रों को प्रकाशित किया हो जिनमें से कम से कम एक संदर्भित जर्नल में प्रकाशित हुआ हो;

(ङ.) अभ्यर्थी ने वि०अ०आ०/ सीएसआईआर/ आईसीएसएसआर अथवा ऐसी की किसी एजेंसी द्वारा प्रायोजित/ वित्तपोषित / सहायता प्राप्त सम्मेलनों/ विचार गोष्ठियों में अपने पीएचडी कार्यों के आधार पर कम से कम दो पत्रों को प्रस्तुत किया हो;

**नोट 1:** इन शर्तों को पूरा करने को संबंधित विश्वविद्यालय के कुल सचिव अथवा संकाय अध्यक्ष (शैक्षणिक कार्य) द्वारा अधिप्रमाणित किया जाए।

**नोट 2:** ऐसी विधाओं में निष्णात कार्यक्रमों के लिए एनईटी/एसएलईटी/ एसईटी उत्तीर्ण किया जाना अपेक्षित नहीं होगा जिसके लिए वि०अ०आ०, सीएसआईआर द्वारा एनईटी/ एसएलईटी/ एसईटी अथवा वि०अ०आ० द्वारा प्रत्यायित समान परीक्षा (जैसे एसईएलटी/ एसईटी) आयोजित नहीं की जाती है।

**अथवा**

**ख.** संबंधित विषय में उच्च उल्लेखनीय पेशेवर उपलब्धि रखने वाला कोई परंपरागत अथवा पेशेवर कलाकार जिसके पास:

- भारतीय नाट्य विद्यालय अथवा भारत या विदेश में किसी अन्य ऐसी ही संस्थान से 55 प्रतिशत अंक (अथवा जहां ग्रेडिंग प्रणाली लागू हो वहां प्वाइंट स्केल में समान ग्रेड की उपाधि) के साथ तीन वर्षीय स्नातक की उपाधि/ स्नातकोत्तर डिप्लोमा की उपाधि के साथ पेशेवर कलाकार रहा हो;
- साक्ष्य सहित क्षेत्रीय/ राष्ट्रीय/ अंतरराष्ट्रीय स्तर पर पांच वर्ष का नियमित रूप से प्रशंसनीय कार्यनिष्पादन रहा हो; और
- संबंधित विषय की तार्किक रूप से व्याख्या करने की क्षमता हो और संबंधित विधा में सदोहारण सिद्धांत पक्ष को पढ़ाने की पर्याप्त जानकारी हो।

## II. सह आचार्य:

### पात्रता (क अथवा ख) :

**क.**

- संबंधित विश्वविद्यालय द्वारा उक्त उद्देश्य के लिए गठित की गई विशेषज्ञ समिति द्वारा यथा अनुप्रमाणित उच्च पेशेवर मानकों के कार्यनिष्पादन की क्षमता के साथ पीएचडी की उपाधि सहित उत्कृष्ट शैक्षणिक रिकार्ड रहा हो।
- किसी विश्वविद्यालय/ महाविद्यालय में शिक्षण कार्य में आठ वर्ष का अनुभव और/ अथवा किसी विश्वविद्यालय/ राष्ट्रीय स्तर की संस्थाओं में शोध कार्य में आठ वर्ष का अनुभव रहा हो जोकि किसी विश्वविद्यालय/ महाविद्यालय के सहायक आचार्य के समतुल्य हो।
- गुणवत्तापूर्ण प्रकाशन द्वारा यथा प्रमाणित, संबंधित विषय में ज्ञान में महत्वपूर्ण योगदान दिया हो।

### अथवा

**ख.** एक परंपरागत अथवा पेशेवर कलाकार जिसकी संबंधित विषय में अत्यंत उल्लेखनीय पेशेवर उपलब्धि रही हो और जिन्हें संबंधित विषय में निष्णात उपाधि प्राप्त की हो, जो:

- रंगमंच/ रेडियो/ टेलीविजन में जाना- माना कलाकार रहा हो;
- विशेषज्ञता के क्षेत्र में आठ वर्ष की उल्लेखनीय कार्यनिष्पादन उपलब्धि रहा हो;
- नए पाठ्यक्रम और/ अथवा पाठ्यचर्या का तैयार करने का अनुभव रहा हो;
- प्रख्यात संस्थाओं में संगोष्ठियों/ सम्मेलनों में भाग लिया हो; और

**व)** वह संबंधित विषय में तार्किक तर्कशक्ति के साथ व्याख्या करने की क्षमता रखता हो और उक्त विधा में सदोहारण सिद्धांत पढ़ाने के लिए पर्याप्त ज्ञान से सम्पन्न हो।

## III. आचार्य

### पात्रता (क अथवा ख) :

**क.** डॉक्टरेट की उपाधि सहित अनुसंधान कार्य से सक्रिय रूप से जुड़े प्रख्यात विद्वान हो और विशेषज्ञता वाले क्षेत्र में उत्कृष्ट कार्यनिष्पादन उपलब्धियों के साथ डॉक्टरेट स्तर पर अनुसंधान मार्गदर्शन प्रदान करने में अनुभव सहित विश्वविद्यालय/ राष्ट्रीय स्तर के संस्थान में शिक्षण और/ अथवा अनुसंधान में दस वर्ष का अनुभव हो साथ ही समकक्ष व्यक्ति समीक्षित अथवा वि०अ०आ० सूचीबद्ध जर्नलों में कम से कम 6 अनुसंधान प्रकाशन एवं परिशिष्ट— II, तालिका— दो में दिए गए मानदंडों के अनुसार शोध में कुल 120 अंक प्राप्त किए हों।

### अथवा

**ख.** एक परंपरागत अथवा पेशेवर कलाकार जिसकी संबंधित विषय में अत्यंत उल्लेखनीय पेशेवर उपलब्धि रही हो और जिनके पास:

- संगत विषय में निष्णात उपाधि हो;
- विशेषज्ञता वाले क्षेत्र में दस वर्ष की उत्कृष्ट कार्यनिष्पादन उपलब्धि रही हो;
- उत्कृष्टता के क्षेत्र में महत्वपूर्ण योगदान दिया गया हो ;
- अनुसंधान में मार्गदर्शन प्रदान किया हो;
- राष्ट्रीय/ अंतरराष्ट्रीय विचार गोष्ठियों/ सम्मेलनों/ कार्यशालाओं में भागीदारी की हो और/ अथवा राष्ट्रीय/ अंतरराष्ट्रीय पुरस्कार/ अध्येतावृत्तियां प्राप्त की हों;
- संबंधित विषय को तार्किक रूप से स्पष्ट करने की क्षमता हो;

vii) उक्त विषय में उदाहरणों सहित सिद्धांत को पढ़ाने हेतु पर्याप्त ज्ञान हो।

#### 4.4 योग विधा

##### I. सहायक आचार्य:

##### पात्रता (क अथवा ख) :

क. भारतीय/ विदेशी विश्वविद्यालय से संबंधित विषय अथवा किसी समतुल्य उपाधि में कम से कम 55 प्रतिशत अंकों के साथ योग अथवा अन्य संगत विषय में निष्णात उपाधि (अथवा जहां कहीं भी ग्रेडिंग प्रणाली लागू हो उस स्थिति में प्वाइंट स्केल में समतुल्य ग्रेड) सहित अच्छा शैक्षणिक रिकार्ड हो।

इसके साथ-साथ, उपर्युक्त अर्हताओं को पूरा करने के अतिरिक्त अभ्यर्थी ने वि०अ०आ० अथवा सीएसआईआर द्वारा आयोजित राष्ट्रीय पात्रता परीक्षा (एनईटी) अथवा वि०अ०आ० द्वारा प्रत्यायित ऐसी ही परीक्षा यथा एसएलईटी/ एसईटी उत्तीर्ण की हो अथवा जिन्हें विश्वविद्यालय अनुदान आयोग (एमफिल/ पीएचडी उपाधि प्रदान करने के लिए न्यूनतम मानक और प्रक्रिया) विनियम, 2009 अथवा 2016 और समय-समय पर इनमें बाद में किए गए संशोधनों, जैसा भी मामला हो, के अनुसार पीएचडी की उपाधि प्रदान की गई हो।

##### अथवा

ख. किसी भी विषय में 55 प्रतिशत अंकों के साथ निष्णात उपाधि धारक (अथवा जहां कहीं भी ग्रेडिंग प्रणाली लागू हो, उस स्थिति में प्वाइंट स्केल में समान ग्रेड) और विश्वविद्यालय अनुदान आयोग (एमफिल/ पीएचडी उपाधि प्रदान करने के लिए न्यूनतम मानक और प्रक्रिया) विनियम, 2009 अथवा 2016 और समय-समय पर इनमें किए गए संशोधन, जैसा भी मामला हो, के अनुरूप योग\* में पीएचडी की उपाधि धारक हो।

\* नोट: योग के इस नए उभरते क्षेत्र में शिक्षकों की कमी को ध्यान में रखते हुए यह विकल्प दिया गया है और यह इन विनियमों के अधिसूचना की तिथि से केवल पांच वर्षों के लिए ही मान्य होगा।

##### II. सह आचार्य

- i) संबंधित विषय अथवा संगत विषय में पीएचडी उपाधि के साथ बेहतर शैक्षणिक रिकार्ड।
- ii) कम से कम 55 प्रतिशत अंकों के साथ स्नातकोत्तर उपाधि (अथवा जहां कहीं भी ग्रेडिंग प्रणाली लागू हो, उस स्थिति में प्वाइंट स्केल में समतुल्य ग्रेड) प्राप्त की हो।
- iii) किसी शैक्षणिक/ अनुसंधान पद जो, किसी विश्वविद्यालय, महाविद्यालय अथवा प्रत्यायित अनुसंधान संस्थान/ उद्योग में सहायक आचार्य के समतुल्य हो, में प्रकाशन कार्य के साक्ष्य सहित न्यूनतम आठ वर्ष का शिक्षण कार्य और/ अथवा अनुसंधान का अनुभव हो और पुस्तकों के रूप में और/ अथवा समकक्ष व्यक्ति समीक्षित अनुसंधान/ नीतिगत पत्रों अथवा वि०अ०आ० सूचीबद्ध जर्नलों में कम से कम सात प्रकाशन किए हों और परिशिष्ट-II, तालिका- 2 में दिए गए मानदंडों के अनुसार कम से कम पचहत्तर (75) कुल अनुसंधान अंक प्राप्त किए हों।

##### III. आचार्य

##### पात्रता (क और ख) :

क.

- i) संबद्ध/ संगत विषय में पीएचडी की उपाधि के साथ प्रतिष्ठित विद्वान हो और उच्च गुणवत्ता वाला प्रकाशन कार्य किया हो, प्रकाशित कार्य के साक्ष्य के साथ अनुसंधान में सक्रिय रूप से जुड़े हों, और प्रकाशन कार्य के साक्ष्य सहित पुस्तकों के रूप में और/ अथवा समकक्ष व्यक्ति समीक्षित अनुसंधान/ नीतिगत पत्रों अथवा वि०अ०आ० सूचीबद्ध जर्नलों में कम से कम दस प्रकाशन किए हों और परिशिष्ट-II, तालिका- 2 में दिए गए मानदंडों के अनुसार कम से कम 120 कुल अनुसंधान अंक प्राप्त किए हों।
- ii) किसी विश्वविद्यालय/ महाविद्यालय में न्यूनतम दस वर्षों का शिक्षण अनुभव अथवा विश्वविद्यालय/ राष्ट्रीय स्तर की संस्थानों/ उद्योगों में अनुसंधान का अनुभव हो और डॉक्टोरल अभ्यर्थियों का सफलतापूर्वक मार्गदर्शन करने के साक्ष्य हो।

##### अथवा

ख. संगत क्षेत्र में प्रतिष्ठित ख्याति प्राप्त उत्कृष्ट पेशेवर जिन्होंने प्रत्यायन द्वारा अभिपुष्टि किए जाने वाले संबंधित /संबद्ध / संगत विषय में ज्ञान के क्षेत्र में महत्वपूर्ण योगदान दिया हो।

#### 4.5 पेशे से जुड़े रोगोपचार के शिक्षकों की नियुक्ति के लिए अर्हताएं, अनुभव और अन्य पात्रता संबंधी अपेक्षाएं

##### I. सहायक आचार्य:

किसी मान्यता प्राप्त विश्वविद्यालय से कम से कम 55 प्रतिशत अंकों (अथवा जहां कहीं भी ग्रेडिंग प्रणाली लागू हो, वहां प्वाइंट स्केल में समतुल्य ग्रेड) के साथ पेशे से जुड़े रोगोपचारों में स्नातक उपाधि (बी.ओ.टी./ बी.टीएच.ओ./ बी.ओ.टीएच.), पेशे से जुड़े रोगोपचारों में निष्णात उपाधि (एम.ओ.टीएच./ एम.टीएच.ओ./ एम.एससी. ओ.टी./ एम.ओ.टी.)।

## II. सह आचार्य:

- i) अनिवार्य: सहायक आचार्य के रूप में आठ वर्ष के अनुभव के साथ पेशे से जुड़े रोगोपचारों में निष्णात उपाधि (एम.ओ.टी./एम.ओ.टीएच./ एम.ओ.टीएच./ एम.एससी.ओ.टी.)।
- ii) वांछनीय: वि०अ०आ० द्वारा मान्यता प्राप्त पेशे से जुड़े रोगोपचारों की किसी भी विधा में पीएचडी की उपाधि सहित उच्च योग्यता और समकक्ष व्यक्ति समीक्षित अथवा वि०अ०आ० सूचीबद्ध जर्नलों में उच्च मानकों का प्रकाशन कार्य।

## III. आचार्य:

- i) अनिवार्य: पेशे से जुड़े रोगोपचारों में कुल दस वर्ष के अनुभव के साथ पेशे से जुड़े रोगोपचारों में निष्णात उपाधि (एम.ओ.टीएच./ एम.टीएच.ओ./ एम. एससी. ओ.टी.)।
- ii) वांछनीय: वि०अ०आ० द्वारा मान्यता प्राप्त पेशे से जुड़े रोगोपचारों की किसी विधा में पीएचडी की उपाधि जैसी उच्च योग्यता और समकक्ष व्यक्ति समीक्षित अथवा वि०अ०आ० सूचीबद्ध जर्नलों में उच्च मानकों का प्रकाशन कार्य।

## IV. प्राचार्य/ निदेशक/ संकाय अध्यक्ष:

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

नोट:

- (i) संस्थान के वरिष्ठतम आचार्य को प्राचार्य/ निदेशक/ संकाय अध्यक्ष के रूप में पदनामित किया जाएगा।
- (ii) वांछनीय: वि०अ०आ० द्वारा मान्यता प्राप्त पेशे से जुड़े रोगोपचारों की किसी विधा में पीएचडी की उपाधि जैसी उच्च अर्हता और समकक्ष व्यक्ति समीक्षित अथवा वि०अ०आ० सूचीबद्ध जर्नलों में उच्च मानक वाले प्रकाशन कार्य।

## 4.6 भौतिक चिकित्सा के शिक्षकों की नियुक्ति के लिए अर्हताएं, अनुभव और अन्य पात्रता संबंधी अपेक्षाएं।

### I. सहायक आचार्य:

किसी मान्यता प्राप्त विश्वविद्यालय से कम से कम 55 प्रतिशत अंक (अथवा जहां कहीं भी ग्रेडिंग प्रणाली लागू है, वहां प्वाइंट स्केल में समतुल्य ग्रेड) के साथ भौतिक चिकित्सा में स्नातक उपाधि (बीपी/टी./बी. टीएच./ बी.पी.टीएच.), भौतिक चिकित्सा में निष्णात उपाधि (एम. एंड पी. टीएच./ एम.टीएच. पीटी/ एम. पी.टी.)।

### II. सह आचार्य:

- i) अनिवार्य: सहायक आचार्य के रूप में आठ वर्षों के अनुभव के साथ भौतिक चिकित्सा में निष्णात उपाधि (एम.पी.टी./एम.पी.टीएच./ एम.टीएच.पी./ एम.एससी.पी.टी.)।
- ii) वांछनीय: वि०अ०आ० द्वारा मान्यता प्राप्त भौतिक चिकित्सा की किसी विधा में पीएचडी की उपाधि के रूप में उच्च अर्हता एवं समकक्ष व्यक्ति समीक्षित अथवा वि०अ०आ० सूचीबद्ध जर्नलों में उच्च मानक वाला प्रकाशन कार्य।

### III. आचार्य:

अनिवार्य: दस वर्ष के अनुभव के साथ भौतिक चिकित्सा में निष्णात उपाधि (एम.पी.टी./ एम.पी.टीएच./ एम.टीएच.पी./ एम.एससी.पी.टी.)।

वांछनीय:

- (i) वि०अ०आ० द्वारा किसी मान्यता प्राप्त भौतिक चिकित्सा विधा में पीएचडी जैसी उच्चतर शिक्षा, और
- (ii) समकक्ष व्यक्ति समीक्षित अथवा वि०अ०आ० सूचीबद्ध जर्नलों में उच्च मानक वाला प्रकाशन कार्य।

## IV. प्राचार्य/ निदेशक/ संकाय अध्यक्ष:

अनिवार्य: प्राचार्य (भौतिक चिकित्सा) के रूप में पांच वर्षों के अनुभव के साथ पंद्रह वर्षों के कुल अनुभव सहित भौतिक चिकित्सा में निष्णात उपाधि (एम. पी. टी./ एम. टीएच. पी./ एम.पी.टीएच./ एम.एससी.पी.टी.)।

नोट:



- (i) वरिष्ठतम आचार्य को प्राचार्य/ निदेशक/ संकाय अध्यक्ष के रूप में नामोद्दिष्ट किया जाएगा।
- (ii) वांछनीय: वि०अ०आ० द्वारा मान्यता प्राप्त भौतिक चिकित्सा की किसी विधा में पीएचडी जैसी उच्च अर्हता और समकक्ष व्यक्ति समीक्षित तथा वि०अ०आ० सूचीबद्ध जर्नलों में उच्च मानक वाला प्रकाशन कार्य।

4.7 विश्वविद्यालय सहायक पुस्तकाध्यक्ष/ महाविद्यालय पुस्तकाध्यक्ष, विश्वविद्यालय उप पुस्तकाध्यक्ष और विश्वविद्यालय पुस्तकाध्यक्ष के पदों पर सीधी भर्ती के लिए न्यूनतम अर्हताएं।

#### I. विश्वविद्यालय सहायक पुस्तकाध्यक्ष/ महाविद्यालय पुस्तकाध्यक्ष

- i) कम से कम 55 प्रतिशत अंकों (अथवा जहां ग्रेडिंग प्रणाली लागू हो वहां प्वाइंट स्केल में समतुल्य ग्रेड) के साथ पुस्तकालय विज्ञान, सूचना विज्ञान अथवा प्रलेखन विज्ञान में निष्णात उपाधि अथवा समतुल्य पेशेवर उपाधि।
- ii) पुस्तकालय में कंप्यूटरीकरण के ज्ञान के साथ सतत् रूप से बेहतर शैक्षणिक रिकार्ड।
- iii) उपर्युक्त अर्हताओं को पूरा करने के अलावा, अभ्यर्थी को वि०अ०आ०, सीएसआईआर द्वारा आयोजित राष्ट्रीय पात्रता परीक्षा (एनईटी) अथवा वि०अ०आ० द्वारा प्रत्यायित समान परीक्षा यथा एसएलईटी/एसईटी उत्तीर्ण करनी होगी अथवा जिन्हें विश्वविद्यालय अनुदान आयोग (एमफिल/पीएचडी उपाधि प्रदान करने के लिए न्यूनतम मानक व प्रक्रिया) विनियम, 2009 अथवा 2016 एवं समय-समय पर इनमें किए गए संशोधनों, जैसा भी मामला हो, के अनुसार पीएचडी की उपाधि प्रदान की गई हो:

बशर्ते कि दिनांक 11 जुलाई, 2009 से पूर्व पीएचडी की उपाधि के लिए पंजीकृत अभ्यर्थी ऐसी उपाधि प्रदान करने वाली संस्थाओं के मौजूदा अध्यादेशों/ उपविधियों/विनियमों के उपबंधों द्वारा अभिशासित होंगे तथा ऐसे पीएचडी अभ्यर्थियों द्वारा निम्नलिखित शर्तों को पूरा करने के अधधीन विश्वविद्यालयों/ महाविद्यालयों/ संस्थाओं में सहायक आचार्य अथवा समकक्ष पदों पर भर्ती और नियुक्ति के लिए एनईटी/ एसएलईटी/ एसईटी की अपेक्षाओं से छूट प्राप्त होगी:-

- (क) अभ्यर्थी को पीएचडी की उपाधि केवल नियमित पद्धति से प्रदान की गई हो;
- (ख) पीएचडी शोध प्रबंध का कम से कम दो बाह्य परीक्षकों द्वारा मूल्यांकन किया गया हो;
- (ग) पीएचडी के लिए अभ्यर्थी की एक खुली मौखिक परीक्षा आयोजित की गई हो;
- (घ) अभ्यर्थी ने अपने पीएचडी कार्य से दो अनुसंधान पत्रों को प्रकाशित किया हों जिनमें से कम से कम एक रेफर्ड जर्नल में प्रकाशित हुआ हो;
- (ङ.) अभ्यर्थी ने वि०अ०आ०/ आईसीएसएसआर/ सीएसआईआर अथवा इसी प्रकार की एजेंसी द्वारा प्रायोजित/ वित्तपोषित / सहायता प्राप्त सम्मेलनों/ विचार गोष्ठियों में अपने पीएचडी कार्यों के आधार पर कम से कम दो पत्रों को प्रस्तुत किए हों।

नोट

- i. इन शर्तों को पूरा करने को संबंधित विश्वविद्यालय के कुल सचिव अथवा संकाय अध्यक्ष (शैक्षणिक कार्य) द्वारा अभिप्रमाणित किया जाएगा।
- ii. ऐसे निष्णात कार्यक्रमों में एनईटी/ एसएलईटी/ एसईटी परीक्षा उत्तीर्ण करना अपेक्षित नहीं होगा जिसके लिए वि०अ०आ०, सीएसआईआर द्वारा एनईटी/ एसएलईटी/ एसईटी अथवा वि०अ०आ० द्वारा एसएलईटी/ एसईटी जैसी परीक्षा आयोजित नहीं की जाती हो।

#### II. विश्वविद्यालय उप पुस्तकाध्यक्ष

- i) कम से कम 55 प्रतिशत अंकों के साथ पुस्तकालय विज्ञान/ सूचना विज्ञान/ प्रलेखन विज्ञान में निष्णात उपाधि अथवा जहां कहीं भी ग्रेडिंग प्रणाली लागू है वहां प्वाइंट स्केल में समान ग्रेड प्राप्त किया हो।
- ii) सहायक विश्वविद्यालय पुस्तकाध्यक्ष/ महाविद्यालय पुस्तकाध्यक्ष के रूप में आठ वर्षों का अनुभव।
- iii) पुस्तकालय में आईसीटी के समेकन के साथ नवोन्मेषी पुस्तकालय सेवाओं का साक्ष्य।
- iv) पुस्तकालय विज्ञान/ सूचना विज्ञान/ प्रलेखन विज्ञान/ अभिलेख और पुस्तकालय की पांडुलिपियों का रखरखाव/ कंप्यूटरीकरण करने में पीएचडी की उपाधि।

#### III. विश्वविद्यालय पुस्तकाध्यक्ष

- i) कम से कम 55 प्रतिशत अंकों अथवा जहां कहीं भी ग्रेडिंग प्रणाली लागू है वहां प्वाइंट स्केल में समान ग्रेड के साथ पुस्तकालय विज्ञान/ सूचना विज्ञान/ प्रलेखन विज्ञान में निष्णात उपाधि।

ii) विश्वविद्यालय पुस्तकालय में किसी भी स्तर पर पुस्तकाध्यक्ष के रूप में कम से कम दस वर्षों का अनुभव अथवा पुस्तकालय विज्ञान में सहायक/ सह आचार्य के रूप में दस वर्षों का शिक्षण अनुभव अथवा किसी महाविद्यालय पुस्तकाध्यक्ष के रूप में दस वर्षों का अनुभव।

iii) किसी पुस्तकालय में आईसीटी के समेकन के साथ नवोन्मेषी पुस्तकालय सेवाओं का साक्ष्य।

iv) पुस्तकालय विज्ञान/ सूचना विज्ञान/ प्रलेखन/ अभिलेख और पांडुलिपि के रखरखाव में पीएचडी की उपाधि।

#### 4.8 शारीरिक शिक्षा और खेलकूद के सहायक निदेशकों एवं शारीरिक शिक्षा और खेलकूद के उपनिदेशक तथा शारीरिक शिक्षा और खेलकूद के निदेशक (डीपीईएस) के पदों के लिए न्यूनतम अर्हताएं।

##### I. विश्वविद्यालय में शारीरिक शिक्षा और खेलकूद के सहायक निदेशक तथा महाविद्यालय में शारीरिक और खेलकूद के निदेशक

###### पात्रता (क अथवा ख):

###### क.

i) शारीरिक शिक्षा और खेलकूद विज्ञान अथवा शारीरिक शिक्षा और खेलकूद विज्ञान में 55 प्रतिशत अंकों (अथवा जहां कहीं भी ग्रेडिंग प्रणाली लागू हो वहां प्वाइंट स्केल में समतुल्य ग्रेड) के साथ निष्णात उपाधि।

ii) अंतर्विश्वविद्यालयी/ अंतर्महाविद्यालयी प्रतिस्पर्धाओं अथवा राज्य और/ अथवा राष्ट्रीय चैम्पियनशिपों में विश्वविद्यालय/ महाविद्यालय का प्रतिनिधित्व करने का रिकार्ड।

iii) उपर्युक्त अर्हताओं को पूरा करने के अलावा, अभ्यर्थी को वि0अ0आ0 अथवा सीएसआईआई द्वारा आयोजित राष्ट्रीय पात्रता परीक्षा (एनईटी) अथवा वि0अ0आ0 द्वारा प्रत्यायित समान परीक्षा यथा एसएलईटी/ एसईटी उत्तीर्ण करनी होगी अथवा जिन्हें विश्वविद्यालय अनुदान आयोग (एमफिल/ पीएचडी उपाधि प्रदान करने के लिए न्यूनतम मानक व प्रक्रिया) विनियम, 2009 अथवा 2016 एवं समय- समय पर इनमें किए गए संशोधनों, जैसा भी मामला हो, के अनुसार शारीरिक शिक्षा अथवा शारीरिक शिक्षा और खेलकूद अथवा खेल विज्ञान में पीएचडी की उपाधि प्रदान की गई हो:

*बशर्ते कि दिनांक 11 जुलाई, 2009 से पूर्व पीएचडी की उपाधि के लिए पंजीकृत अभ्यर्थी ऐसी उपाधि प्रदान करने वाली संस्थाओं के मौजूदा अध्यादेशों/ उपविधियों/ विनियमों के उपबंधों द्वारा अभिशासित होंगे तथा ऐसे पीएचडी धारक अभ्यर्थियों को निम्नलिखित शर्तों को पूरा करने के अध्यक्षीन विश्वविद्यालयों/ महाविद्यालयों/ संस्थाओं में सहायक आचार्य अथवा समकक्ष पदों पर भर्ती और नियुक्ति के लिए एनईटी/ एसएलईटी/ एसईटी की अपेक्षाओं से छूट प्राप्त होगी:*

(क) अभ्यर्थी को पीएचडी की उपाधि केवल नियमित पद्धति से प्रदान की गई हो;

(ख) पीएचडी शोध प्रबंध का कम से कम दो बाह्य परीक्षकों द्वारा मूल्यांकन किया गया हो;

(ग) पीएचडी के लिए अभ्यर्थी की एक खुली मौखिक परीक्षा आयोजित की गई हो;

(घ) अभ्यर्थी ने अपने पीएचडी कार्य से दो अनुसंधान पत्रों को प्रकाशित किया हो जिनमें से कम से कम एक रेफर्ड जर्नल में प्रकाशित हुआ हो;

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

*नोट: (क) से (ङ.) में दी गई इन शर्तों पर खरा उतरने के संबंध में संबंधित विश्वविद्यालय के कुल सचिव अथवा संकाय अध्यक्ष (शैक्षणिक कार्य) द्वारा अभिप्रमाणित किया जाना होता है।*

iv) ऐसी विधाओं में निष्णात कार्यक्रमों में एनईटी/ एसएलईटी/ एसईटी परीक्षा उत्तीर्ण करना अपेक्षित नहीं होगा जिसके लिए वि0अ0आ0, सीएसआईआर द्वारा एनईटी/ एसएलईटी/ एसईटी अथवा वि0अ0आ0 द्वारा एसएलईटी/ एसईटी जैसी परीक्षा आयोजित नहीं की जाती हो।

v) इन विनियमों के अनुसार आयोजित की गई शारीरिक फिटनेस परीक्षा उत्तीर्ण की हो।

अथवा

ख. एशियाई खेल अथवा राष्ट्रमंडल खेलों में पदक विजेता, जिनके पास कम से कम स्नात्कोत्तर स्तर की उपाधि हो।

##### II. विश्वविद्यालय में शारीरिक शिक्षा और खेलकूद उप निदेशक

**पात्रता (क अथवा ख) :****क.**

- i) शारीरिक शिक्षा अथवा शारीरिक शिक्षा और खेलकूद अथवा खेलकूद विज्ञान में पीएचडी की उपाधि। इसके अतिरिक्त, विश्वविद्यालय प्रणाली से इतर अभ्यर्थी जिनके पास संबंधित विश्वविद्यालय द्वारा स्नात्कोत्तर उपाधि स्तर पर कम से कम 55 प्रतिशत अंक हो (अथवा जहां ग्रेडिंग प्रणाली लागू हो, वहां प्वाइंट स्केल में समतुल्य ग्रेड)।
- ii) विश्वविद्यालय सहायक डीपीईएस/ महाविद्यालय डीपीईएस के रूप में आठ वर्ष का अनुभव हो।
- iii) कम से कम दो सप्ताह की अवधि की प्रतिस्पर्धाएं और अनुशिक्षण शिविर के आयोजन संबंधी साक्ष्य।
- iv) राज्य/ राष्ट्रीय/ अंतर्विश्वविद्यालयी/ संयुक्त विश्वविद्यालय आदि जैसी प्रतिस्पर्धाओं के लिए दलों/ एथलिटों द्वारा बेहतर निष्पादन कराने के साक्ष्य आदि।
- v) इन विनियमों के अनुसार शारीरिक स्वस्थता जांच परीक्षा उत्तीर्ण की हो।  
अथवा

**ख.** ओलंपिक खेलों/ विश्व कप/ विश्व चैंपियनशिप पदक विजेता, जिन्होंने कम से कम स्नात्कोत्तर स्तर की उपाधि प्राप्त की हो।

**III. विश्वविद्यालय के शारीरिक शिक्षा और खेलकूद निदेशक**

- i) शारीरिक शिक्षा अथवा शारीरिक शिक्षा और खेलकूद अथवा खेलकूद विज्ञान में पीएचडी धारक।
- ii) विश्वविद्यालय सहायक/ उप डीपीईएस के रूप में शारीरिक शिक्षा और खेलकूद में कम से कम दस वर्ष का अनुभव अथवा महाविद्यालय डीपीईएस के रूप में दस वर्ष का अनुभव अथवा सहायक/ सह आचार्य के रूप में शारीरिक शिक्षा और खेलकूद अथवा खेलकूद विज्ञान में दस वर्ष का शिक्षण अनुभव हो।
- iii) कम से कम दो सप्ताह की अवधि की प्रतियोगिता और अनुशिक्षण कैम्पों को आयोजित किए जाने का साक्ष्य।
- iv) राज्य/ राष्ट्रीय/ अंतर्विश्वविद्यालयी/ संयुक्त विश्वविद्यालय आदि जैसी प्रतियोगिताओं के लिए दलों/ खिलाड़ियों द्वारा बेहतर निष्पादन कराए जाने संबंधी साक्ष्य।

**IV. शारीरिक स्वस्थता जांच संबंधी मानदंड**

(क) इन विनियमों के उपबंधों के अधीन सभी अभ्यर्थी जिनके लिए शारीरिक स्वस्थता जांच कराना अपेक्षित है, उन्हें ऐसी जांच करवाने से पूर्व एक चिकित्सा प्रमाणपत्र देना होगा कि वह ऐसी जांच करने के लिए चिकित्सीय रूप से स्वस्थ हैं।

(ख) उपरोक्त उपखंड (क) में वर्णित ऐसे प्रमाणपत्र को प्रस्तुत करने पर अभ्यर्थी को निम्न मानक के अनुसार शारीरिक परीक्षा में भाग लेना अपेक्षित होगा:

पुरुषों के लिए मानक			
12 मिनट की दौड़/ चलने की परीक्षा			
30 वर्ष तक	40 वर्ष तक	45 वर्ष तक	50 वर्ष तक
1800 मीटर	1500 मीटर	1200 मीटर	800 मीटर

महिलाओं के लिए मानक			
8 मिनट की दौड़/ चलने की परीक्षा			
30 वर्ष तक	40 वर्ष तक	45 वर्ष तक	50 वर्ष तक
1000 मीटर	800 मीटर	600 मीटर	400 मीटर

**5.0 चयन समिति का गठन और चयन प्रक्रिया संबंधी दिशानिर्देश****5.1 चयन समिति की संरचना****I. विश्वविद्यालय में सहायक आचार्य :**

(क) विश्वविद्यालय में सहायक आचार्य के पद के लिए चयन समिति में निम्नलिखित व्यक्ति शामिल होंगे :

- i) कुलपति या उनका नामिती, जिनके पास कम से कम दस वर्ष का आचार्य के रूप में अनुभव हो, समिति के अध्यक्ष होंगे ।
- ii) कुलाध्यक्ष/ कुलाधिपति द्वारा नामनिर्देशित किए जाने वाले अकादमिक सदस्य, जहां कहीं प्रयोज्य हो, आचार्य के रैंक से नीचे नहीं होंगे ।
- iii) संबंधित विश्वविद्यालय के संगत सांविधिक निकाय द्वारा अनुमोदित नामों के पैनल में से कुलपति द्वारा संबंधित विषय/ क्षेत्र में तीन विशेषज्ञ का नामनिर्देशन किया जाएगा ।
- iv) संबंधित संकाय का संकाय अध्यक्ष, जहां कहीं प्रयोज्य हो ।
- v) संबंधित विभाग/ विद्यालय का प्रमुख/ अध्यक्ष ।
- vi) अनुसूचित जाति/ अनुसूचित जनजाति/ अन्य पिछड़ा वर्ग/ अल्पसंख्यक/ महिला/ निशक्त श्रेणी से शिक्षाविद्, यदि इन श्रेणियों से संबंध रखने वाला कोई अभ्यर्थी आवेदक हो तो, और यदि उपरोक्त कोई भी सदस्य इन श्रेणियों से संबंधित नहीं हो तो उसे कुलपति द्वारा नामनिर्देशित जाएगा ।

(ख) दो बाह्य विषय विशेषज्ञों सहित चार सदस्यगणों द्वारा गणपूर्ति होगी ।

**II. विश्वविद्यालय में सह आचार्य**

(क) विश्वविद्यालय में सह आचार्य के पद के लिए चयन समिति की संरचना निम्नलिखित होगी :

- i) कुलपति या उनका नामिती, जिनके पास आचार्य के रूप में कम से कम दस वर्ष का अनुभव हो, समिति के अध्यक्ष होंगे ।
- ii) कुलाध्यक्ष/ कुलाधिपति द्वारा नामनिर्देशित किए जाने वाले अकादमिक सदस्य, जहां कहीं प्रयोज्य हो, आचार्य के रैंक से नीचे नहीं होगा ।
- iii) संबंधित विश्वविद्यालय के संगत सांविधिक निकाय द्वारा अनुमोदित नामों के पैनल में से कुलपति द्वारा संबंधित विषय/ क्षेत्र में तीन विशेषज्ञ का नामनिर्देशन किया जाएगा ।
- iv) संकाय का संकाय अध्यक्ष, जहां कहीं प्रयोज्य हो ।
- v) संबंधित विभाग/ विद्यालय का प्रमुख/ अध्यक्ष ।
- vi) यदि अनुसूचित जाति/ अनुसूचित जनजाति /अन्य पिछड़ा वर्ग/ अल्पसंख्यक/ महिला/ निशक्त श्रेणी से संबंध रखने वाला कोई अभ्यर्थी आवेदक हो और यदि उपरोक्त कोई भी सदस्य इन श्रेणियों से संबंधित नहीं हो तो, कुलपति द्वारा को इन श्रेणियों से एक शिक्षाविद् को नामनिर्देशित जाएगा ।

(ख) दो बाह्य विषय विशेषज्ञों सहित कम से कम चार सदस्यगणों द्वारा गणपूर्ति होगी ।

**III. विश्वविद्यालय में आचार्य**

(क) विश्वविद्यालय में सह आचार्य के पद के लिए चयन समिति में निम्नलिखित व्यक्ति शामिल होंगे :

- i) कुलपति जो समिति का अध्यक्ष होगा ।
- ii) कुलाध्यक्ष/ कुलाधिपति द्वारा नामनिर्देशित किए जाने वाले अकादमिक सदस्य, जहां कहीं प्रयोज्य हो, आचार्य के रैंक से नीचे नहीं होगा ।
- iii) संबंधित विश्वविद्यालय के संगत सांविधिक निकाय द्वारा अनुमोदित नामों के पैनल में से कुलपति द्वारा संबंधित विषय/ क्षेत्र में तीन विशेषज्ञ का नामनिर्देशन किया जाएगा ।

- iv) संकाय का संकाय अध्यक्ष, जहां कहीं प्रयोज्य हो ।
- v) संबंधित विभाग/ विद्यालय का प्रमुख/ अध्यक्ष ।
- vi) यदि अनुसूचित जाति/ अनुसूचित जनजाति /अन्य पिछड़ा वर्ग/ अल्पसंख्यक/ महिला/ निशक्त श्रेणी से संबंध रखने वाला कोई अभ्यर्थी आवेदक हो और यदि उपरोक्त कोई भी सदस्य इन श्रेणियों से संबंधित नहीं हो तो, कुलपति द्वारा को इन श्रेणियों से एक शिक्षाविद को नामनिर्देशित जाएगा ।

(ख) दो बाह्य विषय विशेषज्ञों सहित कम से कम चार सदस्यगणों द्वारा गणपूर्ति होगी ।

#### IV. वरिष्ठ आचार्य

(क) विश्वविद्यालय में वरिष्ठ आचार्य के पद के लिए चयन समिति में निम्नलिखित व्यक्ति शामिल होंगे :

- i) कुलपति जो समिति का अध्यक्ष होगा ।
- ii) शिक्षाविद जिसके पास न्यूनतम दस वर्ष का अनुभव हो और वह वरिष्ठ आचार्य/ आचार्य के पद से नीचे का नहीं हो, कुलाध्यक्ष/ कुलपति का नामिती होगा ।
- iii) विश्वविद्यालय के संगत सांविधिक निकाय द्वारा अनुमोदित नामों के पैनल में से कुलपति द्वारा संबंधित विषय/ क्षेत्र में तीन विशेषज्ञ का नामनिर्देशन, जो वरिष्ठ आचार्य/ आचार्य के रैंक से नीचे के नहीं होंगे और उसके पास न्यूनतम दस वर्षों का अनुभव होगा ।
- iv) जहां कहीं भी प्रयोज्य हो, संकाय का संकाय अध्यक्ष (वरिष्ठ आचार्य/ आचार्य के रैंक से नीचे का नहीं होगा और उसके पास न्यूनतम दस वर्षों का अनुभव होगा) ।
- v) विभाग/ विद्यालय का प्रमुख/ अध्यक्ष (वरिष्ठ आचार्य/ आचार्य के पद से नीचे का नहीं होगा और उसके पास न्यूनतम दस वर्षों का अनुभव होगा) अथवा वरिष्ठतम आचार्य (वरिष्ठ आचार्य/ आचार्य के पद से नीचे का नहीं होगा और उसके पास न्यूनतम दस वर्षों का अनुभव होगा)
- vi) शिक्षाविद (वरिष्ठ आचार्य/ आचार्य के रैंक से नीचे का नहीं होगा और उसके पास न्यूनतम दस वर्षों का अनुभव होगा) जो अनुसूचित जाति/ अनुसूचित जनजाति /अन्य पिछड़ा वर्ग/ अल्पसंख्यक/ महिला/ निशक्त श्रेणी का प्रतिनिधित्व करता हो, यदि इन श्रेणियों से संबंध रखने वाला कोई अभ्यर्थी आवेदक हो तो, और यदि चयन समिति में कोई भी सदस्य इन श्रेणियों से संबंधित नहीं हो तो, उसे कुलपति द्वारा नामनिर्देशित जाएगा ।

(ख) दो बाह्य विषय विशेषज्ञों सहित चार सदस्यगणों द्वारा गणपूर्ति होगी ।

#### V. निजी और संघटक महाविद्यालयों सहित महाविद्यालयों में सहायक आचार्य :

(क) निजी और संघटक महाविद्यालयों सहित महाविद्यालयों में सहायक आचार्य के पद के लिए चयन समिति में निम्नलिखित व्यक्ति शामिल होंगे

- i) महाविद्यालय के शासी निकाय का अध्यक्ष या शासी निकाय के सदस्यों में से उसका नामिती जो चयन समिति का अध्यक्ष होगा ।
- ii) महाविद्यालय का प्राचार्य ।
- iii) महाविद्यालय में संबंधित विषय के विभाग का प्रमुख/ प्रभारी शिक्षक ।
- iv) संबद्ध विश्वविद्यालय के कुलपति के दो नामिती जिसमें से एक नामिती को विषय विशेषज्ञ होना चाहिए । महाविद्यालय के अल्पसंख्यक शैक्षिक संस्थान के रूप में अधिसूचित/ घोषित होने की स्थिति में महाविद्यालय के संबंधित सांविधिक निकाय द्वारा सुझाए गए विशेषज्ञों की सूची से मान्यता प्राप्त विश्वविद्यालय के कुलपति द्वारा संस्तुत पांच नामों के पैनल में से महाविद्यालय के अध्यक्ष महोदय दो नामिती जो कि अधिमानतः अल्पसंख्यक समुदाय से हो, का नामनिर्देशन करेंगे जिसमें से एक व्यक्ति विषय विशेषज्ञ होना चाहिए ।
- v) संबंधित महाविद्यालय के संगत सांविधिक निकाय द्वारा अनुमोदित विषय विशेषज्ञों की सूची में से कुलपति द्वारा संस्तुत पांच नामों के पैनल में से महाविद्यालय के शासी निकाय के अध्यक्ष महोदय दो विषय विशेषज्ञों का नामनिर्देशन करेंगे जो महाविद्यालय से संबंधित न हो । महाविद्यालय को अल्पसंख्यक शैक्षिक संस्थान के रूप में अधिसूचित/ घोषित किए जाने की स्थिति में महाविद्यालय के संबंधित सांविधिक निकाय द्वारा अनुमोदित विषय- विशेषज्ञों की सूची से कुलपति द्वारा संस्तुत पांच नामों के पैनल में से महाविद्यालय के शासी निकाय के अध्यक्ष द्वारा दो विषय- विशेषज्ञ जो विश्वविद्यालय से संबंधित नहीं होंगे और जो अधिमानतः अल्पसंख्यक समुदाय से होंगे, को नामनिर्देशित किया जाएगा ।

- vi) यदि अनुसूचित जाति/ अनुसूचित जनजाति /अन्य पिछड़ा वर्ग/ अल्पसंख्यक/ महिला/ निशक्त श्रेणी से संबंध रखने वाला कोई अभ्यर्थी आवेदक हो और यदि उपरोक्त कोई भी सदस्य इन श्रेणियों से संबंधित नहीं हो तो, कुलपति द्वारा को इन श्रेणियों से एक शिक्षाविद को नामनिर्देशित जाएगा।

(ख) दो बाह्य विषय विशेषज्ञों सहित पांच सदस्यगणों द्वारा गणपूर्ति होगी।

#### VI. निजी और संघटक महाविद्यालयों सहित महाविद्यालयों में सह आचार्य :

(क) निजी और संघटक महाविद्यालयों सहित महाविद्यालयों में सह आचार्य के पद के लिए चयन समिति में निम्नलिखित व्यक्ति शामिल होंगे :

- i) शासी निकाय का अध्यक्ष अथवा शासी निकाय के सदस्यों में से उसका नामिती जो चयन समिति का अध्यक्ष होगा।
- ii) महाविद्यालय का प्राचार्य।
- iii) महाविद्यालय में संबंधित विषय के विभाग का प्रमुख/ प्रभारी शिक्षक।
- iv) कुलपति द्वारा नामनिर्देशित विश्वविद्यालय के दो प्रतिनिधि, जिसमें से एक प्रतिनिधि, महाविद्यालय विकास परिषद् का संकाय अध्यक्ष या विश्वविद्यालय में समकक्ष पद पर हो, और दूसरा प्रतिनिधि संबंधित विषय में विशेषज्ञ होना चाहिए। महाविद्यालय के अल्पसंख्यक शैक्षिक संस्थान के रूप में अधिसूचित/ घोषित होने की स्थिति में महाविद्यालय के संबंधित सांविधिक निकाय द्वारा सुझाए गए विशेषज्ञों की सूची से मान्यता प्राप्त विश्वविद्यालय के कुलपति द्वारा संस्तुत पांच नामों के पैनल में से महाविद्यालय के अध्यक्ष महोदय दो नामिती जो कि अधिमानतः अल्पसंख्यक समुदाय से होंगे, का नामनिर्देशन करेंगे जिसमें से एक व्यक्ति विषय विशेषज्ञ होना चाहिए।
- v) संबंधित महाविद्यालय के संगत सांविधिक निकाय द्वारा अनुमोदित विषय विशेषज्ञों की सूची में से कुलपति द्वारा संस्तुत पांच नामों के पैनल में से महाविद्यालय के शासी निकाय के अध्यक्ष दो विषय विशेषज्ञों का नामनिर्देशन करेगा जो महाविद्यालय से संबंधित न हो। महाविद्यालय को अल्पसंख्यक शैक्षिक संस्थान के रूप में अधिसूचित/ घोषित किए जाने की स्थिति में महाविद्यालय के संबंधित सांविधिक निकाय द्वारा अनुमोदित विषय- विशेषज्ञों की सूची से कुलपति द्वारा संस्तुत पांच नामों के पैनल में से महाविद्यालय के शासी निकाय के अध्यक्ष द्वारा दो विषय- विशेषज्ञ जो विश्वविद्यालय से संबंधित नहीं होंगे और जो अधिमानतः अल्पसंख्यक समुदाय से होंगे, को नामनिर्देशित किया जाएगा।
- vi) यदि अनुसूचित जाति/ अनुसूचित जनजाति /अन्य पिछड़ा वर्ग/ अल्पसंख्यक/ महिला/ निशक्त श्रेणी से संबंध रखने वाला कोई अभ्यर्थी आवेदक हो और यदि उपरोक्त कोई भी सदस्य इन श्रेणियों से संबंधित नहीं हो तो, कुलपति द्वारा को इन श्रेणियों से एक शिक्षाविद को नामनिर्देशित जाएगा।

(ख) दो विषय विशेषज्ञों सहित पांच सदस्यगणों द्वारा गणपूर्ति होगी।

#### VII. निजी और संघटक महाविद्यालयों सहित महाविद्यालयों में आचार्य :

(क) निजी और संघटक महाविद्यालयों सहित महाविद्यालयों में आचार्य के पद के लिए चयन समिति में निम्नलिखित व्यक्ति शामिल होंगे :

- i) शासी निकाय का अध्यक्ष अथवा शासी निकाय के सदस्यों में से उसका नामिती जो चयन समिति का अध्यक्ष होगा।
- ii) महाविद्यालय का प्राचार्य।
- iii) महाविद्यालय में संबंधित विषय के विभाग का प्रमुख/ शिक्षक प्रभारी जो आचार्य के रैंक से नीचे नहीं होना चाहिए।
- iv) कुलपति द्वारा नामनिर्देशित दो विश्वविद्यालय के प्रतिनिधि जोकि आचार्य के रैंक से नीचे नहीं होंगे, जिसमें से एक प्रतिनिधि महाविद्यालय विकास परिषद् का संकाय अध्यक्ष या विश्वविद्यालय में समकक्ष पद पर हो, और दूसरा प्रतिनिधि संबंधित विषय में विशेषज्ञ होना चाहिए। महाविद्यालय को अल्पसंख्यक शैक्षिक संस्थान के रूप में अधिसूचित/ घोषित किए जाने की स्थिति में महाविद्यालय के संबंधित सांविधिक निकाय द्वारा अनुमोदित विषय- विशेषज्ञों की सूची से कुलपति द्वारा संस्तुत पांच नामों के पैनल में से महाविद्यालय के शासी निकाय के अध्यक्ष द्वारा दो नामिती, जो आचार्य के पद से कम न हों, जो विश्वविद्यालय से संबंधित नहीं होंगे और जो अधिमानतः अल्पसंख्यक समुदाय से होंगे को नामनिर्देशित किया जाएगा।

- v) संबंधित महाविद्यालय के संगत सांविधिक निकाय द्वारा अनुमोदित विषय विशेषज्ञों की सूची में से कुलपति द्वारा संस्तुत पांच नामों के पैनल में से महाविद्यालय के शासी निकाय का अध्यक्ष दो विषय विशेषज्ञों का नामनिर्देशन करेगा जो महाविद्यालय से संबंधित न हों। महाविद्यालय को अल्पसंख्यक शैक्षिक संस्थान के रूप में अधिसूचित/ घोषित किए जाने की स्थिति में महाविद्यालय के संबंधित सांविधिक निकाय द्वारा अनुमोदित विषय- विशेषज्ञों की सूची से कुलपति द्वारा संस्तुत पांच नामों के पैनल में से महाविद्यालय के शासी निकाय के अध्यक्ष द्वारा दो विषय- विशेषज्ञ जो विश्वविद्यालय से संबंधित नहीं होंगे और जो अधिमानतः अल्पसंख्यक समुदाय से होंगे को नामनिर्देशित किया जाएगा।

vi) यदि अनुसूचित जाति/ अनुसूचित जनजाति /अन्य पिछड़ा वर्ग/ अल्पसंख्यक/ महिला/ निशक्त श्रेणी से संबंध रखने वाला कोई अभ्यर्थी आवेदक हो और यदि उपरोक्त कोई भी सदस्य इन श्रेणियों से संबंधित नहीं हो तो, कुलपति द्वारा को इन श्रेणियों से एक शिक्षाविद को नामनिर्देशित जाएगा।

(ख) दो विषय विशेषज्ञों सहित पांच सदस्यगणों द्वारा गणपूर्ति होगी।

### VIII. महाविद्यालय प्राचार्य और आचार्य

#### क. चयन समिति

(क) महाविद्यालय के प्राचार्य और आचार्य के पद के लिए चयन समिति की संरचना निम्नवत होगी :

- i) शासी निकाय का सभापति, चयन समिति का अध्यक्ष होगा।
- ii) शासी निकाय के दो सदस्यों को अध्यक्ष द्वारा नामनिर्देशित किया जाएगा जिसमें से एक सदस्य अकादमिक प्रशासन में विशेषज्ञ होगा।
- iii) कुलपति के दो नामिती, जो संबंधित विषय/ संबंधित क्षेत्र में विशेषज्ञ होंगे, जिसमें से कम से कम एक नामिती संबद्ध विश्वविद्यालय से किसी भी प्रकार से संबंधित नहीं होगा। महाविद्यालय को अल्पसंख्यक शैक्षिक संस्थान के रूप में अधिसूचित/ घोषित किए जाने की स्थिति में पांच नामों के पैनल में से महाविद्यालय के सभापति का एक नामिती जो कि अधिमानतः अल्पसंख्यक समुदाय से होगा, जिसे संबद्ध महाविद्यालय के कुलपति द्वारा नामनिर्दिष्ट किया जाएगा, जिनमें से एक विषय- विशेषज्ञ होना चाहिए।
- iv) तीन उच्चतर शिक्षा से जुड़े विशेषज्ञ होंगे, जिसमें एक महाविद्यालय का प्राचार्य, आचार्य और प्रतिष्ठित शिक्षाविद् होगा, जो आचार्य के रैंक से कम नहीं होंगे (संबंधित महाविद्यालय के संगत सांविधिक निकाय द्वारा अनुमोदित छह विशेषज्ञ पैनलों में से शासी निकाय द्वारा नामनिर्देशित किया जाए)।
- v) यदि अनुसूचित जाति/ अनुसूचित जनजाति /अन्य पिछड़ा वर्ग/ अल्पसंख्यक/ महिला/ निशक्त श्रेणी से संबंध रखने वाला कोई अभ्यर्थी आवेदक हो और यदि उपरोक्त कोई भी सदस्य इन श्रेणियों से संबंधित नहीं हो तो, कुलपति द्वारा इन श्रेणियों से एक शिक्षाविद को नामनिर्देशित जाएगा।

vi) संबंधित विश्वविद्यालय के संगत सांविधिक निकाय द्वारा अनुमोदित विषय विशेषज्ञों की सूची में से कुलपति द्वारा संस्तुत पांच नामों के पैनल में से महाविद्यालय के शासी निकाय के सभापति द्वारा ऐसे दो विषय विशेषज्ञों के नाम की सिफारिश की जाएगी जो की महाविद्यालय से संबद्ध नहीं हों। यदि महाविद्यालय को अल्पसंख्यक संस्थान अधिसूचित/ घोषित किया गया हो तो, संगत सांविधिक निकाय द्वारा अनुमोदित विषय विशेषज्ञों की सूची में से कुलपति द्वारा संस्तुत पांच नामों के पैनल में से, जो कि अधिमानतः अल्पसंख्यक समुदाय से संबद्ध हों, महाविद्यालय के शासी निकाय के सभापति द्वारा ऐसे दो विषय विशेषज्ञों के नाम की सिफारिश की जाएगी, जो की महाविद्यालय से संबद्ध नहीं हों।

(ख) दो विषय विशेषज्ञों सहित पांच सदस्यगणों द्वारा गणपूर्ति होगी।

ग) चयन समिति की सभी चयन प्रक्रियाएं, चयन समिति की बैठक के दिन/ अंतिम दिन ही पूरी की जाएंगी, जिसमें प्राप्तांक प्ररूप सहित कार्यवृत्त का रिकार्ड रखा जाएगा तथा चयनित और प्रतीक्षा सूची के अभ्यर्थियों/ गुणावगुण के अनुसार नामों के पैनल सहित मेरिट के आधार पर की गई अनुशांसा पर चयन समिति के सभी सदस्यों द्वारा यथोचित रूप से हस्ताक्षर किए जाएंगे।

घ) महाविद्यालय प्राचार्य की नियुक्ति का कार्यकाल पांच वर्ष का होगा, वह 5.1(VIII)के उपखंड (ख) में दी गई संरचना के अनुसार विश्वविद्यालय द्वारा गठित समिति के मूल्यांकन के बाद ही एक और कार्यकाल हेतु पुनः नियुक्त के लिए अर्हक होगा।

ड) प्राचार्य के रूप में अपना कार्यकाल पूरा करने के उपरांत पदधारी, आचार्य के ग्रेड में आचार्य के पदनाम के साथ अपने मूल संगठन में कार्यभार ग्रहण करेंगे।

**ख. महाविद्यालय प्राचार्य और आचार्य के द्वितीय कार्यकाल के लिए मूल्यांकन हेतु समिति**

महाविद्यालय प्राचार्य और आचार्य के द्वितीय कार्यकाल के लिए मूल्यांकन हेतु समिति की संरचना निम्नवत होगी :

- i) संबद्ध विश्वविद्यालय के कुलपति का नामिती।
- ii) विश्वविद्यालय अनुदान आयोग के अध्यक्ष महोदय का नामिती।

नामितियों को उत्कृष्टता वाले महाविद्यालय/ उत्कृष्टता की संभावना वाले महाविद्यालय/ स्वायत्त महाविद्यालय/ एनएएसी ग्रेड 'क' प्रत्यायित महाविद्यालयों के प्राचार्यों से नामनिर्दिष्ट किया जाएगा।

**IX. शारीरिक शिक्षा और खेलकूद के निदेशकों, उप-निदेशकों, सहायक निदेशकों, पुस्तकाध्यक्षों, उप-पुस्तकाध्यक्षों और सहायक पुस्तकाध्यक्षों के पद के लिए चयन समितियां** क्रमशः आचार्य, सह आचार्य और सहायक आचार्य के समान ही होगी, और क्रमशः पुस्तकालय और शारीरिक शिक्षा और खेलकूद अथवा खेलकूद प्रशासन में कार्यरत पुस्तकाध्यक्ष/ निदेशक, शारीरिक शिक्षा और खेलकूद, जैसा भी मामला हो, चयन समिति में एक विषय विशेषज्ञ के रूप में सम्बद्ध होंगे।

**X. पुस्तकाध्यक्षों/ शारीरिक शिक्षा और खेलकूद में सहायक आचार्यों/ समकक्ष संवर्गों में एक स्तर से उच्चतर स्तर में सीएएस प्रोन्नति के लिए "छानबीन-सह-मूल्यांकन समिति" निम्नानुसार होगी :**

**क. विश्वविद्यालय शिक्षकों हेतु :**

- i) कुलपति या उनका नामिती समिति का अध्यक्ष होगा;
- ii) संबंधित संकाय का संकाय अध्यक्ष;
- iii) विभाग का प्रमुख/ विद्यालय का अध्यक्ष; और
- iv) कुलपति द्वारा विश्वविद्यालय के विशेषज्ञ के पैनलों में से संबंधित विषय में एक विषय विशेषज्ञ को नामनिर्दिष्ट किया जाएगा।

**ख. महाविद्यालय शिक्षक हेतु:**

- i) महाविद्यालय का प्राचार्य;
- ii) महाविद्यालय से संबंधित विभाग का प्रमुख/ प्रभारी शिक्षक;
- iii) कुलपति द्वारा विश्वविद्यालय के विशेषज्ञ के पैनलों में से संबंधित विषय में दो विषय विशेषज्ञों को नामनिर्दिष्ट किया जाएगा।

**ग. विश्वविद्यालय सहायक पुस्तकाध्यक्ष हेतु :**

- i) कुलपति समिति का अध्यक्ष होगा;
- ii) संबंधित संकाय का संकाय अध्यक्ष;
- iii) विश्वविद्यालय के पुस्तकालय का पुस्तकाध्यक्ष, और
- iv) कुलपति द्वारा विश्वविद्यालय के विशेषज्ञ पैनल से नामनिर्देशित एक विशेषज्ञ जो पुस्तकाध्यक्ष के रूप में कार्यरत हो ।

**घ. महाविद्यालय सहायक पुस्तकाध्यक्ष हेतु :**

- i) प्राचार्य समिति का अध्यक्ष होगा;
- ii) विश्वविद्यालय के पुस्तकालय का पुस्तकाध्यक्ष, और
- iii) कुलपति द्वारा विश्वविद्यालय के विशेषज्ञ पैनल से नामनिर्देशित दो विशेषज्ञ जो पुस्तकाध्यक्ष के रूप में कार्यरत हों ।

**ङ. विश्वविद्यालय के शारीरिक शिक्षा और खेलकूद सहायक निदेशक हेतु:**

- i) कुलपति समिति का अध्यक्ष होगा;
- ii) संबंधित संकाय का संकाय अध्यक्ष;
- iii) विश्वविद्यालय का शारीरिक शिक्षा और खेलकूद निदेशक; और



- iv) विश्वविद्यालयी प्रणाली से शारीरिक शिक्षा और खेलकूद प्रशासन में एक विशेषज्ञ जिसे कुलपति द्वारा विश्वविद्यालय के विशेषज्ञ पैनल से नामनिर्देशित किया जाएगा।

**च. महाविद्यालय के शारीरिक शिक्षा और खेलकूद निदेशक :**

- i) प्राचार्य, समिति का अध्यक्ष होगा;
- ii) विश्वविद्यालय का शारीरिक शिक्षा और खेलकूद निदेशक; और
- iii) विश्वविद्यालयी प्रणाली से शारीरिक शिक्षा और खेलकूद में दो विशेषज्ञ जिसे कुलपति द्वारा विश्वविद्यालय के विशेषज्ञ पैनल से नामनिर्देशित किया जाएगा।

**टिप्पणी : सभी श्रेणियों में इन समितियों के लिए तीन सदस्यों द्वारा गणपूर्ति होगी, जिसमें एक विषय विशेषज्ञ/ विश्वविद्यालय नामिती शामिल होंगे।**

- 5.2 छानबीन- सह- मूल्यांकन समिति, इन विनियमों के आधार पर विनिर्दिष्ट न्यूनतम अपेक्षाओं के अनुरूप संबंधित विश्वविद्यालय द्वारा तैयार किए गए मूल्यांकन मानदंड और पद्धति प्ररूप के माध्यम से अभ्यर्थियों द्वारा प्राप्त किए गए ग्रेडों का सत्यापन/ मूल्यांकन कर :

(क) सहायक आचार्य के प्रत्येक संवर्ग के लिए परिशिष्ट II, तालिका 1 में ;

(ख) पुस्तकाध्यक्ष के प्रत्येक संवर्ग के लिए परिशिष्ट II, तालिका 4 में ; और

(ग) शारीरिक शिक्षा और खेलकूद के प्रत्येक संवर्ग के लिए परिशिष्ट II, तालिका 5 में ;

विश्वविद्यालय/ महाविद्यालय के सिंडिकेट/ कार्यकारी परिषद/ प्रबंधन बोर्ड को कार्यान्वयन हेतु सीएस के तहत अभ्यर्थियों की प्रोन्नति की उपर्युक्तता के बारे में सिफारिश करेगी।

- 5.3 चयन प्रक्रिया को चयन समिति की बैठक के दिन/ अंतिम दिन ही पूरा किया जाएगा, जहां कार्यवृत्त का रिकार्ड रखा जाएगा और साक्षात्कार में किए गए निष्पादन के आधार पर अनुशंसा की जाएगी जिस पर चयन समिति के सभी सदस्यगणों द्वारा हस्ताक्षर किए जाएंगे।

- 5.4 इन विनियमों में विनिर्दिष्ट सभी चयन समितियों के लिए विभागाध्यक्ष/ प्रभारी शिक्षक को साक्षात्कार के रैंक/ पद के समकक्ष अथवा उच्चतर रैंक/ पद में होना चाहिए।

**6.0 चयन प्रक्रिया :**

- I. समग्र चयन प्रक्रिया में आवेदकों के गुणावगुण और प्रत्ययपत्रों के विश्लेषण की पारदर्शी, निष्पक्ष और विश्वसनीय प्रवृत्ति शामिल होगी जो विभिन्न संगत मानदंडों में अभ्यर्थी के निष्पादन को दिए गए महत्व और परिशिष्ट II, तालिका 1, 2, 3क, 3ख, 4 और 5 के आधार पर ग्रेडिंग प्रणाली प्रोफार्मा में उनके निष्पादन पर आधारित होगा।

प्रणाली को और अधिक विश्वसनीय बनाने के लिए विश्वविद्यालय साक्षात्कार के स्तर पर शिक्षण और/ अथवा शोध में नवीनतम प्रौद्योगिकी के उपयोग के संबंध में संगोष्ठियों अथवा कक्षा की स्थिति में व्याख्यान के माध्यम से शिक्षण की योग्यता और/ अथवा अनुसंधान करने की योग्यता का मूल्यांकन किया जा सकता है। जहां कहीं इन विनियमों में चयन समितियां निर्धारित की गई हैं, वहां यह प्रक्रियाएं प्रत्यक्ष भर्ती और सीएसए प्रोन्नति, दोनों के लिए अपनाई जा सकती हैं।

- II. विश्वविद्यालय विभागों और उनके संघटक महाविद्यालयों/ सम्बद्ध महाविद्यालयों (सरकारी/ सरकारी सहायता प्राप्त/ स्वायत्त/ निजी महाविद्यालयों) के लिए संस्थानागत स्तर पर परिशिष्ट II, तालिका 1, 2, 3क, 3ख, 4 और 5 को समाहित करते हुए विश्वविद्यालय अपने संबंधित सांविधिक निकायों के माध्यम से चयन समितियों और चयन प्रक्रिया के लिए इन विनियमों को अपनाएगा ताकि सभी चयन प्रक्रियाओं में पारदर्शिता लाई जा सके। विश्वविद्यालय इन विनियमों में विनिर्दिष्ट परिशिष्ट II, तालिका 1, 2, 3क, 3ख, 4 और 5 का कड़ाई से अनुपालन करते हुए शिक्षकों के लिए अपना स्व-मूल्यांकन- सह- निष्पादन समीक्षा प्ररूप तैयार कर सकती है।

- III. यदि विश्वविद्यालयों और महाविद्यालयों में शिक्षकों और अन्य शैक्षणिक कर्मचारियों की सीधी भर्ती के लिए सभी चयन समितियों में अनुसूचित जाति/ अनुसूचित जनजाति/ अन्य पिछड़ा वर्ग/ अल्पसंख्यक/ महिलाओं/ निशक्त श्रेणियों से संबंधित कोई अभ्यर्थी आवेदक है और यदि चयन समिति का कोई सदस्य उस श्रेणी से संबंधित नहीं है, तो कुलपति द्वारा उक्त श्रेणियों से संबंध रखने वाले से शिक्षाविद् को नामनिर्देशित किया जाएगा और महाविद्यालय की स्थिति में उस विश्वविद्यालय के कुलपति द्वारा नामनिर्देशित किया जाएगा जिससे महाविद्यालय सम्बद्ध है। इस प्रयोजन हेतु इस प्रकार नामनिर्देशित शिक्षाविद् आवेदक के संवर्ग के स्तर से एक स्तर उपर होगा और ऐसा नामिती सुनिश्चित करेगा कि चयन प्रक्रिया के दौरान उपर्युक्त श्रेणियों के संबंध में केन्द्र सरकार या संबंधित राज्य सरकार के मानकों का कड़ाई से अनुपालन किया जाए।

- IV. आचार्य के चयन की प्रक्रिया में इन विनियमों के परिशिष्ट II, तालिका 1 और 2 में विनिर्दिष्ट मूल्यांकन मानदंड और पद्धति संबंधी दिशानिर्देशों के आधार पर संबंधित विश्वविद्यालयों द्वारा आवेदन आमंत्रित करना तथा अभ्यर्थियों के महत्वपूर्ण प्रकाशनों का पुनर्मुद्रण करना शामिल है।

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

बशर्त आगे कि साक्षात्कार किए जाने से पूर्व ऐसे प्रकाशनों को मूल्यांकन हेतु विषय विशेषज्ञों को उपलब्ध कराया जाएगा। विशेषज्ञ द्वारा किए गए प्रकाशनों के मूल्यांकन को चयन के निष्कर्षों को अंतिमरूप देते समय ध्यान में रखा जाएगा।

- V. ऐसे संकाय सदस्यों के चयन के मामले में जो शैक्षणिक क्षेत्र के इतर हों उन्हें इन विनियमों के खंड 4.1 (III.ख), 4.2 (I.ख, II.ख, III.ख), 4.3 (I.ख, II.ख, III.ख) और 4.4 (III.ख) के तहत विचार किया जाएगा, विश्वविद्यालय के सांविधिक निकायों द्वारा स्पष्ट तथा पारदर्शी मानदंड तथा प्रक्रियाएं निर्धारित की जानी चाहिए ताकि उत्कृष्ट पेशेवर, जो विश्वविद्यालयी ज्ञान प्रणाली में पर्याप्त योगदान दे सकते हैं, उनका चयन किया जा सके।
- VI. कतिपय विधाओं/ क्षेत्रों यथा संगीत तथा ललित कला, विजुअल आर्ट्स तथा परफार्मिंग आर्ट्स, शारीरिक शिक्षा तथा खेलकूद और पुस्तकालय जिनमें भिन्न स्वरूप के उत्तरदायित्व होते हैं, वहां इन विनियमों में प्रत्येक पद के समक्ष उल्लिखित दायित्वों के स्वरूप पर बल दिया जाना चाहिए, जिस पर सीधी भर्ती तथा सीएस प्रोन्नति, दोनों के लिए प्ररूप को विकसित करते हुए संस्थान द्वारा ध्यान दिया जाना चाहिए।
- VII. विश्वविद्यालय अनुदान आयोग/ राष्ट्रीय मूल्यांकन और प्रत्यायन परिषद् (एनएएससी) दिशानिर्देशों के अनुसार कुलपति की अध्यक्षता (विश्वविद्यालय के मामले में), प्राचार्य की अध्यक्षता (महाविद्यालय के मामले में) सभी विश्वविद्यालयों/ महाविद्यालयों में आंतरिक गुणवत्ता आश्वासन प्रकोष्ठ (आईक्यूएसी) की स्थापना की जाएगी। आईक्यूएसी, संस्थान के लिए प्रलेखन तथा अभिलेखों का रखरखाव करने वाले प्रकोष्ठ के रूप में कार्य करेगा जिसमें इन विनियमों के आधार पर मूल्यांकन मानदंड और पद्धति प्ररूप विकसित करने में सहायता प्रदान करना शामिल है। जहां कहीं भी संभव हो आईक्यूएसी संस्थागत मानदंडों के आधार पर मूल्यांकन मानदंड और पद्धति प्ररूप में प्रत्येक शिक्षक के संबंध में छात्र के मूल्यांकन के घटक को सम्मिलित नहीं करते हुए एनएएससी दिशानिर्देशों के अनुसार छात्र प्रतिक्रिया प्रणाली विकसित कर सकता है।
- क. सीएस प्रोन्नति हेतु महाविद्यालय और विश्वविद्यालय के शिक्षकों के निष्पादन का मूल्यांकन निम्नवत मानदंडों पर आधारित है।

- i. **शिक्षण- ज्ञान-अर्जन और मूल्यांकन:** कक्षा में नियमित रूप से आने, समय पर आने, कक्षा के समय में या उसके बाद सुधारात्मक शिक्षण और संशय मिटाने, परामर्श और मार्गदर्शन, जब आवश्यकता हो तो महाविद्यालय/ विश्वविद्यालय में सहायता हेतु अतिरिक्त अध्यापन इत्यादि जैसे ध्यान देने योग्य संकेतकों पर आधारित शिक्षण की वचनबद्धता। परीक्षा और मूल्यांकन कार्यकलाप जैसे परीक्षा पर्यवेक्षण संबंधी कार्य करना, विश्वविद्यालय/ महाविद्यालय परीक्षाओं के लिए प्रश्न पत्र बनाना, परीक्षा उत्तर पुस्तिका के मूल्यांकन में भाग लेना, प्रत्येक शिक्षा सत्र से पहले घोषित अनुसूची के अनुसार आंतरिक मूल्यांकन के लिए परीक्षाएं संचालित करना और वापस आकर कक्षा में उत्तर पर चर्चा करना।
- ii. **शिक्षण और शोध कार्यकलापों से संबंधित व्यक्तिगत विकास:** प्रबोधन/ पुनश्चर्या/ कार्यविधि पाठ्यक्रम में भाग लेना, ई- विषयवस्तु और एमओओसी का विकास, संगोष्ठियों/ सम्मेलनों/ कार्यशालाओं का आयोजन/ पत्र प्रस्तुत करना और सत्रों की अध्यक्षता करना/ शोध परियोजनाओं को मार्गदर्शन प्रदान करना तथा राष्ट्रीय एवं अंतर्राष्ट्रीय पत्रिकाओं में शोध निष्कर्षों का प्रकाशन इत्यादि।
- iii. **प्रशासनिक सहायता और छात्र सह- पाठ्यक्रम और पाठ्येतर कार्यकलापों में भागीदारी**

#### ख. मूल्यांकन प्रक्रिया

सभी स्तरों पर सीएस के अंतर्गत प्रोन्नति हेतु मूल्यांकन करने के लिए निम्नलिखित त्रि स्तरीय प्रक्रिया की सिफारिश की जाती है:

**पहला स्तर:** विश्वविद्यालय/ महाविद्यालय के शिक्षक विनिर्दिष्ट प्रपत्र में वार्षिक स्व-मूल्यांकन रिपोर्ट विश्वविद्यालय/ महाविद्यालय को भेजेंगे जिसे परिशिष्ट 2 की तालिका 1 से 5 के आधार पर बनाया जाएगा। यह रिपोर्ट विनिर्दिष्ट समय में प्रत्येक शैक्षिक वर्ष के अंत में भेजी जानी चाहिए। शिक्षक, वार्षिक स्व-मूल्यांकन रिपोर्ट में किए गए दावों के लिए साक्ष्यों के दस्तावेज उपलब्ध करवाएगा, जिसकी विभागाध्यक्ष/ प्रभारी शिक्षक द्वारा पुष्टि की जाएगी। इसे विभागाध्यक्ष (एचओडी)/ प्रभारी शिक्षक के माध्यम से भेजा जाना चाहिए।

**दूसरा स्तर:** सीएस के अंतर्गत प्रोन्नति हेतु आवश्यक वर्षों के अनुभव को पूर्ण किए जाने और नीचे दी गई अन्य अपेक्षाओं को पूरा किए जाने के उपरांत शिक्षक सीएस के अंतर्गत आवेदन भेजेगा।

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

#### 6.1 मूल्यांकन मानदंड और कार्यविधि:

(क) परिशिष्ट II की तालिका 1 से 3, विश्वविद्यालय और महाविद्यालय में सहायक आचार्य /सह आचार्य/ आचार्य/वरिष्ठ आचार्य के चयन के लिए लागू है।

(ख) परिशिष्ट II की तालिका 4, कॅरियर उन्नति योजना के अंतर्गत प्रोन्नति हेतु सहायक पुस्तकाध्यक्ष/ महाविद्यालय पुस्तकाध्यक्ष और उप पुस्तकाध्यक्ष के लिए लागू है; और

(ग) परिशिष्ट II की तालिका 5, कॅरियर उन्नति योजना के अंतर्गत प्रोन्नति हेतु शारीरिक शिक्षा एवं खेलकूद के सहायक निदेशक/ महाविद्यालय निदेशक और शारीरिक शिक्षा और खेलकूद के उपनिदेशक/निदेशकों पर लागू है।

- 6.2 उक्त संवर्गों के लिए चयन समिति का गठन और चयन कार्यविधि तथा मूल्यांकन मानदण्ड और कार्यविधि चाहे वह सीधी भर्ती के लिए हो या कॅरियर उन्नति योजना के अंतर्गत हो, इन विनियमों के अनुसार होंगी।
- 6.3 इन विनियमों के तहत कॅरियर उन्नति योजना के अंतर्गत प्रोन्नतियों के लिए बनाए गए मानदण्ड, इन विनियमों की अधिसूचना की तिथि से प्रभावी होंगे। तथापि, विद्यमान विनियमों के अंतर्गत पहले से योग्य अथवा संभावित योग्यता प्राप्त करने वाले संकाय के सदस्यों की कठिनाई कम करने के लिए उन्हें विद्यमान विनियमों के अंतर्गत प्रोन्नति हेतु विचार किए जाने के लिए विकल्प दिया जा सकता है। यह विकल्प इन विनियमों की तिथि से केवल तीन वर्ष तक प्रयोग में लाया जा सकता है।

I.

सीएएस के अंतर्गत प्रोन्नति हेतु विचार किए जाने के इच्छुक शिक्षक को अंतिम तिथि से तीन माह के भीतर विश्वविद्यालय/ महाविद्यालय को लिखित में यह भेजना होगा कि वह सीएएस के अंतर्गत सभी अर्हताओं को पूरा करता है/ करती है और विश्वविद्यालय/ महाविद्यालय को इन विनियमों में निर्धारित किए गए मूल्यांकन मानदण्ड और कार्यविधि दिशानिर्देशों के अनुसार सभी जानकारीयों सहित संबद्ध विश्वविद्यालय द्वारा विकसित मूल्यांकन मानदण्ड और कार्यविधि प्रपत्र में भेजेगा। सीएएस के अंतर्गत विभिन्न पदों के लिए चयन समिति की बैठकों के आयोजन में किसी विलंब से बचने के लिए विश्वविद्यालय/ महाविद्यालय जांच/ चयन की प्रक्रिया आरंभ कर सकता है और आवेदन प्राप्ति से 6 माह के भीतर प्रक्रिया को पूरा करेगा। इसके अतिरिक्त, इन विनियमों के अधिसूचित होने की तिथि को इन विनियमों में दिए गए सभी अन्य मानदण्डों को पूरा करने वाले अभ्यर्थियों की कठिनाई को कम करने के लिए उन पर इन योग्यताओं को पूरा करने की तिथि के बाद से अथवा उस तिथि से प्रोन्नति हेतु विचार किया जा सकता है।

II.

खण्ड 5.1 से 5.4 में यथा अंतर्विष्ट चयन समिति संबंधी विनिर्दिष्टताएं, संकाय पदों अथवा समकक्ष संवर्गों और सहायक आचार्य से सह आचार्य, सह आचार्य से आचार्य, आचार्य से वरिष्ठ आचार्य (विश्वविद्यालय में) और समकक्ष संवर्गों के लिए सभी सीधी भर्ती तथा कॅरियर उन्नति योजना के लिए लागू होंगे।

III. एक निचले स्तर से सहायक आचार्य के ऊंचे स्तर तक सीएएस प्रोन्नति, परिशिष्ट— II की तालिका 1 में विनिर्दिष्ट मानदण्डों को पालन करते हुए एक 'जांच एवं मूल्यांकन समिति' के माध्यम से संचालित की जाएगी।

IV. सीएएस के अंतर्गत प्रोन्नति, स्थायी संस्वीकृत पदधारक शिक्षक की वैयक्तिक प्रोन्नति है, उसकी सेवानिवृत्ति पर उक्त पद मूल संवर्ग में वापस चला जाएगा।

V. सीएएस के अंतर्गत प्रोन्नति के लिए आवेदक शिक्षक, चयन समिति द्वारा विचार किए जाने वाली तिथि को विश्वविद्यालय/महाविद्यालय की सक्रिय सेवा और भूमिका में होना चाहिए।

VI. यदि अभ्यर्थी संगत मूल्यांकन मानदण्ड और कार्यविधि तालिकाओं में विनिर्दिष्ट न्यूनतम ग्रेडिंग को पूरा करता है/ करती है तो वह आवेदन तथा अपेक्षित मूल्यांकन मानदण्ड और कार्यविधि प्रपत्र भेज कर प्रोन्नति हेतु मूल्यांकन के लिए स्वयं को प्रस्तुत करेगा। वह ऐसा अंतिम तिथि से तीन माह पूर्व कर सकता है। विश्वविद्यालय योग्य अभ्यर्थी से सीएएस प्रोन्नति हेतु आवेदन प्राप्त करने के लिए वर्ष में दो बार एक सामान्य परिपत्र निकालेगा।

- यदि एक अभ्यर्थी न्यूनतम योग्यता अवधि की पूर्ति पर प्रोन्नति के लिए आवेदन करता है और सफल हो जाता है तो प्रोन्नति की तिथि, योग्यता की न्यूनतम अवधि को पूरा करने की तिथि होगी।
- तथापि, यदि अभ्यर्थी को पता चलता है कि वह परिशिष्ट— II की तालिकाओं 1, 2, 4, और 5 में यथा विनिर्दिष्ट सीएएस प्रोन्नति मानदण्डों को बाद की तिथि में पूरा करेगा और वह उसी तिथि को आवेदन करता है तथा सफल हो जाता है तो उसकी प्रोन्नति उसके द्वारा योग्यता मानदण्ड पूरा करने की तिथि से प्रभावी होगी।
- ऐसे अभ्यर्थी जो प्रथम मूल्यांकन में सफल नहीं हो पाते हैं उनका पुनर्मूल्यांकन एक वर्ष के बाद ही किया जाएगा। जब ऐसे अभ्यर्थी बाद में किए गए मूल्यांकन में सफल हो जाते हैं तो उनकी प्रोन्नति अस्वीकृति की तिथि से एक वर्ष मानी जाएगी।

VII. विश्वविद्यालय अनुदान आयोग (विश्वविद्यालय और महाविद्यालयों में शिक्षकों और अन्य शैक्षिक कर्मचारियों की नियुक्ति हेतु न्यूनतम अर्हता तथा उच्चतर शिक्षा में मानकों के रखरखाव हेतु अन्य उपाय) संबंधी विनियम, 2010 और इसमें बाद में किए गए संशोधनों के तहत कॅरियर उन्नति योजना के अंतर्गत एक अकादमिक स्तर/ ग्रेड वेतन से दूसरे अकादमिक स्तर/ ग्रेड वेतन में

प्रोन्नतियों के लंबित मामलों के संबंध में शिक्षक को एक अकादमिक स्तर/ ग्रेड वेतन से दूसरे अकादमिक स्तर/ ग्रेड वेतन में प्रोन्नति पर विचार किए जाने हेतु निम्नानुसार विकल्प दिया जाएगा:

(क) इन विनियमों के अंतर्गत शिक्षकों पर एक अकादमिक स्तर/ ग्रेड वेतन से दूसरे में प्रोन्नति हेतु सीएस के अनुसार विचार किया जाएगा।

#### अथवा

(ख) एक अकादमिक स्तर/ ग्रेड वेतन से दूसरे में प्रोन्नति हेतु संकाय के सदस्यों पर सीएस के अनुसार विचार किया जाएगा जो कि विश्वविद्यालयों एवं महाविद्यालयों में शिक्षकों और अन्य अकादमिक स्टाफ की नियुक्ति हेतु विश्वविद्यालय अनुदान आयोग (विश्वविद्यालय और महाविद्यालयों में शिक्षकों और अन्य शैक्षिक कर्मचारियों की नियुक्ति हेतु न्यूनतम अर्हता तथा उच्चतर शिक्षा में मानकों के रखरखाव हेतु अन्य उपाय) संबंधी विनियम, 2010 तथा इसमें बाद में किए गए संशोधनों के तहत होगा जिसमें इन विनियमों की अधिसूचना की तिथि तक अकादमिक निष्पादन संकेतकों (एपीआई) पर आधारित निष्पादन आधारित मूल्यांकन पद्धति (पीबीएस) की अर्हताओं में छूट प्रदान की जाएगी।

विश्वविद्यालय अनुदान आयोग (विश्वविद्यालय और महाविद्यालयों में शिक्षकों और अन्य शैक्षिक कर्मचारियों की नियुक्ति हेतु न्यूनतम अर्हता तथा उच्चतर शिक्षा में मानकों के रखरखाव हेतु अन्य उपाय) संबंधी विनियम, 2010 और इसमें किए गए संशोधनों में यथा उपबंधित सीएस के अंतर्गत एक अकादमिक स्तर/ ग्रेड वेतन से दूसरे में प्रोन्नति हेतु इन विनियमों की अधिसूचना की तिथि तक अकादमिक निष्पादन संकेतकों (एपीआई) आधारित निष्पादन आधारित मूल्यांकन पद्धति (पीबीएस) की अर्हताओं में छूट को नीचे परिभाषित किया गया है:

- i. उपर्युक्त उल्लिखित परिशिष्ट- III में यथा परिभाषित श्रेणी- I के तहत प्राप्तांक से छूट के लिए उपर्युक्त उल्लिखित विश्वविद्यालय अनुदान आयोग (विश्वविद्यालय और महाविद्यालयों में शिक्षकों और अन्य शैक्षिक कर्मचारियों की नियुक्ति हेतु न्यूनतम अर्हता तथा उच्चतर शिक्षा में मानकों के रखरखाव हेतु अन्य उपाय) संबंधी विनियम, 2010 सहित संकाय और अन्य समतुल्य संवर्ग के पदों के लिए विश्वविद्यालय अनुदान आयोग (विश्वविद्यालय और महाविद्यालयों में शिक्षकों और अन्य शैक्षिक कर्मचारियों की नियुक्ति हेतु न्यूनतम अर्हता तथा उच्चतर शिक्षा में मानकों के रखरखाव हेतु अन्य उपाय) (चौथा संशोधन) संबंधी विनियम, 2016।
- ii. विश्वविद्यालय अनुदान आयोग (विश्वविद्यालय और महाविद्यालयों में शिक्षकों और अन्य शैक्षिक कर्मचारियों की नियुक्ति हेतु न्यूनतम अर्हता तथा उच्चतर शिक्षा में मानकों के रखरखाव हेतु अन्य उपाय) संबंधी विनियम, 2010 में यथा उपबंधानुसार संकाय और अन्य समतुल्य संवर्ग के पदों के लिए श्रेणी- II तथा श्रेणी- III के लिए अंक प्रदान किए जाएंगे जिसमें श्रेणी- II तथा श्रेणी- III पर एक साथ विचार कर निम्नवत समेकित न्यूनतम एपीआई प्राप्तांक अपेक्षाएं निम्नानुसार होंगी:

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

तालिका- क (विश्वविद्यालय विभागों में सीएस के अंतर्गत शिक्षकों की प्रोन्नति के लिए एपीआई संबंधी न्यूनतम अपेक्षाएं)

क्रम संख्या		सहायक आचार्य (चरण 1/ एजीपी 6000/- रुपए से चरण 2/एजीपी 7000/- रुपए)	सहायक आचार्य (चरण 2/ एजीपी 7000/- रुपए) से चरण 3/ एजीपी 8000/- रुपए)	सहायक आचार्य (चरण 3/ एजीपी 8000/- रुपए) से सह आचार्य (चरण 4/ एजीपी 9000/- रुपए)	सह आचार्य (चरण 4/ एजीपी 9000/- रुपए) से आचार्य (चरण 5/एजीपी 10000/- रुपए)
1	शोध और अकादमिक योगदान (श्रेणी- III)	40/ मूल्यांकन अवधि	100/ मूल्यांकन अवधि	90/ मूल्यांकन अवधि	120/ मूल्यांकन अवधि
2	विशेषज्ञ मूल्यांकन पद्धति	छानबीन समिति	छानबीन समिति	चयन समिति	चयन समिति

तालिका— ख (महाविद्यालयों में सीएस के अंतर्गत शिक्षकों की प्रोन्नति हेतु एपीआई संबंधी न्यूनतम अपेक्षाएं (स्नातकपूर्व और स्नातकोत्तर) :

क्र. सं.		सहायक आचार्य (चरण 1/ एजीपी 6000/- रुपए से चरण 2/ एजीपी 7000/- रुपए)	सहायक आचार्य (चरण 2/ एजीपी 7000/- रुपए से चरण 3/ एजीपी 8000/- रुपए)	सहायक आचार्य (चरण 3/ एजीपी 8000/- रुपए से सह आचार्य (चरण 4/ एजीपी 9000/- रुपए)	सह आचार्य (चरण 4/ एजीपी 9000/- रुपए से आचार्य (चरण 5/ एजीपी 10000/- रुपए)
1	शोध और अकादमिक योगदान (श्रेणी—III)	20/ मूल्यांकन अवधि	50/ मूल्यांकन अवधि	45/ मूल्यांकन अवधि	60/ मूल्यांकन अवधि
2	विशेषज्ञ मूल्यांकन पद्धति	छानबीन समिति	छानबीन समिति	चयन समिति	चयन समिति

तालिका— ग (विश्वविद्यालयों में सीएस के अंतर्गत पुस्तकालय स्टाफ की प्रोन्नति हेतु एपीआई संबंधी न्यूनतम अपेक्षाएं) :

क्र.सं.		सहायक पुस्तकाध्यक्ष (चरण 1/ एजीपी 6000/- रुपए से चरण 2/ एजीपी 7000/- रुपए)	सहायक पुस्तकाध्यक्ष (चरण 2/ एजीपी 7000/- रुपए से चरण 3/ एजीपी 8000/- रुपए)	सहायक पुस्तकाध्यक्ष (चयन ग्रेड/ उप पुस्तकाध्यक्ष) (चरण 3/ एजीपी 8000/- रुपए से उप पुस्तकाध्यक्ष (चरण 4/ एजीपी 9000/- रुपए)	उप पुस्तकाध्यक्ष (चरण 4/ एजीपी 9000/- रुपए से उप पुस्तकाध्यक्ष (चरण 5 एजीपी 10000/- रुपए)
1	शोध और अकादमिक योगदान ( श्रेणी—III)	40/ मूल्यांकन अवधि	100/ मूल्यांकन अवधि	90/ मूल्यांकन अवधि	120 प्रति मूल्यांकन अवधि
2	विशेषज्ञ मूल्यांकन पद्धति	छानबीन समिति	छानबीन समिति	चयन समिति	चयन समिति

तालिका— घ (महाविद्यालयों में सीएस के अंतर्गत पुस्तकालय स्टाफ की प्रोन्नति हेतु एपीआई संबंधी न्यूनतम अपेक्षाएं) :

क्र.सं.		सहायक पुस्तकाध्यक्ष (चरण 1/ एजीपी 6000/- रुपए से चरण 2/ एजीपी 7000/- रुपए)	सहायक पुस्तकाध्यक्ष (चरण 2/ एजीपी 7000/- रुपए से चरण 3/ एजीपी 8000/- रुपए)	सहायक पुस्तकाध्यक्ष (चयन ग्रेड/ उप पुस्तकाध्यक्ष) (चरण 3/ एजीपी 8000/- रुपए से उप पुस्तकाध्यक्ष (चरण 4/ एजीपी 9000/- रुपए)
1	शोध और अकादमिक योगदान ( श्रेणी—III)	20/ मूल्यांकन अवधि	50/ मूल्यांकन अवधि	45/ मूल्यांकन अवधि
2	विशेषज्ञ मूल्यांकन पद्धति	छानबीन समिति	छानबीन समिति	चयन समिति

तालिका- उ (विश्वविद्यालय निदेशक/ उप निदेशक/ सहायक निदेशक, शारीरिक शिक्षा और खेलकूद की प्रोन्नति हेतु एपीआई संबंधी न्यूनतम अपेक्षाएं) :

क्र.सं.		सहायक निदेशक (चरण 1/ एजीपी 6000/- रुपए से चरण 2/ एजीपी 7000/- रुपए)	सहायक निदेशक (चरण 2/ एजीपी 7000/- रुपए) से सहायक निदेशक (चरण 3/ एजीपी 8000/- रुपए)	सहायक निदेशक (चरण 3/ एजीपी 8000/- रुपए) से उप निदेशक (चरण 4/ एजीपी 9000/- रुपए)	उप निदेशक (चरण 4/ एजीपी 9000/- रुपए) से
1	शोध और अकादमिक योगदान ( श्रेणी-III)	40/ मूल्यांकन अवधि	100/ मूल्यांकन अवधि	90/ मूल्यांकन अवधि	120 प्रति मूल्यांकन अवधि
2	विशेषज्ञ मूल्यांकन पद्धति	छानबीन समिति	छानबीन समिति	चयन समिति	चयन समिति

तालिका- च (महाविद्यालय निदेशक, शारीरिक शिक्षा और खेलकूद की प्रोन्नति हेतु एपीआई संबंधी न्यूनतम अपेक्षाएं) :

क्र.सं.		सहायक निदेशक (चरण 1/ एजीपी 6000/- रुपए से चरण 2/ एजीपी 7000/- रुपए)	सहायक निदेशक (चरण 2/ एजीपी 7000/- रुपए) से सहायक निदेशक (चरण 3/ एजीपी 8000/- रुपए)	सहायक निदेशक (चरण 3/ एजीपी 8000/- रुपए) से उप निदेशक (चरण 4/ एजीपी 9000/- रुपए)
1	शोध और अकादमिक योगदान ( श्रेणी-III)	20/ मूल्यांकन अवधि	50/ मूल्यांकन अवधि	45/ मूल्यांकन अवधि
2	विशेषज्ञ मूल्यांकन पद्धति	छानबीन समिति	छानबीन समिति	चयन समिति

VIII . सीएएस के अंतर्गत प्रोन्नतियों के लिए प्रबोधन पाठ्यक्रम और पुनश्चर्या पाठ्यक्रम की अपेक्षा दिनांक 31 दिसम्बर, 2018 तक अनिवार्य नहीं होगी।

#### 6.4 कैरियर उन्नति योजना के अंतर्गत पदधारी और नव-नियुक्त सहायक आचार्य/ सह आचार्य/ आचार्यों की प्रोन्नति के चरण

क. प्रवेश-स्तर पर सहायक आचार्य, कैरियर उन्नति योजना (सीएएस) के अंतर्गत प्रोन्नति के लिए दो क्रमिक स्तरों (स्तर 11 और स्तर 12) के माध्यम से पात्र होंगे बशर्ते वे इन विनियमों के खण्ड 6.3 में विनिर्दिष्ट योग्यता और निष्पादन मानदण्ड को पूरा करते हों।

#### ख. महाविद्यालय के शिक्षकों के लिए कैरियर उन्नति योजना (सीएएस)

##### I. सहायक आचार्य (अकादमिक स्तर 10) से सहायक आचार्य (वरिष्ठ वेतनमान/ अकादमिक स्तर 11)

**योग्यता :** ऐसे सहायक आचार्य जिन्होंने सेवा में चार वर्ष पूरे कर लिए हों और पीएचडी की उपाधि धारक हों अथवा सेवा में पांच वर्ष पूरे कर लिए हों और व्यावसायिक पाठ्यक्रमों में एमफिल/स्नातकोत्तर उपाधि धारक हों जैसे एलएलएम, एम. टेक, एम. वी. एससी, एम.डी. अथवा जो व्यावसायिक पाठ्यक्रमों में पीएचडी/ एम.फिल/ स्नातकोत्तर की उपाधि धारक नहीं हों और जिन्होंने सेवा में छह वर्ष पूरे कर लिए हों।

(i). शिक्षण कार्यविधि पर 21 दिन की अवधि के एक प्रबोधन पाठ्यक्रम में भाग लिया हो; और

(ii). निम्नलिखित में से किसी एक कार्यक्रम में भाग लिया हो : एक पुनश्चर्या/ शोध कार्यविधि पाठ्यक्रम पूरा किया हो।

अथवा

निम्नलिखित में से किसी एक कार्यक्रम में भाग लिया हो : कार्यशाला, पाठ्यचर्या उन्नयन कार्यशाला, प्रशिक्षण शिक्षण- ज्ञान अर्जन- मूल्यांकन, प्रौद्योगिकी कार्यक्रम और कम से कम एक सप्ताह (5 दिन) की अवधि का संकाय विकास कार्यक्रम।

अथवा

मूल्यांकन अवधि के दौरान एक एमओओसी पाठ्यक्रम (ई- प्रमाणन के साथ) पूरा किया हो अथवा चार-चतुर्थांश में ई-विषयवस्तु का विकास / एमओओसी पाठ्यक्रम पूरा किया हो।

#### सीएसएस प्रोन्नति मानदण्ड:

किसी शिक्षक को प्रोन्नत किया जा सकता है यदि;

(i) जैसा कि परिशिष्ट- II तालिका 1 में विनिर्दिष्ट है, मूल्यांकन अवधि के पिछले चार/ पाँच/ छह वर्षों में से कम से कम तीन/ चार/ पाँच, इनमें से जो भी लागू हो, वर्ष की वार्षिक निष्पादन मूल्यांकन रिपोर्ट में 'संतोषजनक' अथवा 'अच्छे' ग्रेड प्राप्त हुए हों।

(ii) प्रोन्नति की सिफारिश छानबीन- सह- मूल्यांकन समिति द्वारा की गई हो।

### II. सहायक आचार्य (वरिष्ठ वेतनमान/ अकादमिक स्तर 11) से सहायक आचार्य (वरिष्ठ ग्रेड / अकादमिक स्तर 12 )

#### योग्यता:

1) ऐसे सहायक आचार्य जिन्होंने वेतनमान अकादमिक स्तर 11/ वरिष्ठ वेतनमान में पांच वर्ष की सेवा पूर्ण कर ली हो।

2) अकादमिक स्तर-11/ वरिष्ठ वेतनमान के पिछले पांच वर्षों के दौरान निम्नलिखित में से कोई दो किए हों: मूल्यांकन की अवधि के दौरान कम से कम दो सप्ताह (10 दिन) की अवधि (अथवा कम से कम दो सप्ताह (दस दिनों) की अवधि के प्रत्येक एकल पाठ्यक्रम/ कार्यक्रम के स्थान पर कम से कम एक सप्ताह (पांच दिन) की अवधि के दो पाठ्यक्रम पूर्ण किए हों) के पुनश्चर्या पाठ्यक्रम/ शोध कार्यविधि पाठ्यक्रम/ कार्यशालाओं/ पाठ्यचर्या उन्नयन कार्यशाला/ शिक्षण- ज्ञान अर्जन- मूल्यांकन/ प्रौद्योगिकी कार्यक्रम/ संकाय विकास कार्यक्रम/ पाठ्यक्रम पूर्ण किए हों; अथवा संगत विषय में (ई- प्रमाणन) सहित एमओओसी पाठ्यक्रम पूर्ण किया हो; एक पाठ्यक्रम के कम से कम 10 मॉड्यूल के 4 चतुर्थांश (कम से कम एक चतुर्थांश) में ई-विषयवस्तु के विकास में योगदान दिया हो/ एमओओसी पाठ्यक्रम संचालित करने में योगदान दिया हो।

#### सीएसएस प्रोन्नति मानदण्ड:

किसी शिक्षक को प्रोन्नत किया जा सकता है यदि;

(i) मूल्यांकन अवधि के पिछले पाँच वर्षों में से कम से कम चार, इनमें से जो भी लागू हो, वर्ष की वार्षिक निष्पादन मूल्यांकन रिपोर्ट में 'संतोषजनक' अथवा 'अच्छे' ग्रेड प्राप्त हुए हों (जैसा कि परिशिष्ट- II तालिका 1 में विहित किया गया है)।

(ii) प्रोन्नति की सिफारिश छानबीन- सह- मूल्यांकन समिति द्वारा की गई हो।

### III. सहायक आचार्य (चयन ग्रेड/ अकादमिक स्तर 12) से सह आचार्य (अकादमिक स्तर 13 क)

#### योग्यता:

1) ऐसे सहायक आचार्य जिन्होंने अकादमिक स्तर 12/ चयन ग्रेड में तीन वर्ष की सेवा पूर्ण की हो।

2) संगत/ संबद्ध/ संगत विषय में पीएच.डी की उपाधि प्राप्त की हो।

3) पिछले तीन वर्षों के दौरान निम्नलिखित में से कोई एक कार्यक्रम/ पाठ्यक्रम पूर्ण किए हों : मूल्यांकन की अवधि के दौरान कम से कम दो सप्ताह (10 दिन) की अवधि (अथवा कम से कम दो सप्ताह (दस दिनों) की अवधि के प्रत्येक एकल पाठ्यक्रम/ कार्यक्रम के स्थान पर कम से कम एक सप्ताह (पांच दिन) की अवधि के दो पाठ्यक्रम पूर्ण किए हों) के पुनश्चर्या पाठ्यक्रम/ कार्यविधि कार्यशाला/ पाठ्यचर्या उन्नयन कार्यशाला/ शिक्षण- ज्ञान अर्जन- मूल्यांकन/ प्रौद्योगिकी कार्यक्रम/ संकाय विकास कार्यक्रम श्रेणी के कार्यक्रमों/ पाठ्यक्रमों में से कम से कम एक कार्यक्रम/ पाठ्यक्रम पूर्ण किया हो; अथवा संगत विषय में (ई- प्रमाणन) सहित एमओओसी पाठ्यक्रम पूर्ण किया हो; एक पाठ्यक्रम के कम से कम 10 मॉड्यूल के 4 चतुर्थांश (कम से कम एक चतुर्थांश) में ई-विषयवस्तु के विकास में योगदान दिया हो/ एमओओसी पाठ्यक्रम संचालित करने में योगदान दिया हो।

#### सीएसएस प्रोन्नति मानदण्ड:

किसी शिक्षक को प्रोन्नत किया जा सकता है यदि;

(i) जैसा कि परिशिष्ट- II तालिका 1 में विहित है, मूल्यांकन अवधि के पिछले तीन वर्षों में से कम से दो वर्षों की वार्षिक निष्पादन मूल्यांकन रिपोर्ट में 'संतोषजनक' अथवा 'अच्छे' ग्रेड प्राप्त हुए हों; और

(ii) सह आचार्य के पद पर प्रोन्नति की सिफारिश इन विनियमों के अनुसार गठित चयन समिति द्वारा की गई हो।

#### IV. सह आचार्य (अकादमिक स्तर 13क) से आचार्य (अकादमिक स्तर 14)

##### योग्यता:

1. ऐसे सह आचार्य जिन्होंने अकादमिक स्तर 13क में सेवा के तीन वर्ष पूर्ण किए हों
2. संगत/ संबद्ध विषय में पीएच.डी की उपाधि प्राप्त की हो।
3. समकक्ष व्यक्ति समीक्षित अथवा वि०अ०आ० सूचीबद्ध जर्नलों में कम से कम 10 शोध प्रकाशन किए हों जिनमें से तीन शोध पत्र मूल्यांकन अवधि के दौरान प्रकाशित हुए हों।
4. परिशिष्ट- II तालिका 2 के अनुसार कम से कम 110 शोध अंक प्राप्त किए हों।

##### सीएस प्रोन्नति मानदण्ड:

किसी शिक्षक को प्रोन्नत किया जा सकता है यदि;

(i) जैसा कि परिशिष्ट- II तालिका 1 में विहित है, शिक्षक को मूल्यांकन अवधि के पिछले तीन वर्षों में से कम से दो वर्षों की वार्षिक निष्पादन मूल्यांकन रिपोर्ट में 'संतोषजनक' अथवा 'अच्छे' ग्रेड प्राप्त हुए हों; और जैसा कि परिशिष्ट- II तालिका 1 में विहित है, कम से कम 110 शोध अंक प्राप्त किए हों।

(ii) इन विनियमों के अनुसार गठित चयन समिति द्वारा आचार्य के पद पर प्रोन्नति की सिफारिश की गई हो।

#### ग. विश्वविद्यालय के शिक्षकों के लिए कैरियर उन्नति योजना (सीएस)

##### I. सहायक आचार्य (अकादमिक स्तर 10) से सहायक आचार्य (वरिष्ठ वेतनमान/ अकादमिक स्तर 11)

##### योग्यता:

(i) एक सहायक आचार्य जिसने पीएचडी की उपाधि के साथ सेवा में चार वर्ष पूरे किए हों अथवा पेशेवर पाठ्यक्रम जैसे एलएलएम, एम. टेक, एम.बी.एससी, और एम.डी. में एम.फिल/ स्नातकोत्तर की उपाधि के साथ सेवा में पाँच वर्ष अथवा पेशेवर पाठ्यक्रम में पीएचडी/एम.फिल/स्नातकोत्तर की उपाधि के बिना सेवा में छह वर्ष पूरे किए हों और निम्नलिखित शर्तें पूरी करता हो:

(ii) शिक्षण कार्यविधि पर 21 दिन की अवधि के एक प्रबोधन पाठ्यक्रम में भाग लिया हो;

(iii) इनमें से कोई एक किया हो: मूल्यांकन अवधि के दौरान कम से कम एक सप्ताह (5 दिन) की अवधि का पुनश्चर्या पाठ्यक्रम / शोध कार्यविधि पाठ्यक्रम/ कार्यशाला/ पाठ्यचर्या उन्नयन कार्यशाला/ प्रशिक्षण शिक्षण- ज्ञान अर्जन- मूल्यांकन, प्रौद्योगिकी कार्यक्रम/ संकाय विकास कार्यक्रम पूरा किया हो अथवा एक एमओओसी पाठ्यक्रम (ई-प्रमाणन के साथ) पूरा किया हो अथवा चार चतुर्थांश में ई- विषयवस्तु के विकास/ एमओओसी पाठ्यक्रम पूरा किया हो; और

(iv) मूल्यांकन अवधि के दौरान समकक्ष व्यक्ति समीक्षित अथवा वि०अ०आ० सूचीबद्ध जर्नलों में एक शोध प्रकाशन प्रकाशित हुआ हो।

##### सीएस प्रोन्नति मानदण्ड:

किसी शिक्षक को प्रोन्नत किया जा सकता है यदि;

(i) जैसा कि परिशिष्ट- II तालिका 1 में विनिर्दिष्ट है, मूल्यांकन अवधि के पिछले चार/ पाँच/ छह वर्षों में से कम से कम तीन/ चार/ पाँच, इनमें से जो भी लागू हो, वर्ष की वार्षिक निष्पादन मूल्यांकन रिपोर्ट में 'संतोषजनक' अथवा 'अच्छे' ग्रेड प्राप्त हुए हों।

(ii) प्रोन्नति की सिफारिश छानबीन- सह- मूल्यांकन समिति द्वारा की गई हो।

##### II. सहायक आचार्य (वरिष्ठ वेतनमान/ अकादमिक स्तर 11) से सहायक आचार्य (वरिष्ठ ग्रेड / अकादमिक स्तर 12 )

##### योग्यता:

(i) ऐसे सहायक आचार्य जिन्होंने अकादमिक स्तर 11/ वरिष्ठ वेतनमान में पांच वर्ष की सेवा पूर्ण कर ली हो।

(ii) संगत/ संबद्ध विषय में पीएच.डी की उपाधि प्राप्त की हो।



(iii) अकादमिक स्तर-11/ वरिष्ठ वेतनमान के पिछले पांच वर्षों के दौरान निम्नलिखित में से कोई दो किए हों: मूल्यांकन की अवधि के दौरान कम से कम दो सप्ताह (10 दिन) की अवधि (अथवा कम से कम दो सप्ताह (दस दिनों) की अवधि के प्रत्येक एकल पाठ्यक्रम/ कार्यक्रम के स्थान पर कम से कम एक सप्ताह (पांच दिन) की अवधि के दो पाठ्यक्रम पूर्ण किए हों) के पुनश्चर्या पाठ्यक्रम/ शोध कार्यविधि पाठ्यक्रम/ कार्यशालाओं/ पाठ्यचर्या उन्नयन कार्यशाला/ शिक्षण- ज्ञान अर्जन- मूल्यांकन/ प्रौद्योगिकी कार्यक्रम/ संकाय विकास कार्यक्रम/ पाठ्यक्रम पूर्ण किए हों; अथवा संगत विषय में (ई- प्रमाणन) सहित एमओओसी पाठ्यक्रम पूर्ण किया हो; एक पाठ्यक्रम के कम से कम 10 मॉड्यूल के 4 चतुर्थांश (कम से कम एक चतुर्थांश) में ई-विषयवस्तु के विकास में योगदान दिया हो/ एमओओसी पाठ्यक्रम संचालित करने में योगदान दिया हो।

(iv) मूल्यांकन अवधि के दौरान समकक्ष व्यक्ति समीक्षित अथवा वि0अ0आ0 सूचीबद्ध जर्नलों में तीन शोध पत्र हुए हों।

#### सीएस प्रोन्नति मानदण्ड:

किसी शिक्षक को प्रोन्नत किया जा सकता है यदि;

(i) मूल्यांकन अवधि के दौरान पिछले पाँच वर्षों में से कम से कम चार वर्षों के दौरान शिक्षक को वार्षिक निष्पादन मूल्यांकन रिपोर्ट में 'संतोषजनक' अथवा 'अच्छे' ग्रेड प्राप्त हुए हों (जैसा कि परिशिष्ट- II तालिका 1 में विनिर्दिष्ट है); और

(ii) प्रोन्नति की सिफारिश छानबीन- सह- मूल्यांकन समिति द्वारा की गई हो।

### III. सहायक आचार्य (चयन ग्रेड/ अकादमिक स्तर 12) से सह आचार्य (अकादमिक स्तर 13क)

1) ऐसे सहायक आचार्य जिन्होंने अकादमिक स्तर 12/ चयन ग्रेड में तीन वर्ष की सेवा पूर्ण की हो।

2) संगत/ संबद्ध विषय में पीएच.डी की उपाधि प्राप्त की हो।

3) पिछले तीन वर्षों के दौरान निम्नलिखित में से कोई एक कार्यक्रम/ पाठ्यक्रम पूर्ण किए हों : मूल्यांकन की अवधि के दौरान कम से कम दो सप्ताह (10 दिन) की अवधि (अथवा कम से कम दो सप्ताह (दस दिनों) की अवधि के प्रत्येक एकल पाठ्यक्रम/कार्यक्रम के स्थान पर कम से कम एक सप्ताह (पांच दिन) की अवधि के दो पाठ्यक्रम पूर्ण किए हों) के पुनश्चर्या पाठ्यक्रम/कार्यविधि कार्यशाला / पाठ्यचर्या उन्नयन कार्यशाला/ शिक्षण- ज्ञान अर्जन- मूल्यांकन/ प्रौद्योगिकी कार्यक्रम/ संकाय विकास कार्यक्रम श्रेणी के कार्यक्रमों/ पाठ्यक्रमों में से कम से कम एक कार्यक्रम/ पाठ्यक्रम पूर्ण किया हो; अथवा संगत विषय में (ई- प्रमाणन) सहित एमओओसी पाठ्यक्रम पूर्ण किया हो; एक पाठ्यक्रम के कम से कम 10 मॉड्यूल के 4 चतुर्थांश (कम से कम एक चतुर्थांश) में ई-विषयवस्तु के विकास में योगदान दिया हो/ एमओओसी पाठ्यक्रम संचालित करने में योगदान दिया हो।

4) मूल्यांकन अवधि के दौरान समकक्ष व्यक्ति समीक्षित अथवा वि0अ0आ0 सूचीबद्ध जर्नलों में कम से कम सात प्रकाशन प्रकाशित हुए हों जिसमें से तीन शोध पत्र मूल्यांकन अवधि के दौरान प्रकाशित हुए हों।

5) कम से कम एक पीएच.डी अभ्यर्थी का मार्गदर्शन करने के साक्ष्य हो।

#### सीएस प्रोन्नति मानदण्ड:

किसी शिक्षक को प्रोन्नत किया जा सकता है यदि;

(i) जैसा कि परिशिष्ट- II तालिका 1 में विहित है, मूल्यांकन अवधि के पिछले तीन वर्षों में से कम से दो वर्षों की वार्षिक निष्पादन मूल्यांकन रिपोर्ट में 'संतोषजनक' अथवा 'अच्छे' ग्रेड प्राप्त हुए हों; और जैसा कि परिशिष्ट- II तालिका 2 में विहित है, कम से कम 70 शोध अंक प्राप्त किए हों।

(ii) इन विनियमों के अनुसार गठित चयन समिति द्वारा प्रोन्नति की सिफारिश की गई हो।

### IV. सह आचार्य (अकादमिक स्तर 13क) से आचार्य (अकादमिक स्तर 14)

#### योग्यता:

1. ऐसे सह आचार्य जिन्होंने अकादमिक स्तर 13क में तीन वर्ष की सेवा पूर्ण कर ली हो।

2. संबंधित/ संबद्ध/ संगत विषय में पीएच.डी की उपाधि प्राप्त की हो।

3. समकक्ष व्यक्ति समीक्षित अथवा वि0अ0आ0 सूचीबद्ध जर्नलों में कम से कम दस शोध प्रकाशन किए हों जिनमें से तीन शोध पत्र मूल्यांकन अवधि के दौरान प्रकाशित हुए हों।

4. पीएच.डी अभ्यर्थियों का सफलतापूर्वक मार्गदर्शन करने के साक्ष्य हो।

5. परिशिष्ट- II तालिका 2 के अनुसार कम से कम 110 शोध अंक प्राप्त किए हों।

#### सीएस प्रोन्नति मानदण्ड:

किसी शिक्षक को प्रोन्नत किया जा सकता है यदि;

(i) यदि उसे परिशिष्ट- II तालिका 1 में यथा विहित मूल्यांकन अवधि के पिछले तीन वर्षों में से कम से दो वर्षों की वार्षिक निष्पादन मूल्यांकन रिपोर्ट में 'संतोषजनक' अथवा 'अच्छे' ग्रेड प्राप्त हुए हों तथा परिशिष्ट- II तालिका 2 में यथा विहित है, कम से कम 110 शोध अंक प्राप्त किए हों;

(ii) इन विनियमों के अनुसार गठित चयन समिति द्वारा प्रोन्नति की सिफारिश की गई हो।

#### V. आचार्य (अकादमिक स्तर 14) से वरिष्ठ आचार्य (अकादमिक स्तर 15)

सीएस के अंतर्गत एक आचार्य की वरिष्ठ आचार्य के पद पर प्रोन्नति की जा सकती है। प्रोन्नति शैक्षिक उपलब्धियों, ऐसे तीन प्रख्यात विषय विशेषज्ञों, जो कम से कम 10 वर्ष के अनुभव रखने वाले वरिष्ठ आचार्य अथवा आचार्य के पद के समकक्ष हों, द्वारा की गई अनुकूल समीक्षा के आधार पर होगी। चयन पिछले 10 वर्षों के दौरान 10 सर्वोत्तम प्रकाशनों और इन विनियमों के अनुसार गठित चयन समिति के साथ विचार-विमर्श के आधार पर होगा।

योग्यता:

(i) आचार्य के पद पर दस वर्ष का अनुभव।

(ii) समकक्ष व्यक्ति समीक्षित अथवा वि०अ०आ० सूचीबद्ध जर्नलों में कम से कम दस प्रकाशन किए हों तथा मूल्यांकन अवधि के दौरान उनके पर्यवेक्षण में दो अभ्यर्थियों को सफलतापूर्वक पीएचडी की उपाधि प्रदान की गई हो।

#### घ. पुस्तकाध्यक्षों के लिए कैरियर उन्नति योजना (सीएस)

नोट:

i. निम्नलिखित उपबंध केवल उन व्यक्तियों पर लागू हैं जो पुस्तकालय विज्ञान के शिक्षण से नहीं जुड़े हों। जिन संस्थानों में पुस्तकालय विज्ञान एक शिक्षण विभाग है वहां के शिक्षक महाविद्यालयों/ संस्थानों और विश्वविद्यालयों के लिए क्रमशः इन विनियमों के खण्ड 6.4 (ख) और 6.4 (ग) के अंतर्गत शामिल होंगे।

ii. विश्वविद्यालयों में उप पुस्तकाध्यक्ष के दो स्तर होंगे अर्थात् अकादमिक स्तर 13क और अकादमिक स्तर 14 जबकि महाविद्यालय पुस्तकाध्यक्ष के पांच स्तर होंगे अर्थात् अकादमिक स्तर 10, अकादमिक स्तर 11, अकादमिक स्तर 12, अकादमिक स्तर 13क और अकादमिक स्तर 14।

I. विश्वविद्यालय सहायक पुस्तकाध्यक्ष (अकादमिक स्तर 10)/ महाविद्यालय पुस्तकाध्यक्ष (अकादमिक स्तर 10) से विश्वविद्यालय सहायक पुस्तकाध्यक्ष (वरिष्ठ वेतनमान/ अकादमिक स्तर 11)/ महाविद्यालय पुस्तकाध्यक्ष (वरिष्ठ वेतनमान/ अकादमिक स्तर 11):

योग्यता :

एक सहायक पुस्तकाध्यक्ष जो कि अकादमिक स्तर 10 में हो और पुस्तकालय विज्ञान/ सूचना विज्ञान/ प्रलेखीकरण विज्ञान में पीएच.डी की उपाधि धारक हो अथवा समकक्ष उपाधि धारक हो अथवा पांच वर्ष का अनुभव हो, कम से कम एम.फिल. की उपाधि के साथ पांच वर्ष का अनुभवधारी हो, अथवा जो अभ्यर्थी एम.फिल अथवा पीएच.डी की उपाधि नहीं हो उनका छह वर्षों का सेवाकाल हो।

(i) उसने 21 दिन की अवधि के कम से कम एक प्रबोधन पाठ्यक्रम में भाग लिया हो; और

(ii) परिशिष्ट- II तालिका 4 में यथा विहित, कम से कम 5 दिन का स्वचालन और डिजिटलीकरण, रख-रखाव और संबद्ध क्रियाकलापों पर प्रशिक्षण, संगोष्ठी अथवा कार्यशाला में भाग लिया हो।

#### सीएस प्रोन्नति मानदण्ड:

एक सहायक पुस्तकाध्यक्ष/ महाविद्यालय पुस्तकाध्यक्ष को प्रोन्नति दी जा सकती है यदि उसने:

(i) यदि उसे मूल्यांकन अवधि के पिछले चार/ पांच/ छह वर्षों में से कम से कम तीन/ चार/ पांच/ वर्षों, जैसा भी मामला हो, की वार्षिक निष्पादन मूल्यांकन रिपोर्ट में 'संतोषजनक' अथवा 'अच्छे' ग्रेड प्राप्त हुए हों, जैसा कि परिशिष्ट- II तालिका- 4 में विनिर्दिष्ट है; और

(ii) प्रोन्नति की सिफारिश छानबीन- सह- मूल्यांकन समिति द्वारा की गई हो।

II. विश्वविद्यालय सहायक पुस्तकाध्यक्ष (वरिष्ठ वेतनमान/ अकादमिक स्तर 11)/ महाविद्यालय पुस्तकाध्यक्ष (वरिष्ठ वेतनमान/ अकादमिक स्तर 11) से विश्वविद्यालय सहायक पुस्तकाध्यक्ष (चयन ग्रेड / अकादमिक स्तर 12/ महाविद्यालय पुस्तकाध्यक्ष (चयन ग्रेड/ अकादमिक स्तर 12)

योग्यता:

1) उन्होंने उस ग्रेड में पांच वर्ष की सेवा पूर्ण कर ली हो।

2) उन्होंने पिछले पांच वर्षों के दौरान निम्नलिखित में से किन्हीं दो कार्यक्रमों में भाग लिया हो :

(i) स्वचालन और डिजिटलीकरण के संबंध में प्रशिक्षण/ संगोष्ठी/ कार्यशाला/ पाठ्यक्रम;

(ii) परिशिष्ट- II तालिका 4 के अनुसार कम से कम दो सप्ताह (दस दिन) की अवधि तक के रख-रखाव और अन्य अन्य संबद्ध कार्यकलाप (अथवा कम से कम दो सप्ताह (दस दिन) के प्रत्येक पाठ्यक्रम/कार्यक्रम के स्थान पर कम से कम एक सप्ताह (5 दिन) की अवधि के दो पाठ्यक्रम पूर्ण किए हों), (iii) संगत विषय में (ई- प्रमाणन के साथ) एमओओसी पाठ्यक्रम किया हो/ विकसित किया हो; अथवा (iv) पुस्तकालय उन्नयन पाठ्यक्रम किया हो।

#### सीएस प्रोन्नति मानदण्ड:

किसी व्यक्ति विशेष को प्रोन्नत किया जा सकता है, यदि;

(i) यदि उसे मूल्यांकन अवधि के पिछले पांच वर्षों में से कम से कम चार वर्षों के दौरान वार्षिक निष्पादन मूल्यांकन रिपोर्ट में 'संतोषजनक' अथवा 'अच्छे' ग्रेड प्राप्त हुए हों, जैसा कि परिशिष्ट- II तालिका 4 में विनिर्दिष्ट है; और

(ii) प्रोन्नति की सिफारिश छानबीन- सह- मूल्यांकन समिति द्वारा की गई हो।

#### III. विश्वविद्यालय सहायक पुस्तकाध्यक्ष (चयन ग्रेड/ अकादमिक स्तर 12)/ महाविद्यालय पुस्तकाध्यक्ष (चयन ग्रेड /अकादमिक स्तर 12) से विश्वविद्यालय उप पुस्तकाध्यक्ष (अकादमिक स्तर 13क)/ महाविद्यालय पुस्तकाध्यक्ष (अकादमिक स्तर 13क)

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

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

(i) स्वचालन और डिजिटलीकरण के संबंध में प्रशिक्षण/ संगोष्ठी/ कार्यशाला/ पाठ्यक्रम

(ii) परिशिष्ट- II तालिका 4 के अनुसार कम से कम दो सप्ताह (दस दिन) की अवधि की रख-रखाव और अन्य संबद्ध कार्यकलाप (iii) अथवा कम से कम दो सप्ताह (दस दिन) के प्रत्येक पाठ्यक्रम/कार्यक्रम के स्थान पर कम से कम एक सप्ताह (5 दिन) की अवधि के दो पाठ्यक्रम पूर्ण किए हों (iv) संगत विषय में (ई- प्रमाणन के साथ) एमओओसी पाठ्यक्रम किया हो/ विकसित किया हो, और (v) अथवा पुस्तकालय उन्नयन पाठ्यक्रम किया हो।

#### सीएस प्रोन्नति मानदण्ड:

किसी व्यक्ति विशेष को प्रोन्नत किया जा सकता है, यदि;

(i) यदि उसे मूल्यांकन अवधि के पिछले तीन वर्षों में से कम से कम दो वर्षों के दौरान वार्षिक निष्पादन मूल्यांकन रिपोर्ट में 'संतोषजनक' अथवा 'अच्छे' ग्रेड प्राप्त हुए हों, जैसा कि परिशिष्ट- II तालिका 4 में विनिर्दिष्ट है; और

(ii) प्रोन्नति की सिफारिश साक्षात्कार में निष्पादन के आधार पर इन विनियमों के अनुसार गठित चयन समिति द्वारा की जाएगी।

#### IV. विश्वविद्यालय उप पुस्तकाध्यक्ष/ महाविद्यालय पुस्तकाध्यक्ष (अकादमिक स्तर 13क) से विश्वविद्यालय उप पुस्तकाध्यक्ष/ महाविद्यालय पुस्तकाध्यक्ष (अकादमिक स्तर 14) में सीएस प्रोन्नति के लिए निम्नलिखित मानदण्ड होंगे:

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

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

(i) स्वचालन और डिजिटलीकरण के संबंध में प्रशिक्षण/ संगोष्ठी/ कार्यशाला/ पाठ्यक्रम;

(ii) परिशिष्ट- II तालिका 4 के अनुसार कम से कम दो सप्ताह (दस दिन) की अवधि की रख-रखाव और अन्य संबद्ध कार्यकलाप (iii) अथवा कम से कम दो सप्ताह (दस दिन) के प्रत्येक पाठ्यक्रम/कार्यक्रम के स्थान पर कम से कम एक सप्ताह (5 दिन) की अवधि के दो पाठ्यक्रम पूर्ण किए हों (iv) संगत विषय में (ई- प्रमाणन के साथ) एमओओसी पाठ्यक्रम किया हो/ विकसित किया हो, और (v) अथवा पुस्तकालय उन्नयन पाठ्यक्रम किया हो।

3) पुस्तकालय आईसीटी समेकन सहित नवोन्मेषी पुस्तकालय सेवाओं के साक्ष्य हों।

4) पुस्तकालय विज्ञान/ सूचना विज्ञान/ प्रलेखीकरण/ अभिलेख और पाण्डुलिपि संरक्षण में पीएचडी की उपाधि प्राप्त की हो।

#### सीएस प्रोन्नति मानदण्ड:

किसी व्यक्ति विशेष को प्रोन्नत किया जा सकता है, यदि;

- (i) यदि उसे मूल्यांकन अवधि के पिछले तीन वर्षों में से कम से कम दो वर्षों के दौरान वार्षिक निष्पादन मूल्यांकन रिपोर्ट में 'संतोषजनक' अथवा 'अच्छे' ग्रेड प्राप्त हुए हों, जैसा कि परिशिष्ट- II तालिका 4 में विनिर्दिष्ट है; और
- (ii) प्रोन्नति की सिफारिश साक्षात्कार में निष्पादन के आधार पर इन विनियमों के अनुसार गठित चयन समिति द्वारा की जाएगी।

#### ड. निदेशक, शारीरिक शिक्षा और खेलकूद के लिए कैरियर उन्नति योजना (सीएस)

नोट:

- (i) निम्नलिखित उपबंध केवल उन कार्मिकों पर लागू हैं जो शारीरिक शिक्षा और खेलकूद के शिक्षण से जुड़े न हों। जिन संस्थानों में शारीरिक शिक्षा और खेलकूद एक शिक्षण विभाग है वहां के शिक्षक, महाविद्यालयों/ संस्थानों और विश्वविद्यालयों के लिए क्रमशः इन विनियमों के खण्ड 6.4 (ख) और 6.4 (ग) के अंतर्गत शामिल होंगे।
- (ii) विश्वविद्यालयों में उप निदेशक, शारीरिक शिक्षा और खेलकूद, के दो स्तर होंगे अर्थात् अकादमिक स्तर 13क और अकादमिक स्तर 14, जबकि महाविद्यालय निदेशक, शारीरिक शिक्षा और खेलकूद के पांच स्तर होंगे अर्थात् अकादमिक स्तर 10, अकादमिक स्तर 11, अकादमिक स्तर 12, अकादमिक स्तर 13क और अकादमिक स्तर 14।

I. सहायक निदेशक, शारीरिक शिक्षा और खेलकूद (अकादमिक स्तर 10)/ महाविद्यालय निदेशक, शारीरिक शिक्षा और खेलकूद (अकादमिक स्तर 10) से सहायक निदेशक, शारीरिक शिक्षा और खेलकूद (वरिष्ठ वेतनमान / अकादमिक स्तर 11) / महाविद्यालय निदेशक, शारीरिक शिक्षा और खेलकूद (वरिष्ठ वेतनमान / अकादमिक स्तर 11)

योग्यता:

- (i) उन्होंने शारीरिक शिक्षा अथवा शारीरिक शिक्षा और खेलकूद अथवा खेलकूद विज्ञान में पीएचडी की उपाधि के साथ चार वर्ष की सेवा पूर्ण की हो अथवा एम.फिल. की उपाधि के साथ पांच वर्ष की सेवा, अथवा एम.फिल. या पीएचडी की उपाधि के बिना छह वर्ष की सेवा पूर्ण की हो।
- (ii) उन्होंने 21 दिन की अवधि के एक प्रबोधन पाठ्यक्रम में भाग लिया हो; और
- (iii) उन्होंने निम्नलिखित में से किसी एक को पूर्ण किया हो: (क) पुनश्चर्या पाठ्यक्रम/ शोध कार्यविधि पाठ्यक्रम/ कार्यशाला; (ख) कम से कम 5 दिन की अवधि का प्रशिक्षण शिक्षण- ज्ञान अर्जन- मूल्यांकन प्रौद्योगिकी कार्यक्रम / संकाय विकास कार्यक्रम; (ग) एक एमओओसी पाठ्यक्रम (ई-प्रमाणन के साथ) को पूर्ण किया हो/ विकसित किया हो।

#### सीएस प्रोन्नति मानदण्ड:

किसी व्यक्ति विशेष को प्रोन्नत किया जा सकता है, यदि;

- (i) यदि उसे मूल्यांकन अवधि के पिछले चार/ पांच/ छह वर्षों में से कम से कम तीन/ चार/ पांच/ वर्षों, जैसा भी मामला हो, की वार्षिक निष्पादन मूल्यांकन रिपोर्ट में 'संतोषजनक' अथवा 'अच्छे' ग्रेड प्राप्त हुए हों, जैसा कि परिशिष्ट- II तालिका 5 में विनिर्दिष्ट है; और
- (ii) प्रोन्नति की सिफारिश छानबीन- सह- मूल्यांकन समिति द्वारा की जाएगी।

II. सहायक निदेशक, शारीरिक शिक्षा और खेलकूद (वरिष्ठ वेतनमान/ अकादमिक स्तर 11)/ महाविद्यालय निदेशक, शारीरिक शिक्षा और खेलकूद (वरिष्ठ वेतनमान / अकादमिक स्तर 11) से विश्वविद्यालय सहायक निदेशक, शारीरिक शिक्षा और खेलकूद (चयन ग्रेड/ अकादमिक स्तर 12)/ महाविद्यालय निदेशक, शारीरिक शिक्षा और खेलकूद (चयन ग्रेड/ अकादमिक स्तर 12)

- 1) उन्होंने उस ग्रेड में पांच वर्ष की सेवा पूर्ण कर ली हो।
- 2) उन्होंने पिछले पांच वर्षों के दौरान निम्नलिखित में से किसी दो को पूर्ण किया हो: (i) पुनश्चर्या पाठ्यक्रम, शोध कार्यविधि कार्यशालाओं की श्रेणी में से एक पाठ्यक्रम/ कार्यक्रम पूर्ण किया हो। (ii) कम से कम दो सप्ताह (दस दिन) की अवधि का शिक्षण- ज्ञान अर्जन- मूल्यांकन प्रौद्योगिकी कार्यक्रम/ संकाय विकास कार्यक्रम पूर्ण किया हो, अथवा (iii) कम से कम दो सप्ताह (दस दिन) के प्रत्येक पाठ्यक्रम/ कार्यक्रम के स्थान पर कम से कम एक सप्ताह (5 दिन) की अवधि के दो पाठ्यक्रम पूर्ण किए हों, और (iv) संगत विषय में (ई- प्रमाणन के साथ) एमओओसी पाठ्यक्रम पूर्ण किया हो/ विकसित किया हो।

#### सीएस प्रोन्नति मानदण्ड:

किसी व्यक्ति विशेष को प्रोन्नत किया जा सकता है, यदि;

- (i) यदि उसे मूल्यांकन अवधि के पिछले पांच वर्षों में से कम से कम चार वर्षों के दौरान वार्षिक निष्पादन मूल्यांकन रिपोर्ट में 'संतोषजनक' अथवा 'अच्छे' ग्रेड प्राप्त हुए हों, जैसा कि परिशिष्ट— II तालिका 5 में विनिर्दिष्ट किया गया है; और
- (ii) प्रोन्नति की सिफारिश छानबीन— सह— मूल्यांकन समिति द्वारा की गई जाएगी।

**III. विश्वविद्यालय सहायक निदेशक, शारीरिक शिक्षा और खेलकूद (चयन ग्रेड/ अकादमिक स्तर 12)/ महाविद्यालय निदेशक, शारीरिक शिक्षा और खेलकूद (चयन ग्रेड/ अकादमिक स्तर 12) से विश्वविद्यालय उप निदेशक शारीरिक शिक्षा और खेलकूद (अकादमिक स्तर 13क)/ महाविद्यालय निदेशक शारीरिक शिक्षा और खेलकूद (अकादमिक स्तर 13क) में प्रोन्नति हेतु**

- 1) उन्होंने तीन वर्ष की सेवा पूर्ण कर ली हो;
- 2) उन्होंने पिछले तीन वर्षों के दौरान निम्नलिखित में से किसी दो को पूर्ण किया हो: (i) पुनश्चर्या पाठ्यक्रम, शोध कार्यविधि कार्यशालाओं की श्रेणी में से एक पाठ्यक्रम/ कार्यक्रम पूर्ण किया हो। (ii) कम से कम दो सप्ताह (दस दिन) की अवधि का शिक्षण— ज्ञान अर्जन— मूल्यांकन प्रौद्योगिकी कार्यक्रम/ संकाय विकास कार्यक्रम पूर्ण किया हो, (अथवा कम से कम दो सप्ताह (दस दिन) के प्रत्येक पाठ्यक्रम/कार्यक्रम के स्थान पर कम से कम एक सप्ताह (5 दिन) की अवधि के दो पाठ्यक्रम पूर्ण किए हों), और (iii) संगत विषय में (ई— प्रमाणन के साथ) एमओओसी पाठ्यक्रम पूर्ण किया हो/ विकसित किया हो।

**सीएस प्रोन्नति मानदण्ड:**

किसी व्यक्ति विशेष को प्रोन्नत किया जा सकता है, यदि;

- (i) उसे मूल्यांकन अवधि के पिछले तीन वर्षों में से कम से कम दो वर्षों के दौरान वार्षिक निष्पादन मूल्यांकन रिपोर्ट में 'संतोषजनक' अथवा 'अच्छे' ग्रेड प्राप्त हुए हों, जैसा कि परिशिष्ट— II तालिका 5 में विनिर्दिष्ट किया गया है; और
- (ii) प्रोन्नति की सिफारिश साक्षात्कार में निष्पादन के आधार पर इन विनियमों के अनुसार गठित चयन समिति द्वारा की जाएगी।

**IV. विश्वविद्यालय उप निदेशक, शारीरिक शिक्षा और खेलकूद/ महाविद्यालय निदेशक, शारीरिक शिक्षा और खेलकूद (अकादमिक स्तर 13क) से विश्वविद्यालय उप निदेशक शारीरिक शिक्षा और खेलकूद/ महाविद्यालय निदेशक शारीरिक शिक्षा और खेलकूद (अकादमिक स्तर 14) में सीएस प्रोन्नति के लिए मानदण्ड निम्नलिखित होंगे:**

- 1) उन्होंने तीन वर्ष की सेवा पूर्ण कर ली हो;
- 2) उन्होंने पिछले पांच वर्षों के दौरान निम्नलिखित में से किसी एक को पूर्ण किया हो:
  - (i) पुनश्चर्या पाठ्यक्रम, शोध कार्यविधि कार्यशालाओं की श्रेणी में से एक पाठ्यक्रम/ कार्यक्रम पूर्ण किया हो। (ii) कम से कम दो सप्ताह (दस दिन) की अवधि का शिक्षण— ज्ञान अर्जन— मूल्यांकन प्रौद्योगिकी कार्यक्रम/ संकाय विकास कार्यक्रम पूर्ण किया हो, (अथवा कम से कम दो सप्ताह (दस दिन) के प्रत्येक पाठ्यक्रम/कार्यक्रम के स्थान पर कम से कम एक सप्ताह (5 दिन) की अवधि के दो पाठ्यक्रम पूर्ण किए हों), और (iii) संगत विषय में (ई— प्रमाणन के साथ) एमओओसी पाठ्यक्रम पूर्ण किया हो/ विकसित किया हो।
- 3) कम से कम दो सप्ताह की अवधि की प्रतिस्पर्धाओं और अनुशिक्षण कैम्पों के आयोजन का साक्ष्य।
- 4) राज्य/ राष्ट्रीय/ अंतर्विश्वविद्यालयी/ संयुक्त विश्वविद्यालयी आदि जैसी प्रतिस्पर्धाओं के लिए दलों/ एथलिटों द्वारा बेहतर निष्पादन कराने के साक्ष्य आदि।
- 5) शारीरिक शिक्षा अथवा शारीरिक शिक्षा तथा खेलकूद और खेलकूद विज्ञान में पीएचडी उपाधि धारक हो।

**सीएस प्रोन्नति मानक :**

किसी व्यक्ति विशेष को प्रोन्नत किया जा सकता है, यदि;

- (i) वह गत 3 वर्षों की समीक्षा अवधि में से कम से कम दो वर्षों में 'संतुष्ट' या 'बेहतर' ग्रेड की निष्पादन मूल्यांकन रिपोर्ट प्राप्त करता है जैसा की के परिशिष्ट II, तालिका 5 में विनिर्दिष्ट है, और;
- (ii) प्रोन्नति की संस्तुति इन नियमों के अनुसार गठित एक चयन समिति की सिफारिशों पर साक्षात्कार में किए गए प्रदर्शन के आधार पर की जाएगी।

6.5 इस व्यवसाय में आने वाले उच्च मैरिट, उच्च गुणवत्ता के अनुसंधान प्रकाशनों की अधिक संख्या और उपयुक्त स्तर पर अनुभव वाले सह—आचार्य अथवा आचार्य का अग्रिम वेतन वृद्धि का विवेकपूर्ण पुरस्कार, संकाय में अन्य शिक्षकों के वेतन ढांचे और मैरिट— विशिष्ट कार्य को ध्यान में रखते हुए प्रत्येक मामले की मैरिट के संदर्भ में व्यक्तिगत अभ्यर्थियों के मामले पर विचार करते समय चयन समिति की सिफारिशों के आधार पर संबंधित विश्वविद्यालय अथवा भर्ती करने वाली संस्था के उपयुक्त प्राधिकारी की सक्षमता पर आधारित होगा। अग्रिम वेतन वृद्धि का

यह विवेकपूर्ण पुरस्कार उन लोगों पर लागू नहीं होगा जो सहायक आचार्य/ सहायक पुस्तकाध्यक्ष/ सहायक निदेशक शारीरिक शिक्षा और खेलकूद के रूप में इस पेशे में आते हैं और जो पीएचडी, एमफिल अथवा एमटेक और एलएलएम की उपाधि प्राप्त करने पर अग्रिम वेतन वृद्धि प्राप्त करने के पात्र हैं। तथापि, चयन समिति की बैठक में लिए गए निर्णय और रिकॉर्ड के अनुसार सेवा में आने वाले ऐसे सहायक आचार्य/ सहायक पुस्तकाध्यक्ष/ सहायक निदेशक शारीरिक शिक्षा और खेलकूद अग्रिम वेतनवृद्धि के विवेकपूर्ण पुरस्कार के पात्र हो सकते हैं जिनके पास पीएचडी उपाधि प्राप्त करने के पश्चात् पोस्ट डॉक्टरल शिक्षा शोध अनुभव और सिद्ध पूर्ववृत्त हों।

## 7.0 विश्वविद्यालयों के सम कुलपति/कुलपति का चयन :

### 7.1 सम कुलपति :

सम कुलपति की नियुक्ति कार्यकारी परिषद द्वारा कुलपति की सिफारिशों के आधार की जाएगी।

7.2 यह कुलपति का विशेषाधिकार होगा कि वह एक व्यक्ति की कार्यकारी परिषद् में सम कुलपति के रूप में सिफारिश करे। सम कुलपति, कुलपति की कार्यालय अवधि समाप्त होने तक ही कार्यालय में बना रहेगा।

### 7.3 कुलपति

- (i) सर्वोच्च स्तर की सक्षमता, सत्यनिष्ठता, नैतिकता और संस्था के प्रति प्रतिबद्धता सम्पन्न व्यक्ति को ही कुलपति नियुक्त किया जाएगा। कुलपति के रूप में नियुक्त किए जाने वाला व्यक्ति एक विश्वविद्यालय में कम से कम 10 वर्षों के लिए आचार्य के रूप में अनुभव या एक प्रतिष्ठित अनुसंधान या शैक्षणिक प्रशासनिक संगठन में शैक्षणिक नेतृत्व के साक्ष्य के साथ 10 वर्षों के अनुभव के साथ एक विशिष्ट शिक्षाविद् होना चाहिए।
- (ii) कुलपति के पद हेतु चयन एक खोज सह चयन समिति के माध्यम से एक सार्वजनिक अधिसूचना या नामांकन या प्रतिभा खोज प्रक्रिया या इनके संयोजन से 3 से 5 लोगों के एक पैनल द्वारा उचित पहचान के माध्यम से की जानी चाहिए। ऐसी खोज सह चयन समिति के सदस्य उच्चतर शिक्षा के क्षेत्र में प्रतिष्ठित व्यक्ति होने चाहिए और किसी भी प्रकार से संबंधित विश्वविद्यालय या उसके महाविद्यालयों से नहीं जुड़े होने चाहिए। पैनल तैयार करते समय खोज सह चयन समिति को शैक्षणिक उत्कृष्टता, देश और विदेश में उच्चतर शिक्षा प्रणाली से अवगत होने के अतिरिक्त शैक्षणिक और प्रशासनिक अभिशासन में पर्याप्त अनुभव को लिखित रूप में पैनल सहित कुलाध्यक्ष/कुलाधिपति को देना चाहिए। राज्यों, निजी और सम विश्वविद्यालयों के कुलपतियों के चुनाव हेतु खोज सह चयन समिति के एक सदस्य का नामांकन विश्वविद्यालय अनुदान आयोग के सभापति द्वारा किया जाना चाहिए।
- (iii) कुलपति की नियुक्ति खोज सह चयन समिति द्वारा सिफारिश किए गए पैनल के नामों में से कुलाध्यक्ष/ कुलाधिपति द्वारा की जाएगी।
- (iv) कुलपति का कार्यकाल उसकी मौजूदा सेवा अवधि का भाग बन जाएगा, जो उसे सेवा से जुड़े सभी लाभों हेतु पात्र बनाएगी।

## 8.0 इतर कार्यार्थ छुट्टी, अध्ययन छुट्टी, सबैटिकल छुट्टी

### 8.1 इतर कार्यार्थ छुट्टी

- (i) एक शैक्षणिक वर्ष में 30 दिन तक की इतर कार्यार्थ छुट्टी निम्नलिखित प्रयोजनार्थ प्रदान की जा सकती है :
  - (क) विश्वविद्यालय द्वारा नामित प्रतिनिधि के रूप में या विश्वविद्यालय/ महाविद्यालय की अनुमति के साथ अभिविन्यास कार्यक्रम, पुनश्चर्चा पाठ्यक्रम, शोध पद्धति कार्यशाला, संकाय अधिष्ठापन कार्यक्रम, सम्मेलन, संगोष्ठी या विचार गोष्ठी में भाग लेने के लिए ;
  - (ख) विश्वविद्यालय को संस्थानों और विश्वविद्यालयों से ऐसे संस्थानों और महाविद्यालयों में व्याख्यान देने के लिए आमंत्रण मिलने और उसे उपकुलपति/ महाविद्यालय के प्राचार्य द्वारा स्वीकृत करने की स्थिति में;
  - (ग) विश्वविद्यालय/ महाविद्यालय द्वारा प्रतिनियुक्ति आधार पर अन्य भारतीय या विदेशी विश्वविद्यालय, अन्य किसी एजेंसी, संस्था, या संगठन में काम करने हेतु;
  - (घ) केंद्र सरकार, राज्य सरकार, विश्वविद्यालय अनुदान आयोग, सहयोगी विश्वविद्यालय या अन्य किसी समान शैक्षणिक निकाय द्वारा नियुक्त समिति के शिष्टमंडल में भाग लेने या काम करने पर; और
  - (ङ) विश्वविद्यालय/ महाविद्यालय द्वारा उसे दिया गया अन्य कोई कार्य करने के लिए।
- (ii) प्रत्येक अवसर पर छुट्टी की अवधि इस प्रकार होनी चाहिए जिसे स्वीकृति प्रदान करने वाले अधिकारी द्वारा अनिवार्य समझा जाए।
- (iii) पूर्ण वेतन के साथ छुट्टी दी जा सकती है बशर्ते यदि शिक्षक एक अध्येतावृत्ति या मानदेय या उसके सामान्य खर्च हेतु आवश्यक राशि से इतर कोई और वित्तीय सहायता प्राप्त कर रहा है तो कम वेतन और भत्तों के साथ इतर कार्यार्थ छुट्टी को स्वीकृति दी जा सकती है।
- (iv) इतर कार्यार्थ छुट्टी को अर्जित छुट्टी, अर्ध वेतन छुट्टी या वेतन रहित छुट्टी या असाधारण छुट्टी के साथ जोड़ा जा सकता है।

(v) इतर कार्यार्थ छुट्टी, विश्वविद्यालय अनुदान आयोग, डीएसटी इत्यादि की बैठकों में भाग लेने हेतु भी प्रदान की जा सकती है, जहां एक शिक्षक को एक शैक्षणिक निकाय, सरकारी एजेंसी या गैर- सरकारी संगठन के साथ उसकी विशेषज्ञता को साझा करने के लिए आमंत्रित किया गया हो।

## 8.2 अध्ययन छुट्टी :

- (i) अध्ययन अवकाश की योजना उन संकायों को छात्रवृत्ति/ अध्येतावृत्ति का लाभ उठाने का अवसर प्रदान करती है जो नव- ज्ञान अर्जित करने और अपने विश्लेषणात्मक कौशल को सुधारना चाहते हैं। जब किसी शिक्षक को उच्चतर शिक्षा प्राप्त करने, पीएचडी, पोस्ट डॉक्टरल अहर्ता या विदेशी उच्चतर शिक्षा संस्थान में एक शोध परियोजना हेतु छात्रवृत्ति या वजीफा (चाहे किसी भी नाम से कहा जाए) मिलता है तो छात्रवृत्ति/ अध्येतावृत्ति की राशि को उसके मूल संस्थान द्वारा उसे दिए जा रहे वेतन से नहीं जोड़ना चाहिए। पुरस्कृत व्यक्ति को छात्रवृत्ति/ अध्येतावृत्ति की संपूर्ण अवधि के लिए वेतन दिया जाना चाहिए बशर्ते कि वह मेजबान देश में शिक्षण जैसी कोई अन्य लाभकारी नौकरियां नहीं करता हो।
- (ii) अध्ययन छुट्टी पर गए एक शिक्षक को उस छुट्टी अवधि के दौरान भारत या विदेश में किसी संगठन के अंतर्गत नियमित या अशकालिक नियुक्ति के अंतर्गत कोई कार्य नहीं करेगा। हालांकि, उसे भारत या विदेश में किसी भी संस्थान में नियमित रोजगार के अतिरिक्त एक मानदेय या किसी और प्रकार की सहायता के साथ एक अध्येतावृत्ति या एक शोध छात्रवृत्ति या एक तदर्थ शिक्षण और शोध कार्य स्वीकृत करने की अनुमति है। यदि उसका/उसकी प्रधान संस्था की कार्यकारिणी परिषद्/ सिंडिकेट चाहे तो इस संबंध में प्राप्त किसी पावती के आधार पर उसके शिक्षण इत्यादि जो कि उसके नियोजक द्वारा निर्धारित किया जाएगा, के स्थान पर कम वेतन और भत्तों पर अध्ययन छुट्टी दे सकती है।
- (iii) अध्ययन छुट्टी प्रवेश स्तर पर नियुक्त किए गए व्यक्ति जैसे सहायक आचार्य/ सहायक पुस्तकाध्यक्ष/ शारीरिक शिक्षा और खेलकूद सहायक निदेशक/ महाविद्यालय डीपीईएंडएस (विश्वविद्यालय/ महाविद्यालय/ संस्थान के सहायक आचार्य या आचार्य जो अन्यथा सबैटिकल छुट्टी के लिए पात्र हैं के अतिरिक्त) को कम से कम 3 वर्ष की निरंतर सेवा के पश्चात् एक विशिष्ट क्षेत्र में अध्ययन करने या उसके विश्वविद्यालय/ महाविद्यालय/ संस्थान में उसके कार्य से सीधे संबंधित शोध या विश्वविद्यालय संगठन के विभिन्न पहलुओं और शिक्षा की पद्धतियों के विशेष अध्ययन हेतु पूर्ण योजना देने के पश्चात् प्रदान की जानी चाहिए।
- (iv) अध्ययन छुट्टी संबंधित विभाग के विभागाध्यक्ष की सिफारिशों पर कार्यकारिणी परिषद्/ सिंडिकेट द्वारा प्रदान की जानी चाहिए। अपवाद स्वरूप मामलों जिसमें कार्यकारिणी परिषद्/ सिंडिकेट संतुष्ट हो कि इस प्रकार छुट्टी को बढ़ाया जाना शैक्षणिक आधार पर अपरिहार्य है और विश्वविद्यालय/ महाविद्यालय/ संस्थान के हित में है, को छोड़कर छुट्टी एक बार में 3 वर्ष से अधिक की अवधि के लिए नहीं दी जानी चाहिए।
- (v) अध्ययन छुट्टी समाप्त होने के पश्चात् कार्य पर लौटने की संभावित तिथि के 5 वर्ष के अंदर उस शिक्षक के सेवानिवृत्त होने की स्थिति में उसे अध्ययन छुट्टी प्रदान नहीं की जाएगी।
- (vi) किसी को भी उसके संपूर्ण सेवाकाल के दौरान अध्ययन छुट्टी दो बार से अधिक प्रदान नहीं की जाएगी। अपितु, संपूर्ण सेवाकाल के दौरान ग्राह्य अध्ययन छुट्टी की अधिकतम अवधि पांच वर्ष से अधिक नहीं होनी चाहिए।
- (vii) अध्ययन छुट्टी एक बार से अधिक दी जा सकती है बशर्ते कि अध्ययन छुट्टी की पहले वाली अवधि पूर्ण होने पर शिक्षक के वापस आने के पश्चात् पांच वर्ष से कम का समय नहीं हुआ हो। आगामी अध्ययन छुट्टी की अवधि हेतु शिक्षक को पूर्व में ली गई छुट्टी की अवधि के दौरान किए गए कार्य के बारे में सूचित करना होगा और संभावित अध्ययन छुट्टी की अवधि के दौरान किए जाने वाले कार्य का विवरण भी देना होगा।
- (viii) कोई भी शिक्षक जिसे अध्ययन छुट्टी प्रदान की गई है, को कार्यकारिणी परिषद्/ सिंडिकेट की अनुमति के बिना अध्ययन पाठ्यक्रम या शोध कार्यक्रम को पर्याप्त रूप से बदलने की अनुमति नहीं दी जाएगी, यदि अध्ययन पाठ्यक्रम स्वीकृत अध्ययन छुट्टी की तुलना में कम पड़ता है, तो शिक्षक को अध्ययन पाठ्यक्रम की समाप्ति के पश्चात् सेवा में वापस आना होगा, जब तक की कार्यकारिणी परिषद्/ सिंडिकेट की अग्रिम मंजूरी से कम हुई अवधि में प्राप्त की असाधारण छुट्टी नहीं माना जाता है।
- (ix) ड्यूटी से अनुपस्थिति रहने की अधिकतम अवधि जो कि तीन वर्ष से अधिक नहीं हो, के अध्यधीन, अध्ययन छुट्टी में अर्जित छुट्टी, अर्ध वेतन छुट्टी, असाधारण छुट्टी जोड़ी जा सकती है बशर्ते कि शिक्षक के खाते में पड़ी अर्जित छुट्टियों को शिक्षक के स्वविवेक के अनुसार उपयोग किया जाए। जब अध्ययन छुट्टी, छुट्टियों से लगातार ली गई हो तब अध्ययन छुट्टी की अवधि, छुट्टियों के समाप्त होने के पश्चात् आरंभ हुई मानी जानी चाहिए। एक शिक्षक जो कि अध्ययन छुट्टी के दौरान उच्चतर पद पर चयनित हुआ हो, उसे पद ग्रहण करने के पश्चात् उस पद पर रखा जाएगा और उच्चतर वेतनमान प्रदान किया जाएगा।
- (x) अध्ययन छुट्टी की अवधि को सेवानिवृत्ति लाभ (पेंशन/ अंशदायी भविष्य निधि) के प्रयोजनार्थ सेवा में जोड़ा जाना चाहिए, बशर्ते शिक्षक अपनी अध्ययन छुट्टी की समाप्ति के पश्चात् विश्वविद्यालय/ महाविद्यालय/ संस्थान में पुनः कार्यग्रहण करता है और जिस अवधि के लिए बंधपत्र निष्पादित किया गया है, उस अवधि तक संस्थान की सेवा करता है।

- (xi) एक शिक्षक को प्रदान की गई अध्ययन छुट्टी निरस्त मानी जाएगी यदि मंजूरी के बारह माह के भीतर वह प्राप्त नहीं की जाती है बशर्ते कि जब प्रदान की गई अध्ययन छुट्टी को निरस्त कर दिया गया हो, शिक्षक उक्त छुट्टी के लिए पुनः आवेदन कर सकता है ।
- (xii) अध्ययन छुट्टी लेने वाले शिक्षक को यह वचन देना होगा कि वह अध्ययन छुट्टी समाप्त होने के पश्चात् सेवा में वापस आने पर सेवा में शामिल होने की तिथि से लेकर लगातार कम से कम 3 वर्षों तक विश्वविद्यालय / महाविद्यालय / संस्थान की सेवा करेगा ।
- (xiii) एक शिक्षक—
- (क) जो उसे प्रदान की गई अध्ययन छुट्टी की अवधि के भीतर अपना अध्ययन पूरा करने में असमर्थ रहता है, अथवा
- (ख) जो अपनी अध्ययन छुट्टी समाप्त होने के पश्चात् विश्वविद्यालय की सेवाओं को पुनः शामिल होने में असफल रहता है, अथवा
- (ग) जो विश्वविद्यालय की सेवा में पुनः शामिल होता है लेकिन सेवा में शामिल होने के पश्चात् निर्धारित सेवा अवधि को पूरा किए बिना सेवा छोड़ देता है, अथवा
- (घ) जिसे उक्त अवधि के भीतर विश्वविद्यालय द्वारा सेवा से निष्कासित किया जाता है अथवा हटाया जाता है तो वह शिक्षक छुट्टी वेतन में दी गई राशि और उस पर दिए गए भत्तों और अन्य खर्चों अथवा उसको या उसकी ओर से अध्ययन पाठ्यक्रम से संबंधित भुगतान की राशि के प्रतिदाय के लिए बाध्य है ।

#### **स्पष्टीकरण:**

यदि एक शिक्षक छुट्टी अवकाश को बढ़ाने की मांग करता है और उसकी छुट्टी नहीं बढ़ाई जाती है लेकिन वह मूलतः मंजूर की गई छुट्टी की समाप्ति के पश्चात् सेवा में वापस नहीं आता है तो इन्हीं विनियमों के अंतर्गत वसूली के प्रयोजनार्थ यह माना जाएगा कि वह छुट्टियां समाप्त होने के पश्चात् सेवा में पुनः वापस आने में असफल रहा है ।

उपरोक्त उपबंध के बावजूद, कार्यकारिणी परिषद / सिंडिकेट आदेश दे सकता है कि इन विनियमों में से कुछ भी उस शिक्षक पर लागू नहीं होगा, जिसे अध्ययन छुट्टी से वापस आने के बाद 3 वर्ष के भीतर चिकित्सा आधार पर सेवा से सेवानिवृत्त होने की अनुमति प्रदान की गई है । बशर्ते आगे, यदि कार्यकारिणी परिषद / सिंडिकेट इन विनियमों के अंतर्गत शिक्षक द्वारा प्रतिदाय राशि को किसी अन्य अपवादस्वरूप मामले में माफ करता है या कम करता है तो इसके कारण का रिकॉर्ड रखा जाए ।

(xiv) छुट्टी की मंजूरी के पश्चात् शिक्षक को छुट्टी पर जाने से पहले विश्वविद्यालय / महाविद्यालय / संस्थान के पक्ष में एक बंधपत्र निष्पादित करना होगा जिससे वह उपर्युक्त पैरा (x) से (xiii) में दी गई शर्तों को पूरा करने के लिए बाध्य होगा और उपर्युक्त पैरा (x) से (xiii) के अनुरूप विश्वविद्यालय / महाविद्यालय / संस्थान को प्रतिदाय हो सकने वाली राशि वित्त अधिकारी / कोषाध्यक्ष की संतुष्टि के अनुरूप अचल संपत्ति को धरोहर राशि या एक बीमा कंपनी के एक निष्ठा बंधपत्र या एक अनुसूचित बैंक की प्रतिभूति अथवा दो स्थाई अध्यापकों की प्रतिभूति देनी होगी ।

(xv) अध्ययन छुट्टी पर गए शिक्षक को अपने मूल विश्वविद्यालय / महाविद्यालय / संस्थान के कुलसचिव / प्राचार्य के समक्ष उसके पर्यवेक्षक अथवा संस्थान के प्रमुख से उसकी प्रगति की छमाही रिपोर्ट जमा करानी होगी । ऐसी रिपोर्ट अध्ययन छुट्टी की अवधि के प्रत्येक 6 माह की समाप्ति से 1 माह पूर्व कुलसचिव / प्राचार्य के पास पहुंच जानी चाहिए । यदि रिपोर्ट कुलसचिव / प्राचार्य के पास विनिर्दिष्ट समय के भीतर नहीं पहुंचती है तो छुट्टी हेतु वेतन का भुगतान को ऐसी रिपोर्ट की प्राप्ति तक आस्थगित रखा जा सकता है ।

(xvi) छुट्टी पर गए शिक्षक को अध्ययन छुट्टी अवधि के पूरा होने पर एक विस्तृत रिपोर्ट जमा करनी होगी । अध्ययन छुट्टी की अवधि के दौरान प्रस्तुत किए गए शोध दस्तावेज / विनिर्बंध / शैक्षणिक पत्रों की एक प्रति प्राथमिक रूप से विश्वविद्यालय / महाविद्यालय / संस्थान की वेबसाइट पर सार्वजनिक की जानी चाहिए ।

(xvii) संकाय सदस्य, विशेषरूप से सहायक आचार्य के स्तर पर कनिष्ठ संकाय के ज्ञान और कौशल को बढ़ाने की दृष्टि से विश्वविद्यालय / महाविद्यालय / संस्थानों और उनके अधीनस्थ विभागों के प्रमुखों को संकाय सुधार के हित को ध्यान में रखते हुए अध्ययन छुट्टी प्रदान करने में उदार होना चाहिए ताकि दीर्घावधि में विश्वविद्यालय / महाविद्यालय / संस्थान के शैक्षणिक मानक सकारात्मक रूप से प्रभावित हो सकें ।

#### **8.3 सबैटिकल छुट्टी :**

(i) विश्वविद्यालय और महाविद्यालयों के स्थायी, पूर्णकालिक शिक्षक जिन्होंने उपाचार्य / सह आचार्य या आचार्य के रूप में 7 वर्ष की सेवा पूरी कर ली है, को विश्वविद्यालय और उच्चतर शिक्षा प्रणाली में अपनी कुशलता और उपयोगिता बढ़ाने के उद्देश्य से अध्ययन अथवा शोध अथवा अन्य कोई शैक्षणिक लक्ष्य प्राप्त करने के लिए सबैटिकल छुट्टियां प्रदान की जाएं । इन छुट्टियों की अवधि, एक बार में, एक वर्ष से अधिक नहीं होनी चाहिए और शिक्षक के संपूर्ण कैरियर में दो वर्ष से अधिक नहीं होनी चाहिए ।

(ii) एक शिक्षक जिसने अध्ययन छुट्टी ली है, वह तब तक सबैटिकल छुट्टी का हकदार नहीं होगा जब तक कि शिक्षक पहले वाली अध्ययन छुट्टी से वापस आने की तिथि के पांच वर्ष की अवधि पूर्ण न की गई हो, अथवा एक वर्ष या उससे अधिक अवधि के किसी अन्य प्रकार के प्रशिक्षण कार्यक्रम को पूरा न कर ले ।



(iii) एक शिक्षक को सबैटिकल छुट्टी के दौरान उसके सबैटिकल छुट्टी पर जाने से तुरंत पहले वाली उपर्युक्त दरों पर वेतन और भत्ते (विहित शर्तें पूरी की जाने के अध्वधीन) मिलने चाहिए।

(iv) सबैटिकल छुट्टी पर गए एक शिक्षक को उस छुट्टी अवधि के दौरान भारत में या विदेश में किसी संगठन के अंतर्गत नियमित या अंशकालिक नियुक्ति के अंतर्गत कोई कार्य नहीं करना चाहिए। हालांकि, उसे भारत या विदेश में किसी भी संस्थान में नियमित रोजगार के अतिरिक्त एक मानदेय या किसी और प्रकार की सहायता के साथ एक अध्येतावृत्ति या एक शोध छात्रवृत्ति या एक तदर्थ शिक्षण और शोध कार्य स्वीकृत करने की अनुमति है बशर्ते कि ऐसे मामले में कार्यकारिणी परिषद्/सिंडिकेट, यदि चाहे तो, नियोजक द्वारा निर्धारित कम वेतन और भत्तों पर सबैटिकल छुट्टी प्रदान की जा सकती है।

(v) सबैटिकल छुट्टी की अवधि के दौरान शिक्षक को नियत तिथि पर वेतन वृद्धि प्राप्त करने की अनुमति होगी। छुट्टी की अवधि को पेंशन/अंशदायी भविष्य निधि के प्रयोजनार्थ हेतु सेवा में जोड़ा जाना चाहिए, बशर्ते कि शिक्षक अध्ययन छुट्टी की समाप्ति के पश्चात् विश्वविद्यालय/महाविद्यालय संस्थान में पुनः कार्यग्रहण करे।

#### 8.4 विश्वविद्यालयों/महाविद्यालयों के स्थायी शिक्षकों हेतु अन्य प्रकार की छुट्टी के नियम

**स्थायी अध्यापकों के लिए निम्नलिखित प्रकार की छुट्टियां स्वीकार्य होगी :**

- (i) छुट्टी जैसे आकस्मिक छुट्टी, विशेष आकस्मिक छुट्टी और इतर कार्यार्थ छुट्टी को ड्यूटी समझा जाए;
  - (ii) सेवा द्वारा अर्जित की गई छुट्टियां जैसे अर्जित छुट्टी, अर्ध वेतन छुट्टी और परिवर्तित छुट्टी ;
  - (iii) ड्यूटी के बिना अर्जित की गई छुट्टियां जैसे असाधारण छुट्टी और अर्जन शोध्य छुट्टी ;
  - (iv) छुट्टी खाते से नहीं काटी गई छुट्टी;
  - (v) शैक्षणिक उत्कृष्टता हेतु प्राप्त की गई छुट्टी जैसे अध्ययन छुट्टी, सबैटिकल छुट्टी और शैक्षणिक छुट्टी;
  - (vi) स्वास्थ्य के आधार पर प्राप्त की गई छुट्टी जैसे प्रसूति छुट्टी और संगरोध छुट्टी;
- (ख) कार्यकारिणी परिषद्/सिंडिकेट *अपवादस्वरूप मामलों* में किसी भी प्रकार की शर्तें और निबंधन के अध्वधीन जैसा वह उचित समझे कोई भी अन्य छुट्टी दे सकती है, जिसके लिए कारण दर्ज किया जाना चाहिए।

#### I. आकस्मिक छुट्टी

- (i) किसी शिक्षक को दी जाने वाली आकस्मिक छुट्टी की संख्या एक शैक्षणिक वर्ष में आठ दिनों से अधिक नहीं होनी चाहिए।
- (ii) आकस्मिक छुट्टी को विशेष आकस्मिक छुट्टी के अतिरिक्त किसी भी अन्य प्रकार की छुट्टी के साथ नहीं जोड़ा जा सकता। तथापि, ऐसी आकस्मिक छुट्टी को रविवार सहित अन्य अवकाशों के साथ जोड़ा जा सकता है। आकस्मिक छुट्टी की अवधि के दौरान आने वाले अवकाश या रविवार को आकस्मिक छुट्टी के रूप में नहीं गिना जाएगा।

#### II. विशेष आकस्मिक छुट्टी

- (i) किसी शिक्षक को एक शैक्षणिक वर्ष में दस से अधिक विशेष आकस्मिक छुट्टी नहीं दी जानी चाहिए;
- (क) विश्वविद्यालय/लोक सेवा आयोग/परीक्षा बोर्ड या अन्य इसी प्रकार के निकायों/संस्थानों की परीक्षा आयोजित कराने के लिए; और
- (ख) किसी सांविधिक बोर्ड से जुड़े शैक्षणिक संस्थानों के निरीक्षण के लिए।
- (ii) दस दिनों की ग्राह्य छुट्टी की गणना में की गई वास्तविक यात्रा के दिन, यदि कोई हो, उन स्थानों से वहां तक जहां उपर्युक्त विनिर्दिष्ट कार्यकलाप हुए हैं, को इससे बाहर रखा जाएगा।
- (iii) इसके अतिरिक्त, नीचे बताए गए स्तर तक विशेष आकस्मिक छुट्टी भी प्रदान की जाए;
- (क) परिवार नियोजन कार्यक्रम के अंतर्गत नसबंदी ऑपरेशन, (पुरुष नसबंदी और महिला नसबंदी) के मामले में छुट्टियां छह कार्य दिवसों तक सीमित रहेगी; और
- (ख) एक महिला शिक्षक जो 'नॉन-पयूरपूरल' नसबंदी कराती है। इस मामले में छुट्टी 14 दिन तक सीमित होगी।
- (iv) विशेष आकस्मिक छुट्टी जमा नहीं की जा सकती और ना ही इसे आकस्मिक छुट्टी के अतिरिक्त किसी और प्रकार की छुट्टी के साथ जोड़ा जा सकता है। प्रत्येक मौके पर स्वीकृति प्रदान करने वाले अधिकारी द्वारा इसे छुट्टियों के साथ प्रदान किया जा सकता है।

#### I. अर्जित छुट्टियां

- (i) एक शिक्षक के लिए ग्राह्य अर्जित छुट्टियां :

(क) प्रावकाश सहित वास्तविक सेवा का 1/30 ; सहित

(ख) उस अवधि का एक तिहाई, यदि कोई हो तो, जिसके दौरान उसे प्रावकाश के दौरान ड्यूटी करनी होगी।

वास्तविक सेवा की अवधि की गणना के प्रयोजनार्थ, आकस्मिक, विशेष आकस्मिक और इतर कार्यार्थ छुट्टी को छोड़कर सभी छुट्टी अवधि को हटाया जाना चाहिए।

(ii) किसी शिक्षक के पास 300 दिनों से अधिक की अर्जित छुट्टी जमा नहीं होनी चाहिए। एक बार में अर्जित छुट्टी मंजूर करने की अधिकतम अवधि 60 दिन से अधिक नहीं होनी चाहिए। तथापि, उच्चतर शिक्षा प्राप्ति या प्रशिक्षण या चिकित्सा प्रमाण पत्र के साथ छुट्टी या जब पूरी छुट्टी या छुट्टी का एक भाग भारत से बाहर बिताया गया हो तो इन मामलों में 60 दिन से अधिक की अर्जित छुट्टी मंजूर की जा सकती है।

संदेह दूर करने हेतु यह स्पष्ट किया जाता है :

1. जब एक शिक्षक अर्जित छुट्टियों के साथ प्रावकाश को जोड़ता है तो औसत वेतन पर अधिकतम छुट्टी की गणना में प्रावकाश की अवधि को छुट्टी माना जाएगा जिसे विशिष्ट अवधि की छुट्टी में शामिल किया जा सकता है।
2. यदि भारत से बाहर छुट्टी का एक केवल एक हिस्सा बिताया गया हो तो 120 दिन से अधिक की छुट्टी केवल उस स्थिति में दी जाएगी, जबकि भारत में बिताई गई छुट्टियों का भाग कुल मिलाकर 120 दिन से अधिक नहीं हो।
3. शिक्षण स्टॉफ के सदस्यों के लिए अर्जित छुट्टियों के नकदीकरण की अनुमति केंद्र सरकार या राज्य सरकार के कर्मचारियों की भांति लागू होनी चाहिए।

#### IV. अर्ध-वेतन छुट्टी

किसी स्थायी शिक्षक के लिए सेवा का प्रत्येक वर्ष पूरा होने पर 20 दिन की अवधि की अर्ध-वेतन छुट्टी स्वीकृत की सकती है। ऐसी छुट्टी को किसी पंजीकृत चिकित्सक से चिकित्सा प्रमाणपत्र प्राप्त कर, किसी निजी मामले या किसी शैक्षणिक प्रयोजनार्थ के आधार पर प्रदान की जानी चाहिए।

स्पष्टीकरण :

“एक वर्ष की सेवा पूर्ण की” का अभिप्राय है कि विश्वविद्यालय के अंतर्गत एक विनिर्दिष्ट अवधि के लिए लगातार की गई सेवा जिसमें असाधारण छुट्टी सहित छुट्टी के साथ-साथ सेवा से अनुपस्थिति की अवधि भी शामिल है।

नोट : सेवानिवृत्ति के समय छुट्टियों के नगदीकरण के प्रयोजनार्थ यदि अर्जित छुट्टियों की संख्या 300 से कम है तो अर्जित छुट्टियों की संख्या की गणना हेतु अर्ध-वेतन छुट्टियों को अर्जित छुट्टियों के साथ जोड़ दिया जाना चाहिए जैसा कि भारत सरकार/ राज्य सरकार के कर्मचारियों के मामले में लागू होता है।

#### V. परिवर्तित छुट्टी

निम्नलिखित शर्तों के अधीन एक स्थायी शिक्षक को एक पंजीकृत चिकित्सक से चिकित्सा प्रमाणपत्र के आधार पर परिवर्तित छुट्टी, जो देय अर्ध-वेतन छुट्टी के आधे से अधिक न हो, प्रदान की जा सकती है :

- (i) संपूर्ण सेवा अवधि के दौरान परिवर्तित छुट्टी की अवधि की अधिकतम सीमा 240 दिन होगी;
- (ii) परिवर्तित छुट्टी प्रदान किए जाने की स्थिति में, अर्ध-वेतन छुट्टी के खाते से दोगनी छुट्टी काटी जाएगी; और
- (iii) एक साथ ली गई अर्जित छुट्टी और परिवर्तित छुट्टी की कुल अवधि एक समय में 240 दिनों से अधिक नहीं होगी;  
बशर्ते कि इन विनियमों के अधीन कोई परिवर्तित छुट्टी नहीं दी जाएगी, जब तक छुट्टी स्वीकृत करने वाले सक्षम प्राधिकारी को यह विश्वास ना हो कि शिक्षक इस अवधि के समाप्त होने पर अपने कार्य पर वापस लौटेगा।

#### VI. असाधारण छुट्टी

(i) किसी स्थायी शिक्षक को असाधारण छुट्टी दी जा सकती है जबकि —

(क) कोई अन्य छुट्टी स्वीकार्य ना हो; अथवा

(ख) अन्य छुट्टी ग्राह्य हो और शिक्षक असाधारण छुट्टी हेतु लिखित में आवेदन करें।

(ii) असाधारण छुट्टी सदैव बिना वेतन और भत्तों के होगी। इसमें निम्नलिखित मामलों को छोड़कर वेतन वृद्धि की गणना के लिए इस पर विचार नहीं किया जाएगा:

(क) चिकित्सा प्रमाण पत्रों के आधार पर ली गई छुट्टी;

(ख) ऐसे मामलों में जहां कुलपति/ प्राचार्य संतुष्ट हो कि शिक्षक के नियंत्रण से बाहर के कारणों के चलते छुट्टी ली गई थी, जैसे कि नागरिक विद्रोह, अथवा प्राकृतिक आपदा के कारण कार्यभार ग्रहण करने अथवा पुनः कार्यभार ग्रहण करने में अक्षमता और शिक्षक के खाते में अन्य कोई भी छुट्टी नहीं हो;

(ग) उच्चतर अध्ययन जारी रखने हेतु ली गई छुट्टी; और

(घ) शिक्षण पद, अध्येतावृत्ति अथवा शोध—सह—शिक्षण पद के लिए निमंत्रण स्वीकार करने अथवा तकनीकी अथवा अकादमिक महत्व के कार्य सौंपे जाने पर छुट्टी प्रदान की गई हो।

(iii) असाधारण छुट्टी को आकस्मिक छुट्टी और विशेष आकस्मिक छुट्टी के अलावा अन्य किसी छुट्टी के साथ जोड़ा जा सकता है बशर्ते छुट्टी पर कार्य से लगातार अनुपस्थिति की कुल अवधि, ऐसे मामलों को छोड़कर जहां छुट्टी चिकित्सा प्रमाण पत्र पर ली गई हो, 3 वर्षों से अधिक नहीं होगी (उस छुट्टी की अवधि सहित जो उक्त छुट्टी के साथ जोड़ी गई है)। कार्य से अनुपस्थिति की कुल अवधि किसी भी स्थिति में व्यक्ति की संपूर्ण सेवा अवधि में पांच वर्षों से अधिक नहीं होगी।

(iv) छुट्टी प्रदान करने हेतु सक्षम प्राधिकारी, अनुपस्थिति की अवधि को भूतलक्षी प्रभाव से बिना छुट्टी के अनुपस्थिति को असाधारण छुट्टी में परिवर्तित कर सकता है।

## VII. 'अर्जन शोध्य छुट्टी'

(i) 'अर्जन शोध्य छुट्टी' कुलपति/ प्राचार्य के विवेक पर स्थायी शिक्षक को उसकी संपूर्ण सेवा अवधि के दौरान 360 दिनों से अधिक नहीं प्रदान की जा सकती है, जिसमें से चिकित्सा प्रमाणपत्र पर एक समय में 90 दिन और संपूर्ण रूप से 180 दिन से अधिक की छुट्टी नहीं होनी चाहिए। उक्त छुट्टी को उनके द्वारा बाद में अर्जित किए गए अर्ध-वेतन छुट्टी से काटा जाएगा।

(ii) 'अर्जन शोध्य छुट्टी' कुलपति/ प्राचार्य द्वारा तब तक प्रदान नहीं की जाएगी, जब तक वह संतुष्ट ना हो कि जहाँ तक उन्हें यह यथोचित पूर्वानुमान हो कि शिक्षक छुट्टी की समाप्ति पर कार्य पर वापस लौटेगा और दी गई छुट्टी अर्जित करेगा।

(iii) एक शिक्षक, जिसे 'अर्जन शोध्य छुट्टी' प्रदान की गई है, उसे तब तक सेवा से त्यागपत्र देने की अनुमति नहीं दी जाएगी जब तक उसकी सक्रिय सेवा से उसके छुट्टी के खाते में शेष छुट्टी समाप्त नहीं हो जाती अथवा वह इस तरह से अर्जित नहीं की गई अवधि हेतु वेतन और भत्तों के रूप में उसे दी गई धनराशि वापस ना करें। ऐसे मामलों में जहां खराब स्वास्थ्य के कारण सेवानिवृत्ति अपरिहार्य बन जाती है, शिक्षक आगे की सेवा के लिए अशक्त हो जाता है, ऐसे मामलों में अर्जित की जाने वाली छुट्टी की अवधि हेतु वेतन अवकाश का प्रतिदाय कार्यकारी परिषद्/ महाविद्यालय के शासी निकाय द्वारा समाप्त किया जा सकता है।

बशर्ते कि कार्यकारी परिषद्/ महाविद्यालय का शासी निकाय किसी अन्य अपवादस्वरूप मामले में लिखित में कारणों को दर्ज करके, अर्जित की जाने वाली छुट्टी की अवधि हेतु वेतन अवकाश के प्रतिदाय को समाप्त कर सकता है।

## VIII. प्रसूति छुट्टी

(i) महिला शिक्षक को पूर्ण वेतन पर पूरी सेवा अवधि में दो बार 180 दिनों से अधिक की प्रसूति छुट्टी नहीं दी जा सकती हैं। प्रसूति छुट्टी अकाल प्रसव हो जाने सहित गर्भपात के मामले में भी प्रदान की जा सकती हैं, बशर्ते कि एक महिला शिक्षक को अपनी सेवा अवधि में 45 दिनों से अधिक छुट्टी नहीं प्रदान की गई हो और छुट्टी हेतु आवेदन के साथ चिकित्सा प्रमाण पत्र प्रदान किया जाए।

(ii) प्रसूति छुट्टी को किसी अर्जित अवकाश, अर्ध-वेतन छुट्टी अथवा असाधारण छुट्टी के साथ जोड़ा जा सकता है परंतु प्रसूति छुट्टी को आगे बढ़ाने के लिए आवेदन के साथ किसी भी छुट्टी को केवल उस स्थिति में प्रदान किया जा सकता है जब उसके अनुरोध के साथ एक चिकित्सा प्रमाणपत्र संलग्न हो।

## IX. बालचर्या छुट्टी

महिला शिक्षकों को अपने अवयस्क बच्चे/ बच्चों की देखभाल के लिए दो वर्षों की अवधि की छुट्टी प्रदान की जा सकती है। केंद्र सरकार की महिला कर्मचारियों की तर्ज पर महिला शिक्षकों को अपनी संपूर्ण सेवा अवधि के दौरान दो वर्षों (730) दिनों की अधिकतम अवधि हेतु बालचर्या छुट्टी प्रदान की जा सकती है। ऐसे मामलों में जहां बालचर्या छुट्टी 45 दिनों से अधिक की अवधि के लिए प्रदान की गई हो तो विश्वविद्यालय/ महाविद्यालय/ संस्थान एक अंशकालिक/ वैकल्पिक अतिथि शिक्षक को विश्वविद्यालय अनुदान आयोग को पूर्व जानकारी प्रदान कर नियुक्त कर सकते हैं।

## X. पितृत्व अवकाश

पुरुष शिक्षकों को उनकी पत्नी की प्रसूति के दौरान 15 दिनों की पितृत्व अवकाश प्रदान किया जा सकता है पर ऐसा अवकाश केवल दो बच्चों पर ही प्रदान किया जाएगा।

## XI. दत्तक ग्रहण छुट्टी

दत्तक ग्रहण छुट्टी केंद्र सरकार के नियमों के अनुसार प्रदान की जा सकती है।

## XII. सरोगेसी हेतु छुट्टी

सरोगेसी हेतु छुट्टी भारत सरकार द्वारा निर्धारित नियमों, विनियमों और मानदंडों के अनुसार लागू होगी।

### 9. शोध संवर्धन अनुदान

विश्वविद्यालय अनुदान आयोग अथवा संबंधित एजेंसी (केंद्र/राज्य सरकार) शिक्षकों और अन्य गैर-व्यवसायिक अकादमिक स्टाफ को अपनी नियुक्ति के पश्चात् शीघ्र शोध शुरू करने के लिए सामाजिक विज्ञान, मानविकी और भाषा में 3 लाख रुपए और विज्ञान और प्रौद्योगिकी में 6 लाख रुपए तक स्टार्टअप अनुदान प्रदान कर सकते हैं।

#### 9.1 परामर्शदात्री कार्य

संस्थाओं और परामर्शदाता शिक्षकों के बीच परामर्शदात्री नियमों, निबंधनों, शर्तों और राजस्व साझा करने के मॉडल को विश्वविद्यालय अनुदान आयोग के पृथक परामर्शदात्री नियमों के अनुसार किया जाएगा।

#### 10.0 सी.ए.एस. के अंतर्गत सीधी भर्ती और प्रोन्नति हेतु पिछली सेवाओं की गणना करना

सहायक आचार्य, सह-आचार्य, आचार्य अथवा किसी अन्य नाम से जाने वाले रूप में एक शिक्षक को सी.ए.एस. के अंतर्गत सीधी भर्ती और प्रोन्नति हेतु विश्वविद्यालय, महाविद्यालय, राष्ट्रीय प्रयोगशालाओं अथवा सीएसआईआर, आईसीएआर, डीआरडीओ, विश्वविद्यालय अनुदान आयोग, आईसीएसएसआर, आईसीएचआर, आईसीएमआर और डीबीटी जैसे अन्य वैज्ञानिक/व्यावसायिक संगठनों में सहायक आचार्य, सह-आचार्य अथवा आचार्य अथवा समकक्ष के रूप में पूर्व नियमित सेवा, चाहे राष्ट्रीय अथवा अंतर्राष्ट्रीय हो, की गणना की जानी चाहिए, बशर्ते कि—

(क) धारित पद की अनिवार्य अर्हताएं सहायक आचार्य, सह-आचार्य और आचार्य, जैसी भी स्थिति हो, के लिए विश्वविद्यालय अनुदान आयोग द्वारा निर्धारित की गई अर्हताओं से कम नहीं हो।

(ख) पद, सहायक आचार्य (व्याख्याता), सह-आचार्य (उपाचार्य) और आचार्य के पद के रूप में समकक्ष श्रेणी का हो/था अथवा पूर्व संशोधित वेतनमान पर हो/रहा हो।

(ग) संबंधित सहायक आचार्य, सह-आचार्य और आचार्य के पास सहायक आचार्य, सह-आचार्य और आचार्य, जैसी भी स्थिति हो, के पद पर नियुक्ति हेतु विश्वविद्यालय अनुदान आयोग द्वारा निर्धारित न्यूनतम अर्हताएं होनी चाहिए।

(घ) ऐसी नियुक्तियों के लिए संबंधित विश्वविद्यालय/राज्य सरकार/केंद्र सरकार/संस्थानों की निर्धारित चयन प्रक्रिया के निर्धारित विनियमों के अनुसार पद भरे गए हो।

(ङ) किसी भी अवधि के दौरान पूर्व नियुक्ति अतिथि व्याख्याता के रूप में नहीं की गई हो।

(च) पूर्व तदर्थ अथवा अस्थाई अथवा परिशिष्ट सेवा (जिस भी नाम से इसे जाना जाए) की प्रत्यक्ष भर्ती और प्रोन्नति हेतु गणना की जाएगी, बशर्ते कि—

(i) विश्वविद्यालय अनुदान आयोग द्वारा सहायक आचार्य, सह-आचार्य और आचार्य, जैसी भी स्थिति हो, हेतु अनिवार्य अर्हताएं आवश्यक धारित पद की आवश्यक अर्हताओं से कम ना हो;

(ii) पदधारी की नियुक्ति, विधिवत रूप से गठित चयन समिति/संबंधित विश्वविद्यालय के नियमों के अनुसार गठित चयन समिति की सिफारिशों पर की गई हो;

(iii) पदधारी नियमित आधार पर नियुक्त किए गए सहायक आचार्य, सह-आचार्य और आचार्य, जैसी भी स्थिति हो, के मासिक सकल वेतन से कम कुल सकल परिलब्धियां प्राप्त नहीं कर रहे हों; और

(छ) इस खंड के अंतर्गत विगत सेवा की गणना करते समय संस्थान (निजी/स्थानीय निकाय/सरकारी), जहां पूर्व सेवाएं प्रदान की गई थी, की प्रबंधन के स्वरूप का संदर्भ देते समय कोई भेदभाव नहीं किया जाएगा।

#### 11.0 परिवीक्षा और स्थायीकरण की अवधि

11.1 किसी शिक्षक की परिवीक्षा की न्यूनतम अवधि एक वर्ष होगी, जिसे असंतोषजनक प्रदर्शन किए जाने की स्थिति में एक वर्ष और बढ़ाया जा सकता है।

11.2 परिवीक्षाधीन शिक्षक को एक वर्ष के अंत में स्थायी किया जाएगा, जब तक कि पहले वर्ष की समाप्ति से पूर्व किसी विशिष्ट आदेश के माध्यम से इस अवधि को एक और वर्ष बढ़ाया ना गया हो।

11.3 इस विनियम के खंड 11 के अध्याधीन, विश्वविद्यालय/संबंधित संस्थान के लिए यह अनिवार्य है कि वह संतोषजनक कार्य निष्पादन के सत्यापन की यथावत प्रक्रिया के अनुसरण के पश्चात् परिवीक्षा अवधि के पूरा होने के 45 दिनों के भीतर पदधारियों को स्थायी करने का आदेश जारी करें।

11.4 परिवीक्षा और स्थायीकरण नियमों को केंद्र सरकार द्वारा समय-समय पर जारी केवल भर्ती के शुरुआती चरण पर ही लागू किया जाएगा।

11.5 परिवीक्षा और स्थायीकरण संबंधी केंद्र सरकार के अन्य सभी नियम यथोचित परिवर्तनों सहित लागू होंगे।

## 12.0 शिक्षकों के पदों का सृजन और उनका भरा जाना

12.1 जहां तक व्यवहार्य हो, विश्वविद्यालयों में शिक्षकों का पद पिरामिड क्रम में सृजित किए जाएं, उदाहरण के लिए, आचार्य के 1 पद के लिए प्रति विभाग सह- आचार्य के 2 पद और सहायक आचार्यों के चार पद होने चाहिए।

12.2 विश्वविद्यालय प्रणाली में सभी स्वीकृत/ अनुमोदित पद तत्काल आधार पर भरे जाएंगे।

## 13.0 परिशिष्ट आधार पर नियुक्तियां

परिशिष्ट आधार पर शिक्षक की नियुक्ति तभी की जानी चाहिए जब पूर्ण रूप से अनिवार्य न हो और जब छात्र शिक्षक का अनुपात निर्धारित मानदंड पर खरा न उतरता हो। ऐसे किसी मामले में, उक्त नियुक्तियों की संख्या महाविद्यालय/ विश्वविद्यालय में संकाय पदों की कुल संख्या के 10 प्रतिशत से अधिक नहीं होनी चाहिए। उन्हें नियुक्त करने संबंधी अर्हताएं और चयन प्रक्रिया वही होनी चाहिए जो नियमित आधार पर नियुक्त किए गए शिक्षकों पर लागू होती हैं। उक्त अनुबंधित शिक्षकों को दी गई निर्धारित परिलब्धियां नियमित आधार पर नियुक्त किए गए सहायक आचार्य के मासिक सकल वेतन से कम नहीं होनी चाहिए। प्रारंभ में, ऐसी नियुक्तियां एक शिक्षा सत्र से अधिक के लिए नहीं होनी चाहिए और ऐसे किसी नए शिक्षक के कार्य निष्पादन की अन्य सत्र हेतु परिशिष्ट आधार पर नियुक्त करने से पहले शैक्षणिक कार्यनिष्पादन की समीक्षा की जानी चाहिए। जब प्रसूति छुट्टी, बालचर्या छुट्टी इत्यादि के कारण रिक्तियां भरना पूर्ण रूप से अनिवार्य हो, तभी परिशिष्ट आधार पर ऐसी नियुक्तियां की जानी चाहिए।

## 14.0 शिक्षण के दिवस

14.1 विश्वविद्यालयों/ महाविद्यालयों में कम से कम 180 शिक्षण दिवस होने चाहिए अर्थात् 6 दिनों के सप्ताह में न्यूनतम 30 सप्ताह के वास्तविक शिक्षण दिवस होने चाहिए। शेष दिनों में, 12 सप्ताह को प्रवेश और परीक्षा संबंधी कार्यकलापों और सह- पाठ्यचर्या, खेलकूद, महाविद्यालय दिवस इत्यादि हेतु शिक्षणोत्तर दिवसों के लिए उपयोग किया जा सकता है। 8 सप्ताह प्रावकाश के लिए और 2 सप्ताह विभिन्न सरकारी छुट्टियों के लिए दिए जा सकते हैं। यदि विश्वविद्यालय पांच दिवसीय प्रति सप्ताह की पद्धति अपनाता है तो सप्ताह की संख्या तदनुसार बढ़ाई जानी चाहिए ताकि यह सुनिश्चित किया जा सके कि छह दिवसीय सप्ताह में 30 सप्ताह के समकक्ष वास्तविक शिक्षण कार्य किया जा सके।

उक्त उपबंध को निम्नानुसार संक्षेप में दिया गया है –

	सप्ताहों की संख्या : एक सप्ताह में 6 दिवसीय पद्धति		सप्ताहों की संख्या : एक सप्ताह में 5 दिवसीय पद्धति	
श्रेणीकरण	विश्वविद्यालय	महाविद्यालय	विश्वविद्यालय	महाविद्यालय
शिक्षण और ज्ञान अर्जन प्रक्रिया	30 (180 दिन) सप्ताह	30 (180 दिन) सप्ताह	36 (180 दिन) सप्ताह	36 (180 दिन) सप्ताह
प्रवेश, परीक्षा और परीक्षा हेतु तैयारी	12	10	8	8
प्रावकाश	8	10	6	6
सरकारी छुट्टियां (शिक्षण दिनों में तदनुसार वृद्धि करना और उनका समायोजन करना)	2	2	2	2
कुल	52	52	52	52

14.2 प्रावकाश में 2 सप्ताह की कमी करने के बदले विश्वविद्यालय के शिक्षकों के अर्जित अवकाश में उक्त अवधि की एक तिहाई दिनों के अवकाश की वृद्धि की जा सकती है। तथापि, महाविद्यालय के पास एक वर्ष में कुल 10 सप्ताहों के प्रावकाश का विकल्प होगा और प्रावकाश के दौरान कार्य करने की आवश्यकता के अलावा किसी और कारण से अर्जित अवकाश नहीं दिया जाएगा जिसके लिए विश्वविद्यालय के शिक्षकों के मामले में अर्जित अवकाश के रूप में एक तिहाई अवधि की छुट्टी दी जाएगी।

## 15.0 कार्यभार

15.1 पूर्णकालिक रोजगार के मामले में एक शिक्षा वर्ष में शिक्षकों का कार्यभार 30 कार्य सप्ताह (एक सौ अस्सी शिक्षण दिवस) के लिए एक सप्ताह में 40 घंटों से कम नहीं होना चाहिए। विश्वविद्यालय/ महाविद्यालय में शिक्षकों के लिए यह अनिवार्य होगा कि वह कम से कम 5 घंटे प्रतिदिन उपलब्ध हो। शिक्षक अवर- स्नातक पाठ्यक्रमों के मामले में सामुदायिक विकास/ पाठ्योत्तर कार्यकलापों/ पुस्तकालय परामर्श/ शोध हेतु छात्रों को शिक्षित करने के लिए कम से कम प्रतिदिन दो घंटे (प्रति समन्वयक न्यूनतम 15 छात्र) और/ अथवा स्नातकोत्तर

पाठ्यक्रमों के मामले में शोध हेतु प्रतिदिन कम से कम दो घंटे का समय देंगे जिसके लिए विश्वविद्यालय/ महाविद्यालय द्वारा आवश्यक स्थान और अवसंरचना प्रदान की जाएगी। प्रत्यक्ष शिक्षण— ज्ञान अर्जन कार्यभार निम्नानुसार होना चाहिए :

सहायक आचार्य	16 घंटे प्रति सप्ताह
सह- आचार्य और आचार्य	14 घंटे प्रति सप्ताह

15.2 ऐसे आचार्य, जो विस्तार तथा प्रशासनिक कार्यों में शामिल हैं, तथा ऐसे सह-आचार्य और सहायक आचार्य जो सक्रिय रूप से प्रशासनिक कार्यों में जुटे हुए हों उन्हें प्रति सप्ताह कार्यों के लिए शिक्षण और ज्ञान अर्जन में दो घंटे की छूट प्रदान की जा सकती है।

### 16.0 सेवा करार और वरिष्ठता का निर्धारण करना

16.1 विश्वविद्यालय और महाविद्यालय में भर्ती के समय विश्वविद्यालय/ महाविद्यालय और संबंधित शिक्षक के बीच एक सेवा करार होना चाहिए और उसकी एक प्रति रजिस्ट्रार/ प्राचार्य के पास जमा की जाएगी। उक्त सेवा करार पर सरकारी प्रयोजनों के अनुसार विधिवत् रूप से स्टॉम्प ड्यूटी का भुगतान किया जाएगा।

16.2 खंड 6.0 और इसके उपखंडों और उपखंड 6.1 से 6.4 और इसमें अंतर्विष्ट सभी उपखंड तथा परिशिष्ट – II की तालिका 1 से 5 के अनुसार स्व- मूल्यांकन प्रविधियां, पात्रता के अनुसार, सेवा करार/ रिकॉर्ड का भाग होंगी।

### 16.3 सी.ए.एस. के अंतर्गत प्रत्यक्ष रूप से भर्ती किए गए और प्रोन्नत किए गए शिक्षकों के बीच परस्पर वरिष्ठता का निर्धारण

सी.ए.एस. के अंतर्गत प्रत्यक्ष रूप से भर्ती किए गए और प्रोन्नत किए गए शिक्षकों के बीच परस्पर वरिष्ठता का निर्धारण कार्यभार संभालने की तिथि से किया जाएगा और सी.ए.एस. के अंतर्गत प्रोन्नत किए गए शिक्षकों हेतु पात्रता की तिथि से किया जाएगा, जैसे कि संबंधित भर्तियों की चयन समिति की सिफारिशों में दर्शाया गया है। वरिष्ठता के अन्य सभी मामलों के लिए संबंधित केंद्र/ राज्य सरकार के नियम और विनियम लागू होंगे।

### 17.0 व्यावसायिक आचार संहिता

#### I. शिक्षक और उनके दायित्व :

जो कोई भी शिक्षण को व्यवसाय के रूप में अपनाता है उसका दायित्व होता है कि वह पेशे के आदर्शों के अनुरूप अपने आचरण को बनाए रखे। एक शिक्षक लगातार अपने छात्रों और समाज की समीक्षा के अधीन रहता है। इसलिए, प्रत्येक शिक्षक को यह ध्यान रखना चाहिए कि उसकी कथनी और करनी के बीच कोई भेद नहीं हो। पहले से ही निर्धारित शिक्षा के राष्ट्रीय आदर्शों और उन्हें छात्रों प्रसार करना एक शिक्षक का स्वयं का आदर्श होना चाहिए। इस व्यवसाय में आगे यह भी आवश्यक है कि शिक्षक शांत, धैर्यवान, मिलनसार और मैत्रीपूर्ण स्वभाव का हो।

#### एक शिक्षक को :

- (i) ऐसा जिम्मेदारी भरे आचरण तथा व्यवहार का पालन करना चाहिए जैसा कि समुदाय उनसे आशा करता है;
- (ii) उन्हें अपने निजी मामलों का इस प्रकार से प्रबंधन करना चाहिए जो कि पेशे की प्रतिष्ठा के अनुरूप हों;
- (iii) अध्ययन और शोध के माध्यम से लगातार पेशेवर विकास जारी रखने चाहिए;
- (iv) ज्ञान के क्षेत्र में योगदान देने के लिए पेशेवर बैठकों, संगोष्ठियों, सम्मेलनों इत्यादि में भागीदारी करके मुक्त और मैत्रीपूर्ण विचार व्यक्त करने चाहिए;
- (v) पेशेवर संगठनों में सक्रिय सदस्यता को बनाए रखना चाहिए और उनके माध्यम से शिक्षा और व्यवसाय को बेहतर बनाने का प्रयास करना चाहिए;
- (vi) विवेकपूर्ण और समर्पण भावना से शिक्षण, अनुशिक्षण, प्रायोगिक ज्ञान, संगोष्ठियों और शोध कार्य के रूप में अपने कर्तव्यों का निष्पादन करना चाहिए;
- (vii) शिक्षण और शोध में साहित्य चोरी और अन्य अनैतिक व्यवहार में शामिल नहीं होना और उन्हें हतोत्साहित करना चाहिए;
- (viii) विश्वविद्यालय के अधिनियम, सांविधि और अध्यादेश का पालन करना चाहिए और विश्वविद्यालय के आदर्शों, विजन, मिशन, सांस्कृतिक पद्धतियों और परंपराओं का आदर करना चाहिए;
- (ix) महाविद्यालय और विश्वविद्यालय के शैक्षणिक दायित्वों से संबंधित कार्यों का क्रियान्वयन करने में सहयोग और सहायता प्रदान करना जैसे कि: प्रवेश हेतु आवेदनों का मूल्यांकन करने में सहायता करना, छात्रों को परामर्श देना और उनका मार्गदर्शन और निगरानी करना, पर्यवेक्षण और मूल्यांकन करने सहित विश्वविद्यालय और महाविद्यालय में परीक्षाएं आयोजित कराने में सहायता करना; और
- (x) सामुदायिक सेवा सहित सह- पाठ्यचर्या और पाठ्येत्तर कार्यकलापों के विस्तार में भागीदारी करना।

**II. शिक्षक और छात्र****शिक्षक को :**

- (i) छात्रों को विचार व्यक्त करने के उनके अधिकारों और प्रतिष्ठा का आदर करना चाहिए ;
- (ii) छात्रों के धर्म, जाति, लिंग, राजनीति, आर्थिक, सामाजिक और शारीरिक गुणों को ध्यान में नहीं रखते हुए उनसे निष्पक्ष और बिना भेदभाव व्यवहार करना चाहिए;
- (iii) छात्रों के व्यवहार और क्षमताओं में अंतर को पहचानना और उनकी व्यक्तिगत आवश्यकताओं को पूरा करने का प्रयास करना चाहिए;
- (iv) छात्रों को उनकी उपलब्धियों में और सुधार करने के लिए प्रोत्साहित करना चाहिए, उनके व्यक्तित्व का विकास करना चाहिए और सामुदायिक कल्याण में योगदान देने के लिए उन्हें प्रोत्साहित करना चाहिए;
- (v) छात्रों में वैज्ञानिक मनोवृत्ति, जिज्ञासा का भाव और लोकतंत्र, देश भक्ति, सामाजिक न्याय, पर्यावरण संरक्षण, और शांति के आदर्श का संचरण करना चाहिए;
- (vi) छात्रों के साथ सम्मान से व्यवहार करना और किसी भी कारण के लिए किसी के साथ प्रतिशोधात्मक तरीके से व्यवहार नहीं करना चाहिए;
- (vii) गुणों का मूल्यांकन करने में छात्र की केवल उपलब्धियों पर ध्यान देना चाहिए;
- (viii) कक्षा के समय के बाद भी छात्रों के लिए स्वयं को उपलब्ध कराना और बिना किसी लाभ और पुरस्कार के छात्रों की सहायता और उनका मार्गदर्शन करना चाहिए;
- (ix) छात्रों में हमारी राष्ट्रीय विरासत और राष्ट्रीय उद्देश्यों की समझ विकसित करने में सहायता करना चाहिए;
- (x) अन्य छात्रों, सहपाठियों अथवा प्रशासन के विरुद्ध छात्रों को उत्तेजित नहीं करना चाहिए।

**III. शिक्षक और सहयोगी शिक्षक****शिक्षक को :**

- (i) पेशे से जुड़े अन्य सदस्यों के साथ वैसा ही व्यवहार करना चाहिए जैसा वह स्वयं के साथ पसंद करेंगे;
- (ii) अन्य शिक्षकों के बारे में आदरपूर्वक बात करना और पेशेवर बेहतरी के लिए सहायता देनी चाहिए;
- (iii) उच्च प्राधिकारियों को सहयोगियों के विरुद्ध बेबुनियादी आरोप लगाने से बचना चाहिए;
- (iv) अपने पेशेवर प्रयासों में जाति, रंग, धर्म, प्रजाति अथवा लिंग संबंधी विचारों को नहीं आने देना चाहिए।

**IV. शिक्षक और प्राधिकारी****शिक्षक को :**

- (i) लागू नियमों के अनुसार अपने व्यवसायिक दायित्वों का निर्वहन करना चाहिए और अपने स्वयं के संस्थागत निकाय और/ अथवा व्यवसायिक संगठनों के माध्यम से पेशे के लिए घातक ऐसे नियम में परिवर्तन के लिए कदम उठाने के लिए पेशे के अनुकूल प्रक्रियाओं और पद्धतियों का पालन करना चाहिए जो पेशेवर हित में हों।
- (ii) निजी ट्यूशन और अनुशिक्षण कक्षाओं सहित अन्य कोई रोजगार और प्रतिबद्धता से दूर रहना चाहिए, जिससे उनके पेशेवर उत्तरदायित्वों में हस्तक्षेप होने की संभावना हो;
- (iii) विभिन्न पदों का कार्यभार स्वीकार करके और उक्त पदों के उत्तरदायित्वों का निर्वहन करके संस्था की नीति निर्माण में सहयोग करना;
- (iv) अन्य संस्थाओं की नीतियों के निर्माण में अपने संगठनों के माध्यम से सहयोग करके पदों को स्वीकार करेंगे;
- (v) पेशे की मर्यादा के अनुरूप और हितों के मद्देनजर संस्थाओं की बेहतरी हेतु प्राधिकरणों का सहयोग करना चाहिए;
- (vi) परिशिष्ट की शर्तों का अनुपालन करेंगे;
- (vii) किसी स्थिति में नियोजन में परिवर्तन से पहले उचित नोटिस देंगे और ऐसे नोटिस की अपेक्षा करेंगे;
- (viii) अपरिहार्य कारणों के अतिरिक्त छुट्टियां लेने से बचेंगे और और जहां तक संभव हो सके शैक्षणिक सत्र को पूरा करने हेतु अपने विशेष उत्तरदायित्वों के मद्देनजर छुट्टी लेने से पूर्व सूचना प्रदान करेंगे।

**शिक्षक और शिक्षणेत्तर कर्मचारी****शिक्षकों को चाहिए कि :**

- (i) प्रत्येक शैक्षणिक संस्था में सहयोग से किए जाने वाले कार्यों में शिक्षणेत्तर स्टाफ को अपना सहकर्म और समान सहयोगी समझे;
- (ii) शिक्षकों और शिक्षणेत्तर स्टाफ से संबंधित संयुक्त स्टाफ परिषदों के कार्य में सहायता करें।

**VI. शिक्षक और अभिभावक****शिक्षकों को चाहिए कि :**

- (i) शिक्षक, निकायों और संगठनों के माध्यम से इस बात पर ध्यान देने का प्रयास करें कि संस्थाएं, अभिभावकों, अपने विद्यार्थियों के साथ संपर्क बनाएं और जब कभी आवश्यक हो, अभिभावकों को उनकी निष्पादन रिपोर्ट भेजें और परस्पर विचारों के आदान-प्रदान और संस्था के लाभ हेतु इस प्रयोजनार्थ आयोजित बैठकों में अभिभावकों से भेंट करें।

**VII. शिक्षक और समाज****शिक्षकों को चाहिए कि :**

- (i) इस बात को स्वीकार करें कि शिक्षा एक जन सेवा है और चलाए जा रहे कार्यक्रमों के बारे में लोगों को जानकारी प्रदान करने के लिए प्रयास करें;
- (ii) समाज में शिक्षा में सुधार करने और समाज के नैतिक और बौद्धिक जीवन को सुदृढ़ करने के लिए कार्य करें;
- (iii) सामाजिक समस्याओं से अवगत हों और ऐसी क्रियाकलापों में भाग लें जो समाज की प्रगति और कुल मिलाकर देश की प्रगति में सहायक हों;
- (iv) नागरिक के कर्तव्यों का निर्वहन करें, सामाजिक क्रियाकलापों में भाग लें और सरकारी सेवा के उत्तरदायित्वों में सहायता करें;
- (v) ऐसी क्रियाकलापों में भाग लेने से और सदस्य बनने या किसी भी प्रकार से सहायता करने से बचें जो विभिन्न समुदायों, धर्मों या भाषाई समूहों में नफरत और दुश्मनी को बढ़ावा देती हो, परंतु राष्ट्रीय एकता के लिए सक्रिय होकर कार्य करें।

**कुलपति / सम-कुलपति / कुलदेशिक****कुलपति / सम-कुलपति / कुलदेशिक को चाहिए कि :**

- (क) नीति निर्माण, प्रचालन प्रबंधन, मानव संसाधनों के इष्टतम उपयोग और पर्यावरण और धारणीयता के माध्यम से विश्वविद्यालय को प्रेरणादायक और प्रेरक मूल्य आधारित अकादमिक और कार्यकारी नेतृत्व प्रदान करें;
- (ख) पारदर्शिता, निष्पक्षता, ईमानदारी, सर्वोच्च नैतिकता के साथ आचरण करें और निर्णय लें, जोकि विश्वविद्यालय के सर्वोत्तम हित में हों;
- (ग) कार्य और शिक्षा के लिए एक अनुकूल वातावरण प्रदान करने के लिए उत्तरदायित्वपूर्ण, इष्टतम तथा, प्रभावी तरीके और कुशलता के साथ संसाधनों के प्रबंधन में विश्वविद्यालय की संपत्ति के प्रबंधक के रूप में कार्य करें;
- (घ) विश्वविद्यालय में सहयोग, साझा करने और परामर्श से कार्य करने की संस्कृति को बढ़ावा दें, जिससे अभिनव सोच और विचारों के लिए मार्ग प्रशस्त हो सके;
- (ङ) ऐसी कार्य संस्कृति और नैतिकता को बढ़ावा देने का प्रयास करें जो राष्ट्र और समाज के लिए गुणवत्ता, व्यावसायिकता, संतुष्टि और सेवा प्रदान करें;
- (च) अपने पेशेवर प्रयासों के माध्यम से जाति, पंथ, धर्म, नस्ल, लिंग पर विचार करने से बचें।

**महाविद्यालय के प्राचार्य को चाहिए कि;**

- (क) नीति निर्माण, प्रचालन प्रबंधन, मानव संसाधनों के इष्टतम उपयोग और पर्यावरण और धारणीयता के माध्यम से विश्वविद्यालय को प्रेरणादायक और प्रेरक मूल्य आधारित अकादमिक और कार्यकारी नेतृत्व प्रदान करें;
- (ख) पारदर्शिता, निष्पक्षता, ईमानदारी, सर्वोच्च नैतिकता के साथ आचरण करें और निर्णय लें, जोकि विश्वविद्यालय के सर्वोत्तम हित में हों;
- (ग) कार्य और शिक्षा के लिए एक अनुकूल वातावरण प्रदान करने के लिए उत्तरदायित्वपूर्ण, इष्टतम तथा, प्रभावी तरीके और कुशलता के साथ संसाधनों के प्रबंधन में विश्वविद्यालय की संपत्ति के प्रबंधक के रूप में कार्य करें;
- (घ) विश्वविद्यालय में सहयोग, साझा करने और परामर्श से कार्य करने की संस्कृति को बढ़ावा दें, जिससे अभिनव सोच और विचारों के लिए मार्ग प्रशस्त हो सके;
- (ङ) ऐसी कार्य संस्कृति और नैतिकता को बढ़ावा देने का प्रयास करें जो राष्ट्र और समाज के लिए गुणवत्ता, व्यावसायिकता, संतुष्टि और सेवा प्रदान करें;



- (च) आचरण और व्यवहार में उत्तरदायित्वपूर्ण प्रतिमानों का अनुपालन करें जिसकी समाज उनसे अपेक्षा करता है;
- (छ) पेशे की गरिमा के अनुरूप अपने निजी मामलों का प्रबंधन करें;
- (ज) शिक्षण और शोध में साहित्य चोरी और अन्य अनैतिक व्यवहार में संलिप्त न हों और इसे हतोत्साहित करें;
- (झ) समाज सेवा सहित विस्तार, पाठ्यचर्या से जुड़े हुए और पाठ्येत्तर क्रियाकलापों में भाग लें;
- (ञ) अपने पेशेवर प्रयासों के माध्यम से जाति, पंथ, धर्म, नस्ल, लिंग पर विचार करने से बचें।

**शारीरिक शिक्षा और खेलकूद निदेशक (विश्वविद्यालय/ महाविद्यालय) / पुस्तकाध्यक्ष (विश्वविद्यालय/ महाविद्यालय) को चाहिए कि वह:**

- (क) आचरण और व्यवहार में उत्तरदायित्वपूर्ण प्रतिमानों का अनुपालन करें जिसकी समाज उनसे अपेक्षा करता है;
- (ख) पेशे की गरिमा के अनुरूप अपने निजी मामलों का प्रबंधन करें;
- (ग) शिक्षण और अनुसंधान में साहित्य चोरी और अन्य अनैतिक व्यवहार में संलिप्त न हों और इसे हतोत्साहित करें;
- (घ) समाज सेवा सहित विस्तार, पाठ्यचर्या से जुड़े हुए और पाठ्येत्तर क्रियाकलापों में भाग लें;
- (ङ) अपने पेशेवर प्रयासों के माध्यम से जाति, पंथ, धर्म, नस्ल, लिंग पर विचार करने से बचें।

#### **18.0 उच्चतर शिक्षा संस्थाओं में मानकों को बनाए रखना :**

उच्चतर शिक्षा में शिक्षा मानकों को बनाए रखने के लिए संबंधित विश्वविद्यालय/ महाविद्यालय/ संस्थानों द्वारा निम्नलिखित सिफारिशें अपनाई जाएंगी:

- i. इस संबंध में संबंधित विश्वविद्यालय अनुदान आयोग के विनियमों और उनमें समय-समय पर किए गए संशोधनों के अनुसार सभी विश्वविद्यालयों में पीएचडी उपाधि की मूल्यांकन प्रक्रिया समान होगी। विश्वविद्यालय उक्त विनियमों को इनकी अधिसूचना के पश्चात् छह माह के भीतर अंगीकार कर लेंगे।
- ii. महाविद्यालयों और विश्वविद्यालयों के संकाय सदस्यों को पीएचडी उपाधि प्राप्त करने के लिए प्रोत्साहित करने हेतु सेवारत शिक्षकों के लिए पीएचडी सीटों की अधिकता के संबंध में विशेष उपबंध किया जाएगा लेकिन, यदि विभाग में पात्र पर्यवेक्षकों के पास कोई रिक्त सीट उपलब्ध नहीं हो तो यह विभाग में उपलब्ध कुल सीटों के 10 प्रतिशत से अधिक नहीं होगा।
- iii. शोध को बढ़ावा देने के लिए और देश की शोध उत्पादकता में वृद्धि करने के लिए विश्वविद्यालय, महाविद्यालय के शिक्षकों को पीएचडी/ एमफिल विद्वानों के पर्यवेक्षण की अनुमति प्रदान करेगा और आवश्यकता आधारित सुविधाएं प्रदान करेगा, तदनुसार विश्वविद्यालय अपनी उपविधियों तथा अध्यादेशों में संशोधन करेंगे।
- iv. इन विनियमों में निर्धारित उपबंधों के अनुसार सभी नव-नियुक्त संकाय सदस्यों को मूल शोध/ कंप्यूटेशनल सुविधा स्थापित करने के लिए एक बार प्रारम्भिक धन/ स्टार्ट-अप अनुदान/ शोध अनुदान प्रदान किया जाएगा।
- v. इन विनियमों में निर्धारित उपबंधों के अनुसार भर्ती और प्रोन्नति के लिए पीएचडी उपाधि को अनिवार्य अपेक्षा बनाया जाएगा।
- vi. संसाधनों का इष्टतम उपयोग सुनिश्चित करने के लिए और उच्चतर शिक्षा संस्थानों में समन्वय स्थापित करने के लिए शोध सुविधाओं, मानव संसाधन, कौशल, और अवसरचना को साझा करने के लिए राज्य में विश्वविद्यालयों/ महाविद्यालयों/ अनुसंधान संस्थाओं के बीच अनुसंधान शोध क्लस्टर सृजित किए जाएंगे।
- vii. विश्वविद्यालयों/ महाविद्यालयों/ संस्थाओं में सभी नव-नियुक्त सहायक आचार्यों के लिए आदर्श रूप से उनके शैक्षिक कार्य शुरू करने से पहले एक माह का अनुगम कार्यक्रम शुरू किया जाएगा लेकिन यह नव-नियुक्त संकाय सदस्य की भर्ती के निश्चित रूप से एक वर्ष के भीतर हो जाना चाहिए। विश्वविद्यालय अनुदान आयोग के मानव संसाधन विकास केन्द्रों के अतिरिक्त, विश्वविद्यालय/ संस्थाएं, अध्यापक और शिक्षण से संबंधित पंडित मदन मोहन मालवीय राष्ट्रीय मिशन (पीएमएमएमएनएमटीटी) योजना के माध्यम से अपने अधिदेश के अनुरूप उक्त अनुगम कार्यक्रम आयोजित करेंगे।
- viii. उक्त अनुगम कार्यक्रमों को सीएसएस आवश्यकताओं के प्रयोजन हेतु विश्वविद्यालय अनुदान आयोग के मानव संसाधन विकास केन्द्रों द्वारा पहले से चलाए जा रहे अभिविन्यास कार्यक्रमों के समतुल्य माना जाएगा। विश्वविद्यालय/ महाविद्यालय/ संस्थाएं अपने संकाय सदस्यों को चरणबद्ध तरीके से उक्त कार्यक्रमों में भेजेंगे जिससे शिक्षण कार्य में बाधा उत्पन्न न हो।
- ix. पीएमएमएमएनएमटीटी योजना के अंतर्गत स्कूल ऑफ एजुकेशन (एसओई), टीचिंग लर्निंग सेंटर्स (टीएलसी), फेकल्टी डेवलपमेंट सेंटर्स (एफडीसी), सेंटर्स फॉर एक्सीलेंस इन साइंस एंड मेथेमेटिक्स (सीईएसएमई), सेंटर्स फॉर अकैडमिक लीडरशिप एंड एजुकेशन मैनेजमेंट (सीएएलईएम) जैसे केन्द्रों द्वारा शिक्षकों/संकाय सदस्यों हेतु आयोजित एक सप्ताह से लेकर एक माह तक के सभी अल्पकालीन और दीर्घकालीन क्षमता-निर्माण कार्यक्रमों के साथ-साथ अध्यापन-संबंधी और विषय-विशिष्ट

क्षेत्रों के लिए आयोजित किए जा रहे संगोष्ठियों, कार्यशालाओं पर इन विनियमों के तहत कैरियर उन्नति योजना में निर्धारित आवश्यकताओं को पूरा करने में विचार किया जाएगा।

## 19.0 अन्य निबंधन और शर्तें

### 19.1 पीएचडी/ एमफिल और अन्य उच्चतर शिक्षा हेतु प्रोत्साहन

i. जिन अभ्यर्थियों को विश्वविद्यालय अनुदान आयोग द्वारा निर्धारित दाखिला, पंजीकरण, कोर्स- वर्क और बाह्य मूल्यांकन प्रक्रिया का अनुपालन करके संबंधित विषय में पीएचडी की उपाधि प्रदान की गई है, वे सहायक आचार्य के रूप में भर्ती के प्रवेश स्तर पर प्रदान की जाने वाली वेतन वृद्धि में पाँच गैर- मिश्रित अग्रिम वेतन वृद्धि के पात्र होंगे।

ii. सहायक आचार्य के पद पर भर्ती के समय एमफिल उपाधि धारक दो गैर- मिश्रित अग्रिम वेतन वृद्धि के पात्र होंगे।

iii. जिन शिक्षकों के पास एलएलएम/ एम.टेक/ एम.आर्क/ एम.ई/ एम.वी.एससी/ एम.डी., आदि जैसे व्यावसायिक पाठ्यक्रमों की उपाधि है जिन्हें संबंधित सांविधिक निकाय/ परिषद् द्वारा मान्यता प्राप्त है वे भी प्रवेश स्तर पर दो गैर- मिश्रित अग्रिम वेतन वृद्धि के पात्र होंगे।

#### iv.

(क) जो शिक्षक सेवा के दौरान पीएचडी की उपाधि प्राप्त करते हैं वे तभी प्रवेश स्तर पर तीन गैर -मिश्रित वेतन वृद्धि के पात्र होंगे यदि पीएचडी, रोजगार से सम्बंधित विषय में की गई है और जो विश्वविद्यालय द्वारा नामांकन, कोर्स- वर्क, मूल्यांकन आदि हेतु विश्वविद्यालय अनुदान आयोग द्वारा निर्धारित प्रक्रिया का पालन करके प्रदान की गई हो।

(ख) तथापि, उन सेवारत शिक्षकों को जिन्हें इन विनियमों के लागू होने के समय से पहले ही पीएचडी की उपाधि प्रदान कर दी गई है या पीएचडी में नामांकन हो गया हो, जो कोर्स- वर्क और मूल्यांकन पूरा कर चुके हों, यदि कोई हो तो, और पीएचडी की उपाधि प्रदान करने के संबंध में केवल अधिसूचना जारी की गई हो, तो वे भी प्रवेश स्तर पर तीन गैर- मिश्रित वेतन वृद्धि के पात्र होंगे, चाहे, पीएचडी की उपाधि प्रदान करने वाले विश्वविद्यालय को आयोग द्वारा विनिर्दिष्ट प्रक्रिया का अनुपालन करने के लिए विश्वविद्यालय अनुदान आयोग द्वारा अभी अधिसूचित नहीं किया गया है।

v. अन्य प्रत्येक मामले के संबंध में, वे शिक्षक जो पीएचडी में पहले से ही नामांकित हैं वे उस स्थिति में भी प्रवेश स्तर पर तीन गैर- मिश्रित वेतन वृद्धि के पात्र होंगे जब पीएचडी प्रदान करने वाले विश्वविद्यालय को विश्वविद्यालय अनुदान आयोग द्वारा कोर्स- वर्क या मूल्यांकन या दोनों, जैसा भी मामला हो, के सम्बन्ध में पीएचडी की उपाधि प्रदान करने हेतु आयोग द्वारा विनिर्दिष्ट प्रक्रिया का अनुपालन करने के लिए अधिसूचित किया गया हो।

vi. ऐसे सेवारत शिक्षक जिनका अभी पीएचडी में नामांकन नहीं हुआ है, को प्रवेश स्तर पर तीन गैर- मिश्रित वेतन वृद्धि का लाभ तभी प्राप्त होगा जब वे सेवा में रहते हुए पीएचडी की उपाधि प्राप्त करें और उक्त नामांकन ऐसे विश्वविद्यालय में होना चाहिए जो विश्वविद्यालय अनुदान आयोग द्वारा विनिर्दिष्ट नामांकन सहित सम्पूर्ण प्रक्रिया का अनुपालन करता हो।

vii. ऐसे शिक्षक, जो सेवा के दौरान व्यावसायिक पाठ्यक्रम में एमफिल उपाधि या स्नातकोत्तर उपाधि प्राप्त करते हैं जिन्हें संबंधित सांविधिक निकाय/ परिषद् द्वारा मान्यता प्राप्त हो, भी केवल प्रवेश स्तर पर एक अग्रिम वेतन वृद्धि के पात्र होंगे।

viii. ऐसे सहायक पुस्तकाध्यक्ष/ महाविद्यालय पुस्तकाध्यक्ष जिनके पास प्रवेश स्तर पर पुस्तकालय विज्ञान में पुस्तकालय विज्ञान की विधा में ऐसे विश्वविद्यालय से पीएचडी की उपाधि प्राप्त की हो, जो विश्वविद्यालय अनुदान आयोग द्वारा पुस्तकालय विज्ञान में पी.एच.डी. प्रदान करने के लिए नामांकन, कोर्स- वर्क, और मूल्यांकन के सम्बन्ध में विहित प्रक्रिया का पालन करता हो, वे पाँच गैर- मिश्रित अग्रिम वेतन वृद्धि के पात्र होंगे।

ix. (क) सहायक पुस्तकाध्यक्ष/ महाविद्यालय पुस्तकाध्यक्ष जो सेवकाल के दौरान कभी भी पुस्तकालय विज्ञान में ऐसे विश्वविद्यालय से जो नामांकन, कोर्स- वर्क, और मूल्यांकन के संबंध में विश्वविद्यालय अनुदान आयोग द्वारा विनिर्दिष्ट प्रक्रिया का अनुपालन करता हो, से पीएचडी की उपाधि प्राप्त करते हैं वे केवल प्रवेश स्तर पर लागू वृद्धि में तीन गैर- मिश्रित वेतन वृद्धि के पात्र होंगे।

(ख) तथापि, ऐसे शिक्षक, जो सहायक पुस्तकाध्यक्ष/ महाविद्यालय पुस्तकाध्यक्ष या उच्च पदों पर आसीन हैं, जिन्होंने इन विनियमों के लागू होने से पूर्व पुस्तकालय विज्ञान में पीएचडी की उपाधि प्राप्त कर ली है या पहले ही कोर्स वर्क और मूल्यांकन, यदि कोई हो तो, पूरा कर लिया हो और इस सम्बन्ध में केवल अधिसूचना की प्रतीक्षा हो, वे लोग भी केवल प्रवेश स्तर पर लागू वृद्धि में तीन गैर- मिश्रित वेतन वृद्धि के पात्र होंगे।

ix. सहायक पुस्तकाध्यक्ष/ महाविद्यालय पुस्तकाध्यक्ष या उच्च पदों पर आसीन अन्य प्रत्येक मामले के संबंध में, जो पीएचडी में पहले से ही नामांकित हैं, वे प्रवेश स्तर पर तीन गैर- मिश्रित वेतन वृद्धि के पात्र होंगे जब पीएचडी प्रदान करने वाले विश्वविद्यालय को विश्वविद्यालय अनुदान आयोग द्वारा कोर्स-वर्क या मूल्यांकन या दोनों, जैसा भी मामला हो, के सम्बन्ध में पीएचडी की उपाधि प्रदान करने हेतु विश्वविद्यालय अनुदान आयोग द्वारा विनिर्दिष्ट प्रक्रिया का अनुपालन करने के लिए अधिसूचित किया गया हो।

x. अन्य प्रत्येक मामले के संबंध में, सहायक पुस्तकाध्यक्ष/ महाविद्यालय पुस्तकाध्यक्ष और उच्च पुस्तकालय पदों पर आसीन सेवारत व्यक्ति, जो पीएचडी में पहले से ही नामांकित है, केवल उस स्थिति में प्रवेश स्तर पर तीन गैर- मिश्रित वेतन वृद्धि के पात्र होंगे जब पीएचडी प्रदान करने वाले विश्वविद्यालय को विश्वविद्यालय अनुदान आयोग द्वारा कोर्स- वर्क या मूल्यांकन या दोनों, जैसी भी स्थिति हो, के सम्बन्ध में पीएचडी की उपाधि प्रदान करने हेतु आयोग द्वारा विनिर्दिष्ट प्रक्रिया का अनुपालन करने के लिए अधिसूचित किया गया हो।

xi. ऐसे सहायक पुस्तकाध्यक्ष/ महाविद्यालय पुस्तकाध्यक्ष जिनके पास पुस्तकालय विज्ञान में एमफिल की उपाधि है, के लिए प्रवेश स्तर पर दो गैर- मिश्रित अग्रिम वेतन वृद्धि स्वीकार्य होगी। सहायक पुस्तकाध्यक्ष/ महाविद्यालय पुस्तकाध्यक्ष और जो उच्च पदों पर आसीन हैं, जो सेवा के दौरान किसी भी समय पुस्तकालय विज्ञान में एमफिल की उपाधि प्राप्त करते हैं के लिए प्रवेश स्तर पर एक गैर- मिश्रित अग्रिम वेतन वृद्धि स्वीकार्य होगी।

xii. शारीरिक शिक्षा और खेलकूद सहायक निदेशक/ महाविद्यालय शारीरिक शिक्षा और खेलकूद निदेशक, जिनके पास प्रवेश स्तर पर शारीरिक शिक्षा/ शारीरिक शिक्षा और खेलकूद/ खेलकूद विज्ञान में ऐसे विश्वविद्यालय से पीएचडी की उपाधि प्राप्त है, जो शारीरिक शिक्षा/ शारीरिक शिक्षा और खेलकूद/ खेलकूद विज्ञान में पीएचडी की उपाधि के लिए नामांकन, कोर्स वर्क, और मूल्यांकन प्रक्रिया के संबंध विश्वविद्यालय अनुदान आयोग द्वारा विनिर्दिष्ट प्रक्रिया का अनुपालन करता हो, के लिए पांच गैर- मिश्रित अग्रिम वेतन वृद्धि स्वीकार्य होगी।

xiii. पूर्वगामी खंडों में किसी शर्त के बावजूद भी, जो पहले से ही इस विनियम या पूर्व योजनाओं/ विनियमों के अंतर्गत प्रवेश स्तर पर या सेवा के दौरान पीएचडी/ एमफिल की उपाधि के आधार पर अग्रिम वेतन वृद्धि का लाभ प्राप्त कर चुके हैं, वे इस विनियम के अंतर्गत अग्रिम वेतन वृद्धि के लाभ के पात्र नहीं होंगे।

xiv. शिक्षक, पुस्तकालय और शारीरिक शिक्षा और खेलकूद संवर्ग जिन्होंने सेवा के दौरान पहले ही पीएचडी/ एमफिल की उपाधि प्राप्त करने हेतु मौजूदा नीति के अनुसार वेतन वृद्धि का लाभ प्राप्त किया है, उन्हें इन विनियमों के अंतर्गत अग्रिम वेतन वृद्धि का लाभ प्राप्त नहीं होगा।

xv. उन पदों के लिए जहाँ पूर्व योजनाओं/ विनियमों के अंतर्गत प्रवेश स्तर पर पीएचडी/ एमफिल की उपाधि के आधार पर कोई वेतन वृद्धि स्वीकार्य नहीं थी, वहाँ पीएचडी/ एमफिल की उपाधि प्राप्त करने पर अग्रिम वेतन वृद्धि का लाभ केवल उन नियुक्तियों के लिए होगा, जो इन विनियमों के लागू होने पर या इसके पश्चात् की गई हैं।

## 19.2 पदोन्नति

जब किसी व्यक्ति की पदोन्नति होगी, तो पदोन्नति पर उनका वेतन नीचे दिए गए पे- मेट्रिक्स अनुसार निर्धारित किया जायेगा।

पदोन्नति पर, शिक्षक या समकक्ष पद को उस स्तर पर अगले उच्चतर प्रकोष्ठ में प्रविष्ट करके उसके मौजूदा वेतन के अकादमिक वेतन स्तर में कल्पित वेतनवृद्धि की जाएगी और इस प्रकोष्ठ में दर्शाया गया वेतन अब उस पद के अनुरूप नए शैक्षणिक स्तर पर निर्धारित होगा, जहाँ उसे प्रोन्नत किया गया है। यदि उस वेतन के समान एक प्रकोष्ठ नए स्तर पर उपलब्ध है, तो वह प्रकोष्ठ नया वेतन होगा, अन्यथा उस स्तर पर अगला प्रकोष्ठ शिक्षक या समकक्ष पद का नया वेतन होगा। यदि नए स्तर पर इस पद्धति से परिकलित वेतन नए स्तर के पहले प्रकोष्ठ से कम है, तो वेतन नए स्तर के पहले प्रकोष्ठ पर निर्धारित किया जाएगा।

## 19.3 भत्ते और लाभ

- I. शिक्षकों और पुस्तकालय और शारीरिक शिक्षा और खेलकूद संवर्ग हेतु अन्य भत्ते और लाभ, जैसे कि गृहनगर यात्रा रियायत, छुट्टी यात्रा रियायत, विशेष क्षतिपूर्ति भत्ता, संतान शिक्षा भत्ता, परिवहन भत्ता, मकान किराया भत्ता, गृह निर्माण भत्ता, प्रतिनियुक्ति भत्ता, यात्रा भत्ता, महंगाई भत्ता, क्षेत्र-आधारित विशेष क्षतिपूर्ति भत्ता आदि, केंद्र सरकार के कर्मचारियों के समान होंगे और समय-समय पर भारत सरकार द्वारा अधिसूचित संगत नियमों द्वारा शासित होंगे।
- II. केन्द्रीय/ राज्य सरकार के कर्मचारियों के लिए लागू पेंशन, उपदान, अनुग्रह राशि इत्यादि भी केन्द्रीय/ राज्य विश्वविद्यालयों के शिक्षकों और पुस्तकालय और शारीरिक शिक्षा और खेलकूद संवर्ग संबद्ध और घटक महाविद्यालयों सहित महाविद्यालयों, जैसा भी मामला हो, में लागू होंगे।
- III. चिकित्सा संबंधी लाभ: शिक्षकों और पुस्तकालय और शारीरिक शिक्षा संवर्ग के लिए सभी चिकित्सा लाभ केंद्र सरकार के कर्मचारियों के लिए लागू होने वाले लाभ के समान होंगे। इसके अलावा, शिक्षकों और पुस्तकालय और शारीरिक शिक्षा संवर्ग को केंद्र सरकार स्वास्थ्य योजना के तहत रखा जा सकता है या केंद्र/ राज्य विश्वविद्यालयों/ महाविद्यालयों हेतु केंद्र सरकार/ संबंधित राज्य सरकार की स्वास्थ्य योजना, के अंतर्गत, जैसा भी मामला हो, के तहत रखा जा सकता है।

**परिशिष्ट**

परिशिष्ट- 1	मौजूदा पदधारी, जो तालिकाओं में दर्शाई गई विभिन्न श्रेणियों के पदों पर दिनांक 01-01-2016 को आसीन थे, के लिए वेतन निर्धारण हेतु फिटमेंट तालिका, (मानव संसाधन और विकास मंत्रालय की अधिसूचना के संबंध में मानव संसाधन और विकास मंत्रालय दिनांक 08-11-2017 का पत्र संख्या शुद्धिपत्र संख्या 1-7/2015 -U-II(1) )
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परिशिष्ट- 2	आकलन मानदंड और पद्धति
	तालिका 1 से 3 - विश्वविद्यालयों और महाविद्यालयों के शिक्षकों हेतु
	तालिका 4 - सहायक पुस्तकाध्यक्ष, उप-पुस्तकाध्यक्ष, पुस्तकाध्यक्ष आदि
	तालिका 5 - सहायक निदेशक/ उप निदेशक/ निदेशक शारीरिक शिक्षा और खेलकूद आदि।

संजीव कुमार नारायण, अवर सचिव

[विज्ञापन-III/4/असा./147/18]

**परिशिष्ट 1**

मौजूदा पदधारी, जो तालिकाओं में दर्शाई गई विभिन्न श्रेणियों के पदों पर दिनांक 01-01-2016 को आसीन थे, के लिए वेतन निर्धारण हेतु फिटमेंट तालिका

फ. सं. 1-7/2015- U.II(1)

भारत सरकार

मानव संसाधन विकास मंत्रालय

उच्चतर शिक्षा विभाग

विश्वविद्यालय-2 अनुभाग

शास्त्री भवन, नई दिल्ली

दिनांक: 8 नवम्बर, 2017

**शुद्धिपत्र**

विषय : सातवें केन्द्रीय वेतन आयोग (सीपीसी) की सिफारिशों के संबंध में केन्द्रीय सरकारी कर्मचारियों के वेतनमान में संशोधन के अनुक्रम में विश्वविद्यालयों और महाविद्यालयों में शिक्षकों और समकक्ष संवर्गों के वेतन में संशोधन की योजना।

भारत सरकार के मानव संसाधन विकास मंत्रालय (उच्चतर शिक्षा विभाग) के दिनांक 02-11-2017 की आदेश संख्या 1-7/2015-

U.II(1) में उक्त आदेश में जोड़े गए अनुलग्नक (पृष्ठ 9) में दिए गए आंकड़े

(क) प्रकोष्ठ अकादमिक स्तर 12, पंक्ति 3 को "84,100" की बजाय "84,700" पढ़ा जाए

(ख) प्रकोष्ठ अकादमिक स्तर 13क, पंक्ति 16 को "2,04,100" की बजाय "2,04,700" पढ़ा जाए

(ख) प्रकोष्ठ अकादमिक स्तर 14, पंक्ति 9 को "1,82,100" की बजाय "1,82,700" पढ़ा जाए

2. उक्त आदेश की शेष विषयवस्तु समान रहेगी।

ह0/-

(डॉ. के.के. त्रिपाठी)

निदेशक

प्रति प्रेषित :

1 सचिव, विश्वविद्यालय अनुदान आयोग, बहादुर शाह जफर मार्ग, नई दिल्ली- 110002

- 2 केंद्र सरकार द्वारा पूर्ण रूप से वित्तपोषित सभी केंद्रीय विश्वविद्यालयों/ सम विश्वविद्यालय संस्थाओं के कुलपति
- 3 प्रधानमंत्री के प्रधान सचिव, सॉउथ ब्लॉक, केन्द्रीय सचिवालय, नई दिल्ली
- 4 सचिव (समन्वय), मंत्रिमंडल सचिवालय, राष्ट्रपति भवन, नई दिल्ली
- 5 सचिव, व्यय विभाग, नार्थ ब्लॉक, नई दिल्ली
- 6 सचिव, कार्मिक एवं प्रशिक्षण विभाग, नार्थ ब्लॉक, नई दिल्ली
- 7 सचिव, कृषि अनुसंधान और शिक्षा विभाग, कृषि भवन, नई दिल्ली
- 8 सचिव, स्वास्थ्य और परिवार कल्याण (चिकित्सा शिक्षा) मंत्रालय, निर्माण भवन, नई दिल्ली
- 9 सदस्य सचिव, अखिल भारतीय तकनीकी शिक्षा परिषद, नई दिल्ली
- 10 सभी राज्य सरकारों के मुख्य सचिव
- 11 वेबमास्टर, मानव संसाधन विकास मंत्रालय को इस आदेश को राष्ट्रीय सूचना विज्ञान केंद्र (एनआईसी) द्वारा तैयार मंत्रालय की वेबसाइट पर प्रकाशन हेतु

पे बैंड (रुपए)	15,600 से 39,100			37,400 से 67,000		67,000 से 79,000
18	95,300	1,13,800	1,31,700	2,17,100		
19	98,200	1,17,200	1,35,700			
20	1,01,100	1,20,700	1,39,800			
21	1,04,100	1,24,300	1,44,000			
22	1,07,200	1,28,000	1,48,300			
23	1,10,400	1,31,800	1,52,700			
24	1,13,700	1,35,800	1,57,300			
25	1,17,100	1,39,900	1,62,000			
26	1,20,600	1,44,100	1,66,900			
27	1,24,200	1,48,400	1,71,900			
28	1,27,900	1,52,900	1,77,100			
29	1,31,700	1,57,500	1,82,400			
30	1,35,700	1,62,200	1,87,900			
31	1,39,800	1,67,100	1,93,500			
32	1,44,000	1,72,100	1,99,300			
33	1,48,300	1,77,300	2,05,300			
34	1,52,700	1,82,600	2,11,500			
35	1,57,300	1,88,100				
36	1,62,000	1,93,700				
37	1,66,900	1,99,500				
38	1,71,900	2,05,500				
39	1,77,100					
40	1,82,400					

## परिशिष्ट- III

## तालिका 1

विश्वविद्यालय/ महाविद्यालय के शिक्षकों हेतु आकलन मानदंड और पद्धति

क्रम संख्या	क्रियाकलाप	ग्रेडिंग मानदंड
1	शिक्षण : (पढ़ाई गई कक्षाओं की संख्या/सौंपी गई कुल कक्षाएं) X 100 प्रतिशत (पढ़ाई गई कक्षाओं में अनुशिक्षण, प्रयोगशाला और शिक्षण संबंधी अन्य क्रियाकलाप शामिल हैं)	80 प्रतिशत और अधिक – अच्छा 80 प्रतिशत से कम लेकिन 70 प्रतिशत से अधिक – संतोषजनक 70 प्रतिशत से कम – संतोषजनक नहीं
2	विश्वविद्यालयों/ महाविद्यालयों के छात्र संबंधी क्रियाकलापों/ शोध क्रियाकलापों में भागीदारी – (क) प्रशासनिक दायित्व जैसे कि मुखिया, अध्यक्ष / संकाय अध्यक्ष / निदेशक/ समन्वयक/ वार्डन आदि। (ख) महाविद्यालय/ विश्वविद्यालय द्वारा सौंपी गई परीक्षा और मूल्यांकन ड्यूटी अथवा परीक्षा पत्र मूल्यांकन हेतु उपस्थित होना। (ग) छात्रों से संबंधित पाठ्यक्रम से जुड़ी, विस्तार और क्षेत्र आधारित क्रियाकलापों जैसे कि विद्यार्थी क्लब, कैरियर परामर्श, अध्ययन दौरा, छात्र संगोष्ठी और अन्य क्रियाकलाप, सांस्कृतिक, खेलकूद, एनसीसी, एनएसएस और समाज सेवा। (घ)संगोष्ठियों/ सम्मेलन/ कार्यशालाएं अन्य महाविद्यालय/ विश्वविद्यालय संबंधी क्रियाकलापों का आयोजन (ङ) पीएचडी छात्रों को मार्गदर्शन प्रदान करने में सक्रिय भागीदारी के साक्ष्य। (च) राष्ट्रीय और अंतरराष्ट्रीय एजेंसियों द्वारा प्रायोजित लघु और बृहद अनुसंधान परियोजनाओं का आयोजन। (छ) समकक्ष व्यक्ति समीक्षित अथवा विश्वविद्यालय द्वारा निर्धारित सूची के जर्नल में कम से कम एक एकल या संयुक्त प्रकाशन।	अच्छा – कम से कम 3 क्रियाकलापों में भागीदारी संतोषजनक – 1 से 2 क्रियाकलाप असंतोषजनक – किसी भी क्रियाकलाप में भाग नहीं लेना/ कोई भी क्रियाकलाप नहीं करना। <b>नोट :</b> क्रियाकलापों की संख्या क्रियाकलापों की वृहद श्रेणी के अंतर्गत या सभी श्रेणियों को मिलाकर हो सकती है।

## समग्र ग्रेडिंग :

**बेहतर** – शिक्षण में अच्छा है और क्रम संख्या 2 पर उल्लिखित क्रियाकलापों में संतोषजनक या अच्छा है।

अथवा

**संतोषजनक** – शिक्षण में संतोषजनक और क्रम संख्या 2 पर उल्लिखित क्रियाकलापों में अच्छा या संतोषजनक।**संतोषजनक नहीं है**– यदि समग्र ग्रेडिंग में न तो अच्छा हो और न ही संतोषजनक हो।

**नोट:** क्रम संख्या 1 और 2 में दिये गए क्रियाकलापों की ग्रेडिंग के आकलन के प्रयोजन हेतु, ऐसी सभी अवधियाँ जो शिक्षकों द्वारा मातृत्व अवकाश, बाल परिचर्या अवकाश, अध्ययन छुट्टी, चिकित्सा छुट्टी जैसी विभिन्न प्रकार की वैतनिक छुट्टियों पर व्यतीत की गई हैं और ग्रेडिंग आकलन में से प्रतिनियुक्ति को शामिल नहीं किया जाएगा। शिक्षक का शेष अवधि के लिए आकलन किया जाएगा और शिक्षक की ग्रेडिंग करने के लिए आकलन की सम्पूर्ण अवधि में से इन अवधियों को हटा दिया जाएगा। उपरोक्त वर्णित ऐसी छुट्टियों/ प्रतिनियुक्ति के कारण शिक्षक को सीएस के अंतर्गत प्रोन्नति में शिक्षण दायित्वों से उनकी अनुपस्थिति के कारण कोई नुकसान नहीं होगा बशर्ते ऐसी छुट्टियाँ/ प्रतिनियुक्ति इन विनियमों में निर्धारित सभी प्रक्रियाओं का अनुपालन करके सक्षम प्राधिकारियों के पूर्व-अनुमोदन से और मूल संस्थान के अधिनियमों, संविधियों और अध्यादेशों के अनुसार ली गई हों।

**तालिका- 2****शैक्षणिक / शोध अंक की गणना हेतु विश्वविद्यालय और महाविद्यालय के शिक्षकों के लिए कार्यप्रणाली**

(आकलन शिक्षकों द्वारा प्रस्तुत साक्ष्यों पर आधारित होना चाहिए, जैसे: प्रकाशनों की प्रति, परियोजना स्वीकृति पत्र, विश्वविद्यालय द्वारा जारी उपयोग तथा पूर्णता प्रमाण पत्र, पेटेंट दर्ज कराने संबंधी अभिस्वीकृति और स्वीकृति पत्र, विद्यार्थियों को पीएचडी उपाधि प्रदान किए जाने संबंधी पत्र इत्यादि।)

क्रम सं.	शैक्षणिक / शोध क्रियाकलाप	विज्ञान / अभियांत्रिकी / कृषि / चिकित्सा / पशु-चिकित्सा विज्ञान संकाय	भाषा / मानविकी / कला / सामाजिक विज्ञान / पुस्तकालय / शिक्षा / शारीरिक शिक्षा / वाणिज्य / प्रबंधन तथा अन्य संबंधित विधाएं
1	समकक्ष व्यक्ति समीक्षित अथवा विश्वविद्यालय अनुदान आयोग द्वारा सूचीबद्ध पत्रों में शोध पत्र	08 प्रति पत्र	10 प्रति पत्र
2	प्रकाशन (शोध पत्रों के अतिरिक्त )		
	(क) लिखी गई पुस्तकें, जिन्हें निम्नवत के द्वारा प्रकाशित किया गया :		
	अंतर्राष्ट्रीय प्रकाशक	12	12
	राष्ट्रीय प्रकाशक	10	10
	संपादित पुस्तक में अध्याय	05	05
	अंतर्राष्ट्रीय प्रकाशक द्वारा पुस्तक का संपादक	10	10
	राष्ट्रीय प्रकाशक द्वारा पुस्तक का संपादक	08	08
	(ख) योग्य संकाय द्वारा भारतीय और विदेशी भाषाओं में अनुवाद कार्य		
	अध्याय अथवा शोध पत्र	03	03
	पुस्तक	08	08
3	आईसीटी के माध्यम से शिक्षण ज्ञान- अर्जन, शिक्षण शास्त्र और विषयवस्तु का सृजन तथा नए और नवोन्मेषी पाठ्यक्रमों और पाठ्यचर्या का विकास		
	(क) नवोन्मेषी अध्यापन का विकास	05	05
	(ख) नई पाठ्यचर्या और पाठ्यक्रमों को तैयार करना	02 प्रति पाठ्यचर्या / पाठ्यक्रम	02 प्रति पाठ्यचर्या / पाठ्यक्रम
	(ग) एमओओसी		
	चार चतुर्थांश में पूर्ण एमओओसी का विकास (4 क्रेडिट पाठ्यक्रम) (कम क्रेडिट के एमओओसी के मामले में 05 अंक / क्रेडिट)	20	20
	प्रति मॉड्यूल / व्याख्यान एमओओसी (चार चतुर्थांश में विकसित)	05	05
	विषयवस्तु लेखक / एमओओसी के प्रत्येक मॉड्यूल हेतु विषयवस्तु विशेषज्ञ (कम से कम एक चतुर्थांश)	02	02
	एमओओसी हेतु पाठ्यक्रम समन्वयक (4 क्रेडिट पाठ्यक्रम) (कम क्रेडिट के एमओओसी के मामले में 02 अंक / क्रेडिट)	08	08
	(घ) ई- विषयवस्तु		
	पूर्ण पाठ्यक्रम / ई- पुस्तक हेतु चार चतुर्थांशों में ई- विषयवस्तु का विकास	12	12
	प्रति मॉड्यूल ई- विषयवस्तु (चार चतुर्थांश में विकसित)	05	05
	समग्र पाठ्यक्रम / पत्र / ई-पुस्तक में ई- विषयवस्तु मॉड्यूल के विकास में योगदान (कम से कम एक चतुर्थांश)	02	02

	संपूर्ण पाठ्यक्रम/ पत्र/ ई-पुस्तक हेतु ई- विषयवस्तु का संपादक	10	10
4	<b>(क) शोध मार्गदर्शन</b>		
	पीएचडी	10 प्रति प्रदान की गई उपाधि 05 प्रति जमा किए गए शोध प्रबंध	10 प्रति प्रदान की गई उपाधि 05 प्रति जमा किए गए शोध प्रबंध
	एम.फिल./ स्नातकोत्तर शोध प्रबंध	02 प्रति प्रदान की गई उपाधि	02 प्रति प्रदान की गई उपाधि
	<b>(ख) पूरी की गई शोध परियोजनाएं</b>		
	10 लाख से अधिक	10	10
	10 लाख से कम	05	05
	<b>(ग) जारी शोध परियोजनाएं :</b>		
	10 लाख से अधिक	05	05
	10 लाख से कम	02	02
	<b>(घ) परामर्शत्री सेवाएं</b>	03	03
5	<b>(क) पेटेंट</b>		
	अंतर्राष्ट्रीय	10	10
	राष्ट्रीय	07	07
	<b>(ख) *नीतिगत दस्तावेज (सं.रा.सं./ यूनेस्को/ विश्व बैंक/ अंतर्राष्ट्रीय मुद्रा कोष इत्यादि अथवा केंद्र सरकार या राज्य सरकार जैसे किसी अंतर्राष्ट्रीय निकाय/ संगठन को सौंपे गए)</b>		
	अंतर्राष्ट्रीय	10	10
	राष्ट्रीय	07	07
	राज्य	04	04
	<b>(क) पुरस्कार / अध्येतावृत्ति</b>		
	अंतर्राष्ट्रीय	07	07
	राष्ट्रीय	05	05
6	<b>*अतिथि व्याख्यान/ संसाधक/ संगोष्ठियों/ सम्मलेनों में पत्र प्रस्तुतीकरण/ सम्मलेन कार्यवाहियों में पूर्ण पत्र प्रस्तुत करना (संगोष्ठियों/ सम्मलेनों में प्रस्तुत किए गए पत्र और सम्मलेन कार्यवाहियों में पूर्ण पत्र के रूप में प्रकाशित पत्रों की गणना सिर्फ एक बार की जाएगी)</b>		
	अंतर्राष्ट्रीय (विदेश)	07	07
	अंतर्राष्ट्रीय (देश के भीतर)	05	05
	राष्ट्रीय	03	03
	राज्य/ विश्वविद्यालय	02	02

सहकर्मी द्वारा समीक्षित अथवा विश्वविद्यालय अनुदान आयोग द्वारा सूचीबद्ध जर्नल (थॉमसन रॉयटर्स की सूची के अनुसार निर्धारित किए जाने वाले प्रभाव कारक) :

- प्रभाव कारक रहित संदर्भित जर्नल में प्रकाशित पत्र – 5 अंक
- 1 से कम प्रभाव कारक वाले पत्र – 10 अंक
- 1 और 2 के बीच प्रभाव कारक वाले पत्र – 15 अंक
- 2 और 5 के बीच प्रभाव कारक वाले पत्र – 20 अंक
- 5 और 10 के बीच प्रभाव कारक वाले पत्र – 25 अंक
- 10 से अधिक प्रभाव कारक वाले पत्र – 30 अंक

(क) दो लेखक : प्रत्येक लेखक हेतु प्रकाशन के कुल मान का 70 प्रतिशत



(ख) दो से अधिक लेखक : प्रथम /मूल/संवादी लेखक हेतु प्रकाशन के कुल मान का 70 प्रतिशत और प्रत्येक संयुक्त लेखकों हेतु प्रकाशन के कुल मान का 30 प्रतिशत

संयुक्त परियोजनाएं : मूल शोधकर्ता और सह- शोधकर्ता में से प्रत्येक को 50 प्रतिशत प्राप्त होगा

नोट :

- यदि संपादित पुस्तक अथवा कार्यवाहियों का भाग के रूप में पत्र प्रस्तुत किया जाता है तो इस पर एक बार ही दावा किया जा सकता है।
- शोध विद्यार्थियों के संयुक्त पर्यवेक्षण के लिए पर्यवेक्षक और सह पर्यवेक्षक हेतु सूत्र, कुल प्राप्तांक का 70 प्रतिशत होगा। पर्यवेक्षक और सह- पर्यवेक्षक दोनों में से प्रत्येक को 7 अंक मिलेंगे।
- \* शिक्षक के शोध अंकों की गणना करने के प्रयोजनार्थ 5(ख), नीतिगत दस्तावेज और 6 की श्रेणियों से संयुक्त शोध अंक, आमंत्रित व्याख्याता /संसाधक /पत्र प्रस्तुतीकरण संबंधित शिक्षक के कुल शोध अंकों के लिए अधिकतम 30 प्रतिशत की ऊपरी सीमा होगी।
- शोध प्राप्तांक 6 श्रेणियों में से कम से कम तीन श्रेणियों से होंगे।

तालिका 3 क

विश्वविद्यालयों में सहायक आचार्यों के पद हेतु साक्षात्कार के लिए अभ्यर्थियों के चयन संबंधी मानदंड

क्रम संख्या	शैक्षणिक रिकॉर्ड	प्राप्तांक			
1	स्नातक	80 प्रतिशत और उससे अधिक=15	60 प्रतिशत से लेकर 80 प्रतिशत से कम= 13	55 प्रतिशत से लेकर 60 प्रतिशत से कम = 10	45 प्रतिशत से लेकर 55 प्रतिशत से कम =05
2	स्नातकोत्तर	80 प्रतिशत और उससे अधिक =25	60 प्रतिशत से लेकर 80 प्रतिशत से कम तक= 23	55 प्रतिशत लेकर (अनुसूचित जाति, अनुसूचित जनजाति, अन्य पिछड़ा वर्ग के मामले में 50 प्रतिशत (असंपन्न वर्ग) / शारीरिक रूप से निशक्त) से 60 प्रतिशत से कम = 20	
3	एमफिल	60 प्रतिशत और उससे अधिक = 07	55 प्रतिशत से लेकर	60 प्रतिशत से कम = 05	
4	पीएचडी	30			
5	नेट सहित जेआरएफ	07			
	नेट	05			
	एसएलईटी / एसईटी	03			
6	शोध प्रकाशन (सहकर्मी द्वारा समीक्षित अथवा विश्वविद्यालय अनुदान आयोग द्वारा सूचीबद्ध जर्नल में प्रकाशित प्रत्येक शोध प्रकाशन हेतु 2 अंक)	10			
7	शिक्षण/ पोस्ट डॉक्टोरल अनुभव (प्रत्येक एक वर्ष के लिए 2 अंक) #	10			
8	पुरस्कार				
	अंतर्राष्ट्रीय/ राष्ट्रीय स्तर (अंतरराष्ट्रीय संगठनों/ भारत सरकार/ भारत सरकार द्वारा मान्यता प्राप्त राष्ट्रीय स्तर के निकायों द्वारा दिए गए पुरस्कार)	03			
	राज्य स्तरीय (राज्य सरकार द्वारा दिए गए पुरस्कार)	02			

# तथापि, यदि शिक्षण/ पोस्ट डॉक्टरल अनुभव की अवधि एक वर्ष से कम है तो अंकों को अनुपातिक रूप से घटा दिया जाएगा।

नोट :

(क)

- i. एमफिल + पीएचडी अधिकतम – 30 अंक

ii. जेआरएफ/ नेट/ सेट अधिकतम – 07 अंक

iii. अवार्ड की श्रेणी में अधिकतम – 03 अंक

(ख) साक्षात्कार के लिए बुलाए जाने वाले अभ्यर्थियों की संख्या संबंधित विश्वविद्यालयों द्वारा निर्धारित की जाएगी।

(ग)

शैक्षणिक प्राप्तांक – 80

शोध प्रकाशन – 10

शिक्षण अनुभव – 10

**कुल : 100**

(घ) यह अंक संबंधित राज्यों के एसएलईटी/ सेट विश्वविद्यालयों/ महाविद्यालयों/ संस्थाओं में नियुक्ति के लिए वैध होंगे।

### तालिका 3 (ख)

महाविद्यालयों में सहायक आचार्य के पद हेतु साक्षात्कार के लिए अभ्यर्थियों के चयन संबंधी मानदंड

क्रम संख्या	शैक्षणिक रिकॉर्ड	प्राप्तांक			
1	स्नातक	80 प्रतिशत और उससे अधिक = 21	60 प्रतिशत से अधिक और 80 प्रतिशत से कम = 19	55 प्रतिशत से अधिक और 60 प्रतिशत से कम = 16	45 प्रतिशत से अधिक और 55 प्रतिशत से कम = 10
2	स्नातकोत्तर	80 प्रतिशत और उससे अधिक = 25	60 प्रतिशत से अधिक और 80 प्रतिशत से कम =23	55 प्रतिशत (अनुसूचित जाति, अनुसूचित जनजाति, अन्य पिछड़ा वर्ग (असंपन्न वर्ग)/ शारीरिक रूप से निशक्त अभ्यर्थियों के मामले में 50 प्रतिशत) से अधिक और 60 प्रतिशत से कम = 20	
3	एमफिल	60 प्रतिशत और उससे अधिक= 07	55 प्रतिशत से अधिक और 60 प्रतिशत से कम = 05		
4	पीएचडी	25			
5	जेआरएफ सहित नेट	10			
	नेट	08			
	एसएलईटी/ सेट	05			
6	शोध प्रकाशन (सहकर्मी द्वारा समीक्षित अथवा विश्वविद्यालय अनुदान आयोग द्वारा सूचीबद्ध जर्नल में प्रकाशित प्रत्येक शोध प्रकाशन हेतु 2 अंक)	06			
7	शिक्षण/ पोस्ट डॉक्टरल अनुभव (प्रत्येक एक वर्ष के लिए 2 अंक) #	10			
8	पुरस्कार				
	अंतर्राष्ट्रीय/ राष्ट्रीय स्तर (अंतरराष्ट्रीय संगठनों/ भारत सरकार/ भारत सरकार द्वारा मान्यता प्राप्त राष्ट्रीय स्तर के निकायों द्वारा दिए गए पुरस्कार)	03			
	राज्य स्तरीय (राज्य सरकार द्वारा दिए गए पुरस्कार)	02			

# तथापि यदि शिक्षण/ पोस्ट डॉक्टरल अनुभव की अवधि एक वर्ष से कम है तो अंकों को अनुपातिक रूप से घटा दिया जाएगा।

नोट :

(क)

- i. एमफिल + पीएचडी अधिकतम — 25 अंक  
 ii. जेआरएफ/ नेट/ सेट अधिकतम — 10 अंक  
 iii. अवार्ड की श्रेणी में अधिकतम — 03 अंक

(ख) साक्षात्कार के लिए बुलाए जाने वाले अभ्यर्थियों की संख्या संबंधित विश्वविद्यालयों द्वारा निर्धारित की जाएगी।

(ग)

शैक्षणिक प्राप्तांक — 84

शोध प्रकाशन — 06

शिक्षण अनुभव — 10

**कुल : 100**

(घ) एसएलईटी/ सेट प्राप्तांक केवल संबंधित राज्यों के विश्वविद्यालयों/ महाविद्यालयों/ संस्थाओं में नियुक्ति के लिए वैध होंगे।

#### तालिका 4

पुस्तकाध्यक्ष हेतु आकलन मानदंड और पद्धति

क्रम संख्या	क्रियाकलाप	ग्रेडिंग मानदंड
1	पुस्तकालय में उपस्थित होने की नियमितता (उपस्थित होने के लिए अपेक्षित दिनों की कुल संख्या की तुलना में उपस्थित दिनों के प्रतिशत के संदर्भ में गणना) पुस्तकालय में उपस्थित होने के समय व्यक्ति से अन्य बातों के साथ-साथ निम्नलिखित कार्य करने की आशा की जाती है : <ul style="list-style-type: none"> <li>पुस्तकालय संसाधनों और संगठन तथा पुस्तकों, जर्नलों और रिपोर्टों का रखरखाव</li> <li>पुस्तकालय पाठक सेवा जैसे शोधकर्ताओं से साहित्य प्राप्ति सेवाओं और रिपोर्ट के विश्लेषण का प्रावधान</li> <li>संस्थागत वेबसाइट को अद्यतन करने में सहायता</li> </ul>	90 प्रतिशत और उससे अधिक — अच्छा 90 प्रतिशत से कम लेकिन 80 प्रतिशत और उससे अधिक — संतोषजनक 80 प्रतिशत से कम — असंतोषजनक
2	पुस्तकालय कार्यकलाप से संबंधित अथवा विशिष्ट पुस्तक अथवा पुस्तकों की शैली के संबंध में संगोष्ठियों/ कार्यशालाओं का आयोजन	अच्छा — 1 राष्ट्रीय स्तर की संगोष्ठी/ कार्यशाला + 1 राज्य/ संस्था स्तर की कार्यशाला/ संगोष्ठी संतोषजनक — 1 राष्ट्रीय स्तर की संगोष्ठी/ कार्यशाला अथवा 1 राज्य स्तर की संगोष्ठी/ कार्यशाला + 1 संस्था स्तरीय संगोष्ठी/ कार्यशाला अथवा 4 संस्था स्तरीय संगोष्ठी/ कार्यशाला असंतोषजनक — उपर्युक्त दोनों श्रेणियों के अंतर्गत नहीं आने वाले
3	यदि पुस्तकालय में कंप्यूटरीकृत डॉटाबेस है तो <i>अथवा</i> यदि पुस्तकालय में कंप्यूटरीकृत डॉटाबेस नहीं है	अच्छा — कंप्यूटरीकृत डॉटाबेस में शतप्रतिशत वास्तविक पुस्तकें और जर्नल संतोषजनक — कंप्यूटरीकृत डॉटाबेस में कम से कम 99 प्रतिशत वास्तविक पुस्तकें और जर्नल असंतोषजनक — अच्छा अथवा संतोषजनक श्रेणी के अंतर्गत नहीं आने वाले अथवा अच्छा — अद्यतन किया गया 100 प्रतिशत कैटलॉग डॉटाबेस

		संतोषजनक – अद्यतन किया गया 90 प्रतिशत कैटलॉग डॉटाबेस असंतोषजनक – कैटलॉग डॉटाबेस का अद्यतन नहीं होना (सीएएस संवर्धन समिति द्वारा औचक रूप से सत्यापित किया जाए)
4	वस्तुसूची और खोई हुई पुस्तकों की जांच करना	अच्छा – जांची गई वस्तुसूची और खोई हुई पुस्तकें 0.5 प्रतिशत से कम। संतोषजनक – जांची गई वस्तुसूची और खोई हुई पुस्तकें एक प्रतिशत से कम। असंतोषजनक – वस्तुसूची की जांच नहीं की गई हो अथवा जांची गई वस्तुसूची और खोई हुई पुस्तकें एक प्रतिशत अथवा उससे अधिक।
5	<div><div>i. बिना कंप्यूटरीकृत डॉटाबेस वाली संस्था में पुस्तकों के डॉटाबेस का डिजिटलीकरण</div><div>ii. पुस्तकालय नेटवर्क का संवर्धन</div><div>iii. पुस्तकों और अन्य संसाधनों से संबंधित सूचनाओं का प्रसार करने के लिए प्रणाली की स्थापना।</div><div>iv. दाखिले, परीक्षाओं और पाठ्येतर कार्यक्रमों के दौरान किए गए कार्यों सहित महाविद्यालय प्रशासन और अभिशासन संबंधी कार्यों में सहायता प्रदान करना।</div><div>v. उपयोगकर्ताओं हेतु अल्पकालिक पाठ्यक्रम तैयार करना और उनका संचालन करना।</div><div>vi. विश्वविद्यालय अनुदान आयोग द्वारा अनुमोदित जर्नल में कम से कम एक शोध पत्र का प्रकाशन करना।</div></div>	अच्छा – किन्हीं दो कार्यक्रमों में शामिल होना। संतोषजनक – कम से कम एक कार्यक्रम में शामिल होना। असंतोषजनक – किसी भी कार्यक्रम में शामिल ना होना / नहीं किया जाना।
समग्र ग्रेडिंग	अच्छा : मद 1 में अच्छा और मद 4 सहित किन्ही दो अन्य मदों में संतोषजनक/अच्छा संतोषजनक : मद 1 में संतोषजनक और मद 4 सहित किन्ही अन्य दो मदों में संतोषजनक/अच्छा असंतोषजनक : यदि समग्र ग्रेडिंग में न तो अच्छा है और न ही संतोषजनक।	
<div>नोट :</div> <div><div>1 – पुस्तकालय कर्मचारियों की उपस्थिति की निगरानी करने और आकलन के मानदंड की गणना करने के लिए आईसीटी प्रौद्योगिकी का उपयोग करने की सिफारिश की जाती है।</div><div>2 – पुस्तकाध्यक्ष को प्रकाशित पत्र, पुनश्चर्या अथवा प्रविधि पाठ्यक्रम में शामिल होने, संबंधित विभाग के विभागाध्यक्ष से सफलतापूर्वक शोध मार्गदर्शन करने, परियोजना पूर्ण करने संबंधी साक्ष्य को संबंधित विभाग को सौंपना होगा।</div><div>3 – उपयोगकर्ताओं की शिकायतों की निगरानी करने की प्रणाली और जिस सीमा तक शिकायतों के समाधान किया गया उस संबंध में ब्योरा भी सीएएस प्रोन्नति समिति को उपलब्ध कराया जाए।</div></div>		

**तालिका 5****शारीरिक शिक्षा और खेलकूद निदेशकों हेतु आकलन मानदंड और पद्धति**

क्रम संख्या	क्रियाकलाप	ग्रेडिंग मानदंड
1	उपस्थिति को जितने दिनों तक महाविद्यालय में उपस्थित हुए हैं की तुलना में जितने दिन उनसे उपस्थित रहने की आशा की जाती है के संदर्भ में प्रतिशत में परिकलन किया जाता है।	90 और उससे अधिक – अच्छा 80 से अधिक लेकिन 90 से कम – संतोषजनक 80 से कम – असंतोषजनक

2	अंतर्महाविद्यालयी प्रतिस्पर्धाओं का आयोजन	अच्छा – 5 से अधिक विधाओं में अंतर्महाविद्यालयी प्रतिस्पर्धाएं। संतोषजनक – 3 से 5 विधाओं में अंतर्महाविद्यालयी प्रतिस्पर्धाएं। असंतोषजनक – न ही अच्छा और न ही संतोषजनक
3	बाह्य प्रतिस्पर्धाओं में संस्थान की भागीदारी	अच्छा – कम से कम एक विधा में राष्ट्रीय स्तर की प्रतिस्पर्धा और कम से कम तीन विधाओं में राज्य / जिला स्तर की प्रतिस्पर्धा संतोषजनक – कम से कम एक विधा में राज्य स्तर की प्रतिस्पर्धा और कम से कम तीन विधाओं में जिला स्तरीय प्रतिस्पर्धा अथवा कम से कम 5 विधाओं में जिला स्तरीय प्रतिस्पर्धा असंतोषजनक – न तो अच्छा और न ही संतोषजनक
4	वैज्ञानिक और प्रौद्योगिकीय आगतों के साथ खेलकूद और शारीरिक प्रशिक्षण अवसंरचना का उन्नयन। खेलकूद के मैदानों और खेलकूद तथा शारीरिक शिक्षा सुविधाओं का विकास और रखरखाव।	अच्छा/ संतोषजनक/ असंतोषजनक का आकलन प्रोन्नति समिति द्वारा किया जाएगा।
5	<p>i. संस्थान के कम से कम एक विद्यार्थी राष्ट्रीय /राज्य /विश्वविद्यालय की टीमों (केवल महाविद्यालय स्तरों के लिए) में भागीदारी करता है। राज्य /राष्ट्रीय /अंतर्विश्वविद्यालय/ अंतर्महाविद्यालय स्तर की प्रतिस्पर्धाओं का आयोजन।</p> <p>ii. राज्य/ राष्ट्रीय स्तर पर अनुशिक्षण हेतु आमंत्रित किया जाना।</p> <p>iii. वर्ष में कम से कम तीन कार्यशालाओं का आयोजन</p> <p>iv. विश्वविद्यालय अनुदान आयोग द्वारा अनुमोदित जर्नल में कम से कम एक शोध पत्र का प्रकाशन। दाखिले, परीक्षाओं और पाठ्येतर कार्यक्रमों के दौरान किए गए कार्य सहित महाविद्यालय प्रशासन और अभिशासन संबंधी कार्य में सहायता।</p>	अच्छा : किन्हीं दो कार्यक्रमों में शामिल होना। संतोषजनक : एक कार्यक्रम असंतोषजनक : किसी भी कार्यक्रम में शामिल ना होना / आरंभ नहीं किया जाना।
समग्र ग्रेडिंग :	अच्छा : मद 1 में अच्छा और किन्हीं अन्य दो मदों में संतोषजनक/ अच्छा संतोषजनक : मद 1 में संतोषजनक और किन्हीं अन्य दो मदों में संतोषजनक/ अच्छा असंतोषजनक : यदि समग्र ग्रेडिंग में न तो अच्छा है और न ही संतोषजनक।	
नोट :		
1– खेलकूद और शारीरिक शिक्षा के शिक्षकों की उपस्थिति की निगरानी करने और मूल्यांकन के मानदंड की गणना करने के लिए आईसीटी प्रौद्योगिकी का उपयोग करने की सिफारिश की जाती है। 2– संस्थान को छात्रों से प्रतिक्रिया प्राप्त करनी चाहिए। इस प्रतिक्रिया को संबंधित शारीरिक शिक्षा और खेलकूद निदेशक तथा सीएएस प्रोन्नति समिति के साथ भी साझा करना चाहिए। 3– उपयोगकर्ताओं की शिकायतों की निगरानी करने की प्रणाली और किस सीमा तक शिकायतों का निवारण किया गया, इस संबंध में ब्योरा भी सीएएस प्रोन्नति समिति को उपलब्ध कराया जाए।		

## UNIVERSITY GRANTS COMMISSION

## NOTIFICATION

New Delhi, the 18th July, 2018

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

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

**1. Short title, application and commencement:**

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

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

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

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

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

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

**2.0 Pay Scales, Pay Fixation, and Age of Superannuation**

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

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

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

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

**3.0 Recruitment and Qualifications**

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

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

**3.3**

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

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

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

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

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

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

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

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

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

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

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

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

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

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

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

**3.12 Qualifications:**

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

**4.0 Direct Recruitment**

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

**I. Assistant Professor:**

**Eligibility (A or B) :**

**A.**

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



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

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

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

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

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

#### OR

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

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

## II. Associate Professor:

### Eligibility:

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

## III. Professor:

### Eligibility (A or B) :

#### A.

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

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

**OR**

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

**IV. Senior Professor in Universities**

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

**Eligibility:**

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

**V. College Principal and Professor (Professor's Grade)****A. Eligibility:**

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

**B. Tenure**

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

**VI. Vice Principal**

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

**4.2. Music, Performing Arts, Visual Arts and Other Traditional Indian Art Forms like Sculpture, etc.****I. Assistant Professor:****Eligibility (A or B):****A.**

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

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

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

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

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

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

### OR

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

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

## **II. Associate Professor :**

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

#### **A.**

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

### OR

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

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

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

### III. Professor :

#### Eligibility (A or B):

##### A.

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

#### OR

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

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

### 4.3 Drama Discipline:

#### I. Assistant Professor

##### Eligibility (A or B)

##### A.

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

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

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

Note:

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

**OR**

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

## **II. Associate Professor:**

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

#### **A.**

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

**OR**

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

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

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

**OR**

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

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

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

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

**OR**

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

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

**II. ASSOCIATE PROFESSOR**

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

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

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

**Or**

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

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

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

**II. ASSOCIATE PROFESSOR:**

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

**III. PROFESSOR:**

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

**IV. PRINCIPAL / DIRECTOR / DEAN:**

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

**Note:**

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

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

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

**II. ASSOCIATE PROFESSOR:**

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

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

### III. PROFESSOR:

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

Desirable:

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

### IV. PRINCIPAL / DIRECTOR / DEAN:

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

Note:

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

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

### I. UNIVERSITY ASSISTANT LIBRARIAN / COLLEGE LIBRARIAN

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

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

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

Note:

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



**II. UNIVERSITY DEPUTY LIBRARIAN**

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

**III. UNIVERSITY LIBRARIAN**

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

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

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

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

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

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

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

OR

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

## II. University Deputy Director of Physical Education and Sports

### Eligibility (A or B) :

#### A.

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

OR

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

## III. University Director of Physical Education and Sports

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

## IV. Physical Fitness Test Norms

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

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

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

## **5.0 CONSTITUTION OF SELECTION COMMITTEES AND GUIDELINES ON SELECTION PROCEDURE:**

### **5.1 Selection Committee Composition**

#### **I. Assistant Professor in the University:**

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

#### **II. Associate Professor in the University**

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

**III. Professor in the University**

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

**IV. Senior Professor**

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

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

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

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

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

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

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

#### **VII. Professor in Colleges, including Private and Constituent Colleges**

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

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

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

### **VIII. College Principal and Professor**

#### **A. Selection Committee**

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

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

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

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

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

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

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

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

**A. For University teachers:**

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

**B. For College teachers:**

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

**C. For University Assistant Librarian:**

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

**D. For College Assistant Librarian:**

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

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

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

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

**F. For College Director, Physical Education and Sports:**

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

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

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

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

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

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

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

**6.0 SELECTION PROCEDURE:**

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

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

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

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



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

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

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

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

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

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

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

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

#### B. Assessment Process

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

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

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

**Step 3:** A CAS Promotion shall be granted as mentioned in Clauses 6.4 of these Regulations.

**6.1 Assessment Criteria and Methodology:**

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

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

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

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

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

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

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

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

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

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

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

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

**OR**

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

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

- i. Exemption from scoring under Category I, as defined in Appendix III of said above mentioned UGC Regulations on Minimum Qualifications for Appointment of Teachers and other Academic Staff in Universities and Colleges and Measures for the Maintenance of Standards in Higher Education 2010 and its amendments including University Grants Commission (Minimum Qualifications for Appointment of Teachers and other Academic Staff in Universities and Colleges and Measures for the Maintenance of Standards in Higher Education) (4<sup>th</sup> Amendment), Regulations, 2016, for faculty and other equivalent cadre positions.
- ii. Scoring in Category II and Category III for faculty and other equivalent cadre positions shall be as provided for in the UGC Regulations on Minimum Qualifications for Appointment of Teachers and other Academic Staff in Universities and Colleges and Measures for the Maintenance of Standards in Higher Education 2010 with the following combined minimum API score requirement for Category II and Category III taken together, as mentioned below.

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

**TABLE-A**

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

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

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

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

**Table-C****(Minimum API requirement for the promotion of Library staff under CAS in Universities)**

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

**Table-D****(Minimum API requirement for the promotion of Library staff under CAS in Colleges)**

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

Table-E

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

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

Table-F

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

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

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

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

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

#### B. Career Advancement Scheme (CAS) for Colleges teachers

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

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

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

OR

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

OR

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

#### **CAS Promotion Criteria:**

A teacher shall be promoted if;

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

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

#### **Eligibility:**

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

#### **CAS Promotion Criteria:**

A teacher shall be promoted if;

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

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

#### **Eligibility:**

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

#### **CAS Promotion Criteria:**

A teacher may be promoted if;

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

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

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

**CAS Promotion Criteria:**

A teacher shall be promoted if;

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

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

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

**CAS Promotion Criteria :**

A teacher shall be promoted if;

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

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

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

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

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

#### **CAS Promotion Criteria:**

A teacher shall be promoted if;

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

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

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

#### **CAS Promotion Criteria:**

A teacher shall be promoted if;

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

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

#### **Eligibility:**

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

#### **CAS Promotion Criteria:**

A teacher shall be promoted if;

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



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

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

**Eligibility:**

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

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

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

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

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

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

**CAS Promotion Criteria:**

An Assistant Librarian/College Librarian may be promoted if:

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

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

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

**CAS Promotion Criteria:**

An individual shall be promoted if:

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

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

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

**CAS Promotion Criteria:**

An individual shall be promoted if:

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

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

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

**CAS Promotion Criteria:**

An individual shall be promoted if:

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

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

**Note:**

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

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

**Eligibility:**

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

**CAS Promotion Criteria:**

An individual may be promoted if:

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

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

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

**CAS Promotion Criteria:**

An individual may be promoted if;

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

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

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

**CAS Promotion Criteria:**

An individual may be promoted if;

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

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

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

**CAS Promotion Criteria:**

An individual may be promoted if;

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

**6.5.** Discretionary award of advance increments for those who enter the profession as Associate Professor or Professor with higher merit, high number of research publications of high quality and experience at the appropriate level, shall be within the competence of the appropriate authority of the University concerned or recruiting institution based on the recommendations of a selection committee while considering the case of individual candidates in the context of the merits of each case, taking into account the pay structure of other teachers in the faculty and other merit-specific factors. Discretionary award of advance increments is not applicable to those entering the profession as Assistant Professor/Assistant Librarian/Assistant Director of Physical Education and Sports and to those who are entitled for grant of advance increments for having acquired a Ph. D., M. Phil. or M.Tech. and LL.M degree. However, those entering the service as Assistant Professor/Assistant Librarian/Assistant Director of Physical Education and Sports, having a post-doctoral teaching/research experience, after obtaining a Ph.D. degree and proven credentials, may be eligible for discretionary award of advanced increments to be given to the person, as decided and recorded by the Selection Committee in the minutes of its meeting.

**7.0 SELECTION OF PRO-VICE CHANCELLOR / VICE - CHANCELLOR OF UNIVERSITIES:**

**7.1 PRO-VICE-CHANCELLOR:**

The Pro-Vice-Chancellor shall be appointed by the Executive Council on the recommendation of the Vice-Chancellor.

**7.2** It shall be the prerogative of the Vice-Chancellor to recommend a person to be the Pro-Vice-Chancellor to the Executive Council. The Pro-Vice-Chancellor shall hold office for a period, which is co-terminus with that of the Vice-Chancellor.

**7.3. VICE CHANCELLOR:**

- i. A person possessing the highest level of competence, integrity, morals and institutional commitment is to be appointed as Vice-Chancellor. The person to be appointed as a Vice-Chancellor should be a distinguished academician, with a minimum of ten years' of experience as Professor in a University or ten years' of experience in a reputed research and / or academic administrative organisation with proof of having demonstrated academic leadership.
- ii. The selection for the post of Vice-Chancellor should be through proper identification by a Panel of 3-5 persons by a Search-cum-Selection-Committee, through a public notification or nomination or a talent search process or a combination thereof. The members of such Search-cum-Selection Committee shall be

persons' of eminence in the sphere of higher education and shall not be connected in any manner with the University concerned or its colleges. While preparing the panel, the Search cum-Selection Committee shall give proper weightage to the academic excellence, exposure to the higher education system in the country and abroad, and adequate experience in academic and administrative governance, to be given in writing along with the panel to be submitted to the Visitor/Chancellor. One member of the Search cum-Selection Committee shall be nominated by the Chairman, University Grants Commission, for selection of Vice Chancellors of State, Private and Deemed to be Universities.

- iii. The Visitor/Chancellor shall appoint the Vice Chancellor out of the Panel of names recommended by the Search-cum-Selection Committee.
- iv. The term of office of the Vice-Chancellor shall form part of the service period of the incumbent making him/her eligible for all service related benefits.

## **8.0 DUTY LEAVE, STUDY LEAVE, SABBATICAL LEAVE**

### **8.1 DUTY LEAVE:**

- i. Duty leave upto 30 days in an academic year may be granted for the following purposes:
  - (a) Attending Orientation Programme, Refresher Course, Research Methodology Workshop, Faculty Induction Programme, Conference, Congresses, Symposia and Seminar, as a delegate nominated by the university or with the permission of the university/college ;
  - (b) Delivering lectures in institutions and universities at the invitation of such institutions or universities received by the university, and accepted by the Vice- Chancellor/Principal of the College;
  - (c) Working in another Indian or foreign university, any other agency, institution or organisation, when so deputed by the university/College;
  - (d) Participating in a delegation or working on a committee appointed by the Central Government, State Government, the UGC, a sister university or any other similar academic body; and
  - (e) For performing any other duty assigned to him/her by the university/college.
- ii. The duration of leave should be such as may be considered necessary by the sanctioning authority on each occasion.
- iii. The leave may be granted on full pay, provided, that if the teacher receives a fellowship or honorarium or any other financial assistance beyond the amount needed for normal expenses, he/she may be sanctioned duty leave on reduced pay and allowances.
- iv. Duty leave may be combined with earned leave, half pay leave or extraordinary leave, or Casual leave.
- v. Duty leave should be given also for attending meetings in the UGC, DST, etc. where a teacher is invited to share his/her expertise with an academic body, government agency or NGO.

### **8.2 STUDY LEAVE:**

- i. The scheme of Study Leave provides an opportunity to avail of scholarships/fellowships awarded to the faculty who wish to acquire new knowledge and to improve analytical skills. When a teacher is awarded a scholarship or stipend (by whatever nomenclature called), for pursuing further studies, leading to a Ph.D./Post- doctoral qualification or for undertaking a research project in a higher education institution abroad, the amount of the scholarship/fellowship shall not be linked to the recipient's pay/salary paid to him/her by his /her parent institution. The awardee shall be paid salary for the entire duration of fellowship/scholarship, provided, that he/she does not take up any other remunerative jobs, like teaching, in the host country.
- ii. A teacher on Study Leave shall not take up, during the period of that leave, any regular or part-time appointment under an organisation in India or abroad. He/she may, however, be allowed to accept a fellowship or a research scholarship or an ad-hoc teaching and research assignment with an honorarium or any other form of assistance, other than the regular employment in an institution either in India or abroad, provided, that the Executive Council/Syndicate of his/her parent institution may, if it so desires, sanction study leave on reduced pay and allowances to the extent of any receipt in this regard, in-lieu of teaching etc., which may be determined by his/her employer.

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

**Explanation:**

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

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

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

**8.3 Sabbatical Leave:**

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

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

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

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

**I. Casual Leave**

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

**II. Special Casual Leave**

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

**III. Earned Leave**

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

For purposes of computation of the period of actual service, all periods' of leave except casual, special casual, and duty leave, shall be excluded.
- (ii) Earned leave at the credit of a teacher shall not accumulate beyond 300 days. The maximum period of earned leave that may be sanctioned at a time shall not exceed 60 days. Earned leave exceeding 60 days may, however, be sanctioned in the case of higher study, or training, or leave with medical certificate, or when the entire leave, or a portion thereof, is spent outside India.

For removal of doubt, it may be clarified :

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



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

#### IV. Half-pay Leave

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

##### *Explanation:*

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

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

#### V. Commuted Leave

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

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

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

#### VI. Extraordinary Leave

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

**VII. 'Leave Not Due'**

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

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

**VIII. Maternity Leave**

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

**IX. Child-care Leave**

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

**X. Paternity Leave**

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

**XI. Adoption leave**

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

**XII. Surrogacy leave**

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

**9. Research Promotion Grant**

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

**9.1 Consultancy Assignments**

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

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

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

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

**11.0 Period of Probation and Confirmation**

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

**12.0 Creation and Filling-up of Teaching Posts**

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

**13.0 Appointments on Contract Basis**

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

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

#### 14.0 Teaching Days

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

The above provision is summarised as follows:

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

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

#### 15.0 Workload

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

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

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

#### 16.0 Service Agreement and Fixing of Seniority

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

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

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

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

**17.0 Code of Professional Ethics**

**I. Teachers and their Responsibilities :**

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

**Teacher should:**

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

**II. Teachers and Students**

**Teachers should:**

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

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

### **III. Teachers and Colleagues**

#### **Teachers should:**

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

### **IV. Teachers and Authorities :**

#### **Teachers should:**

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

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

#### **Teachers should :**

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

### **VI. Teachers and Guardians**

#### **Teachers should:**

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

### **VII. Teachers and Society**

#### **Teachers should:**

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

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

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

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

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

**College Principal should;**

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

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

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

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

#### **18.0 Maintenance of Standards in Higher-Education Institutions:**

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

- i. The process of evaluation for Ph.D shall be uniform in all the universities in accordance with the respective UGC Regulations and their amendments from time to time, in this regard. The Universities shall adopt these Regulations within six months of their notification.
- ii. There shall be special provision of supernumerary Ph.D seats not exceeding 10% of the total seats available in the department, if there is no vacant seat available with the eligible Supervisors in that department, to the in-service teachers for encouraging the faculty members of colleges and universities for getting a Ph.D. degree.
- iii. In order to encourage research and increase country's research output, Universities shall accord permission and provide need-based facility for college teachers to supervise Ph.D./M.Phil. scholars. Universities shall amend their Statutes and Ordinances accordingly.
- iv. All newly-recruited faculty members shall be provided one-time seed money/start up grant/research grant for establishing a basic research/computational facility as per the provisions laid down in these regulations.
- v. The Ph.D. degree shall be made a mandatory requirement for recruitment and promotions in accordance with the provisions laid down in these Regulations.
- vi. Research clusters shall be created amongst the universities/colleges/research institutions within the state for sharing research facilities, human resources, skills and infrastructure to ensure optimal utilisation of resources and to create synergies among higher education institutions.
- vii. An induction programme of one month shall be introduced for all newly-recruited Assistant Professors in the universities /colleges/institutions ideally before the starting of their teaching work, but definitely within one year of the recruitment of the new faculty member. In addition to the Human Resource Development Centres of the UGC, Universities/Institutions with the Pandit Madan Mohan Malviya National Mission on Teachers and Teaching(PMMMNMTT) scheme shall also organize such induction programmes as per their mandate.
- viii. These induction programmes shall be treated at par with the Orientation Programmes already being run by the Human Resource Development Centres of the UGC for the purpose of the CAS requirements. Universities/Colleges/Institutions shall send the faculty members to such programmes in a phased manner so that the teaching work does not suffer.
- ix. All short-term and long-duration capacity-building programmes for teachers/faculty ranging from one week to one month as well as seminars, workshops in different pedagogic and discipline-specific areas being conducted by centres such as Schools of Education (SoEs), Teaching Learning Centres (TLCs), Faculty Development Centres (FDCs), Centres for Excellence in Science and Mathematics (CESMEs), Centres for Academic Leadership and Education Management (CALEMs) under the PMMMNMTT scheme shall be taken into consideration for fulfilment of the requirements as laid down in Career Advancement Scheme of these Regulations.

#### **19.0 Other Terms and Conditions**

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

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



discipline of employment and has been awarded by a University complying with the process prescribed by the UGC for enrolment, course work, evaluation, etc.

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

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

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

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

## 19.2 Promotion

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

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

## 19.3 Allowances and Benefits

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

## APPENDICES

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

SANJEEV KUMAR NARAYAN, Under Secy.

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

**Appendix I**

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

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

Shastri Bhavan, New Delhi  
Dated 2<sup>nd</sup> November, 2017

**Corrigendum**

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

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

- (a) Cell Academic level 12, row 9 may be read as "24,700" instead of "24,100"
- (b) Cell Academic level 13A, row 18 may be read as "2,04,100" instead of "2,04,100"
- (c) Cell Academic level 14, row 9 may be read as "1,82,700" instead of "1,82,100"

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

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

To,

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

Annexure-I

Pay Matrix

Pay Band (Rs.)	15,600-39,100			37,400-67,000		67,000-79,000
Grade Pay (Rs.)	6,000	7,000	8,000	9,000	10,000	0
Index of Rationalization	2.67	2.67	2.67	2.67	2.72	2.72
Entry Pay (Rs.)	21,600	25,790	29,900	49,200	53,000	67,000
Academic Level	10	11	12	13A	14	15
Rationalised Entry Pay (Rs.)	57,700	68,900	79,800	1,31,400	1,44,200	1,82,300
1	59,400	71,000	83,200	1,35,300	1,48,500	1,87,700
2	61,200	73,100	84,700	1,36,400	1,50,000	1,89,200
3	63,000	75,200	86,200	1,37,500	1,51,500	1,90,700
4	64,900	77,600	89,800	1,47,900	1,62,300	2,05,100
5	66,800	79,900	92,500	1,52,300	1,67,200	2,11,300
6	68,800	82,300	95,300	1,56,900	1,72,200	2,17,600
7	70,900	84,800	98,200	1,61,800	1,77,400	2,24,100
8	73,000	87,300	1,01,100	1,66,400	1,82,700	
9	75,200	89,900	1,04,100	1,71,400	1,88,200	
10	77,500	92,600	1,07,200	1,76,500	1,93,800	
11	79,800	95,400	1,10,400	1,81,600	1,99,500	
12	82,200	98,300	1,13,700	1,87,000	2,05,500	
13	84,700	1,01,200	1,17,100	1,92,600	2,11,800	
14	87,200	1,04,200	1,20,600	1,98,300	2,18,200	
15	89,800	1,07,300	1,24,200	2,04,100		
16	92,500	1,10,500	1,27,900	2,10,000		

K. K. Tripathy  
21/10

Pay Band (Rs.)	15,600-39,100			37,400-67,000		67,000-79,000
18	95,300	1,13,800	1,31,700	2,17,100		
19	98,200	1,17,200	1,35,700			
20	1,01,100	1,20,700	1,39,800			
21	1,04,100	1,24,300	1,44,000			
22	1,07,200	1,28,000	1,48,300			
23	1,10,400	1,31,800	1,52,700			
24	1,13,700	1,35,800	1,57,300			
25	1,17,100	1,39,900	1,62,000			
26	1,20,600	1,44,100	1,66,800			
27	1,24,200	1,48,400	1,71,600			
28	1,27,900	1,52,800	1,77,100			
29	1,31,700	1,57,300	1,82,400			
30	1,35,700	1,62,200	1,87,900			
31	1,39,800	1,67,100	1,93,500			
32	1,44,000	1,72,100	1,99,300			
33	1,48,300	1,77,300	2,05,300			
34	1,52,700	1,82,600	2,11,500			
35	1,57,300	1,88,100				
36	1,62,000	1,93,700				
37	1,66,800	1,99,500				
38	1,71,600	2,05,500				
39	1,77,100					
40	1,82,400					

K. K. Tripathy  
21/11

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

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

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

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

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

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

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

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

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

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

**Note:**

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

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

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

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

**Note:**

- (A) (i) M.Phil + Ph.D Maximum - 30 Marks  
(ii) JRF/NET/SET Maximum - 07 Marks  
(iii) In awards category Maximum - 03 Marks
- (B) Number of candidates to be called for interview shall be decided by the concerned universities.



(C)

Academic Score	-	80
Research Publications	-	10
Teaching Experience	-	10
<b>Total</b>	<b>-</b>	<b>100</b>

(D) Score shall be valid for appointment in respective State SLET/SET Universities/ Colleges/ Institutions only

**Table: 3 B****Criteria for Short-listing of candidates for Interview for the Post of Assistant Professors in Colleges**

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

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

Note :

(A)

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

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

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

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

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

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

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

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