



TELANGANA UNIVERSITY

Dichpally, Nizamabad – 503 322 (TS)

Established under Act. 28 of 2006

Recognized under 2(f) & 12 (B) by UGC Act. 1956 – Accredited by NAAC with B Grade

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Prof. M. YADAGIRI

M. Com., M.B.A., M.Phil., Ph.D.

REGISTRAR

No. 103/REG/TU/NZB/2024/Estt./CAS

Date: 22-11-2024

CIRCULAR

Sub: TU-NZB-2024-Establishment-University Teachers-UGC RSP 2016-Career Advancement Scheme-Circular-Issued.

- Ref: 1. G. O. Ms. No. 14, Higher Education (UE) Department, Dt: 20-02-2010.
2. G. O. Ms. No. 15, Higher Education (UE) Department, Dt: 29-06-2019.
3. Amendment of UGC, New Delhi vide its circular issued, Dt: 06-06-2024
4. Representation of the Teachers, Dt: 23-09-2024.
5. Note Sheet Approved by the Vice-Chancellor, Dt: 22-11-2024.

—oPo—

In pursuance of the approval of the Vice-Chancellor, applications are invited from the eligible teachers of this University in the prescribed proforma for award of next higher Academic Level / Promotion to the next higher posts as under Career Advancement Scheme (CAS) as per the eligibility criteria;

- Assistant Professor with Academic Level 11 – Pay Scale: Rs.68900-205500 (corresponding to Asst. Professor with AGP Rs.7000 under UGC Scales of Pay, 2006
- Assistant Professor with Academic Level 12 – Pay Scale: Rs.79800-211500 (corresponding to Asst. Professor with AGP Rs. 8000 under UGC Scales of Pay, 2006.
- Associate Professor with Academic Level 13A – Pay Scale: Rs.131400-217100 (corresponding to Assoc. Professor with AGP Rs.9000 under UGC Scales of Pay, 2006
- Professor with Academic Level 14 – Pay Scale: Rs.144200-218200 (corresponding to Professor with AGP Rs. 10000 under UGC Scales of Pay, 2006.
- Senior Professor with Academic Level 15 – Pay Scale : Rs. 182200-224100 (corresponding to Senior Professor with AGP Rs.12000 under UGC Scales of Pay, 2006

The Career Advancement Scheme (CAS) application form of UGC RSP 2016 along with required enclosures can be downloaded from the University website www.telanganauniversity.ac.in.

The filled applications in the prescribed proforma (in quadruplicate) along with necessary enclosures and a Demand Draft for Rs.2,000/- (Rupees Two Thousand Only) drawn in favour of **“THE REGISTRAR, TELANGANA UNIVERSITY, NIZAMABAD”** should reach the undersigned on or before the last date of submission i.e., **02-12-2024 by 5:00 p.m.**

All the Principals of the University Campuses and Heads of the Departments are requested to bring it to the notice of all the teachers who are eligible up to **30-11-2024** concerned as mentioned above. The incomplete applications and applications received after the last date, i.e., **02-12-2024 by 5:00 p.m.** will not be entertained and will be summarily rejected without entertaining any correspondence whatsoever.

*For website
22/11/2024*

Copy to:

- All the Principals, University Campuses, Telangana University.
- The PS to Vice-Chancellor, Telangana University.
- The AAO, Telangana University.
- The Estt. Section, Telangana University.
- File

[Signature]
**REGISTRAR
REGISTRAR
TELANGANA UNIVERSITY
NIZAMABAD-503 322 (TS)**

**GOVERNMENT OF TELANGANA
ABSTRACT**

UNIVERSITIES AND COLLEGES – Implementation of UGC Revised Pay Scales, 2016 to the Teaching staff in Universities and Colleges with effect from 01.01.2016 – Orders – Issued.

HIGHER EDUCATION (UE) DEPARTMENT

G.O.Ms.No. 15

Dated: 29-06-2019

Read the following:-

1. G.O.Ms No.14, Higher Education (UE) Deptt., dt.20.02.2010.
2. Letter from the Secretary, University Grants Commission (MHRD, GoI), New Delhi, F.No.23-4/2017(PS), dt.31.01.2018, enclosing the letter of the Director, GoI, MHRD, Deptt. of HE, New Delhi, No.1-7/2015-U-II(1), dt.27.11.2017.
3. Govt. Letter No.744/UE/2018-01, dt.14.02.2018.
4. Letter from the Secretary, TSCHE,Hyd., No.TSCHE/UM-777/UGC-7th CPC-2018, dt.05.03.2018.
5. D.O.Letter from the Joint Secretary (HE), GoI, MHRD, Deptt. of HE, New Delhi, No.9-17/2018-U.II, dt.25.5.2018.
6. Govt. Letter No.744/UE/2018-01, dt.7.7.2018, addressed to the Secretary, Deptt. of HE, MHRD, GoI, New Delhi.
7. UGC Regulation F.No.11-2/2017/CPS, dt.18.7.2018.
8. G.O.Rt No.197, H.E (UE) Deptt., dt.08.08.2018.
9. Letter from the Secretary & Convenor, TSCHE, Hyd., No.TSCHE/ UM-777/UGC-7th CPC-2018, dt.29.12.2018 & 28.01.2019.
10. Govt. Letter No.744/UE/2018, HE Deptt., dt.25.3.2019, addressed to the Secretary, Deptt. of HE, MHRD, GoI, New Delhi.
11. Letter from the Director (U.II), GoI, MHRD, Deptt. of HE, New Delhi, No.F.1-12/2019-U.II, dt.27.3.2019.
12. D.O. Letter from the Joint Secretary (HE), GoI, MHRD, Deptt. of HE, New Delhi, No.1-1/2018-U.II, dt.16.4.2019.

ORDER

In the G.O. first read above, orders have been issued extending the revised pay scales, 2006 which are analogous to the University Grants Commission Scales of pay to the Teachers, Librarians and Physical Education Personnel in the Universities and Colleges working in Government/Oriental /Private Aided Oriental and Residential Degree Colleges.

2. In the reference 2nd read above, Government of India have revised the UGC scales for University and College Teachers with effect from 01.01.2016. Further, among other things, it was stated that the Govt. of India have decided to extend the Scheme to Universities, College and other higher educational institutions coming under the purview of State Legislatures, provided State Governments wish to adopt and implement the Scheme, subject to the following terms and conditions:-

- (a) The Central Government will provide financial assistance to the State Governments for the period from 01.01.2016 to 31.3.2019, which have opted for the revised pay scales, by way of reimbursement, to the extent of 50% (fifty percent) of the additional expenditure involved in the implementation of the pay revision.
- (b) The State Government will meet the remaining 50% (fifty percent) of the additional expenditure from their own sources for the period from 01.01.2016 to 31.3.2019.

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- (c) The entire liability on account of revision of pay scales etc. of university and college teachers would be taken over by the State Government w.e.f. 01.04.2019
- (d) The proposal for reimbursement on account of pay revision in State funded universities, colleges and other higher educational institutions shall be submitted in the prescribed format by the State Governments. The state bills preferred by the State Governments for reimbursement during 2017-18 and 2018-19 would be met to the extent of 50% of additional financial impact during these two years. There would be no central assistance thereafter.
- (e) Financial assistance from the Central Government shall be restricted to revision of pay scales in respect of only those posts which were in existence and had been filled up as on 01.01.2016.
- (f) State Governments, taking into consideration other local conditions, may also decide in their discretion, to introduce pay higher than those mentioned in this Scheme, and shall give effect to the revised bands/scales of pay from 01.01.2016; however, in such cases, the details of modifications proposed shall be furnished to the Central Government and Central assistance shall be restricted to the Pay as approved by the Central Government and not to any higher pay fixed by the State Government(s).
- (g) Payment of Central assistance for implementing this Scheme is also subject to the condition that the entire Scheme of revision of pay scales together with all the conditions to be laid down by the UGC by way of Regulations and other guidelines shall be implemented by State Governments and Universities and Colleges coming under their jurisdiction as a composite scheme without any modification except in regard to the date of implementation and pay scales mentioned herein above.

3. In the reference 7th read above, UGC issued regulation of 2018 for minimum Qualifications for appointment of teachers and other academic staff in the University & Colleges and measures for the maintenance of standards in Higher Education, 2018.

4. In the reference 8th read above, Government have constituted a Committee to study the issue in-depth related to the implementation of the UGC Pay Scales, 2016 to the teaching staff of the Universities and Colleges in the State.

5. In the reference 9th read above, the Telangana State Council of Higher Education has submitted the report of the Committee to the Government.

6. After careful consideration of the revised U.G.C. Scales and the suggestions of Government of India, and the recommendations of the Committee, the State Government of Telangana have decided for implementation of U.G.C. Revised Pay Scales, 2016 to the University and College Teachers in the State with effect from 1.1.2016 in the State, as shown in the Appendix to this order.

7. Short title:

These pay scales may be called the Telangana State Revised U.G.C. Scales of Pay, 2016.

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8. Coverage and Applicability :-

- (1) The UGC Revised Pay Scales of 2016 are applicable to the University and College Teachers, Librarians, Directors of Physical Education.
- (2) The scales shall be applicable to the faculty of all the State funded universities established through State Act and receiving Block Grants, Government Degree Colleges and Aided teaching staff in the Private Aided Degree Colleges, B.Ed and BPEd Colleges, where UGC Scales of pay of 2006 were implemented/ extended.
- (3) These orders are also applicable to such of the institutions which follow the norms/regulations prescribed by UGC/their respective National Councils, provided the qualifications and other criteria are not lower than those prescribed by the UGC Regulations.
- (4) These scales are applicable to those university and college teachers who were under the UGC scales of pay as on 1.1.2016 and recruited thereafter and fulfilled all the eligibility criteria laid down by the UGC for the purpose in the UGC Revised Pay Scales, 2016.
- (5) The UGC Revised Pay Scales, 2016 are applicable to the teachers who were in the scales other than UGC and came under the UGC Scales after 1.1.2016, by option.
- (6) Teachers who were given UGC Revised Pay Scales of 2006 with conditions to fulfil within a time frame but failed to fulfil the same will not be eligible for the UGC Revised Pay Scales 2016 until they fulfil the conditions. They may be given the new scales prospectively as and when they fulfil the conditions. Further, the UGC Revised Pay Scales 2016 shall not be extended with conditions for ineligible teachers.
- (7) The non-Teaching cadres like Registrars, Controller of Examinations and Finance Officers etc., in respect of the state funded institutions, shall continue to be governed by the existing service conditions and state pay scales as approved by the Universities. And these scales are not applicable to the teachers who are drawing the UGC Scales of Pay and occupy these posts on deputation or transfer or by appointment.

9. Date of effect:

These pay scales shall come into force with effect from 01.01.2016.

10. Pay Scales and Pay Fixation Formula :

(I) Pay Fixation method

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

- a) The formula followed by the 7th Central Pay Commission (CPC) is followed in the academic pay structure, moving from the concept of Pay Band and Academic Grade Pay to that of Academic Levels and Cells.
- b) The first academic level (corresponding to AGP of Rs.6000) is numbered as academic level 10. Similarly, the other academic levels are 11, 12, 13A, 14 and 15.

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- c) Each cell in an academic level is at 3% higher than the previous cell in that level.
- d) The Index of Rationalisation (IOR) is 2.67 for present AGP less than Rs.10,000 and 2.72 for the AGP of Rs. 10,000 and above.
- e) The entry pay for each level is as follows:

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

- f) The pay of all eligible university and college teachers in the UGC Scales of Pay as on 1.1.2016 shall be fixed at the corresponding pay in the UGC RPS 2016 as per the Pay Matrix Tables annexed with effect from 01.01.2016.
- g) The Pay Matrix based on the above propositions on Academic Levels, Cells and Entry Pay are annexed shall be implemented.
- h) For fixation of pay of an employee in the Pay Matrix as on 1st January, 2016, the existing pay (Pay in Pay Band plus Academic Grade Pay) in the pre-revised structure as on 31st December, 2015 shall be multiplied by a factor of 2.57. The figure so arrived at is to be located in the Academic Level corresponding to employee's Pay Band and Academic Grade Pay in the new Pay Matrix. If a Cell identical with the figure so arrived at is available in the appropriate Academic Level, that Cell shall be the revised pay; otherwise the next higher cell in that Academic Level shall be revised pay of the employee. If the figure arrived at in this manner is less than the first cell in that Academic Level, then the pay shall be fixed at the first cell of that Academic Level.

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

(i) Revised pay for Teachers in Universities and Colleges

Existing pay	Revised pay
Assistant Professor (at Rs.6000 AGP in PB Rs. 15,600-39,100)	Assistant Professor (at Academic Level 10 with rationalized entry pay of Rs. 57,700/-)
Assistant Professor (at Rs. 7000 AGP in PB Rs. 15,600- 39,100)	Assistant Professor (at Academic Level 11 with rationalized entry pay of Rs. 68,900/-)
Assistant Professor (at Rs. 8000 AGP in PB Rs. 15,600- 39,100)	Assistant Professor (at Academic Level 12 with rationalized entry pay of Rs. 79,800/-)
Associate Professor (at Rs. 9000 AGP in PB Rs. 37,400- 67,000)	Associate Professor (at Academic Level 13A with rationalized entry pay of Rs. 1,31,400/-)
Professor (at Rs. 10000 AGP in PB Rs. 37,400-67,000)	Professor (at Academic Level 14 with rationalized entry pay of Rs. 1,44,200/-)
Professor (HAG Scale/ PB of Rs. 67,000-79,000)	Professor (at Academic Level 15 with rationalized entry pay of Rs. 1,82,200/-)

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(ii) Revised pay for Librarians in Universities and Colleges

Existing pay	Revised pay
Assistant Librarian / College Librarian (at Rs.6000 AGP in PB Rs. 15,600-39,100)	Assistant Librarian / College Librarian (at Academic Level 10 with rationalized entry pay of Rs. 57,700/-)
Assistant Librarian (Sr. Scale)/ College Librarian (Sr. Scale) (at Rs. 7000 AGP in PB Rs. 15,600- 39,100)	Assistant Librarian (Sr. Scale)/ College Librarian (Sr. Scale) (at Academic Level 11 with rationalized entry pay of Rs. 68,900/-)
Deputy Librarian / Assistant Librarian (Selection Grade)/ College Librarian (Selection Grade)(at Rs. 8000 AGP in PB Rs. 15,600- 39,100)	Deputy Librarian / Assistant Librarian (Selection Grade)/ College Librarian (Selection Grade) (at Academic Level 12 with rationalized entry pay of Rs. 79,800/-)
Deputy Librarian / Assistant Librarian (Selection Grade)/ College Librarian (Selection Grade) (at Rs. 9000 AGP in PB Rs. 37,400- 67,000)	Deputy Librarian / Assistant Librarian (Selection Grade)/ College Librarian (Selection Grade) (at Academic Level 13A with rationalized entry pay of Rs. 1,31,400/-)
University Librarian (at Rs. 10000 AGP in PB Rs. 37,400- 67,000)	University Librarian (at Academic Level 14 with rationalized entry pay of Rs. 1,44,200/-)

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

Existing pay	Revised pay
Assistant Director of Physical Education & Sports / College Director of Physical Education & Sports (at Rs.6000 AGP in PB Rs. 15,600-39,100)	Assistant Director of Physical Education & Sports / College Director of Physical Education & Sports (at Academic Level 10 with rationalized entry pay of Rs. 57,700/-)
Assistant Director of Physical Education & Sports (Senior Scale)/ College Director of Physical Education & Sports (Senior Scale) (at Rs. 7000 AGP in PB Rs. 15,600- 39,100)	Assistant Director of Physical Education & Sports (Senior Scale)/ College Director of Physical Education & Sports (Senior Scale) (at Academic Level 11 with rationalized entry pay of Rs. 68,900/-)
Deputy Director of Physical Education & Sports / Assistant Director of Physical Education & Sports (Selection Grade) / College Director of Physical Education & Sports (at Rs. 8000 AGP in PB Rs. 15,600- 39,100)	Deputy Director of Physical Education & Sports / Assistant Director of Physical Education & Sports (Selection Grade) / College Director of Physical Education & Sports (at Academic Level 12 with rationalized entry pay of Rs. 79,800/-)
Deputy Director of Physical Education & Sports / Assistant Director of Physical Education & Sports (Selection Grade) / College Director of Physical Education & Sports (at Rs. 9000 AGP in PB Rs. 37,400- 67,100)	Deputy Director of Physical Education & Sports / Assistant Director of Physical Education & Sports (Selection Grade) / College Director of Physical Education & Sports (at Academic Level 13A with rationalized entry pay of Rs. 1,31,400/-)
University Director of Physical Education & Sports (at Rs. 10000 AGP in PB Rs. 37,400- 67,000)	University Director of Physical Education & Sports (at Academic Level 14 with rationalized entry pay of Rs. 1,44,200/-)

(Contiune P.6)

(II) The minimum pay and maximum pay matrix of the category concerned i.e Assistant Professor, Assistant Professor-Senior Scale, Assistant Professor – Selection Grade, Associate Professor, Professor and Senior Professor, may be fixed as the pay scale of that category duly indicating the academic level of that category.

Category	Academic level	Pay scale
Asst. Professor	10	Rs. 57,700-1,82,400
Asst. Professor Sr.Scale	11	Rs. 68,900-2,05,500
Asst. Professor Sel.Gr.	12	Rs. 79,800- 2,11,500
Associate Professor	13A	Rs. 1,31,400-2,17,100
Professor	14	Rs. 1,44,200-2,18,200
Senior Professor	15	Rs. 1,82,200-2,24,100

11. Revised pay of the Vice-Chancellor of Universities

- (i) Vice Chancellor: The pay of the Vice Chancellor shall be fixed at Rs. 2,10,000/- (fixed) (Figures obtained by using the IOR of 2.81 on 75,000/- and rounding off the figures to nearest five thousand), with the existing special allowance of Rs. 5000/- per month.

12. Revised pay of Principals in Colleges

The pay of Principals in Under Graduate and Post Graduate Colleges shall be

- (i) Under Graduate Colleges : The pay of Principals shall be equivalent to the pay of Associate Professor i.e. Academic Level 13A with rationalized entry pay of Rs. 1,31,400/- with the existing special allowance of Rs.2000/- per month.
- (ii) Post Graduate Colleges : The pay of Principals shall be equivalent to the pay of Professor i.e. at level Academic Level 14 with rationalized entry pay of Rs.1,44,200/-, with the existing special allowance of Rs.3000/- per month.

Note:

- (i) The existing pay scale of person appointed as Principal shall be protected.
- (ii) Principals would continue to have lien in their main academic post where they would continue to get notional promotions while they are functioning as principals. After completion of their tenure as principals, they would go back to their academic post and draw salary due in such respective academic posts, and would not continue to have the Principals pay.

13. Increment

- (i) The annual increment is given in the Pay Matrix at 3%, with each cell being higher by 3% over the previous cell in same level, rounded off to nearest 100. The annual increments to each employee would move up in the same academic level, with an employee moving from the existing cell in the academic level to the immediate next cell in the same academic level.

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- (ii) There shall be two dates for grant of increment namely, 1st January and 1st July of every year, instead of existing date of 1st July, provided that an employee shall be entitled to only one annual increment on either one of these two dates depending on the date of appointment, promotion or grant of financial up-gradation.
- (iii) The option date of increment as on 1st Jan or 1st July will have effect as and when the teacher concerned was appointed or promoted. Till such time, the existing procedure of 1st July will continue. The clarification issued by the Ministry of Finance vide No.4-21/2017-IC/E.III (A) dt.31.7.2018 in this regard is to be followed.

14. Promotion

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

On promotion, he would be given a notional increment (F.R. 22 a (i)) in his existing Academic Level of Pay, by moving him to the next higher cell at that level. The pay shown in this cell would now be located in the new Academic level corresponding to the post to which he has been promoted. If a cell identical with that pay is available in the new level, that cell shall be the new pay; otherwise the next higher cell in that level shall be the new pay of the employee. If the pay arrived at in this manner is less than the first cell in the new level, then the pay shall be fixed at the first cell of then level.

15. Allowances

- (1) The percentage of HRA as clarified vide No. 2/5/2017-EII(B), Dated: 07.07.2017 of the Ministry of Finance, Govt. of India shall be followed w.e.f. 01.07.2017.

City	Cities in Telangana	HRA rates as per 2006	HRA Rates as per 2016		
			DA upto 25%	DA crosses 25%	DA crosses 50%
X	Hyderabad	30%	24%	27%	30%
Y	Warangal	20%	16%	18%	20%
Z	Remaining cities	10%	8%	9%	10%

- (2) In respect of all allowances, except DA & HRA, state rules shall be adopted. In case of DA & HRA the rates prescribed for the Scales of the Central Government Employees, from time to time, shall be implemented. In respect of other allowances, except DA & HRA, the State PRC shall be requested to include the cadres of university and college teachers who are under UGC Revised Pay Scales 2006. Further, the changes made in respect of other allowances for the State Govt. employees shall also be applied automatically to the university and college teachers who are under UGC Revised Pay Scales 2006 from time to time.

Encashment of earned leave, however, shall be allowed as applicable to the employees of the Central Government.

16. Recruitment and Qualifications, Selection procedures and other service conditions :

- (1) The Recruitment and Qualifications, Selection Procedures, general service conditions, teaching days, work load, code of professional ethics, accountability etc., shall be as indicated in the schedule to this order.

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- (2) Supplementary Rules will be issued for effective implementation of UGC Regulations 2018.
- (3) Pension, Gratuity, ex-gratia compensation etc. The State Government Orders shall apply in respect of Pension, Gratuity and other retirement related benefits for those drawing UGC Scales on par with the State Government employees from time to time.
- (4) Superannuation age - The existing State Government provision on age of superannuation of teachers in the State Universities and Colleges, shall apply from time to time.
- (5) Medical Benefits: orders shall be issued separately.

17. On account of implementation of 2016 U.G.C. scales of pay w.e.f. from 1.1.2016, the Government of Telangana shall make a claim towards central assistance to the extent of 50% of the additional expenditure involved immediately for the period from 01.01.2016 to 31.03.2019.

18. Anomalies if any in the implementation of the scheme should be brought to the notice of Government for clarification.

19. Salaries in the revised U.G.C. Pay Scales of 2016, shall be payable w.e.f. the month of July, 2019, i.e. the salary payable on 01.08.2019 and orders as regards disbursement of arrears for the period from 01.01.2016 to 30.06.2019, shall be issued separately.

20. This order issues with concurrence of Finance (EBS-IV) Department vide their Fin.U.O.No.3281-B/80/A2/EBS.IV/HE/19, dt.28.6.2019.

(BY ORDER AND IN THE NAME OF THE GOVERNOR OF TELANGANA)

**Dr. B. JANARDHAN REDDY
SECRETARY TO GOVERNMENT**

To

The Chairman, Telangana State Council of Higher Education, Hyderabad

The Commissioner of Collegiate Education, Telangana, Hyderabad.

The Commissioner of School Education, Telangana, Hyderabad.

The Director of Local Fund Audit, Telangana, Hyderabad.

The Director of Information and Public Relations, Telangana, Hyderabad.

The Secretary, University Grants Commission (MHRD, GoI), New Delhi.

The Director, GoI, MHRD, Deptt. of HE, New Delhi.

The Joint Secretary (HE), GoI, MHRD, Deptt. of HE, New Delhi.

The Commissioner of Printing, S.S & Purchases, Chanchalguda, Hyderabad (with a request to supply 100 copies)

The Director of Treasuries & Accounts, Telangana, Hyderabad.

The Registrars of all universities in the State.

Copy to:

The Pay & Accounts Officer, Telangana, Hyderabad.

The Accountant General, Telangana, Hyderabad.

The Secretary, Telangana State Council for Higher Education, Hyderabad.

The Secretary, Telangana State Public Service Commission, Hyderabad.

The Finance (EBS-IV)Dept.

The Law Dept.

The PS to Special Secretary to C.M

The P.S to Minister for Higher Education

The P.S to Chief Secretary

The P.S. to Secretary, Education Department.

All Section in Higher Education Department

SF/SC

//FORWARDED::BY ORDER//

SECTION OFFICER

**Annexure to G.O.Ms.No....., Higher Education (UE) Deptt.,
dt.29.06.2019**

PART – I : RECRUITMENT AND QUALIFICATIONS

1.0 General

1.0.1 These Regulations may be called UGC (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) Regulations, 2018.

1.0.2 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 standard 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.

1.1 Recruitment and Qualifications

1.1.1 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.

1.1.2 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.

1.1.3

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 fulfilment 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.

1.1.4 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) Loco-motor 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.

1.1.5 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.

- 1.1.6 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.
- 1.1.7 The Ph.D. Degree shall be a mandatory qualification for appointment and promotion to the post of Professor.
- 1.1.8 The Ph.D. Degree shall be a mandatory qualification for appointment and promotion to the post of Associate Professor.
- 1.1.9 The Ph.D. Degree shall be a mandatory qualification for promotion to the post of Assistant Professor (Selection Grade/Academic Level 12) in Universities.
- 1.1.10 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.
- 1.1.11 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.
- 1.1.12 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.

1.2 Direct Recruitment

1.2.1 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 fulfilment 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.

1.2.2 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 in the concerned / allied / relevant subject.
- (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 in the concerned / allied / relevant subject.
- (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.

1.2.3 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.

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 in a relevant / allied / concerned discipline 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 in a relevant / allied / concerned discipline, 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.

1.2.4 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.

OR

- B.** 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 a relevant / allied / concerned discipline, 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.

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.

1.2.5 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.

1.2.6 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.

1.2.7 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.

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

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

Eligibility (A or B) :

A.

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

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

- a) The Ph.D. degree of the candidate has been awarded in regular mode;

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

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

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

OR

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

II. University Deputy Director of Physical Education and Sports

Eligibility (A or B) :

A

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

OR

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

III. University Director of Physical Education and Sports

- (i) A Ph.D. in Physical Education or Physical Education and Sports or Sports Science.

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

IV. Physical Fitness Test Norms

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

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

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

(Continue Part-II)

PART- II : SELECTION COMMITTEE & SELECTION PROCEDURES

2.0 CONSTITUTION OF SELECTION COMMITTEES AND GUIDELINES ON SELECTION PROCEDURE:

2.1 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) 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 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
 - (v) 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.
 - (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.

- (vii) 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.

Note : The Government will examine and issue separate orders on the issues relating to the implementation of regulations on the appointment of Professor / Principal under CAS in the Colleges including Private and Constituent Colleges.

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.

Note : The Government will examine and issue separate orders on the issues relating to the implementation of regulations on the appointment of Professor / Principal under CAS in the Colleges including Private and Constituent 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.

2.2 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.

2.3 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.

2.4 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.

2.5 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, 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.

2.6 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.

2.7 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.

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

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

these regulations are notified, can be considered for promotion from the date, on or after the date, on which they fulfil these eligibility conditions.

- II.** The Selection Committee specifications as contained in Clauses 5.1 to 5.4 shall be applicable to all direct recruitments of faculty positions and equivalent cadres and Career Advancement promotions from Assistant Professor to Associate Professor, from Associate Professor to Professor, Professor to Senior Professor (in University) and for equivalent cadres.
- III.** The CAS promotion from a lower stage to a higher stage of Assistant Professor shall be conducted through a "Screening-cum-Evaluation Committee", following the criteria laid down in Table 1 of Appendix II.
- IV.** The promotion under the CAS being a personal promotion to a teacher holding a substantive sanctioned post, on his/her superannuation, the said post shall revert back to its original cadre.
- V.** For the promotion under the CAS, the applicant teacher must be on the role and in active service of the University/College on the date of consideration by the Selection Committee.
- VI.** The candidate shall offer himself/herself for assessment for promotion, if he/she fulfils the minimum grading specified in the relevant Assessment Criteria and Methodology Tables, by submitting an application and the required Assessment Criteria and Methodology Proforma. He/she can do so three months before the due date. The university shall send a general circular twice a year, inviting applications for the CAS promotions from the eligible candidates.
 - (i) If a candidate applies for promotion on completion of the minimum eligibility period and is successful, the date of promotion shall be from that of minimum period of eligibility.
 - (ii) If, however, the candidate finds that he/she would fulfil the CAS promotion criteria, as defined in Tables 1, 2, 4, and 5 of Appendix II at a later date and applies on that date and is successful, his/her promotion shall be effected from that date of the candidate fulfilling the eligibility criteria.
 - (iii) The candidate who does not succeed in the first assessment, he/she shall have to be re-assessed only after one year. When such a candidate succeeds in the eventual assessment, his/her promotion shall be deemed to be one year from the date of rejection.
- VII.** Regarding the cases pending for promotions from one Academic Level/Grade Pay to another Academic Level/Grade Pay under the Career Advancement Scheme provided under the UGC Regulations on Minimum Qualifications for Appointment of Teachers and other Academic Staff in Universities and Colleges and Measures for the Maintenance of Standards in Higher Education 2010 and its subsequent amendments, the teachers shall be given the option to be considered for the promotion from one Academic Level/Grade Pay to another Academic Level/Grade Pay as per the following:
 - a. The teachers shall be considered for promotion from one Academic Level/Grade Pay to another as per the CAS under these Regulations.

OR
 - b. The faculty members shall be considered for the promotion from one Academic Level/Grade Pay to another as per the CAS provided under the UGC Regulations on Minimum Qualifications for Appointment of Teachers and other Academic Staff in Universities and Colleges and Measures for the Maintenance of Standards in Higher Education 2010 and its amendments with relaxation in the requirements of Academic Performance

Indicators (API) based Performance Based Appraisal System (PBAS) upto the date of notification of these Regulations.

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

- (i) Exemption from scoring under Category I, as defined in Appendix III of said above mentioned UGC Regulations on Minimum Qualifications for Appointment of Teachers and other Academic Staff in Universities and Colleges and Measures for the Maintenance of Standards in Higher Education 2010 and its amendments including University Grants Commission (Minimum Qualifications for Appointment of Teachers and other Academic Staff in Universities and Colleges and Measures for the Maintenance of Standards in Higher Education) (4th Amendment), Regulations, 2016, for faculty and other equivalent cadre positions.
- (ii) Scoring in Category II and Category III for faculty and other equivalent cadre positions shall be as provided for in the UGC Regulations on Minimum Qualifications for Appointment of Teachers and other Academic Staff in Universities and Colleges and Measures for the Maintenance of Standards in Higher Education 2010 with the following combined minimum API score requirement for Category II and Category III taken together, as mentioned below.

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

TABLE-A

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

S. No.		Assistant Prof. (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 (Stage5/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))

Sl. 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 Prof. (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 (Stage4/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 (Stage2/AGP Rs.7000/-) to Assistant Director (Selection Grade)/Deputy Director (Stage 3/AGP Rs.8000/-)	Assistant Director (Selection Grade)/ Deputy Director (Stage 3/ GP 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	120per assessment period
2	Expert assessment system	Screening Committee	Screening Committee	Selection Committee	Selection committee

Table-F

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

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

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

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

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

B. Career Advancement Scheme (CAS) for Colleges teachers

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

Eligibility:

Assistant Professors who have completed four years of service and having a Ph.D. degree or five years of service and having a M.Phil. / PG Degree in Professional Courses,

such as LLM, M.Tech.,M.V.Sc., M.D., or six years of service for those without Ph.D./M.Phil./ PG Degree in Professional courses.

- (i) Attended one Orientation course of 21 days' duration on teaching methodology; and
- (ii) Any one of the following: Completed one Refresher / Research Methodology Course
OR
Any two of the following: Workshop, Syllabus Up-gradation Workshop, Training Teaching-Learning- Evaluation, Technology Programmes and Faculty Development Programmes of at least one week (5 days) duration,

OR

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

CAS Promotion Criteria:

A teacher shall be promoted if;

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

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

Eligibility:

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

CAS Promotion Criteria:

A teacher shall be promoted if;

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

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

Eligibility:

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

CAS Promotion Criteria:

A teacher may be promoted if;

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

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

Eligibility:

- 1) An 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.

Note : The Government will examine and issue separate orders on the issues relating to the implementation of regulations on the appointment of Professor / Principal under CAS in the Colleges including Private and Constituent Colleges.

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 Level11)/ 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.

2.10 Discretionary award of advance increments for those who enter the profession as Associate Professor or Professor with higher merit, high number of research publications of high quality and experience at the appropriate level, shall be within the competence of the appropriate authority of the University concerned or recruiting institution based on the recommendations of a selection committee while considering the case of individual candidates in the context of the merits of each case, taking into account the pay structure of other teachers in the faculty and other merit- specific factors. Discretionary award of advance increments is not applicable to those entering the profession as Assistant Professor/Assistant Librarian/Assistant Director of Physical Education and Sports and to those who are entitled for grant of advance increments for having acquired a Ph. D., M. Phil. or M.Tech. and LLM degree. However, those entering the service as Assistant Professor/Assistant Librarian/Assistant Director of Physical Education and Sports, having a post-doctoral teaching/research experience, after obtaining a Ph.D. degree and proven credentials, may be eligible for discretionary award of advanced increments to be given to the person, as decided and recorded by the Selection Committee in the minutes of its meeting.

(Continue Table-3)

PART- III : GENERAL CONDITIONS OF SERVICE

3.0 Pay Scales, Fixation, Allowances, Superannuation age etc.

3.1 Pay Scales, Fixation and Allowances

3.1.1 The UGC Revised Pay Scales, 2016 may be implemented w.e.f. 1.1.2016.

3.1.2 The pay may be fixed in the pay matrix as on 1.1.2016. The existing pay (pay in band plus academic grade pay) in pre-revised structure as on 31.12.2015 shall be multiplied by a factor of 2.57. The figure so arrived at is to be located in the academic level corresponding to employees pay band and academic grade pay in the new pay matrix. If a cell identical to the figure so arrived is available in a appropriate academic level, that cell shall be the revised pay; otherwise the next higher cell in that academic level shall be the revised pay of the employee. If the figure arrived at in this manner is less than the first cell in that academic level, then the pay shall be fixed at the first cell of that academic level.

3.1.3 The minimum pay and maximum pay matrix of the post concerned ie Assistant Professor, Assistant Professor-Senior Scale, Assistant Professor – Selection Grade, Associate Professor, Professor, may be fixed as pay scale of that post duly indicating the academic level of the category of that post.

Category	Academic level	Pay scale
Asst. Professor	10	Rs. 57,700-1,82,400
Asst. Professor Sr. Scale	11	Rs. 68,900-2,05,500
Asst. Professor Sel. Grade	12	Rs. 79,800- 2,11,500
Associate Professor	13A	Rs. 1,31,400-2,17,100
Professor	14	Rs.1,44,200-2,18,200
Senior Professor	15	Rs.1,82,200-2,24,100

3.1.4 The option date of the increment as on 1st Jan. or 1st July, as clarified vide Ministry of Finance clarification vide No. 4-21/2017-IC/E.III (A) dt. 31.7.2018 may be followed.

3.1.5 The per centage of HRA as clarified vide No. 2/5/2017-EII(B) dt. 7.7..2017 of the Ministry of Finance, Govt. of India may be followed.

3.2 LEAVE RULES:

The committee has recommended that the existing leave rules may be followed by the universities and colleges for its teachers from time to time.

The leave rules, as laid down by the University Grants Commission, may be followed for the University and College teachers as indicated below:-

1. Leave admissible to permanent teachers:

"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

(a) Leave for academic pursuits, viz; Study leave; and Sabbatical leave/Academic leave.

(b) Leave on grounds of health, viz; Maternity Leave.

QUARANTINE LEAVE

The Executive Council/Syndicate may, in exceptional cases, grant for the reasons to be recorded, other kinds of leave, subject to such terms and conditions as it may deem fit to impose,

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.

SPECIALCASUAL 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.

DUTY LEAVE

(i) Duty leave may be granted for:

(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.
- 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

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.

NOTE:-

(i) 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.

Note-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.

Note-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.

Note-3

Encashment of earned leave shall be allowed to members of the teaching staff as applicable to the employees of the Central Government.

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.

Note:

1. 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.

2. 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.

COMMUTED LEAVE

Commutated 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.

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.

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.

STUDY LEAVE

- (i) Study leave may be granted after a minimum of 3 years of continuous service, to pursue a special line of study or research directly related to his/her work in the University or to make a special study of the various aspects of University organization and methods of education.
- (ii) 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.
- (iii) 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.
- (iv) 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.
- (v) 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.
- (vi) 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.

- (vii) 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.
- (viii) 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.
- (ix) 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.
- (x) 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.
- (xi) 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.
- (xii)
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.

- (xiii) 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.

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.

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.

MATERNITY LEAVE

(i) Maternity leave on full pay may be granted to a woman teacher for a period not exceeding 135 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 earned leave, half pay leave or extraordinary leave but any leave applied for in continuation of maternity leave may be granted if the request is supported by a medical certificate.

Paternity Leave:

Paternity leave of 15 days may be granted to male teachers during the confinement of their wives, provided, the limit is up to two children.

Adoption Leave:

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

Duty Leave: Duty leave should be given also for attending meetings in the UOC, DST etc. Where a teacher invited to share expertise with academic bodies, government or NGO.

3.3 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.

3.4 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.

3.5 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

Note: The State Government will examine and issue separate orders on counting of past service in the Universities and Colleges for recruitment and CAS for implementation of the above Regulation.

3.6 Period of Probation and Confirmation

The period of probation and confirmation may be as per the State Government rules in force.

3.7 Creation and Filling-up of Teaching Posts

Teaching posts in universities, as far as feasible, may be created, with the concurrence of the Government and on sufficient work load justification, 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.

Engaging teaching personnel for temporary teaching arrangement, in order to meet contingent teaching requirement can be resorted to for a limited and specified time period during an academic year by the Executive Council of the University on sufficient workload justification.

3.8 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.

3.9 Teaching Days

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

The above provision is summarised as follows:

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

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

3.9.3 Workload

3.9.3.1 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

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

3.10 Service Agreement and Fixing of Seniority

3.10.1 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.

3.10.2 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.

3.10.3 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.

3.11 Other Terms and Conditions

3.11.1 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.

3.12 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.

3.13 Allowances and Benefits

3.13.1 In respect of all allowances, except DA & HRA, state rules may be adopted. In case of DA & HRA the rates prescribed for the Scales of the Central Government Employees, from time to time, shall be implemented. In respect of other allowances, except DA & HRA, the

State PRC shall be requested to include the cadres of university and college teachers who are under UGC Revised Pay Scales 2006. Further, the changes made in respect of other allowances for the State Govt. employees shall also be applied automatically to the university and college teachers who are under UGC Revised Pay Scales 2006 from time to time.

- 3.13.2 Pension, Gratuity, ex-gratia compensation etc. The State Government Orders shall apply in respect of Pension, Gratuity and other retirement related benefits for those drawing UGC Scales on par with the State Government employees from time to time.
- 3.13.3 Superannuation age - The existing age of superannuation of teachers in the State Universities and Colleges, shall apply from time to time.
- 3.14.4 Medical Benefits: All medical benefits for teachers and Library and Physical Education Cadres, shall be as applicable to the State Government employees. Further, the Teachers and Library and Physical Education Cadres may be placed under Health Scheme of respective State Government, as the case may be, for State Universities/Colleges respectively.

(Continue Part- IV)

PART- IV : OTHER MEASURES

4.0 SELECTION OF PRO-VICE CHANCELLOR/ VICE-CHANCELLOR OF UNIVERSITIES:

4.1 PRO-VICE-CHANCELLOR:

The Pro-Vice-Chancellor shall be appointed by the Executive Council on the recommendation of the Vice-Chancellor.

4.2 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.

4.3 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 of the University concerned or its colleges. 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.

4.4 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 responsibly, 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.

4.5 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(PMMMNTT) 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 PMMMNTT scheme shall be taken into consideration for fulfilment of the requirements as laid down in Career Advancement Scheme of these Regulations.

(Continue Part-V)

PART -V : SCHEDULE

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.

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(I)
Government of India
Ministry of Human Resource Development
Department of Higher Education
University Section

ShastriBhavan, New Delhi
Dated : 2nd November, 2017

Corrigendum

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

In the order of the Government of India in the Ministry of Human Resource Development (Department of Higher Education) on 1-7/2015-U.II(I) dated 2.11.2017 in the Annexure (Page 9) appended to the said order, figures mention in

Cell Academic level 12, row 8 may be read as "84,700" instead of "84,100"
Cell Academic level 13A, row 16 may be read as "2,04,700" instead of "2,04,100"
Cell Academic level 14, row 8 may be read as "1,82,700" instead of "1,82,100"

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

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.) 1	57,700	68,900	79,800	1,31,400	1,44,200	1,82,200
2	59,400	71,000	82,200	1,35,300	1,48,500	1,87,700
3	61,200	73,100	84,700	1,39,400	1,53,000	1,93,300
4	63,000	75,300	87,200	1,43,600	1,57,600	1,99,100
5	64,900	77,600	89,800	1,47,900	1,62,300	2,05,100
6	66,800	79,900	92,500	1,52,300	1,67,200	2,11,300
7	68,800	82,300	95,300	1,56,900	1,72,200	2,17,600
8	70,900	84,800	98,200	1,61,600	1,77,400	2,24,100
9	73,000	87,300	1,01,100	1,66,400	1,82,700	
10	75,200	89,900	1,04,100	1,71,400	1,88,200	
11	77,500	92,600	1,07,200	1,76,500	1,93,800	
12	79,800	95,400	1,10,400	1,81,800	1,99,600	
13	82,200	98,300	1,13,700	1,87,300	2,05,600	
14	84,700	1,01,200	1,17,100	1,92,900	2,11,800	
15	87,200	1,04,200	1,20,600	1,98,700	2,18,200	
16	89,800	1,07,300	1,24,200	2,04,700		
17	92,500	1,10,500	1,27,900	2,10,800		
18	95,300	1,13,800	1,31,700	2,17,100		
19	98,200	1,17,200	1,35,700			
20	1,01,100	1,20,700	1,39,800			
21	1,04,100	1,24,300	1,44,000			
22	1,07,200	1,28,000	1,48,300			
23	1,10,400	1,31,800	1,52,700			
24	1,13,700	1,35,800	1,57,300			
25	1,17,100	1,39,900	1,62,000			
26	1,20,600	1,44,100	1,66,900			
27	1,24,200	1,48,400	1,71,900			
28	1,27,900	1,52,900	1,77,100			
29	1,31,700	1,57,500	1,82,400			
30	1,35,700	1,62,200	1,87,900			
31	1,39,800	1,67,100	1,93,500			
32	1,44,000	1,72,100	1,99,300			
33	1,48,300	1,77,300	2,05,300			
34	1,52,700	1,82,600	2,11,500			
35	1,57,300	1,88,100				
36	1,62,000	1,93,700				
37	1,66,900	1,99,500				
38	1,71,900	2,05,500				
39	1,77,100					
40	1,82,400					

Appendix II

Table 1
Assessment Criteria and Methodology for University/College Teachers

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

Table 2

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

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

S.No	Academic/Research Activity	Faculty of Sciences/ Engineering/Agricul ture/ Medical/ Veterinary Sciences	Faculty of Languages/ Humanities/ Arts/Social/ Sciences/ Library/ Education/ Commerce/ Management/ & other related discipline
1	Research Papers in Peer-Reviewed or UGC listed Journals	08 per paper	10 per paper
2	Publications (other than Research papers)		
	(a) Books authored which are published by ;		
	International publishers	12	12
	National Publishers	10	10
	Chapter in Edited Book	05	05
	Editor of Book by International Publisher	10	10
	Editor of Book by National Publisher	08	08
	(b) Translation works in Indian and Foreign Languages by qualified faculties		
	Chapter or Research paper	03	03
	Book	08	08
3.	Creation of ICT mediated Teaching Learning pedagogy and content and development of new and innovative courses and curricula		
	(a) Development of Innovative pedagogy	05	05
	(b) Design of new curricula and courses	02 per curricula/course	02 per curricula/course
	(c) MOOCs		
	Development of complete MOOCs in 4 quadrants (4 credit course)(In case of MOOCs of lesser credits 05 marks/credit)	20	20
	MOOCs (developed in 4 quadrant) per module/lecture	05	05
	Content writer/subject matter expert for each module of MOOCs (at least one quadrant)	02	02
	Course Coordinator for MOOCs (4 credit course)(In case of MOOCs of lesser credits 02 marks/credit)	08	08
	(d) E-Content		
	Development of e-Content in 4 quadrants for a complete course/e-book	12	12
	e-Content (developed in 4 quadrants) per module	05	05
	Contribution to development of e-content module in complete course/paper/e-book (at least one quadrant)	02	02
	Editor of e-content for complete course/ paper /e-book	10	10

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

The Research score for research papers would be augmented as follows

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

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

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

(b) More than two authors: 70% of total value of publication for the First/Principal/Corresponding author and 30% of total value of publication for each of the joint authors.

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

Note:

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

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

S. No.	Academic Record	Score			
		1	Gradation	80% & Above = 15	60% to less than 80% =13
2	Post-Graduation	80% & Above = 25	60% to less than 80% =23	55% (50% in case of SC/ST/OBC (non-creamy layer) /PWD) to less than 60%=20	
3		60% & above = 07	55% to less than 60% = 05		
4	Ph.D	30			
5	NET with JRE	07			
	NET	05			
	SLET/SET	03			
6	Research Publications (2 marks for each research published in Peer-Reviewed or UGC-listed Journals)	10			
7	Teaching / Post Doctoral Experience (2 marks for one year each)#	10			
8	Awards				
	International/ National Level (Awards given by International Organisations/ Government of India/ Government of India recognised National Level Bodies)	03			
	State-Level (Awards given by State Government)	02			

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

Note:

- (A) (i) M.Phil + Ph.D Maximum - 30 Marks
(ii) JRF/NET/SET Maximum - 07 Marks
(iii) In awards category Maximum - 03 Marks
- (B) Number of candidates to be called for interview shall be decided by the concerned universities.
- (C)
- | | | |
|-------------------------|---|--------------|
| Academic Score | - | 80 |
| Research Publications - | - | 10 |
| Teaching Experience | - | 10 |
| Total | | - 100 |
- (D) Score shall be valid for appointment in respective State SLET/SET Universities/ Colleges / Institutions only

Table:3B

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

SI.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 *0% = 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 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 be valid for appointment in respective State Universities / Colleges / institutions only.

Table -4

Assessment Criteria and Methodology for Librarians

S. No	Activity	Grading Criteria
1	<p>Regularity of attending library (calculated in terms of percentage of days attended to the total number of days he/she is expected to attend)</p> <p>While attending in the library, the individual is expected to undertake, inter alia, following items of work:</p> <ul style="list-style-type: none"> • Library Resource and Organization and maintenance of books, journals and reports. • Provision of Library reader services such as literature retrieval services to researchers and analysis of report. • Assistance towards updating institutional website 	<p>90% and above – Good Below 90% but 80% and above – Satisfactory Less than 80% - Not satisfactory</p>
2	<p>Conduct of seminars/ workshops related to library activity or on specific books or genre of books.</p>	<p>Good – 1 National level seminar/ workshop + 1 State/institution level workshop/ Seminar Satisfactory – 1 National level seminar/ workshop or 1 state level seminar/ workshop +1 institution level seminar/ workshop or 4 institution seminar/ workshop Unsatisfactory – Not falling in above two categories</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. Satisfactory – At least 99% of physical books and journals in computerized database. Unsatisfactory – Not falling under good or satisfactory. OR Good – 100% Catalogue database made up to date Satisfactory-90% catalogue database made up to date Unsatisfactory – Catalogue database not up to mark. (To be verifies in random by the CAS Promotion Committee)</p>
4	<p>Checking inventory and extent missing books</p>	<p>Good : Checked inventory and mission book less than 0.5% Satisfactory – Checked inventory and missing books less than 1% Unsatisfactory – Did not check inventory OR Checked inventory and mission books 1% or more.</p>
5	<p>(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 extracurricular activities. (v) Design and offer short-term courses for users. (vi) Publications of at least one research paper in UGC approved journals.</p>	<p>Good : Involved in any two activities Satisfactory : At least one activity Not Satisfactory: Not involved/ undertaken any of the activities.</p>

Overall Grading	<p>Good: Good in Item 1 and satisfactory/ good in any two other items including Item 4.</p> <p>Satisfactory: Satisfactory in Item 1 and satisfactory/ good in any other two items including Item 4.</p> <p>Not satisfactory: It neither good nor satisfactory in overall grading.</p>
<p>Note:</p> <ol style="list-style-type: none"> 1) It is recommended to use ICT technology to monitor the attendance of library staff and compute the criteria of assessment. 2) The Librarian must submit evidence of published paper, participation certificate for refresher or methodology course, successful research guidance from Head of Department of the concerned department, project completion. 3) The system of tracking user grievances and the extent of grievances redressal details may also be made available to the CAS promotion committee. 	

Table 5

Assessment Criteria and Methodology for Directors of Physical Education and Sports

S. No	Activity	Granting 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 other items. Satisfactory: Satisfactory in Item 1 and satisfactory/good in any other two items. Not Satisfactory: If neither good nor satisfactory in overall grading.
Note: i) It is recommended to use ICT technology to monitor the attendance of sports and physical education and compute the criteria of assessment. ii) The institution must obtain student feedback. The feed-backs must be shared with 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.	

Dr. B. JANARDHAN REDDY
SECRETARY TO GOVERNMENT

GOVERNMENT OF ANDHRA PRADESH
ABSTRACT

UNIVERSITIES AND COLLEGES – Implementation of UGC Revised Pay Scales, 2006 to the Teaching staff in Universities and Colleges with effect from 01.01.2006 – Orders – Issued.

HIGHER EDUCATION (UE.II) DEPARTMENT

G.O.Ms.No. 14

Dated: 20.2.2010
Read the following:-

1. G.O.Ms.No.208, Higher Education(UE.II.1) Dept, dt. 29.6.1999.
2. G.O.Ms.No 51, Higher Education(U.E.II)Dept ., dated 7-03-2000
3. G.O.Ms.No. 90, Higher Education (CE.I) Department, dt. 30.5.2000.
4. From the Deputy Secretary, Government of India, Ministry of Human Resource Development, Department of Education, New Delhi, Letter No. 1-32/2006-U.II/U.I(1), dt. 31.12.2008.
5. From the Deputy Secretary, Government of India, Ministry of Human Resource Development, Department of Education, New Delhi, Letter No.F.3-1/2009-U.I, dt. 4.6.2009.
6. UGC Regulations dated 23.9.2009.

ORDER

In the G.O. first read above, orders have been issued extending the revised pay scales, 1996 which are analogous to the University Grants Commission Scales of pay to the Teachers, Librarians and Physical Education Personnel in the Universities and Colleges in the State. Further in G.Os, 2nd and 3rd read above, similar benefit was extended to the lecturers/teachers working in Govt., oriental /Private Aided oriental and Residential Degree Colleges. In the reference 4th and 5th read above, Government of India have revised the UGC scales for University and College Teachers with effect from 1.1.2006.

2. In the letter 4th read above, it is stated, among other things, that the Govt. of India have decided to continue to provide financial assistance to the State Governments who wish to adopt and implement the revision of pay scales subject to the following terms and conditions:-

- a) The Central Government will provide financial assistance to the State Governments, which have opted for these revised pay scales, to the extent of 80% of the additional expenditure involved in the implementation of the revision.
- b) The State government will meet the remaining 20% of the expenditure from their own sources.
- c) The financial assistance, indicated above, would be provided for the period from 1.1.2006 to 31.3.2010.
- d) The entire liability on account of revision of pay scales, etc., of University and college teachers would be taken over by the State government w.e.f. 1.4.2010.
- e) Financial assistance from the Central Government shall be restricted to revision of pay scales in respect of only those posts which were in existence and had been filled up as on 1.1.2006.

3. The Govt. of India have also stated as follows:-

- i) State Governments, taking into consideration other local conditions, may also decide in their discretion, to introduce scales of pay higher than those mentioned in this Scheme, and may give effect to the revised bands/scales of pay from a date on or after 1.1.2006; however, in such cases, the details of modifications proposed shall be furnished to the Central Government and Central assistance shall be restricted to the Pay Bands as approved by the

Central Government and not to any higher scale of pay fixed by the State Government(s);

- ii) Payment of Central assistance for implementing this Scheme is also subject to the conditions that the entire Scheme of revision of pay scales, together with all the conditions to be laid down by the UGC by way of Regulations and other guidelines shall be implemented and scales of pay mentioned herein above.

4. The State Government of A.P. vide G.O.Ms.No. 106, Higher Education (UE.II) Department, dt. 1.8.2009 have constituted a Committee to examine and make an in-depth study of the issues related to the implementation of the UGC Pay Scales, 2006 to the teaching staff of the Universities and Colleges. The Committee submitted its report to the State Government on 6.11.2009.

5. After careful consideration of the revised U.G.C. Scales and the suggestions of Government of India, and the recommendations of the Committee, the State Government of A.P. have decided for implementation of U.G.C. Revised Pay Scales, 2006 to University and College Teachers with effect from 1.1.2006 in the State, as shown in the Schedule to this order.

6 Short title: These pay scales shall be called the Andhra Pradesh Revised U.G.C. Scales of Pay, 2006.

7. Coverage and applicability:-

1. The UGC Revised Pay Scales, 2006 are applicable to the University and College Teachers, Librarians, Directors of Physical Education admitted to the privileges of the Universities.
2. The scales shall be applicable to the faculty of all the State funded universities established through State Act and receive Block Grants, Government and Aided Colleges, where UGC Scales of pay of 1996 were implemented/ extended.
3. These orders also applicable to such of institutions to follow the norms/regulations prescribed by UGC/their respective National Councils, provided the qualifications and other criteria are not lower than those prescribed by the UGC Regulations.
4. These scales are applicable to those university and college teachers who were under the UGC scales of pay as on 1.1.2006 and recruited thereafter and fulfilled all the eligibility criteria laid down by the UGC for the purpose in the UGC Revised Pay Scales ,2006
5. The UGC Revised Pay Scales, 2006 are not applicable to the teachers who were in the scales other than UGC and came into the UGC Scales after 1.1.2006, by option.
6. Those teachers who were given UGC Revised Pay Scales of 1996 with conditions to fulfill within a time frame but failed to fulfill the same will not be eligible for the UGC Revised Pay Scales 2006 until they fulfill the conditions. They may be given the new scales prospectively as and when they fulfill the conditions. Further, the UGC Revised Pay Scales 2006 shall not be extended with conditions for ineligible teachers.
7. The non-Teaching cadres like Registrars, Controller of Examinations and Finance Officers etc., in respect of the state funded institutions, should continue to be governed by the existing service conditions and state pay scales as approved by the Universities. And these scales are not applicable to the

teachers who are drawing the UGC Scales of Pay and occupy these posts on deputation or transfer.

8. Separate orders will be issued to the retired university and college teachers on implementation of UGC Revised Pay Scales, 2006.

8. Date of effect:

These pay scales come into effect from 1.1.2006.

9. Pay Scales and Pay Fixation Formula:

- a. The Pay Scales prescribed for UGC Revised Pay Scales 2006 as per Fitment Tables **annexed** shall be implemented.
- b. The pay of all eligible university and college teachers in the UGC Scales of Pay as on 1.1.2006 shall be fixed at the corresponding pay in the UGC RPS 2006 as per the Fitment Tables annexed with effect from 1.1.2006. The scales shall be implemented to those teachers who were recruited thereafter subject to fulfillment of all the eligibility criteria laid down by the UGC for the purpose from the date of their appointment.
- c. Each annual increment shall be equivalent to 3% of the sum total of pay in the relevant Pay Band and the AGP as applicable for the stage in the Pay Band.
- d. Each advance increment shall be at the rate of 3% of the sum total of pay in the relevant Pay Band and the AGP as applicable and shall be non-compoundable.
- e. The number of additional increment(s) on placement at each higher stage of AGP shall be as per the existing Schemes, Regulations of increment on promotion from lower Pay Scale to higher Pay Scale, however, in view of the considerable raise in effective pay between the two Pay Bands, there shall be no additional increment on movement from the Pay Band of Rs.15600-39100 to the Pay Band of Rs.37400-67000.
- f. The date of next increment i.e., the date of annual increment, in all cases, shall be the first of July. Employees completing six months and above in the scale as on July 1st shall be eligible.
- g. All other applicable allowances and the non-compounded advance (incentive) increments shall be implemented from 1.9.2008.

10. Payment of arrears:-

- i. The arrears of pay payable to the employees covered by these rules from 1.1.2006 to 31.12.2009 shall be credited to the Provident Fund Account of the Teachers which will carry normal rate of Interest as applicable to the Provident Fund. The said interest on arrears is payable from the date of remittance of arrears in G.P.F. till they are paid. Out of arrears amount so credited, 80% will be permitted to be withdrawn after the amount is received from the Government of India and the balance 20% will continue to remain in the Provident Fund.
- ii. In the case of staff of Private Aided Degree Colleges also who are not covered by P.F., the Correspondents/Special Officers are requested to purchase National Saving Certificates in the name of Staff Members concerned only after receipt of amount from Government of India
- iii. The arrears from 1.1.2006 to 31.12.2009 shall be credited to the Head of Account: I. Small Savings, Provident funds etc., (b) Provident Funds, 8009 – State Provident Funds, 01 – Civil, MH.101. General Provident Funds, SH(03) 'Compulsory Savings scheme' under "Public Account" in respect of such of the employees who were recruited on or after 1.9.2004 and are governed by the Contributory Pension Scheme and do not have G.P.F. account, and withdrawal will be allowed as mentioned in Para 10(i) above.

- iv. In respect of employees who have already retired from service or died while in service on or before 31.12.2009 the arrears shall be disbursed in cash.

11. Procedure for crediting the arrears:-

The arrears on Implementation of A.P. Revised UGC Scales of Pay, 2006 from 1.1.2006 to 31.12.2009 shall be credited to "MH.8005-State Provident Fund - 60 -Other Provident Funds - 103 - Other Miscellaneous Provident Funds - SH(01) - Compulsory Savings Scheme for University Employees". The Registrar of University/Director of Collegiate Education shall get the pay fixation statement pre-audited by the respective audit authorities of the University/Director of Local Fund Audit before the pay is admitted in the Revised Pay Scales. The arrears payable for all the employees from 1.1.2006 to 31.12.2009 shall be arrived at and then the total sum payable for all the employees so computed shall be deposited to the Government account referred to at para (10) above. The Registrar of University / Commissioner of Collegiate Education shall furnish an intimation to each employee in Annexure-III to this order to be presented at the time of payment of arrears. The Pay & Accounts Officer in case of Universities/Colleges situated in the Twin Cities of Hyderabad/Secunderabad and Dist. treasury Officer / Sub-Treasury Officer in respect of Universities/Colleges situated in District concerned shall calculate the interest at normal rate per annum from the date of remittance in the Provident Fund account on the amount so credited to Government and arrange payment to the Registrar or Director of Collegiate Education as the case may be. For this purpose the Registrar or director of Collegiate Education shall attach a Schedule as indicated in Annexure-II to this order to the challan in which the amount of arrears from 1.1.2006 to 31.12.2009 including accrued from 01.01.2010 for all employees is to be credited to Government Account. Annexure-I is the most important document for the reconciliation of the amount so credited to the Government Account and it is necessary for the purpose of drawal after 1.1.2010 of retirement or death if earlier. The Annexure shall be attested by the Registrar/Commissioner of Collegiate Education with his name and designation and the concerned Pay & Accounts Officer / District Treasury Officer/Sub-Treasury Officer. The PAO/DTO/STO shall retain one copy of the Annexure-II and return the other copy to the Registrar/Commissioner of Collegiate Education duly attested. This should be retained safely by PAO/ DTO/ STO as well as the Registrar / Commissioner of Collegiate Education for further verification.

12. Withdrawal of arrear amount:-

When the amount of arrears becomes payable together with interest in accordance with these instruction, the Registrar/Commissioner of Collegiate Education who has drawn the arrears and who is the custodian of Annexure-II shall prefer the claim to the PAO / DTO / STO who admitted the credit originally and who is having the details in Annexure-II. The claim should indicate the amounts of arrears and interest distinctly. After reconciliation with the PAO / DTO / STO the claim admitted shall be rounded off in Annexure-II with the particulars i.e., voucher number etc., in which it is admitted. Both the Registrar as well as PAO / DTO / STO shall round off the claim and indicate the amount of interest allowed against each item together with Voucher Number / Token Number in which the claim is admitted.

13. Service Conditions :

After considering the recommendations of U.G.C. and after taking into consideration the recommendation of the Six Member Committee, the Government have decided that the service conditions of Teachers like

recruitment and qualifications, selection procedure, career advancement, teaching days, work load, code of professional ethics, accountability etc., shall be as indicated in the Appendix to this order. The same shall be implemented by all Universities and C.C.E. with in a time frame of three months from the date of issue of this order by amending necessary Statutes, Ordinances, Rules and Regulations.

14. The Commissioner of Collegiate Education is requested to ensure that these orders are communicated to all the College teachers who are governed by these orders including those on leave or deputation and obtain individual acknowledgment as Government will not, under any circumstances, entertain any representation with regard to exercise of option after expiry of the stipulated time.
15. The expenditure on the implementation of the revised scales shall be initially be met from out of the savings under Major Head "2202-General Education-03-Universities and Higher Education (Plan)"-MH-102-Assistance to Universities and shall be debited to the relevant sub-head of appropriation under" 2202-General Education". The Commissioner of Collegiate Education is also requested to ensure reimbursement from the Government of India.
16. On account of implementation of 2006 U.G.C. scales of pay w.e.f. from 1.1.2006, the State Government of A.P. shall make a claim towards central assistance to the extent of 80% of the additional expenditure involved immediately for the period from 01.01.2006 to 31.03.2010
17. Anomalies if any in the implementation of the scheme should be brought to the notice of Government for clarification.
18. This order issues with concurrence of Finance (Expr.HE) Department vide their U.O No. 793/78/Expr.HE/2010, dated: 18.2.2010.

(BY ORDER AND IN THE NAME OF THE GOVERNOR OF ANDHRA PRADESH)

C.R. BISWAL
PRINCIPAL SECRETARY TO GOVERNMENT

To
The Commissioner of Collegiate Education, A.P., Hyderabad.
The Chairman, A.P. State Council of Higher Education, Hyderabad
The Director of Local Fund Audit, A.P., Hyderabad.
The Director of Information and Public Relations, A.P. Hyderabad.
The Director, Govt. of India, Ministry of H.R.D., Dept. of
Education, New Delhi.
The Deputy Secretary, University Grants Commission, New Delhi.
The Director of Printing, S.S & Purchases, Chanchalguda, Hyderabad
The Director of Treasuries & Accounts, .A.P., Hyderabad.
The Registrars of all universities in the State.
The Registrar, J.N.T.U, Hyderabad.
The Registrar, J.N.T.U, Kakinada.
The Registrar, J.N.T.U, Ananthapur
The Registrar, J.N, Architecture & Fine Arts University, Hyd
The Registrar, Acharya N.G Ranga Agricultural University, Hyderabad.
The Registrar, Sri Venkateswara Veterinary University, Tirupati
The Registrar, A.P. Horticultural University, Venkataramanna Gudem, W.G. Dist.
Copy to
The Pay & Accounts Officer, A.P. Hyderabad.
The Accountant General, A.P. Hyderabad.
The Secretary, A.P. State Council for Higher Education, Hyderabad.
The Secretary, A.P. Public Service Commission, Hyderabad.
All Recognized Teachers Associations in A.P.,
The Secretary, A.P. Residential Education Institutions Society, Hyd

Finance (Expr-He)Dept.
Law Dept.
PS to Principal Secretary to C.M
PS to Minister for Higher Education
PS to Chief Secretary
All Section in Higher Education Department
SF/SC

//FORWARDED::BY ORDER//

SECTION OFFICER

APPENDIX-I
(G.O.Ms.No. 14 Higher Education (UE.II) Dept.dt. 20-2-2010)

1)General

(i) There shall be only three designations in respect of teachers in universities and colleges, namely, Assistant Professors, Associate Professors and Professors. However, there shall be no change in the present designation in respect of Library and Physical Education Personnel at various levels.

(ii) No one shall be eligible to be appointed, promoted or designated as Professor, unless he or she possesses a Ph.D. and satisfies other academic conditions, as laid down by the University Grants Commission (UGC) from time to time. This shall, however, not affect those who are already designated as 'Professor'.

(iii) The pay of teachers and equivalent positions in Universities and Colleges shall be fixed according to their designations in two pay bands of Rs. 15600-39100 and Rs. 37400-67000 with appropriate "Academic Grade Pay" (AGP in short). Each Pay Band shall have different stages of Academic Grade Pay which shall ensure that teachers and other equivalent cadres covered under this Scheme, subject to other conditions of eligibility being satisfied, have multiple opportunities for upward movement during their career.

(iv) Posts of Professors shall be created in under-graduate (UG) colleges as well as in post-graduate (PG) colleges. The number of posts of Professors in a UG College shall be equivalent to 10 percent of the number of posts of Associate Professors in that College. There shall be as many posts of Professors in each PG College as the number of Departments in that College. No new Departments shall be created in UG or PG Colleges without prior approval of the UGC.

(v) Up to 10% of the posts of Professors in universities shall be in the higher Academic Grade Pay of Rs. 12000 with eligibility conditions to be prescribed by the UGC.

(vi) National Eligibility Test (NET) shall be compulsory for appointment at the entry level of Assistant Professor, subject to the exemptions to the degree of Ph.D. in respect of those persons obtaining the award through a process of registration, course-work and external evaluation, as have been/ or may be laid down by the UGC through its regulations, and so adopted by the University. NET shall not be required for such Masters' programmes in disciplines for which there is no NET.

Pay Scales and Pay Fixation Formula

- a. Implementation of the Pay Scales prescribed for UGC Revised Pay Scales 2006 in the MHRD Notification/UGC Regulations and The Fitment Tables as given in the Appendix-II.
- b. The pay of all the eligible university and college teachers in the UGC Scales of Pay as on 1.1.2006 may be fixed at the corresponding pay in the UGC RPS 2006 as per the Fitment Tables notified by the MHRD, with effect from 1.1.2006. The Scales may be implemented to those teachers who were recruited thereafter subject to fulfillment of all the eligibility criteria laid down by the UGC for the purpose from the date of their appointment.

- c. The rate of increment may be as per UGC Regulations
- d. The date of next increment may be as per the 6th CPC recommendations, i.e., the date of annual increment, in all cases, shall be the first of July. Employees completing six months and above in the scale as on July 1st shall be eligible.
- e. All other applicable allowances and the non-compounded advance (incentive) increments shall be implemented from 1.9.2008.

Recruitment and qualification :- The Recruitment and qualification as given in the Appendix-III below.

The relaxation given by the UGC Regulation for universities, in respect of subjects where the NET/SLET is not conducted and non availability of sufficient number of NET/SLET qualified candidates may be sparingly allowed for rare subjects. However, in case of college teachers such relaxation shall not be permitted as there are no rare subjects in colleges.

Increments

- a. Each annual increment shall be equivalent to 3% of the sum total of pay in the relevant Pay Band and the AGP as applicable for the stage in the Pay Band. Each advance increment shall also be at the rate of 3% of the sum total of pay in the relevant Pay Band and the AGP as applicable and shall be non-compoundable.
- b. The number of additional increment(s) on placement at each higher stage of AGP shall be as per the existing Schemes, Regulations of increment on promotion from lower Pay Scale to higher Pay Scale; however, in view of the considerable raise in effective pay between the two Pay Bands, there shall be no additional increment on movement from the Pay Band of Rs.15600-39100 to the Pay Band of Rs.37400-67000.
- c. In respect of the date of annual increment, in all cases, it will be the first of July. Employees completing six months and above in the scale as on July 1 will be eligible. The norms are as per the 6th CPC Recommendations.

Allowances:

- a. In respect of all allowances, except DA & HRA, state rules may be adopted. In case of DA & HRA the rates prescribed for the Scales of the Central Government Employees, from time to time, shall be implemented.
- b. In respect of other allowances, except DA & HRA, the State PRC shall be requested to include the cadres of university and college teachers who are under UGC Revised Pay Scales 2006. Further, the changes made in respect of other allowances for the State Govt. employees shall also be applied automatically to the university and college teachers who are under UGC Revised Pay Scales 2006 from time to time.

c. LEAVE RULES:

The committee has recommended that the existing leave rules may be followed by the universities and colleges for its teachers from time to time.

The leave rules, as laid down by the University Grants Commission, may be followed for the University and College teachers as indicated below:

1. Leave admissible to permanent teachers:

"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
Commutated leave
- (iii) Leave not earned by duty, viz;
Extraordinary leave; and
Leave not due;
- (iv) Leave not debited to leave account
 - (a) Leave for academic pursuits, viz;
Study leave; and
Sabbatical leave/Academic leave
 - (b) Leave on grounds of health, viz; Maternity Leave;

QUARANTINE LEAVE

The Executive Council/Syndicate may, in exceptional cases, grant for the reasons to be recorded, other kinds of leave, subject to such terms and conditions as it may deem fit to impose,

CASUAL LEAVE

- (i) 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. It may be combined with holidays including Sundays, Holidays or Sundays falling within the period of casual leave shall not be counted as casual leave.

SPECIALCASUAL LEAVE

- (i) Special casual leave, not exceeding ten 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 other similar bodies/institutions; and
 - (b) To inspect academic institutions attached to a statutory board, etc.

Note:

- (i) In computing the ten days" leave admissible. The days of actual journey, if any, to and from the places where activities specified above, take place, will be excluded.
 - (ii) 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 will be restricted to six working days; and-
 - (b) To a female teacher who undergoes non-puerperal sterilization. Leave in this case will be restricted to fourteen days.
 - (iii) Special casual leave cannot be accumulated, nor can it be combined with any other kind of leave except casual leave. It may be granted in combination with holidays or vacation.
-

DUTY LEAVE

- (i) Duty leave may be granted for:
 - (a) Attending conferences, congresses, symposia and seminars on behalf of the University or with the permission of the university;
 - (b) Delivering lectures in institutions and universities at the invitation of such institutions or universities received by the university, and accepted by the Vice Chancellor.
 - (c) Working in another Indian or foreign university, any other agency, institution or organization, when so deputed by the university;
 - (d) participating in a delegation or working on a committee appointed by the Government of India, State Government, the University grants Commission, a sister university or any other academic body, and .
 - (e) For performing any other duty for the University.
- (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; and
- (iv) Duty leave may be combined with earned leave, half Pay leave or extraordinary leave.

EARNED LEAVE

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

NOTE

- (i) for purposes of computation of period of actual service, all periods of leave except casual, special casual and duty leave shall be excluded.
- (ii) Earned leave at the credit of a teacher shall not accumulate beyond 300 days. The maximum earned leave that may be sanctioned at a time shall not exceed 60 days. Earned leave exceeding 60 days may, however, be sanctioned in the case of higher study, or training, or leave with medical certificate, or when the entire leave or a portion thereof is spent outside India.

Note -1

When 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.

Note - 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.

Note.3

Encashment of earned leave shall be allowed to non-vacation members of the teaching staff as applicable to the employees of Central/State Government.

HALF-PAY LEAVE

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

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

COMMUTED LEAVE

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

- (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 due; 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 rules unless the authority competent to sanction leave has reason to believe that the teacher will return to duty on its expiry.

EXTRAORDINARY LEAVE

- (i) A permanent teacher may be granted extraordinary leave when:
 - (a) No other leave is admissible; or
 - (b) No other leave is admissible and the teacher applies in writing for the grant of extraordinary leave.
- (ii) Extraordinary leave shall always be without pay and allowances. Extraordinary leave shall not count for increment except in the following cases:
 - (a) Leave taken on the basis of medical 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, provided the teacher has no other kind of leave to his credit;
 - (c) Leave taken for pursuing higher studies; and
 - (d) Leave granted to accept an invitation to a teaching post or fellowship or research-cum-teaching post or on assignment for technical or academic work of importance.
- (iii) Extraordinary leave may be combined with any other leave except casual leave and special casual leave, provided that the total period of continuous absence from duty on leave (including periods of vacation when such vacation is taken in conjunction with leave) shall not exceed three years, except in cases where leave is taken on medical certificate. The total period of absence from duty shall in no case exceed five years in the full working life of the individual
- (iv) The authority empowered to grant leave may commute retrospectively periods of absence with out leave into extraordinary leave.

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 period of service out of which not more than 90 days at a time and 180 days in all may be otherwise than on medical certificate. Such leave shall be debited against the half-pay leave earned by him/her subsequently.
- (ii) Leave not due shall not be granted unless the Vice Chancellor/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 a pay and allowances for the period not earned. In a case where retirement is unavoidable on account of reason of ill health, incapacitating the teacher for further service, refund of leave salary for the period of leave still to be earned may be waived by the Executive Council.

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

STUDY LEAVE

(i) Study leave may be granted after a minimum of 3 years of continuous service, to pursue a special line of study or research directly related to his/her work in the University or to make a special study of the various aspects of University organization and methods of education.

The paid period of study leave should be for 3 years, but 2 years may be given in the first instance, extendable by one more year, if there is adequate progress as reported by the Research Guide. Care should be taken that the number of teachers given study leave, does not exceed the stipulated percentage of teachers in any department. Provided that the Executive Council / Syndicate may, in the special circumstances of a case, waive the condition of five years service being continuous.

Explanation: In computing the length of service, the time during which a person was on probation or engaged as a research assistant may be reckoned provided:

(a) the person is a teacher on the date of the application; and (b) there is no break in service.

(ii) Study leave shall be granted by the Executive Council Syndicate on the recommendation of the concerned Head of the Department. The leave shall not be granted for more than three years in one spell, save in very exceptional cases in which the Executive Council / Syndicate is satisfied that such extension is unavoidable on academic grounds and necessary in the interest of the university.

(iii) 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.

(iv) Study leave may be granted not more than twice during one's career. However, the maximum of study leave admissible during the entire service should not exceed five years.

(v) 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. When 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 shortfall as ordinary leave has been obtained.

(vi) (a) Subject to the provisions of sub-clauses (vii) and (viii) below, study leave may be granted on full pay up to two years extendable by one year at the discretion of the university.

(vii) The amount of scholarship, fellowship other financial assistance that a teacher granted study leave, has been awarded will not preclude his / her being granted study leave with pay and allowances but the scholarship, etc., so received shall be taken into accounting determining the pay and allowance on which the study leave may be granted. The Foreign scholarship / fellowship would be offset against pay only if the fellowship is above a specified amount, which is to be determined from time to time, based on the

cost of living for a family in the country in which the study is to be undertaken. In the case of an Indian fellowship, which exceeds the salary of the teacher the salary would be forfeited.

(viii) Subject to the maximum period of absence from duty on leave not exceeding three years, study leave may be combined with earned leave, half-pay leave, extraordinary leave or vacation; provided that the earned leave at the credit of the teacher shall be availed of at the discretion of the teacher. A teacher who is selected to a higher post during study leave, will be placed in that position and get the higher scale only after joining the post.

(ix) A teacher granted study leave shall on his / her return and rejoining the service of the University may be eligible to the benefit of the annual increment(s) which he / she had not proceeded on study leave. No teacher shall however, be eligible to receive arrears of increments.

(x) Study leave shall count as service for pension/ contributory provident fund, provided the teacher joins the university on the expiry of his / her study leave.

(xi) Study leave granted to a teacher shall be deemed to be cancelled in case it is not availed of within 12 months of its sanction.

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

(xii) A teacher availing himself/herself of study leave shall undertake that he /she shall serve the university for a continuous period of at least three years to be calculated from the date of his/her resuming duty after expiry of the study leave.

(xiii) After the leave has been sanctioned, the teacher shall, before availing himself / herself of the leave, execute a bond in favour of the university, binding himself / herself for the due fulfillment of the conditions laid down in sub-clause (xlii) (xiv) above and give security of immovable property to the satisfaction of the Finance Officer / Treasurer of a fidelity bond of an insurance company or a guarantee by a scheduled bank or furnish security of two permanent teachers for the amount which might become refundable to the university in accordance with sub-clause (xiv) above.

(xiv) The teacher shall submit to the Registrar, six monthly reports of progress in his / her studies from his / her supervisor or the Head of the Institution. This report shall reach the Registrar within one month of the expiry of every six months of the study leave. If the report does not reach the Registrar within the specified time, the payment of leave salary may be deferred till the receipt of such report.

SABBATICAL LEAVE I ACADEMIC LEAVE

(i) Permanent, whole-time: teachers of the university who have completed seven years of service as Lecturer Selection Grade / Reader or Professor, may be granted sabbatical leave to undertake study or research or other academic pursuit solely for the object of increasing their proficiency and usefulness to the university and higher education system.

(ii) The duration of leave shall not exceed one year at a time and two years in the entire career of a teacher.

(iii) A teacher who has availed himself / herself of study leave, would not be entitled to the sabbatical leave. Provided further that sabbatical leave shall not be granted until after the expiry of five years from the date of the teacher's return from previous study leave or any other kind of training programme.

(iv) A teacher shall, during the period of sabbatical leave, be paid full pay and allowance (subject to the prescribed conditions being fulfilled) at the rates applicable to him / her immediately prior to his/her proceeding on sabbatical leave .

(v) A teacher on sabbatical leave shall not take up during the period of that leave, any regular appointment under another organization in India or abroad. He / she may, however, be allowed to accept a fellowship or a research scholarship or adhoc teaching and research assignment with honorarium or any other form of assistance, other than regular employment in an institution of advanced studies, provided that in such cases the Executive Council / Syndicate may, if it so desires, sanction sabbatical leave on reduced pay and allowance.

Note - I: The programme to be followed during sabbatical leave shall be submitted to the University for approval along with the application for grant leave.

Note - II : On return from leave, the teacher shall report to the university the nature of studies, research or other work undertaken during the period of leave.

MATERNITY LEAVE

(i) Maternity leave on full pay may be granted to a woman teacher for a period not exceeding 135 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 earned leave, half pay leave or extraordinary leave but any leave applied for in continuation of maternity leave may be granted if the request is supported by a medical certificate.

Paternity Leave:

Paternity leave of 15 days may be granted to male teachers during the confinement of their wives, provided, the limit is up to two children.

Adoption Leave:

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

Duty Leave: Duty leave should be given also for attending meetings in the UOC, DST etc. Where a teacher invited to share expertise with academic bodies, government or NGO.

Teaching Days:

- a. The Universities/Colleges must adopt at least 180 working days, i.e., there shall 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 shall be increased correspondingly to ensure equivalent of 30 weeks with a 6 day week.
- b. The above is summarized in the following table
- c.

	University	College	University *	College *
Teaching and Learning process	30 weeks (180 days)	30 weeks (180 days)	36 weeks (180 days)	36 weeks (180 days)
Admissions/Examinations/ Preparation for examinations	12	10	8	8
Vacation	8	10	6	6
Public Holidays (to increase and adjust teaching days accordingly)	2	2	2	2
Total	52	52	52	52

- In case of 5-day weeks
- d. The Govt. may evolve a mechanism to ensure the minimum number of teaching days in every institution.

Superannuation&Re-employmentofTeachers

- a. The existing age of superannuation of teachers in the state universities and colleges, shall apply from time to time.
- b. The Govt. examine the enhancement of age of superannuation of the teachers separately.
- c. The existing guidelines on the re-employment of the superannuated teachers may be reviewed in the light of the UGC Regulations.

Pension,GratuityandotherServiceRelatedBenefits

- a. The state rules shall apply in respect of Pension, Gratuity and other retirement related benefits for those drawing UGC Pay Scales on par with the State Govt. Employees from time to time.
- b. The Gratuity given to the other State Govt. employees may be extended to those who are drawing UGC Pay Scales.

ConsultancyAssignments

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

CountingofPastService

- a) Previous regular service, whether national or international, as Asst. Professor, Associate Professor or Professor or equivalent in a University, College, National Laboratories or other scientific/professional Organizations such as CSIR, ICAR, DRDO, UGC, ICSSR, ICHR, ICMR, DBT etc., should be counted for placement of a teacher as Assistant Professor, Associate Professor, Professor or any other nomenclature these posts are described as per Appendix III – Table No.II provided that:
 - b) The essential qualifications of the post held were not lower than the qualifications prescribed by UGC for Assistant Professor, Associate Professor and Professor as the case may be.
 - c) 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.
 - d) The candidate for direct recruitment has applied through proper channel only.
 - e) The concerned Assistant Professor, Associate Professor and Professor should possess the same minimum qualifications as prescribed by UGC for appointment to the post of Assistant Professor, Associate Professor and Professor, as the case may be.
 - f) The post was filled in accordance with the prescribed selection procedure as laid down in the Regulations of University/State Government/Central Government/ Concerned Institutions, for such appointments.
 - g) The previous appointment was not an ad hoc or in a leave vacancy

Period of Probation and Confirmation:

The existing rules shall be continued .

(1) Keeping in view the practice in some of the Universities, the minimum period of probation may continue to be 1 year, extendable by a maximum period of (1) One more year in case of unsatisfactory performance. However, the Universities which are already having probation period of 2 years may continue to do so.

(2) It is optional for the Universities to introduce the provision that a teacher may offer herself/himself for assessment at any point of time confirmation, within the period of two years, but the University may consider a minimum period after which such cases would be considered. At senior positions, it is optional for the university to decide on confirmation at any time of appointment to the end of the statutory period of probation.

(3) The confirmation should not be linked to the completion of orientation course, but efforts should be made to send the teacher either before joining, or immediately thereafter, but, in any case, the orientation course should be completed within a period of the first two years.

(4) Since the time required for Career Advancement has now been reduced, an extension may be provided till 30.06.2009 to all candidates for completing refresher course.

Revised Scales of Pay to Tutors and Demonstrators

The corresponding scale in the scales recommended by the 6th CPC be implemented to the Tutors and Demonstrators in Govt. and Aided Colleges in the State. The pre-revised scale of Tutors and Demonstrators is Rs.5500-175-9000 and the corresponding Scale of 6th CPC is Pay Band: 9300-34800 with AGP 4200. Except Pay and DA all the other conditions and benefits may be extended as per the State Govt. Rules.

Workload

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

Assistant Professor	16 hours
Associate Professor, & Professor	14 hours

- b. A relaxation of two hours in the workload may, however, be given to Professors who are actively involved in extension and administration. A minimum of 6 hours per week may have to be allocated for research activities of the teacher.
- c. However, in respect of college teachers, the existing 18 hours of classroom teaching may be continued.

Code of Professional Ethics:

The university and college teachers shall follow the code of professional ethics in discharging their duties. The Universities and Government may review the existing codes and modifications may be made, if necessary. A mechanism may be evolved for ensuring observance of professional ethics in the institutions.

Accountability

The issue of teacher accountability requested to evolve a mechanism for enforcing accountability on the part of the university and college teachers it will be issue by separately

Service Agreement

- a. At the time of recruitment in Universities and Colleges, a service agreement shall be signed between the University/College and the teacher concerned and a copy of the same shall be deposited with the Registrar/Principal.
- b. The self-appraisal or any other performance appraisal methodology shall form a part of the service agreement/Record.

Applicability of the Schemes Regulations

- a. UGC Regulations shall be applicable to teachers and other equivalent cadres of Library and Physical Education in all the Central Universities and Colleges there-under and the Institutions Deemed to be Universities whose maintenance expenditure is met by the UGC. The implementation of the revised scales shall be subject to the acceptance of all the conditions mentioned in these Regulations, framed by the UGC. Universities implementing these Schemes/Regulations shall have to amend their relevant statutes and ordinances in line with the UGC Regulations within three months from the date of issue of the Notification of these Regulations.
- b. These Regulations shall be extended to universities, colleges and other higher educational institutions coming under the purview of State legislature, subject to adherence of the terms and conditions laid down in the MHRD Notifications.

Amendment to Service Rules:

The Committee strongly recommends that while issuing orders for implementation of UGC Revised Pay Scales 2006 and other conditions, the service, recruitment and other rules governing university and college teachers be amended immediately to give effect to these new rules wherever required in accordance with the UGC Regulations.

C.R.BISWAL
PRINCIPAL SECRET TO GOVERNMENT

APPENDIX-II

(G.O.Ms.No. 14 Higher Education (UE.II) Dept.dt. 20-2-2010)

Revised Pay Scales, Service conditions and Career Advancement Scheme for teachers and equivalent positions:

The pay structure for different categories of teachers and equivalent positions shall be as indicated below:-

(a) Assistant Professor/Associate Professors/Professors in Colleges & Universities

- (i) Persons entering the teaching profession in Universities and Colleges shall be designated as Assistant Professors and shall be placed in the Pay Band of Rs.15600-39100 with AGP of Rs.6000. Lecturers already in service in the pre-revised scale of Rs. 8000-13500, shall be re-designated as Assistant Professors with the said AGP of Rs. 6000.
- (ii) An Assistant Professor with completed service of 4 years, possessing Ph.D Degree in the relevant discipline shall be eligible, for moving up to AGP of Rs. 7000.
- (iii) Assistant Professors possessing M.Phil degree or post-graduate degree in professional courses approved by the relevant Statutory Body, such as LL.M/M.Tech etc. shall be eligible for the AGP of Rs. 7,000 after completion of 5 years service as Assistant Professor.
- (iv) Assistant Professors who do not have Ph.D or M.Phil or a Master's degree in the relevant Professional course shall be eligible for the AGP of Rs. 7,000 only after completion of 6 years' service as Assistant Professor.
- (v) The upward movement from AGP of Rs. 6000 to AGP of Rs. 7000 for all Assistant Professors shall be subject to their satisfying other conditions as laid down by the UGC in these Regulations
- (vi) The pay of the incumbents to the posts of Lecturer (senior scale) (i.e. the un-revised scale of Rs. 10,000-15200) shall be re-designated as Assistant Professor, and shall be fixed at the appropriate stage in Pay Band of Rs.15600-39100 based on their present pay, with AGP of Rs. 7000.
- (vii) Assistant Professors with completed service of 5 years at the AGP of Rs. 7000 shall be eligible, subject to other requirements laid down by the UGC, to move up to the AGP of Rs. 8000.
- (viii) Posts of Associate Professor shall be in the Pay Band of Rs.37400-67000, with AGP of Rs.9000. Directly recruited Associate Professors shall be placed in the Pay Band of Rs. 37400-67000 with an AGP of Rs. 9000, at the appropriate stage in the Pay Band in terms of the conditions of appointment.
- (ix) Incumbent Readers and Lecturers (Selection Grade) who have completed 3 years in the current pay scale of Rs. 12000-18300 on 1.1.2006 shall be placed in Pay Band of Rs. 37400-67000 with AGP Pay of Rs. 9000 and shall be re-designated as Associate Professor.
- (x) Incumbent Readers and Lecturers (Selection Grade) who had not completed three years in the pay scale of Rs. 12000-18300 on 1.1.2006 shall be placed at the appropriate stage in the Pay Band of Rs. 15600-39100 with AGP of Rs. 8000 till they complete 3 years of service in the grade of Lecturer (Selection Grade)/Reader, and thereafter shall be placed in the higher Pay Band of Rs.37400-67000 and accordingly re-designated as Associate Professor.

(xi) Readers/ Lecturers (Selection Grade) in service at present shall continue to be designated as Lecturer (Selection Grade) or Readers, as the case may be, until they are placed in the Pay Band of Rs. 37,400-67000 and re-designated as Associate Professor in the manner described in (xi. x) above.

(xii) The incumbent Reader who is selected on or after 1.1.2006, shall be redesignated as Associate Professor from the date of his/her selection, and will be placed in the Pay Band IV of Rs.37400-67000 with AGP of Rs. 9000.

(xiii) Assistant Professors completing 3 years of teaching in the AGP of Rs. 8000 shall be eligible, subject to other conditions, that may be prescribed by the UGC and the university, to move to the Pay Band of Rs. 37400-67000 with AGP of Rs. 9000 and to be designated as Associate Professor.

(xiiii) Associate Professor completing 3 years of service in the AGP of Rs. 9000 and possessing a Ph.D.degree in the relevant discipline shall be eligible to be appointed and designated as Professor, subject to other conditions of academic performance as laid down by the UGC and if any by the university. No teacher other than those with a Ph.D. shall be promoted, appointed or designated as Professor. The Pay Band for the post of Professors shall be Rs.37400-67000 with AGP of Rs. 10000.

(xiv)The incumbent Readers who have completed 6 years as Reader/Associate Professor on or after 1.1.2006, shall be eligible for promotion as Professor and to be placed in the Pay Band IV of Rs.37400-67000 provided one earns the required API score as per Tables I and II through the PBAS methodology stipulated in these Regulations.

(xv)In the case of Associate Professors in Colleges, promotion to the post of Professor under CAS shall be further subject to (xviii).and (xviii) of these Regulations. as given below.

(xvi) The pay of a directly recruited Professor shall be fixed at a stage not below Rs. 43000 in the Pay Band of Rs. 37400-67000, with the applicable AGP of Rs. 10000.

(xvii) . Ten percent of the posts of Professors in a university shall be in the higher AGP of Rs.12000, however, teachers promoted to the posts with higher AGP of Rs.12000, shall continue to be designated as Professor. Eligibility for elevation as a Professor in the higher Academic Grade Pay of Rs.12000, shall be a minimum of 10 years of teaching and research experience as professor either in the pre-revised scale of Professor's Pay of Rs.16400- 22400 or the revised scale of Pay Band IV of Professor with AGP of Rs.10,000/- on satisfying the required API score as per Tables I and II through the PBAS methodology stipulated in these Regulations through a duly constituted Expert committee; As this AGP elevation for Professor is applicable to only university departments, additional credentials are to be evidenced by (a) post-doctoral research outputs of high standard; (b) awards /honours / recognitions / patents & IPR on products & processes developed / technology transfer achieved; and (c) Additional research degrees like D.Sc., D.Litt., LL.D etc., The selection is to be conducted by the university by receiving PBAS proformas from eligible professors based on seniority, three times in number of the available vacancies. In case the number of candidates available is less than three times the number of vacancies, the zone of consideration will be limited to the actual number of candidates available. The assessment process shall be through an Expert-Committee evaluation of all credentials submitted along with duly filled PBAS proforma by eligible Professors as stipulated in Table-II(A) of Appendix-III for teachers in University departments. No separate interview need to be conducted for this category.

(xviii) Discretionary award of advance increments for those who enter the profession as Associate Professors or Professors with higher merit, high number of research publications and experience at the appropriate level, shall be within the competence of the appropriate authority of the concerned University or recruiting institution while negotiating with 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 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 to those who are entitled for grant of advance increments for having acquired Ph. D/M. Phil/M. Tech etc.,

(b) Professors in Under Graduate and Post Graduate Colleges:

(xviii) Ten percent of the number of sanctioned posts of Associate Professor in an Under Graduate College shall be that of Professors and shall be subject to the same criterion for selection/ appointment as that of Professors in Universities, provided that there shall not be more than one post of Professor in each Department; and provided further that One-fourth (25%) of the posts of Professor in UG Colleges shall be directly recruited or filled on deputation by eligible teachers and the remaining three-fourths (75%) of posts of Professors shall be filled by merit promotion from among eligible Associate Professors of the relevant department of the Under Graduate College. Identification of posts of Professor in an Under Graduate College for being filled through direct recruitment/deputation shall be within the competence of the University acting in consultation with the College. Where the number of posts of Professor worked out as a percentage of the number of posts of Associate Professor for merit promotion or direct recruitment/ deputation is not an integer, the same shall be rounded off to the next higher integer.

The selection process is to be conducted by the university by receiving PBAS proformas from eligible Associate Professors based on seniority and three times in number of the available vacancies. In case the number of candidates available is less than three times the number of vacancies, the zone of consideration will be limited to the actual number of candidates available. The selection shall be conducted through the API scoring system with PBAS methodology and selection committee process stipulated in these Regulations for appointment of Professors; In the direct recruitment of the 25% of the posts, 'Rota-Quota system shall be followed starting with promotions. The direct recruitment quota shall be rotated in an alphabetical order.

(xix) There shall be one post of Professor in each Department of a Post-Graduate College which shall be subject to the same criterion for selection / appointment as that of Professors in Universities, provided that one-fourth (25%) of the posts of Professor shall be filled on deputation/direct recruitment from among eligible teachers and the remaining three-fourths (75%) of posts shall be filled through merit promotion from among the eligible Associate Professors in the relevant department of the Post-Graduate college. Identification of posts of Professor in a Post-Graduate College for being filled through direct recruitment/deputation shall be carried out by the affiliating/concerned University acting in consultation with the College. The decision regarding whether the posts of professor will be for CAS promotion or direct recruitment/deputation shall be within the competence of the University acting in consultation with the College. Where the number of posts of professor for CAS promotion or direct recruitment / deputation worked out as a percentage of the total number of posts in a Post Graduate College is not an integer, the same shall be rounded off to the next higher integer.

The selection process is to be conducted by the university by receiving PBAS proformas from eligible Associate Professors based on seniority and three times in number of the available vacancies. In case the number of candidates available is less than three times the number of vacancies, the zone of consideration will be limited to the actual number of candidates available. The selection shall be conducted through the API scoring system with PBAS methodology, selection committee process stipulated in these Regulations for appointment of Professors; In the direct recruitment of the 25% of the posts, 'Rota-Quota System' shall be followed starting with promotion. The direct recruitment quota shall be rotated in an alphabetical order.

(C) PAY SCALES OF PRINCIPALS IN COLLEGES:

1. PRINCIPAL OF UNDER GRADUATE COLLEGES:

Appointments to the posts of Principal in Under Graduate Colleges shall be based on the conditions of eligibility in respect of educational qualifications and teaching / research experience laid down by the University Grants Commission in these Regulations, using the API scoring system and PBAS methodology developed. The posts of Principal in Under Graduate Colleges shall be in the Pay Band of Rs.37400-67000 with AGP of Rs.10000, plus a Special Allowance of Rs.2000 per month and shall also be fixed at a stage not below Rs.43,000 as in the directly recruited Professors. All Principals in service shall be appropriately fixed in the Pay Band with the AGP of Rs.10000

.2. PRINCIPAL OF POST GRADUATE COLLEGES:

Appointments to the posts of Principal in Post Graduate Colleges shall be based on the conditions of eligibility in respect of educational qualifications and teaching / research experience laid down by the University Grants Commission in these Regulations, using the API scoring system and PBAS methodology developed.. Posts of Principal in Post Graduate Colleges shall also be in the Pay Band of Rs.37400-67000 with AGP of Rs.10000, plus a Special Allowance of Rs.3000 per month and shall also be fixed at a stage not below Rs. 43000 as in the case of directly recruited Professors. All Principals in service shall be appropriately fixed in the Pay Band with the AGP of Rs.10000.

(d) PAY SCALES AND CAREER ADVANCEMENT SCHEMES REGULATIONS FOR LIBRARIANS ETC.

1 ASSISTANT UNIVERSITY LIBRARIAN / COLLEGE LIBRARIAN:

- (i) Assistant Librarian / College Librarian in the pre-revised scale of pay of Rs.8000- 13500 shall be placed in the Pay Band of Rs.15600-39100 with AGP of Rs.6000.
- (ii) All conditions of eligibility and academic qualifications laid down by the UGC as per these Regulations, shall be applicable for direct recruitment of Assistant University Librarian / College Librarian.

.2 ASSISTANT UNIVERSITY LIBRARIAN (SR. SCALE) / COLLEGE LIBRARIAN (SR. SCALE):

- (i) Assistant University Librarian (Sr. Scale)/ College Librarian (Sr. Scale) in the pre-revised scale of pay of Rs.10000-15200 shall be placed in the Pay Band of Rs.15600-39100 with AGP of Rs.7000.
- (ii) Assistant University Librarian / College Librarian possessing Ph.D. in Library Science, after completing service of 4 years in the AGP of Rs.6000, and if otherwise eligible as per API scoring system, and PBAS methodology laid down by the UGC in these Regulations, shall be eligible for the higher AGP of Rs.7000 with the Pay Band of Rs.15600-39100.
- (iii) Assistant Librarian / College Librarian not possessing Ph.D. but only M.Phil. in Library Science at the entry level after completing service of 5 years in the AGP of Rs.6000, if otherwise eligible as per API scoring system and PBAS methodology laid down by the UGC in these Regulations, shall become eligible for the higher AGP of Rs.7000.
- (iv) After completing service of 6 years in the AGP of Rs.6000 Assistant Librarian / College Librarian without the relevant Ph.D. and M.Phil. shall, if otherwise eligible as per API scoring system and PBAS methodology laid down by the UGC in these Regulations, move to the higher AGP of Rs.7000.
- (v) The pay of the existing Assistant Librarian (Sr. Scale) / College Librarian (Sr. Scale) in the pre-revised scale of pay of Rs.10000-15200 shall be fixed in the Pay Band of Rs.15600-39100 with AGP of Rs.7000 at an appropriate stage based on their present pay.

3. DEPUTY LIBRARIAN / ASSISTANT LIBRARIAN (SELECTION GRADE) / COLLEGE LIBRARIAN (SELECTION GRADE):

- (i) Deputy Librarians who are directly recruited shall be placed in the Pay Band of Rs.15600-39100 with AGP of Rs.8000
- (ii) On completion of service of 5 years, Assistant Librarian (Sr. Scale) / College Librarian (Sr. Scale) shall be eligible for the post of Deputy Librarian/ equivalent posts in Pay Band of Rs.15600-39100, with Academic Grade Pay of Rs.8,000, subject to their fulfilling other conditions of eligibility (such as Ph.D. degree etc. for Deputy Librarian) as per API scoring system based PBAS methodology laid down by the UGC for CAS promotion in these Regulations. They shall be designated as Deputy Librarian / Assistant Librarian (Selection Grade) / College Librarian (Selection Grade), as the case may be.
- (iii) After completing 3 years in the Pay Band of Rs.15600-39100 with an AGP of Rs.8000, Deputy Librarians /equivalent positions shall move to the Pay Band of Rs.37400-67000 and AGP of Rs.9000, subject to fulfilling other conditions of eligibility as per API scoring system and PBAS methodology laid down by the UGC for CAS promotion in these Regulations, as per clause: 6.3.1 and 6.3.2.
- (iv) Assistant Librarians (Sr. Scale) in universities/ College Librarians (Sr. Scale) in the AGP of Rs.7000 not possessing Ph.D. in Library Science but who fulfill other criteria prescribed by the UGC for CAS promotion in these Regulations, as per clause 6.3.1 and 6.3.2, shall also be eligible for being placed in the AGP of Rs.8000.
- (v) Incumbents to the posts of Deputy Librarian / Assistant Librarian (Selection Grade)/College Librarian (Selection Grade) who have completed three years in the pre-revised pay scale of Rs.12000-18300 on 01.01.2006 shall be fixed at an appropriate stage in the Pay Band of Rs.37400-67000 with an AGP of Rs.9000. They shall continue to be designated as Deputy Librarian / Assistant Librarian (Selection Grade)/College Librarian (Selection Grade)
- (vi) Incumbents to the posts of Deputy Librarian / Assistant Librarian (Selection Grade) /College Librarian (Selection Grade) who have not completed the requirement of three years in the pre-revised pay scale of Rs.12000-18300, for being eligible to be placed in the higher Pay Band of Rs.37400-67000, shall be placed at an appropriate stage with Academic Grade Pay of Rs.8000 till they complete three years of service as Deputy Librarian / Assistant Librarian (Selection Grade)/College Librarian (Selection Grade)
- (vii) Pay in regard to the directly recruited Deputy Librarians shall be initially fixed in Pay Band Rs.15600-39100 with AGP of Rs.8000. They shall move to the Pay Band of Rs.37400-67000 with AGP of Rs.9000 after completing three years of service in the AGP of Rs.8000.
- (viii) The conditions of eligibility and academic qualifications prescribed by the UGC in these Regulations, shall be adopted for direct recruitment to the post of Deputy Librarian.

4. LIBRARIAN (UNIVERSITY):

- (i) The post of Librarian shall be in the Pay Band of Rs.37400-67000 with the Academic Grade Pay of Rs.10000.
- (ii) The conditions of eligibility and academic qualifications prescribed by the UGC in these Regulations, shall be adopted for appointment to the post of Librarian (University)
- (iii) Deputy Librarian completing service of three years in the AGP of Rs.9000 and otherwise eligible as per the API scoring system and PBAS methodology developed in these Regulations, with a PhD qualification shall also be eligible to be considered for appointment to the post of Librarian through open recruitment.

- (iv) Incumbent Librarian (University) shall be placed at the appropriate stage as per the 'fixation formula' provided as Appendix-II in the Pay Band of Rs.37400-67000 with AGP of Rs.10000
- (e) PAY SCALES AND CAREER ADVANCEMENT SCHEMES REGULATIONS FOR PHYSICAL EDUCATION PERSONNEL**
- 1. ASSISTANT DIRECTOR OF PHYSICAL EDUCATION (ASSISTANT DPE) / COLLEGE DIRECTOR OF PHYSICAL EDUCATION (COLLEGE DPE):**
- (i) The Assistant Director of Physical Education / College DPE in the pre-revised pays scale of Rs.8000-13500 shall be placed in the Pay Band of Rs.15600-39100 with AGP of Rs.6000.
- (ii) Pay of Incumbent Assistant Directors of Physical Education / College DPE shall be fixed at an appropriate stage in the Pay Band of Rs.15600-39100 with an AGP of Rs.6000, in accordance with the 'fixation formula' provided in Appendix-II
- (iii) All conditions of eligibility and academic qualifications laid down by the UGC in these Regulations, shall be applicable for direct recruitment of Assistant Director of Physical Education / College DPE.
- .2. ASSISTANT DIRECTOR OF PHYSICAL EDUCATION (SENIOR SCALE) / COLLEGE DPE (SENIOR SCALE):**
- (i) Assistant Directors of Physical Education (Senior Scale) / College DPE (Senior Scale) in the pre-revised pay scale of Rs.10000 – 15200 shall be placed in the Pay Band of Rs.15600-39100 with AGP of Rs.7000.
- (ii) Assistant Directors of Physical Education (Senior Scale) / College DPE (Senior Scale) possessing Ph.D. in Physical Education at the entry level of Assistant DPE / College DPE in the AGP of Rs.6000 shall, after completing service of four years in the AGP of Rs.6000, and if otherwise eligible as per API scoring system and PBAS methodology prescribed by the UGC for CAS promotion in these Regulations, shall move to higher AGP of Rs.7000 in the Pay Band of Rs.15600-39100 as per clause 6.3.1 and 6.3.2.
- (iii) Assistant Directors of Physical Education (Senior Scale) / College DPE (Senior Scale) possessing M.Phil. in Physical Education at the entry level of Assistant DPE / College DPE in the AGP of Rs.6000 shall, after completing service of the five years in the AGP of Rs.6000, be eligible for the higher AGP of Rs.7000 on satisfying the API scoring system and PBAS methodology prescribed by the UGC for CAS promotion in these Regulations as per clause 6.3.1 and 6.3.2.
- (iv) Assistant Directors of Physical Education / College DPEs without the relevant Ph.D. and M.Phil shall, after completing service of six years as Assistant Director of Physical Education / College DPE in the AGP of Rs.6000, and if otherwise eligible as per API scoring system and PBAS methodology prescribed by the UGC for CAS promotion in these Regulations shall be placed in the AGP of Rs.7000 as per clause 6.3.1 and 6.3.2.
- (v) Pay of incumbent Assistant Directors of Physical Education (Senior Scale) / College DPE (Senior Scale) shall be fixed in Pay Band of Rs.15600-39100 at an appropriate stage in the AGP of Rs.7000, as per the 'fixation formula' provided in Appendix-II
- .3. DEPUTY DIRECTOR OF PHYSICAL EDUCATION / ASSISTANT DIRECTOR OF PHYSICAL EDUCATION (SELECTION GRADE) / COLLEGE DIRECTOR OF PHYSICAL EDUCATION (SELECTION GRADE)**
- (i) After completing service of five years in the Pay Band of Rs.15600-39100 with the AGP of Rs.7000 and subject to satisfying API scoring system and PBAS methodology prescribed by the UGC in these Regulations, Assistant Director of Physical Education (Senior Scale) / College DPE (Senior scale) shall move to AGP of Rs.8000 in the Pay

band of Rs.15600-39100. They shall be designated as Deputy Director of Physical Education / Assistant DPE (Selection Grade) / College DPE (Selection Grade), as the case may be.

- (ii) After completing service of three years in the Pay Band of Rs.15600-39100 and the AGP of Rs.8000 and subject to satisfying API/ scoring system and PBAS methodology prescribed by the UGC in these Regulations, Deputy DPE/Assistant DPE (Selection Grade) College DPE (Selection Grade) shall move to the Pay Band of Rs.37400-67000 with the AGP of Rs.9000. They shall continue to be designated as Deputy DPE/Assistant DPE (Selection Grade) / College DPE (Selection Grade)
- (iii) All incumbents to the post of Deputy DPE/Assistant DPE (Selection Grade)/ College DPE (Selection Grade) who have completed service of at least 3 years in the unrevised pay scale of Rs.12000-18300 as on 01-01-2006 shall be eligible to be fixed in the Pay Band of Rs.37400-67000 with AGP of Rs.9000.
- (iv) All incumbents to the post of Deputy DPE /Assistant DPE (Selection Grade/ College DPE (Selection Grade) whose services in the unrevised pay scale of Rs.12000-18300 fall short of three years which would have made them eligible to move to the higher pay band, shall be placed at an appropriate stage at the AGP of Rs.8000 in the pay band of Rs.15600-39000 till they complete the required service of 3 years as Deputy DPE / ADPE (Selection Grade) / College DPE (Selection Grade) in the unrevised pay scale.
- (v) Pay of the directly recruited Deputy DPE shall be initially fixed with the AGP of Rs.8000 in the Pay Band of Rs.15600-39100, and after completing three years of service directly recruited Deputy DPE and equivalent shall move to Pay Band Rs.37400-67000 with AGP of Rs.9000.

.4. DIRECTOR OF PHYSICAL EDUCATION (UNIVERSITY):

- (i) Post of Director, Physical Education in Universities shall be in the Pay Band of Rs.37400-67000 with AGP of Rs.10000.
- (ii) Post of Director, Physical Education (University) shall continue to be filled through direct recruitment and the existing conditions of eligibility, i.e., the minimum qualification, number of years of relevant experience and other conditions prescribed by the UGC in these Regulations, shall be the eligibility for recruitment.
- (iii) Pay of the incumbent shall be fixed at the appropriate stage in the Pay Band of Rs.37400-67000 as per 'fixation formula' provided in appendix-II

(f). SELECTION AND PAY SCALES OF PRO-VICE CHANCELLOR / VICE -CHANCELLOR OF UNIVERSITIES:

PRO-VICE-CHANCELLOR:

1. The Pro-Vice-Chancellor may be a whole time officer of the University and shall be appointed by the Executive Council on the recommendation of Vice-Chancellor.
2. The Pro-Vice-Chancellor shall hold office for a period which is co-terminus with that of Vice-Chancellor. These Regulations, for selection of Pro- Vice- Chancellor shall be adopted by the concerned University through their Act/Statute.
- 3.. The posts of Pro-Vice Chancellor shall be in the Pay Band of Rs.37400-67000 with AGP of Rs.10000 or Rs.12000 as the case may be, along with a Special Allowance of Rs.4000 per month, subject to the condition that the sum total of pay in the Pay Band, the Academic Grade Pay and the Special Allowance shall not exceed Rs.80000.

4.. VICE CHANCELLOR:

- i) Persons of the highest level of competence, integrity, morals and institutional commitment are to be appointed as Vice-Chancellors. The Vice-Chancellor to be appointed should be a distinguished academic, with a minimum of 10 years experience as Professor in a University system or 10 years experience in an equivalent position in a reputed research and / or academic administrative organization.
- ii) The selection of Vice-Chancellor should be through proper identification of a Panel of 3-5 names by a Search Committee through a public notification or nomination or a talent search process or a combination of all these processes. The members of the above Search Committee shall be persons of national 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 committee must give proper weightage to academic excellence, exposure to the higher education system in the country and abroad, and adequate experience in academic and administrative governance adopting a transparent process.

In respect of State and Central Universities, the following shall be the constitution of the Search Committee.

- i. a nominee of the Visitor/Chancellor, who should be the Chairperson of the Committee.
- ii. a nominee of the Chairman, University Grants Commission.
- iii. a nominee of the Syndicate/ Executive Council / Board of Management of the University.

The Visitor/Chancellor shall appoint the Vice-Chancellor out of the Panel of names recommended by the Search Committee.

- iii) The emoluments and other conditions of service of the Vice-Chancellor shall be prescribed in the Statutes of the Universities concerned in conformity with these UGC Regulations.
- iv) The term of office of the Vice Chancellor in Central /State Universities shall be five years and shall not hold office beyond 70 years of age. There shall not be a reappointment of the Vice Chancellor for the second term in the same University. However, appointment for another term as Vice Chancellor is admissible in other Central/State University which shall be subject to the performance evaluation of the candidate during his/her previous term by the search committee and credibility/integrity report from the appropriate agencies.
- v) The term of office of the Vice Chancellor shall form part of the service period of the incumbent concerned making him/her eligible for all service related benefits.

(i) The Universities/State Governments shall modify or amend the relevant Act/Statutes of the Universities concerned within 6 months of adoption of these Regulations.

(ii). The posts of Vice-Chancellor shall carry a fixed pay of Rs.75000 along with a Special Allowance of Rs.5000 per month. All other eligibilities and facilities for the Vice Chancellor as provided in the Act/Statute of the concerned university shall be applicable besides the pay and special allowance.

(g) INCENTIVES FOR Ph.D / M.Phil AND OTHER HIGHER QUALIFICATION:

(i) Incentives for Ph.D./M.Phil. and other higher qualifications:

(ii). Five non-compounded advance increments shall be admissible at the entry level of recruitment as Assistant Professor to persons possessing the degree 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.

- (iii)** M.Phil. degree holders at the time of recruitment to the post of Assistant Professor shall be entitled to two non-compounded advance increments.
- (iv)** Those possessing Post-graduate degree in the professional course such as LL.M./M.Tech/ M.Arch / M.E /M.V.Sc/M. Pharma/ M.D./ Physiotherapy/Occupational Therapy, etc. recognized by the relevant statutory body / council, shall also be entitled to 2 noncompounded advance increments at the entry level.
- (v)** (i) Teachers who complete their Ph.D. Degree while in service shall be entitled to 3 non-compounded increments 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 and evaluation, etc.
- (ii) However, teachers in service who have been awarded Ph.D. at the time of coming into force of this Schemes Regulations or having been enrolled for Ph.D. have already undergone course-work, if any, as well as evaluation, 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 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.
- (vi)** In respect of every other case, a teacher who is already enrolled for Ph.D. shall avail the benefit of three non-compounded increments 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.
- (vii)** Teachers in service who have not yet enrolled for Ph.D. shall therefore derive the benefit of three non-compounded increments on award of Ph.D., while in service only if such enrolment is with a university which compiles with the entire process, including that of enrolment as prescribed by the UGC.
- (viii)** Teachers who acquire M.Phil. Degree or a post graduate degree in a professional course recognized by the relevant Statutory Body/Council, while in service, shall be entitled to one advance increment.
- (ix).** 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.
- (x)** (i) 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.
- (ii) However, persons in posts of Assistant Librarian / College Librarian or higher positions who have been awarded Ph.D. in library science at the time of coming into force of this Schemes Regulations or having already undergone course-work, if any, as well as evaluation, 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 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.
- (xi)** In respect of every other case of persons in the posts of Assistant Librarian / College Librarian or higher positions who are already enrolled for Ph.D. shall avail the benefit of three non-compounded increments 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.

- (xii)** 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 noncompounded increments on award of Ph.D. while in service only if such enrolment is with a university which complied with the entire process, including that of enrolment as prescribed by the UGC.
- (xiii)** 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.
- (xiv)** Five non-compounded advance increments shall be admissible to Assistant Director of Physical Education / College Director of Physical Education who are recruited at entry level with Ph.D. degree in the discipline of Physical Education 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.
- (xv)** Persons in posts of Assistant Director of Physical Education / College DPE or higher positions acquiring the degree of Ph.D. in the discipline of physical Education, at any time while in service 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.
- (xvi)** However, persons in posts of Assistant Director of Physical Education / College DPE or higher positions who have been awarded Ph.D. in Physical Education at the time of coming into force of this Schemes Regulations or having been enrolled for Ph.D. in Physical Education have already undergone course -work, if any, as well as evaluation, and only Notifications in regard to the award of Ph.D. is awaited, shall also be entitled to the award of three non-compounded increments 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.
- (xvii)** In respect of every other case of persons in the posts of Assistant Director of Physical Education / College DPE or higher positions who are already enrolled for Ph.D. in Physical Education shall avail the benefit of three non-compounded increments 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.
- (xviii)** . Assistant Director of Physical Education / College DPE and others in higher Physical Education positions in service who have not yet enrolled for Ph.D. shall therefore derive the benefit of three non-compounded increments 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.
- (xix)** Two non-compounded advance increments shall be admissible for Assistant Director of Physical Education / College DPE with M.Phil. degree in Physical Education at the entry level. Assistant Director of Physical Education/College DPE and those in higher positions acquiring M.Phil. Degree in Physical Education at any time during the course of their service shall be entitled to one advance increment.
- (xx)** Not withstanding anything in the foregoing clauses, those who have already availed the benefits of advance increments for possessing Ph.D. / M.Phil. at the entry level in the earlier Schemes /Regulations

shall not be entitled to the benefit of advance increments under this Schemes/ Regulations.

- (xxi)** Teachers, Library and Physical Education cadres who have already availed the benefits of increments as per existing policy for acquiring Ph.D. / M. Phil while in service, shall not be entitled to advance increments under this Schemes Regulations.
- (xxii)** For posts at the entry level where no such advance increments were admissible for possessing PhD/M. Phil under the earlier Schemes Regulations, the benefit of five advances for possessing PhD/M. Phil shall be available to only those appointments which have been made on or after the coming into force of this Schemes Regulations.

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FITMENT TABLE – 1

- (i) Incumbent Assistant Professor
- (ii)** Incumbent Assistant Librarian / College Librarian
- (iii)** Incumbent Asst. Director of Phy. Edu./College Director of Physical Education.

Pre-revised scale Rs. 8000-275-13500 (Group A entry)		Revised Pay Band+AGP Rs. 15600-39100+AGP 6000	
Pre-revised Basic Pay	Revised Pay		
	Pay in the Pay band	Academic Grade Pay	Revised Basic Pay
8000	15600	6000	21600
8275	15600	6000	21600
8550	15910	6000	21910
8825	16420	6000	22420
9100	16930	6000	22930
9375	17440	6000	23440
9650	17950	6000	23950
9925	18470	6000	24470
10200	18980	6000	24980
10475	19490	6000	25490
10750	20000	6000	26000
11025	20510	6000	26510
11300	21020	6000	27020
11575	21530	6000	27530
11850	22050	6000	28050
12125	22560	6000	28560
12400	23070	6000	29070
12675	23580	6000	29580
12950	24090	6000	30090
13225	24600	6000	30600
13500	25110	6000	31110
13775	25630	6000	31630
14050	26140	6000	32140
14325	26650	6000	32650

FITMENT TABLE – 2

- (1) Incumbent Assistant Professor [Formerly Lecturer (Sr.Scale)]
- (2) Incumbent Assistant librarian (Sr.Scale)/College Librarian (Sr.Scale)
- (3) Incumbent Asst. Director of Physical Edu. (Sr.Scale)/College DPE (Sr.Scale)

Pre-revised scale Rs. 10000-325-15200		Revised Pay Band+AGP Rs. 15600-39100+AGP 7000	
Pre-revised Basic Pay	Revised Pay		
	Pay in the Pay Band	Academic Grade Pay	Revised Basic Pay
10000	18600	7000	25600
10325	19210	7000	26210
10650	19810	7000	26810
10975	20420	7000	27420
11300	21020	7000	28020
11625	21630	7000	28630
11950	22230	7000	29230
12275	22840	7000	29840
12600	23440	7000	30440
12925	24050	7000	31050
13250	24650	7000	31650
13575	25250	7000	32250
13900	25860	7000	32860
14225	26460	7000	33460
14550	27070	7000	34070
14875	27670	7000	34670
15200	28280	7000	35280
15525	28880	7000	35880
15850	29490	7000	36490
16175	30090	7000	37090

FITMENT TABLE – 3

- (i) Incumbent Readers and Lecturers (SG) with less than 3 years of Service
- (ii) Incumbent Dy. Librarian/Asst. Librarian (SG) / College Librarian (SG) with less than 3 years of Service
- (iii) Incumbent Dy.DPE/Asst. DPE(SG)/College DPE (SG) with less than 3 years of Service

Pre-revised scale Rs. 12000-420-18300		Revised Pay Band + AGP Rs. 15600-39100+AGP 8000	
Revised Basic Pay	Revised Pay		
	Pay in the Pay Band	Academic Grade Pay	Revised Basic Pay
12000	22320	8000	30320
12420	23110	8000	31110
12840	23890	8000	31890
13260	24670	8000	32670
13680	25450	8000	33450
14100	26230	8000	34230
14520	27010	8000	35010
14940	27790	8000	35790
15360	28570	8000	36570
15780	29360	8000	37360
16200	30140	8000	38140
16620	30920	8000	38920
17040	31700	8000	39700
17460	32480	8000	40480
17880	33260	8000	41260
18300	34040	8000	42040
18720	34820	8000	42820
19140	35610	8000	43610
19560	36390	8000	44390

FITMENT TABLE -4

- (I) Incumbent Readers and Lecturers (SG) with 3 years of Service
- (II) Incumbent Dy. Librarian/Asst. librarian (SG) /College Librarian (SG) with 3 years of Service.
- (III) Incumbent Dy.DPE/Asst. DPE(SG)/College DPE(SG) with 3 years of Service.

Pre-revised scale Rs. 12000-420-18300		Revised Pay Band+AGP Rs. 37400-67000+AGP 9000	
Pre-revised Basic Pay	Revised Pay		
	Pay in the Pay Band	Academic Grade Pay	Revised Basic Pay
13260	37400	9000	46400
13680	37400	9000	46400
14100	37400	9000	46400
14520	37400	9000	46400
14940	38530	9000	47530
15360	38530	9000	47530
15780	39690	9000	48690
16200	39690	9000	48690
16620	40890	9000	49890
17040	40890	9000	49890
17460	42120	9000	51120
17880	42120	9000	51120
18300	43390	9000	52390
18720	43390	9000	52390
19140	44700	9000	53700
19560	44700	9000	53700

FITMENT TABLE – 5

- (I) Incumbent Professor in Colleges and Universities
 (II) Incumbent Principals of PG Colleges
 (III) Incumbent Librarian (University)
 (IV) Incumbent Director of Physical Edu. (University)

Pre-revised scale Rs.16400-450-20900-500-22400 (S27 and S29)		Revised Pay Band + AGP	
Pre-revised Basic Pay	Revised Pay		
	Pay in the Pay Band	Academic Grade Pay	Revised Basic Pay
16400	40890	10000	50890
16850	40890	10000	50890
17300	42120	10000	52120
17750	42120	10000	52120
18200	43390	10000	53390
18650	43390	10000	53390
19100	44700	10000	54700
19550	44700	10000	54700
20000	46050	10000	56050
20450	46050	10000	56050
20900	47440	10000	57440
21400	47440	10000	57440
21900	48870	10000	58870
22400	48870	10000	58870
22900	50340	10000	60340
23400	50340	10000	60340
23900	51860	10000	61860

FITMENT TABLE -6

Incumbent Principals of U.G Colleges

Pre-revised scale Rs. 12000-420-18300		Revised Pay Band + Academic Grade Pay Rs.37400-67000+AGP 10000	
Pre-revised Basic Pay	Revised Pay		
	Pay in the Pay Band	Grade Pay	Revised Basic Pay
12840	37400	10000	47400
13260	37400	10000	47400
13680	37400	10000	47400
14100	37400	10000	47400
14520	37400	10000	47400
14940	38530	10000	48530
15360	38530	10000	48530
15780	39690	10000	49690
16200	39690	10000	49690
16620	40890	10000	50890
17040	40890	10000	50890
17460	42120	10000	52120
17880	42120	10000	52120
18300	43390	10000	53390
18720	43390	10000	53390
19140	44700	10000	54700
19560	44700	10000	54700

APPENDIX-III

(G.O.Ms.No. 14 Higher Education (UE.II) Dept.dt. 20-2-2010)

RECRUITMENT AND QUALIFICATIONS

- 3.1.0** The direct recruitment to the post of Assistant Professors, Associate Professors and Professors in the Universities and Colleges shall be on the basis of merit through all India advertisement and selections by the duly constituted Selection Committees as per the guidelines prescribed under these Regulations to be incorporated under the Statutes/Ordinances of the concerned university. The composition of such committees should be as prescribed by the UGC in these Regulations.
- 3.2.0** The minimum qualifications required for the post of Assistant Professors, Associate Professors, Professors, Principals, Assistant Directors of Physical Education, Deputy Directors of Physical Education, Directors of Physical Education, Assistant Librarians, Deputy Librarians, Librarians will be those as prescribed by the University Grants Commission in these Regulations.
- 3.3.0** The minimum requirements of a good academic record, 55% of the marks at the master's level and qualifying in the National Eligibility Test (NET), or an accredited test (State Level Eligibility Test - SLET/SET), shall remain for the appointment of Assistant Professors.
- 3.3.1.** NET/SLET/SET shall remain the minimum eligibility condition for recruitment and appointment of Assistant Professors in Universities / Colleges / Institutions. Provided, however, that candidates, who are or have been awarded Ph. D. degree in compliance of the "University Grants Commission (minimum standards and procedure for award of Ph.D. Degree), Regulations 2009, shall be exempt from the requirement of the minimum eligibility condition of NET/SLET/SET for recruitment and appointment of Assistant Professor or equivalent positions in Universities / Colleges / Institutions".
- 3.3.2** Reference to Ph.D-s in these Regulations shall be taken as a doctoral degree from a University following the above UGC Regulations of 2009 regarding registration process, course work, and evaluation process with effect from the date of issue of such guidelines by UGC. The exemption from NET/SLET/SET will not be applicable to Ph.D degrees awarded by the universities who have not adopted and followed the above UGC Regulations of 2009, provided the Universities have adopted the guidelines issued by UGC from time to time to accord exemption of the Ph.D. degree holders from acquiring a pass in NET/SLET/SET.
- 3.3.3** NET/SLET/SET shall not be required for such Masters Degree Programmes in disciplines for which NET/SLET/SET/ accredited test is not conducted. Any relaxation in the prescribed qualification, including the NET exemption, can be made only by the University Grants Commission in a particular subject in which NET/SLET/SET is not conducted.

Such relaxation would be based on the application made by only the affected universities for the specified subject(s) and for a specified period based on sound justification.

Provided in case of State Universities, where NET/SET/SLET qualified candidates are not available, the concerned Universities may grant exemption only with the concurrence of the respective State Government.

Provided further in case of Central Universities such exemption can be granted by the concerned University only with the concurrence of the UGC.

Provided further that exemption so granted in both the cases stated above, shall be subject to the condition that the candidates shall acquire their NET/SLET/SET qualification, preferably within a period of 2 years, failing which they shall not be eligible for any increments in their pay scales and for seniority for the years of service rendered by them without such qualifications. The eligibility for increments and service seniority shall become operational from the date of qualifying for NET/SLET/SET or acquiring Ph.D. Degree as per the UGC Regulations, 2009.

- 3.3.4** The 55% marks in Master's level should be insisted upon for those entering the system from outside and at the entry point of Assistant Professors, Assistant Librarians, Assistant Director of Physical Education.
- 3.4.0** A relaxation of 5% may be provided at the graduate and master's level for the SC/ST/Differently-abled (Physically and visually handicapped) categories for the purpose of eligibility and for assessing good academic record during direct recruitment to teaching positions. Rounding off of marks to make it to 55% or 50% as the case may be through grace mark procedure etc., by universities is not permissible for claiming relaxation.
- 3.5.0** A relaxation of 5% may be provided, from 55% to 50% of the marks to the Ph.D. degree holders, who have passed their Master's degree prior to 19th September, 1991.
- 3.6.0** Relevant grade which is regarded as equivalent of 55% wherever the grading system is followed by a recognized university shall also be considered eligible.
- 3.7.0** The Ph.D. should be a compulsory requirement for the designation of Professors, Librarians and Physical Education Directors.
- 3.8.0** Ph.D. shall be a compulsory requirement for all candidates applying for direct recruitment as Associate Professor/Deputy Librarian/Deputy Directors of Physical Education,
- 3.9.0** The period of time taken by candidates to acquire M.Phil. and/or Ph.D shall not be considered as research experience to be claimed for appointment to the teaching positions.

4.0.0 DIRECT RECRUITMENT

4.1.0 PROFESSOR

- A. (i) An eminent scholar with Ph.D. qualification in the concerned/allied/relevant discipline and published work of high quality, actively engaged in research with evidence of published work with a minimum of 10 publications as books and/or research / policy papers in indexed / ISBN/ISSN numbered journals and/or ISBN/ISSN numbered books and the University developed ISBN/ISSN numbered list of journals/books hosted in the website of the concerned University.
- (ii) A minimum of 10 years of teaching experience in university/college, and/or experience in research at the University/National Level institutions/industries, including experience of guiding candidates for research at doctoral level;

- (iii) Contribution to educational innovation, design of new curricula and courses, and technology – mediated teaching learning process.
- (iv) A minimum score as stipulated in the Academic Performance Indicator (API) based on Performance Based Appraisal System (PBAS) developed by UGC in these Regulations.

OR

- B. An outstanding professional with established reputation in the relevant field who has made significant contribution to knowledge.

4.2.0. PRINCIPAL

- i. A Master's Degree with at least 55% of the marks or a relevant grade regarded as equivalent to 55% wherever grading system is followed by a recognized University.
- ii. Ph.D. qualification in concerned/allied/ relevant discipline with evidence of published work and research guidance.
- iii. Associate Professor/Professor with a total experience of 15 years of teaching/research/administration in Universities / Colleges and other institutions of higher education.
- iv. A minimum score as stipulated in the Academic Performance Indicator (API) based on Performance Based Appraisal System (PBAS) for Professors as developed by UGC in these Regulations.

4.3.0 ASSOCIATE PROFESSOR

- i. Good academic record with a Ph.D. degree in the concerned/allied/relevant disciplines.
- ii. 55% of the marks, or equivalent grade wherever grading system is followed at the Master's degree level.
- iii. A minimum of five 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 excluding the period of Ph.D research with evidence of published work and a minimum of 5 publications as books and/or research/policy papers in indexed/ISBN/ISSN numbered books/journals and University developed - ISBN/ISSN list of journals hosted in the website of the concerned University.
- iv. Contribution to educational innovation, design of new curricula and courses, and technology – mediated teaching learning process with evidence of having guided doctoral candidates and research students.
- v. A minimum score as stipulated in the Academic Performance Indicator (API) based Performance Based Appraisal System (PBAS) developed by UGC in these Regulations.

4.4.0 ASSISTANT PROFESSOR

4.4.1. Arts, Humanities, Sciences, Social Sciences, Commerce, Education, Languages, Law, Journalism and Mass Communication.

- i. Good academic record as defined by the concerned university with at least 55% of the marks or equivalent grade where grading system is practiced at the Master's degree level in a relevant subject from an Indian University, or an equivalent degree from an accredited foreign university.
- ii. Besides fulfilling the above qualifications, the candidate should have cleared the National Eligibility Test (NET) conducted by the UGC, CSIR or similar test accredited by the UGC like SLET/SET.

- iii. Holders of Ph.D. degree as on the date of Notification of these Regulations, along with those candidates who are awarded a Ph.D. degree through a process of admission, registration, course work and external evaluation as laid down in the UGC (Minimum Standards and Procedures for award of M.Phil /Ph.D Degree), Regulations, 2009 and so adopted by the university, shall be exempted from NET/SLET/SET.
- iv. NET/SLET/SET shall also not be required for such Masters Programmes in disciplines for which NET/SLET/SET is not conducted subject to the conditions stipulated in these Regulations in clause.3.3.3.

4.4.2. MUSIC, PERFORMING ARTS, VISUAL ARTS AND OTHER TRADITIONAL INDIAN ART FORMS LIKE SCULPTURE ETC.,

4.4.3. MUSIC AND DANCE DISCIPLINE:

1. ASSISTANT PROFESSOR:

Good academic record with at least 55% of the marks, or an equivalent grade to that of 55% wherever grading system is practiced at the Master's degree level, in the relevant subject or an equivalent degree from an Indian/Foreign University.

Besides fulfilling the above qualifications, candidates should have cleared the National Eligibility test (NET/SLET/SET) conducted by the UGC, CSIR, or similar test accredited by the UGC.

‘OR’

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

1. Studied under noted/reputed traditional masters and has thorough knowledge to explain the subject concerned.
2. B high grade artist of AIR/TV.
3. Ability to explain the logical reasoning of the subject concerned and adequate knowledge to teach theory with illustrations in that discipline.

2. ASSOCIATE PROFESSOR:

Good academic record with doctoral degree, with performing ability of high professional standard.

Five years of experience of teaching and/or research excluding the period spent for obtaining the research degree.

Has made significant contributions to the knowledge in the subject concerned as evidenced by quality of publications.

Contribution to educational innovation such as designing of new courses and/or curricula and/or outstanding performing achievement in the field of specialization.

‘OR’

1. ‘A’ grade artist of AIR/TV;
2. Eight years of outstanding performing achievements in the field of specialization.
3. Experience in designing of new courses and /or curricula.
4. Participation in Seminars/Conferences in reputed institutions.
5. Ability to explain the logical reasoning of the subject concerned and adequate knowledge to teach theory with illustrations in that discipline.

A minimum of five 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 excluding the period of Ph.D research with evidence of published work and a minimum of 5 publications as books and/or research/policy papers in indexed/ISBN/ISSN numbered books/journals and University developed - ISBN/ISSN list of journals hosted in the website of the concerned University.

Contribution to educational innovation, design of new curricula and courses, and technology – mediated teaching learning process with evidence of having guided doctoral candidates and research students.

A minimum score as stipulated in the Academic Performance Indicator (API) based Performance Based Appraisal System (PBAS) developed by UGC in these Regulations.

3. PROFESSOR:

An eminent scholar with a doctoral degree actively engaged in research with 10 years of experience in PG teaching and /or research at the University/National level institutions including experience of guiding research at doctoral level with outstanding performing achievements in the field of specialization.

‘OR’

1. ‘A’ grade artist of AIR/TV
2. Twelve years of outstanding performing achievements in the field of specialization.
3. Significant contributions in the field of specializations and ability to guide research
4. Participation in National/International Seminars/Conferences/ Workshops and/ or recipient of National/International Awards/Fellowships.
5. Ability to explain the logical reasoning of the subject concerned and adequate knowledge to teach theory with illustrations in that discipline.

4.4.4. DRAMA DISCIPLINE:

1. ASSISTANT PROFESSOR:

Good academic record with at least 55% of the marks, or an equivalent grade to that of 55% wherever grading system is practiced at the Master’s degree level, in the relevant subject or an equivalent degree from an Indian/Foreign University.

Besides fulfilling the above qualifications, candidates should have cleared the National Eligibility Test (NET/SLET/SET) conducted by the UGC, CSIR, or similar test accredited by the UGC.

‘OR’

1. A professional artist with first class degree/diploma from National School of Drama or any other approved Institution in India or abroad
2. Five years of regular acclaimed performance in regional/ national stage with evidence.
3. Ability to explain the logical reasoning of the subject concerned and adequate knowledge to teach theory with illustrations in that discipline.

2. ASSOCIATE PROFESSOR:

Good academic record with doctoral degree with performing ability of high professional standard as recommended by an expert committee constituted by the University concerned for the said purpose.

Five years of experiences of teaching and/ or research excluding the period spent for obtaining the research degree.

Has made significant contributions to the knowledge in the subject concerned as evidenced by quality of publications.

Contributions to educational innovation such as designing new courses and / or curricula and / or outstanding performing achievements in the field of specializations.

‘OR’

1. A recognized artist of Stage/ Radio/TV.
2. Eight years of outstanding performing achievements in the field of specialization.
3. Experience in designing of new courses and /or curricula.
4. Participation in Seminars/Conferences in reputed institutions.
5. Ability to explain the logical reasoning of the subject concerned and adequate knowledge to teach theory with illustrations in that discipline.

3. PROFESSOR:

An eminent scholar with a doctoral degree actively engaged in research with 10 years of experience in Post-graduate teaching and /or research at the University/National level institutions including experience of guiding research in doctoral level, with outstanding performing achievement in the field of specialization.

‘OR’

1. Twelve years of outstanding performing achievements in the field of specialization.
2. Significant contributions in the field of specializations and ability to guide research.
3. Participation in National/International Seminars/Conferences/Workshops and/ or recipient of National/International Awards/Fellowships.
4. Ability to explain the logical reasoning of the subject concerned and adequate knowledge to teach theory with illustrations.

4.4.5. VISUAL (FINE) ARTS DISCIPLINE:

1. ASSISTANT PROFESSOR:

Good academic record with at least 55% of the marks, or an equivalent grade to that of 55% wherever grading system is practiced at the Master's degree level, in the relevant subject or an equivalent degree from an Indian/Foreign University.

Besides fulfilling the above qualifications, candidates should have cleared the National Eligibility Test (NET/SLET/SET) for lecturers conducted by the UGC, CSIR, or similar test accredited by the UGC.

‘OR’

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

1. First class Diploma in Visual (Fine) arts discipline from the recognized Institution of India /Abroad.
2. Five years of experience of holding regular regional/National exhibitions/Workshops with evidence.
3. Ability to explain the logical reasoning of the subject concerned and adequate knowledge to teach theory with illustrations in that discipline.

2. ASSOCIATE PROFESSOR:

Good academic record with doctoral degree, with performing ability of high professional standard.

Five years of experience of teaching and/ or research excluding the period spent for the research degree, Ph. D.

Has made significant contributions to the knowledge in the subject concerned as evidenced by quality of publications.

Contributions to educational innovation such as: designing new courses and/ or curricula and/ or outstanding performing achievements in the field of specializations.

‘OR’

1. A recognized artist of his/her own discipline.
2. Eight years of outstanding performing achievements in the field of specialization.
3. Experience in designing of new courses and /or curricula.
4. Participation in Seminars/Conferences in reputed institutions.
5. Ability to explain the logical reasoning of the subject concerned and adequate knowledge to teach theory with illustrations in that discipline.

3. PROFESSOR:

An eminent scholar with a doctoral degree actively engaged in research with 10 years of experience in Post-graduating teaching and /or research at the University/National level institutions including experience of guiding research in doctoral level, with outstanding performing achievement in the field of specialization.

‘OR’

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

A minimum score as stipulated in the Academic Performance Indicator (API) based Performance Based Appraisal System (PBAS) developed by UGC in these Regulations shall be a mandatory requirement for all the posts specified under 4.4. 3-4.4.5.

4.4.6. QUALIFICATIONS, EXPERIENCE AND OTHER ELIGIBILITY REQUIREMENTS FOR APPOINTMENT OF OCCUPATIONAL THERAPY TEACHERS

1. ASSISTANT PROFESSOR:

- 1.1. Bachelor Degree in Occupational Therapy (B.O.T./B. Th.O./B.O.Th.), Masters in Occupational Therapy (M.O.Th/M.Th.O./M.Sc. O.T/M.OT.) with at least 55% of marks from recognized University.
- 1.2. NET/SLET/SET shall not be required for such Masters Programmes in disciplines for which NET/SLET/SET is not conducted subject to the conditions stipulated in these Regulations in clause.3.3.3.

2. ASSOCIATE PROFESSOR:

Master in Occupational Therapy (M.O.T./M.O.Th./M.Sc. O.T.) with 5 years total experience as Assistant Professor.

Desirable: Higher qualification such as Ph.D Qualification in any discipline in occupational therapy recognized by U.G.C

3. PROFESSOR:

- 3.1. Masters in Occupational Therapy (M.O.T. / M.O.Th./M.Th.O./M.Sc. O.T.) with 10 years total experience including 3 years experience as Associate Professor (Occupational Therapy)
- 3.2. Ph. D. in any discipline in occupational therapy recognized by U.G.C..

4. PRINCIPAL / DIRECTOR / DEAN:

- 4.1. Masters in Occupational Therapy (M.O.T./M.Th.O./M.Oth./M.Sc. O.T.) with atleast 10 years total experience, including experience as Professor (Occupational Therapy).
- 4.2. Senior most of the Professor shall be the Principal / Director / Dean.
- 4.3. Ph. D. in any discipline in occupational therapy recognized by U.G.C.
- 4.4. A minimum score as stipulated in the Academic Performance Indicator (API) based Performance Based Appraisal System (PBAS) developed by UGC in these Regulations shall be a mandatory requirement for all the posts specified under 4.4.6 and 4.4.7.
- 4.5. The appointment of allied field shall be at the lowest level of Assistant Professor.

4.4.7. QUALIFICATIONS, EXPERIENCE AND OTHER ELIGIBILITY REQUIREMENTS FOR APPOINTMENT OF PHYSIOTHERAPY TEACHERS

1. ASSISTANT PROFESSOR:

- 1.1. Bachelor Degree in Physiotherapy (B.P/T./B. Th./P./B.P.Th.), Masters in Physiotherapy (M./P.Th/M.Th.P./M.Sc. P.T/M.PT.) with at least 55% of marks from recognized University.
- 1.2. NET/SLET/SET shall not be required for such Masters Programmes in disciplines for which NET/SLET/SET is not conducted subject to the conditions stipulated in these Regulations in clause.3.3.3.

2. ASSOCIATE PROFESSOR:

Master in Physiotherapy (M.P.T./M.P.Th./M.Th.P/M.Sc. P.T.) with 5 years total experience as Assistant Professor.

Desirable: Higher qualification such as Ph. D in any discipline in Physiotherapy recognized by U.G.C.

3. PROFESSOR:

- 3.1. Masters in Physiotherapy (M.P.T. / M.P.Th./M.Th.P./M.Sc. P.T.) with 10 years total experience including 3 years experience as Associate Professor (Physiotherapy);
- 3.2. Ph. D. in any discipline in Physiotherapy recognized by U.G.C..
- 3.3. A minimum score as stipulated in the Academic Performance Indicator (API) based Performance Based Appraisal System (PBAS) developed by UGC in these Regulations shall be a mandatory requirement for all the posts specified under 4.4.6 and 4.4.7.
- 3.4. The appointment of allied field shall be at the lowest level of Assistant Professor.

4. PRINCIPAL / DIRECTOR / DEAN:

- 4.1. Masters in Physiotherapy (M.P.T./M.Th.P./M.Pth./M.Sc. P.T.) with atleast 10 years total experience, including experience as Professor (Physiotherapy).
- 4.2. Senior most of the Professor shall be the Principal / Director / Dean.
- 4.3. Ph. D. in any discipline in Physiotherapy recognized by U.G.C..
- 4.4. A minimum score as stipulated in the Academic Performance Indicator (API) based Performance Based Appraisal System (PBAS) developed by UGC in these Regulations shall be a mandatory requirement for all the posts specified under 4.4.6 and 4.4.7.
- 4.5. The appointment of allied field shall be at the lowest level of Assistant Professor.

4.4.8. MINIMUM QUALIFICATIONS FOR APPOINTMENT OF TEACHING FACULTY IN UNIVERSITIES AND COLLEGES-MANAGEMENT / BUSINESS ADMINISTRATION:

1. Assistant Professor

- 1.1. A Masters Degree with 55% marks in Business Management / Administration / in a relevant management related discipline or first class in two year full time / three year part-time PGDM declared equivalent and accredited by AICTE / UGC **'OR'**

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

- 1.2. A minimum score as stipulated in the Academic Performance Indicator (API) based Performance Based Appraisal System (PBAS) developed by UGC in these Regulations.

2. Associate Professor:

- 2.1. Consistently good academic record with at least 55% marks in Master Degree in Business Management / Administration / in a relevant management related discipline or first class in two years full time / three year part-time PGDM declared equivalent and recognized by AICTE / UGC **'OR'**

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

- 2.2. Ph.D. or Fellow of IM OR of an Institute recognized by AICTE .
- 2.3. A minimum of 5 years' experience of postgraduate teaching / industry / research / professional at managerial level excluding the period spent for obtaining the research degree.

‘OR’

2.4. For candidates from Industry & Profession

- 2.4.1. Consistently good academic record with at least 55% marks in Master's Degree in Business Management / Administration / in a relevant management related discipline** or first class in two years full time / three year part-time PGDM declared equivalent and recognized by AICTE / UGC

‘OR’

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

- 2.4.2. A minimum of 10 years' experience of postgraduate teaching industry / research / profession, out of which 5 years must be at the level of assistant professor or equivalent excluding the period spent for obtaining research degree. The candidate should have Professional work experience, which is significant and can be recognized at national / international level as equivalent to Ph.D and 10 years managerial experience in industry / profession of which at least 5 years should be at the level comparable to that of lecture.
- 2.5. Teaching, research industrial and / or professional experience in a reputed organization;
- 2.6. Published work, such as research papers, patents filed / obtained, books and / or technical reports;
- 2.7. Experience of guiding the project work /dissertation of PG / Research Students or supervising R&D projects in industry;
- 2.8. A minimum score as stipulated in the Academic Performance Indicator (API) based Performance Based Appraisal System (PBAS) developed by UGC in these Regulations.

3. Professor:

- 3.1. Consistently good academic record with at least 55% marks in Master's Degree in Business Management / Administration / in a relevant discipline or consistently good academic record with at least 55% marks in two year full time / three year part-time PGDM declared equivalent and recognized by AICTE / UGC

‘OR’

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

- 3.2. Ph. D. or Fellow of IIM OR of an Institute recognized by AICTE .
- 3.3. (i) A minimum of 10 years' experience of post graduate teaching / industry / research / professional out of which 3 years must be at the level of Reader/Associate Professor or equivalent excluding the period spent for obtaining the research degree.

‘OR’

(ii) Contribution to educational innovation, design of new curricula and courses, and technology – mediated teaching learning process.

(iii) A minimum score as stipulated in the Academic Performance Indicator (API) based on Performance Based Appraisal System (PBAS) developed by UGC in these Regulations.

3.4. For candidates from Industry & Profession

3.4.1. Consistently good academic record with at least 55% marks in Master's Degree in Business Management / Administration / in a relevant management related discipline** or consistently good academic record with at least 55% marks in two years full time / three year part-time PGDM declared equivalent and recognized by AICTE / UGC **'OR'**

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

3.4.2. The candidate should have professional work experience which is significant and can be recognized at national / International level as equivalent to Ph. D. and 15 years' managerial experience in industry / profession of which at least 8 years should be at least at a level comparable to that of Reader.

3.5. Teaching, Teaching, research industrial and / or professional experience in a reputed organization;

3.6. Published work, such as research papers, patents filed/obtained, books and/or technical reports;

3.7. Experience of guiding the project work / dissertation of PG / Research Students or supervising R&D projects in industry;

3.8. Demonstrated leadership in planning and organizing academic, research, industrial and / or professional activities;

3.9. Capacity to undertake / lead sponsored R&D consultancy and related activities;

3.10. A minimum score as stipulated in the Academic Performance Indicator (API) based Performance Based Appraisal System (PBAS) developed by UGC in these Regulations.

4. Principal / Director / Head of Institutions

4.1 Qualification same as those prescribed for the post of professor in the relevant discipline with a minimum of 15 years' experience of postgraduate teaching / industry / research.

4.2. Administrative experience in senior level responsible position

4.3. For candidates from Industry / Profession

4.3.1. Qualification same as those prescribed for the post of Professor from industry / profession stream with 15 years' experience of postgraduate teaching / research out of which 5 years must be at the level or Professor in the relevant discipline.

4.3.2. Administrative experience in senior level responsible position.

4.3.3. A minimum score as stipulated in the Academic Performance Indicator (API) based Performance Based Appraisal System (PBAS) developed by UGC in these Regulations.

* If a class / division is not awarded at Masters level, minimum of 60% marks in aggregate shall be considered equivalent to First Class / Division. If a grade point system is adopted, the CGPA will be converted into equivalent marks as given below:-

** Relevant management related disciplines shall be those as Commerce, Economics, Applied Economics, Econometrics Business Economics, Psychology (Organizational / Industrial Psychology), Public Administration, Statistics, Mathematical Statistics, Applied Statistics, Operational Research, Business Law, Production & Industrial Engineering, Industrial management and Computer Application.

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

PERCENTAGE EQUIVALENCE OF GRADE POINTS FOR A 10 POINTS SCALE

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

4.4.9 MINIMUM QUALIFICATIONS FOR APPOINTMENT OF TEACHING FACULTY IN UNIVERSITIES AND COLLEGES-ENGINEERING AND TECHNOLOGY DISCIPLINE:

1. Assistant Professor

- 1.1. Master’s Degree with 55% marks in the appropriate branch of Engineering (Engg.) & Technology (Tech) .
- 1.2. NET/SLET/SET shall also not be required for such Masters Programmes in disciplines for which NET/SLET/SET is not conducted subject to the conditions stipulated in these Regulations in clause.3.3.3.
- 1.3. A minimum score as stipulated in the Academic Performance Indicator (API) based Performance Based Appraisal System (PBAS) developed by UGC in these Regulations shall be a mandatory requirement

2. Associate Professor

- 2.1. Ph.D. Degree with First Class at Bachelor’s or Master’s Degree in the appropriate branch of Engg., & Tech., and experience of 5 years in teaching, research and / or industry at the level of Lecturer/Assistant Professor or equivalent grade, excluding period spent on obtaining the research degree

‘OR’

- 2.2. Only to candidates from industry and the profession
 - 2.2.1. First Class Master’s Degree in the appropriate branch of Engg., & Tech.;
 - 2.2.2. Significant professional work which can be recognized* as equivalent to a Ph.D. Degree in appropriate branch of Engg., & Tech., and industrial / professional experience of 5 years in a position equivalent to the level of Lecturer.

(* This recognition shall be valid only if the same is recommended unanimously by a 3-Member Committee of Experts appointed by the Vice-Chancellor of the University).

- 2.3. Teaching, research industrial and / or professional experience in a reputed organization;
- 2.4. Published work, such as research papers, patents filed / obtained, books, and / or technical reports;
- 2.5. Experience of guiding the project work / dissertation of PG / Research Students or supervising R&D projects in industry;
- 2.6. A minimum score as stipulated in the Academic Performance Indicator (API) based Performance Based Appraisal System (PBAS) developed by UGC in these Regulations shall be a mandatory requirement

3. Professor:

- 3.1. Ph.D. Degree with First Class at Bachelor's or Master's Degree in the appropriate branch of Engg., & Tech., and experience of 10 years in teaching, research and / or industry, out of which at least 5 years at the level of Reader/ associate Professor or equivalent grade.

OR

- 3.2. Applicable only to candidates from industry and the profession
 - 3.2.1. First Class Master's Degree in the appropriate branch of Engg., & Tech.;
 - 3.2.2. Significant professional work which can be recognized* as equivalent to a Ph.D. Degree in appropriate branch of Engg., & Tech., and industrial / professional experience of 10 years, out of which at least 5 years at a senior level of Assistant Professor / Reader;

(* This recognition shall be valid only if the same is recommended unanimously by a 3- Member Committee of Experts appointed by the Vice-Chancellor of the University).

- 3.3. Teaching, research industrial and / or professional experience in a reputed organization;
- 3.4. Published work, such as research papers, patents filed / obtained, books, and / or technical reports;
- 3.5. Experience of guiding the project work / dissertation of PG / Research Students or supervising R&D projects in industry;
- 3.6. Demonstrated leadership in planning and organizing academic, research, industrial and / or professional activities;
- 3.7. Capacity to undertake / lead sponsored R&D, consultancy and related activities;
- 3.8. A minimum score as stipulated in the Academic Performance Indicator (API) based Performance Based Appraisal System (PBAS) developed by UGC in these Regulations shall be a mandatory requirement

2. Bio-Technology (Engg. & Tech.) Discipline:

1. Assistant Professor:

- 1.1. First Class Master's Degree in the Biotechnology branch of Engineering (Engg.) & Technology (Tech)
 'OR'
- 1.2. Ph.D. Degree in Applied Biological Sciences such as, Micro-Biology, BioChemistry, Genetics, Molecular Biology, Pharmacy and Bio-Physics;
 'OR'
- 1.3. Good academic record with at least 55% of the marks, or an equivalent grade at the Master's degree level, in Biotechnology from an Indian / Foreign University.

- 1.4. Besides fulfilling the above qualifications, candidates should have cleared the eligibility test (NET/SLET/SET) for lecturers conducted by the UGC, CSIR or similar test accredited by the UGC
- 1.5. A minimum score as stipulated in the Academic Performance Indicator (API) based Performance Based Appraisal System (PBAS) developed by UGC in these Regulations shall be a mandatory requirement.

2. Associate Professor:

- 2.1. Ph.D. Degree with First Class at Bachelor's or Master's Degree in the Biotechnology branch of Engg., & Tech./Applied Biological sciences, and experience of 5 years in teaching, research and / or industry at the level of Lecturer or equivalent grade, excluding period spent on obtaining the research degree

‘OR’

- 2.2. Applicable only to candidates from industry and the profession
 - 2.2.1. First Class Master's Degree in the appropriate branch of Engg., & Tech./Applied Biological Sciences;
 - 2.2.2. Significant professional work which can be recognized* as equivalent to a Ph.D. Degree in appropriate branch of Engg., & Tech., and industrial / professional experience of 3 years in a position equivalent to the level of Lecturer.
- (* This recognition shall be valid only if the same is recommended unanimously by a 3-Member Committee of Experts appointed by the Vice-Chancellor of the University).
- 2.3. Teaching, research industrial and / or professional experience in a reputed organization;
- 2.4. Published work, such as research papers, patents filed / obtained, books, and / or technical reports;
- 2.5. Experience of guiding the project work / dissertation of PG / Research Students or supervising R&D projects in industry;
- 2.6. A minimum score as stipulated in the Academic Performance Indicator (API) based Performance Based Appraisal System (PBAS) developed by UGC in these Regulations shall be a mandatory requirement.

3. Professor:

- 3.1. Ph.D. Degree with First Class at Bachelor's or Master's Degree in the Biotechnology branch of Engg., & Tech. / Applied Biological Sciences, and experience of 10 years in teaching, research and / or industry, out of which at least 5 years at the level of Assistant Reader or equivalent grade.

‘OR’

- 3.2. Applicable only to candidates from industry and the profession
 - 3.2.1. First Class Master's Degree in the appropriate branch of Engg., & Tech. / Applied Biological Sciences;
 - 3.2.2. Significant professional work which can be recognized* as equivalent to a Ph.D. Degree in appropriate branch of Engg., & Tech. / Applied Biological Sciences, and industrial / professional experience of 10 years, out of which at least 5 years at a senior level of Assistant Professor / Reader;

(* This recognition shall be valid only if the same is recommended unanimously by a 3-Member Committee of Experts appointed by the Vice-Chancellor of the University).

- 3.3. Teaching, research industrial and / or professional experience in a reputed organization;
- 3.4. Published work, such as research papers, patents filed / obtained, books, and / or technical reports;
- 3.5. Experience of guiding the project work / dissertation of PG / Research Students or supervising R&D projects in industry;
- 3.6. Demonstrated leadership in planning and organizing academic, research, industrial and / or professional activities;
- 3.7. Capacity to undertake / lead sponsored R&D, consultancy and related activities;
- 3.8. A minimum score as stipulated in the Academic Performance Indicator (API) based Performance Based Appraisal System (PBAS) developed by UGC in these Regulations shall be a mandatory requirement.

3. PHARMACY DISCIPLINE:

1. Assistant Professor

- 1.1. Basic degree in pharmacy (B.Pharm).
- 1.2.. Registration as a pharmacist under the Pharmacy Act.
- 1.3. First Class Master's Degree in appropriate branch of specialization in Pharmacy;
- 1.4 Besides fulfilling the above qualifications, candidates should have cleared the eligibility test (NET/SLET/SET) for lecturers conducted by the UGC, CSIR or similar test accredited by the UGC
- 1.5. A minimum score as stipulated in the Academic Performance Indicator (API) based Performance Based Appraisal System (PBAS) developed by UGC in these Regulations shall be a mandatory requirement.

2. Associate Professor:

- 2.1. Basic degree in pharmacy (B. Pharm).
- 2.2. Registration as a pharmacist under the Pharmacy Act.
- 2.3. Ph.D. Degree with First Class at Bachelor's or Master's Degree in the appropriate branch of specialization in Pharmacy, and experience of 5 years in teaching , research, industry and / or profession at the level of Lecturer or equivalent grade; excluding period spent on obtaining the research degree.

‘OR’

- 2.4. Applicable only to candidates from industry and the profession
 - 2.4.1. First Class Master's Degree in the appropriate branch of specialization in Pharmacy
 - 2.4.2. Significant professional work which can be recognized* as equivalent to a Ph.D. Degree in appropriate branch of specialization in Pharmacy and industrial / professional experience of 5 years in a position equivalent to the level of Lecturer.

(* This recognition shall be valid only if the same is recommended unanimously by a 3- Member Committee of Experts appointed by the Vice-Chancellor of the University).

2.4.3. Teaching, research industrial and / or professional experience in a reputed organization;

2.4.4. Published work, such as research papers, patents filed / obtained, books, and / or technical reports;

2.4.5. Experience of guiding the project work / dissertation of PG / Research Students or supervising R&D projects in industry;

2.4.6. A minimum score as stipulated in the Academic Performance Indicator (API) based Performance Based Appraisal System (PBAS) developed by UGC in these Regulations shall be a mandatory requirement.

3. Professor:

3.1. Basic degree in pharmacy (B. Pharm).

3.2. Registration as a pharmacist under the Pharmacy Act.

3.3. Ph.D. Degree with First Class at Bachelor's or Master's Degree in the appropriate branch of specialization in Pharmacy, and experience of 10 years in teaching , research, industry and / or profession at the level of Lecturer or equivalent grade; **'OR'**

3.4. Applicable only to candidates from industry and the profession

3.4.1. First Class Master's Degree in the appropriate branch of specialization in Pharmacy

3.4.2. Significant professional work which can be recognized* as equivalent to a Ph.D. Degree in appropriate branch of specialization in Pharmacy and industrial / professional experience of 5 years at a senior level comparable to Assistant Professor / Reader.

(*This recognition shall be valid only if the same is recommended unanimously by a 3-Member Committee of Experts appointed by the Vice-Chancellor of the University).

3.5. Teaching, research industrial and / or professional experience in a reputed organization;

3.6. Published work, such as research papers, patents filed / obtained, books, and / or technical reports;

3.7. Experience of guiding the project work / dissertation of PG / Research Students or supervising R&D projects in industry;

3.8. Demonstrated leadership in planning and organizing academic, research, industrial and / or professional activities;

3.9. Capacity to undertake / lead sponsored R&D, consultancy and related activities;

3.10. A minimum score as stipulated in the Academic Performance Indicator (API) based Performance Based Appraisal System (PBAS) developed by UGC in these Regulations shall be a mandatory requirement.

4.4.9 QUALIFICATIONS PRESCRIBED FOR TEACHING POSITIONS IN THE REGULATIONS OF NCTE.

QUALIFICATIONS FOR B. ED. COURSE:

A. QUALIFICATIONS:

(i) **PRINCIPAL / HEAD** (in multi-faculty institution):

- a. Academic and professional qualification will be as prescribed for the post of lecture; and
- b. Ph.D. in Education
- c. Ten years teaching experience out of which at least five years teaching experience in a Secondary Teacher Educational Institution
- d. A minimum score as stipulated in the Academic Performance Indicator (API) based Performance Based Appraisal System (PBAS) developed by UGC in these Regulations shall be a mandatory requirement.

(ii) ASSISTANT PROFESSOR:

(a) Foundation Courses

- (i) Master's Degree in Science / Humanities / arts with 50% marks
- (ii) M. Ed. With at least 55% marks or its equivalent grade and
- (iii) Any other stipulation prescribed by the UGC in the general norms including a pass in NET/SLET/SET prescribed in these regulations shall be mandatory
- (iv) A minimum score as stipulated in the Academic Performance Indicator (API) based Performance Based Appraisal System (PBAS) developed by UGC in these Regulations shall be a mandatory requirement.

'OR'

- i) M. A. in Education with 55% marks or its equivalent grade
- ii) B. Ed. with at least 55% marks and
- iii) Any other stipulation prescribed by the UGC in the general norms including a pass in NET/SLET/SET prescribed in these regulations shall be mandatory
- (iv) A minimum score as stipulated in the Academic Performance Indicator (API) based Performance Based Appraisal System (PBAS) developed by UGC in these Regulations shall be a mandatory requirement.

(b) Methodology Courses

- (i) Master's degree in subject with 50% marks
- (ii) M. Ed. degree with at least 55% marks or its equivalent grade and
- (iii) Any other stipulation prescribed by the UGC in the general norms including a pass in NET/SLET/SET prescribed in these regulations shall be mandatory
- (iv) A minimum score as stipulated in the Academic Performance Indicator (API) based Performance Based Appraisal System (PBAS) developed by UGC in these Regulations shall be a mandatory requirement.

QUALIFICATIONS FOR M. Ed. COURSE

PROFESSOR / HEAD:

- (i) Master's Degree in Arts / Humanities / Sciences / Commerce and M. Ed. each with a minimum of 55% marks

'OR'

M. A. (Education) with 55% marks and B. Ed each with a minimum of 55% marks

- (ii) Ph. D. in Education and

- (iii) At least 10 years of teaching experience in University department of education or College of Education of which a minimum of 5 years at the M. Ed. level with published work in the area of his specialization.
- (iv) A minimum score as stipulated in the Academic Performance Indicator (API) based Performance Based Appraisal System (PBAS) developed by UGC in these Regulations shall be a mandatory requirement.

ASSOCIATE PROFESSOR:

- (i) Master's Degree in Arts / Humanities / Sciences / Commerce and M. Ed. each with a minimum of 55% marks or its equivalent grade
'OR'
M. A. (Education) and B. Ed each with a minimum of 55% marks
- (ii) Ph. D. in Education and
- (iii) At least 5 years of teaching experience in University department of education or College of Education which a minimum of 3 years at the M. Ed. level and published work in his area of specialization.
- (iv) A minimum score as stipulated in the Academic Performance Indicator (API) based Performance Based Appraisal System (PBAS) developed by UGC in these Regulations shall be a mandatory requirement.

ASSISTANT PROFESSOR:

- (i) Master's Degree in Arts / Humanities / Sciences / Commerce and M. Ed. each with a minimum of 55% marks or its equivalent grade
'OR'
M. A. (Education) and B. Ed each with a minimum of 55% marks
- (ii) Any other stipulation prescribed by the UGC in the general norms including a pass in NET/SLET/SET prescribed in these regulations shall be mandatory
- (iii) A minimum score as stipulated in the Academic Performance Indicator (API) based Performance Based Appraisal System (PBAS) developed by UGC in these Regulations shall be a mandatory requirement.

QUALIFICATIONS FOR M. P. Ed. COURSE:

QUALIFICATIONS

PROFESSOR:

- (i) Master's Degree in Physical Education with a minimum of 55% marks or its equivalent grade
- (ii) Ph.D. in Physical Education or equivalent published work
- (iii) At least ten years teaching / research experience in a department / college of Physical Education out of which at least 5 years in the post graduate institution / University department
- (iv) A minimum score as stipulated in the Academic Performance Indicator (API) based Performance Based Appraisal System (PBAS) developed by UGC in these Regulations shall be a mandatory requirement.

ASSOCIATE PROFESSOR:

- (i) Master's Degree in Physical Education with a minimum of 55% marks or its equivalent grade
- (ii) At least five years teaching / research experience in a department / college of Physical Education out of which at least 3 years in the post graduate level

- (iii) Ph.D. in Physical Education
- (iv) A minimum score as stipulated in the Academic Performance Indicator (API) based Performance Based Appraisal System (PBAS) developed by UGC in these Regulations shall be a mandatory requirement.

ASSISTANT PROFESSOR:

- (i) Master's degree in Physical Education with at least 55% marks or its equivalent grade and
- (ii) Any other stipulation prescribed by the UGC in the general norms including a pass in NET/SLET/SET prescribed in these regulations shall be mandatory
- (iii) A minimum score as stipulated in the Academic Performance Indicator (API) based Performance Based Appraisal System (PBAS) developed by UGC in these Regulations shall be a mandatory requirement.

QUALIFICATIONS FOR B.Ed and M. Ed. COURSE (Through ODL):

QUALIFICATION OF THE ACADEMIC STAFF:

The academic and professional qualification of the academic staff shall be the same as prescribed in the case of the regular programmes for corresponding programmes offered through the face –to-face mode. In addition, the faculty with qualification / experience in the ODL system should be preferred.

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

4.5.1 UNIVERSITY LIBRARIAN

- i. Master's degree in Library Science /Information Science with at least 55% of the marks or its equivalent grade for 55% where grading system is practiced.
- ii. A Ph.D. degree in the above discipline and / or allied discipline with a consistently good academic record;
- iii. A minimum of 15 years of teaching/librarian experience of which at least 5 years experience as a Deputy Librarian in a University Library or 10 years' experience as Assistant Librarian in the University or as College Librarian.
- iv. Evidence of innovative library service and organization of published work and ICT modernization of library. Evidence of published work with a minimum of 5 books and / or publications in indexed/ISBN/ISSN numbered journals/books and University developed ISBN/ISSN numbered list of journals hosted on the website of the concerned University.
- v. A minimum score as stipulated in the Academic Performance Indicator (API) based Performance Based Appraisal System (PBAS) developed by UGC in these Regulations.

4.5.2 UNIVERSITY DEPUTY LIBRARIAN

- i. Master's degree in Library Science/Information Science / Documentation Science with at least 55% of the marks or its equivalent grade for 55%, where grading system is practiced.

- ii. A Ph.D. degree in the above discipline or allied discipline with a consistently good academic record.
- iii. A minimum of 10 years of teaching/ Library experience with at least 5 years as an Assistant University Librarian / College Librarian.
- iv. Evidence of innovative library services, organization and computerization of library.
- v. Evidence of published work with a minimum of 5 publications in indexed/ISBN/ISSN journals and / or ISBN/ISSN numbered books and University developed ISBN/ISSN numbered list of journals hosted on the website of the concerned University.
- vi. A minimum score as stipulated in the Academic Performance Indicator (API) based Performance Based Appraisal System (PBAS) developed by UGC in these Regulations.

4.5.3 UNIVERSITY ASSISTANT LIBRARIAN / COLLEGE LIBRARIAN

- i. Master's degree in Library Science / Information Science / Documentation Science or an equivalent professional degree with at least 55% of the marks or its equivalent grade of 55% marks where grading system is practiced and a consistently good academic record with knowledge on computerization of library.
- ii. Qualifying in the National Eligibility Test (NET) or other accredited test like SLET/SET in Library Science conducted for the purpose by the UGC or any other agency approved by the UGC.
- iii. Holders of Ph.D. Degree as on the date of Notifications of these Regulations, along with those candidates who are awarded a Ph.D. degree through a process of admission, registration, course work and external evaluation as laid down in the UGC (Minimum Standards and Procedure for award of M.Phil./Ph.D Degree), Regulations, 2009 and so adopted by the university shall be exempted from NET/SLET/SET.

4.6.0 MINIMUM QUALIFICATIONS FOR THE POSTS OF DIRECTOR OF PHYSICAL EDUCATION, DEPUTY DIRECTOR OF PHYSICAL EDUCATION AND ASSISTANT DIRECTOR OF PHYSICAL EDUCATION / COLLEGE DIRECTOR OF PHYSICAL EDUCATION

4.6.1. UNIVERSITY DIRECTOR OF PHYSICAL EDUCATION

- (i) Ph.D. in Physical Education or allied discipline.
- (ii) A minimum of 15 years of Physical education/ Sports experience of which at least 5 years as University Deputy Director of Physical Education or ten years as University Assistant DPE/ College DPE.
- (iii) Evidence of organizing competitions and conducting a minimum of ten coaching camps.
- (iv) Evidence of having produced good performance teams/athletes at inter university / combined university and at higher level etc and of having guided Ph.D./M.Phil. Candidates for research.
- (v) Evidence of Published work with a minimum of 10 books and / or publications in indexed / ISBN/ISSN numbered journals and / or ISBN/ISSN numbered books and the University developed and ISBN/ISSN numbered list of journals hosted on the website of the concerned University.

- (vi) A minimum score in the Academic Performance Indicator (API) based a Performance Based Appraisal System (PBAS) developed by UGC in these Regulations.

4.6.2 UNIVERSITY DEPUTY DIRECTOR OF PHYSICAL EDUCATION

- (i) Ph.D. in Physical Education/Sports Science. In addition, shall also possess at least 55% of the marks or an equivalent grade at the Master’s Degree level wherever grading system is followed.
- (ii) A minimum of 10 years’ teaching/ Physical education/sports experience of which at least 5 years as University Assistant DPE/College DPE.
- (iii) Evidence of having organized competitions and conducted a minimum of FIVE coaching camps of at least two weeks’ duration.
- (iv) Evidence of having produced good performance teams/athletes for competitions like state / national / inter-university / combined university, etc.
- (v) Passed the physical fitness test.
- (vi) Evidence of published work with a minimum of 5 books and /or publications in indexed ISBN/ISSN numbered journals and /or ISBN/ISSN numbered books and the University developed ISBN/ISSN numbered list of journals hosted on the website of the concerned University.
- (vii) A minimum score as stipulated in the Academic Performance Indicator (API) based Performance Based Appraisal System (PBAS) developed by UGC in these Regulations.

4.6.3. University Assistant Director of Physical Education / College Director of Physical Education

- (i) Master’s degree in Physical Education or Master’s degree in Sports Science with at least 55% of the marks or its equivalence in a grade point scale with a consistently good academic record.
- (ii) Record of having represented the university / college at the inter-university / intercollegiate competitions or the State and/ or national championships.
- (iii) Passed the physical fitness test.
- (iv) Qualifying in the National Eligibility Test (NET) or other accredited test like SLET/SET in Physical Education conducted for the purpose by the UGC or any other agency approved by the UGC.
- (v) Holders of Ph.D. degree as on the date of Notification of these Regulations, along with those candidates who are awarded a Ph.D. degree through a process of admission, registration, course work and external evaluation as laid down in the UGC (Minimum Standards and Procedure for award of M.Phil/Ph.D Degree), Regulations, 2009 and so adopted by the university shall be exempted from NET/SLET/SET.

4.6.4. Physical Fitness Test Norms:

NORMS FOR MEN

12 MINUTES RUN/WALK TEST

Up to 30 years	Up to 40 years	Up to 45 years	Up to 50 years
1800 metres	1500 metres	1200 metres	800 metres

NORMS FOR WOMEN

8 MINUTES RUN / WALK TEST

Up to 30 years	Up to 40 years	Up to 45 years	Up to 50 years
1000 Metres.	800 metres.	600 metres.	400 metres.

4.7. Since UGC has prescribed the above qualifications for teaching positions in all higher education institutions for maintenance of minimum standards in consultation with the Statutory Councils governing the approval of courses respectively, any future modification in qualifications brought about by appropriate Statutory Councils for appointment of teachers in universities/colleges offering such courses coming under the purview of appropriate Statutory Councils will automatically be considered as adopted by UGC as the prescribed qualifications for those teachers of such courses.

5.0.0 SELECTION COMMITTEES AND GUIDELINES ON SELECTION PROCEDURES:

The University Grants Commission has evolved the following guidelines on (a) Constitution of Selection Committees for selection of Assistant Professor, Associate Professor, Professor, Assistant Librarian, Deputy Librarian, Librarian, Assistant Director of Physical Education, Deputy Director of Physical Education and Director of Physical Education and (b) specified selection procedures for direct recruitment and Career Advancement Schemes Regulations for teachers in universities and colleges.

5.1.0 Selection Committee Specifications:

5.1.1 Assistant Professor in the University:

At the University level, all selections must be done with the Vice Chancellor or Acting Vice Chancellor as the Chairperson of the Selection Committee.

1. The Vice Chancellor to be the Chairperson of the Selection Committee.
2. Three experts in the concerned subject out of the panel of names recommended by the Vice Chancellor and approved by the relevant statutory body of the university concerned, at least one of whom to be drawn from the panel of subject experts developed by UGC and hosted in its web-site
3. Dean of the concerned Faculty, wherever applicable
4. Head/Chairperson of the Department/School.
5. An academician nominated by the Visitor/Chancellor, wherever applicable.
6. An academician representing SC/ST/OBC/Minority/Women/Differently-abled categories to be nominated by the Vice Chancellor, if any of the candidates representing these categories is the applicant and if any of the above members of the selection committee do not belong to that category.

At least four members, including two outside subject experts shall constitute the quorum.

5.1.2 Associate Professor in the University

The Selection Committee should have the following composition:

1. Vice Chancellor to be the Chairperson of the Selection Committee.
2. An academician who is the nominee of the Visitor/Chancellor, wherever applicable.
3. Three experts in the concerned subject/field out of the panel of names recommended by the Vice Chancellor and approved by the relevant

statutory body of the university concerned , at least one of whom to be drawn from the panel of subject experts developed by UGC and hosted in its web-site

4. Dean of the faculty, wherever applicable.
5. Head/Chairperson of the Department/School.
6. 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 VC, if any of the above members of the selection committee do not belong to that category.

At least four members, including two outside subject experts, shall constitute the quorum.

5.1.3 Professor in the University

The composition of the Selection Committee for the post of Professor shall be similar in composition as that for the post of Associate Professor.

5.1.4 Assistant Professor in Colleges including Private Colleges:

1. Chairperson of the Governing Body of the college or his/her nominee from among the members of the Governing body to be the Chairperson of the Selection Committee.
2. The Principal of the College.
3. Head of the Department of the concerned subject.
4. Two nominees of the Vice Chancellor of the affiliating university of whom one should be a subject expert.
5. 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 approved by the relevant statutory body of the university concerned.
6. 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 VC, if any of the above members of the selection committee do not belong to that category.

The quorum for the meeting should be five of which at least two must be from out of the three subject-experts.

For Government colleges, the State Public Services Commissions / Teacher Recruitment Boards must invite three subject experts for which involving the concerned University , be involved in the selection process by the State PSC.

5.1.5 In the case of posts of Associate Professor and Professors in Colleges,

The Committee shall consist of

1. The Chairperson of the Governing Body or his or her nominee, from among the members of the Governing body to be the Chairperson of the Selection Committee;
2. The Principal of the College,
3. The Head of the Department of the concerned subject from the college.
4. Two University representatives nominated by the vice chancellor, one of whom will be the Dean of College Development Council or equivalent position in the University, and the other must be expert in the concerned subject;

5. 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 approved by the by the relevant statutory body of the university concerned.
6. 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 VC, if any of the above members of the selection committee do not belong to that category.

The quorum for the meeting should be five of which at least two must be from out of the three subject-experts

5.1.6 College Principal

1. Chairperson of the Governing Body as Chairperson.
2. 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.
3. One nominee of the Vice Chancellor who shall be a Higher Education expert.
4. Three 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 by the relevant statutory body of the university concerned.
5. 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 VC, if any of the above members of the selection committee do not belong to that category.

At least five members, including two experts, should constitute the quorum.

All the selection procedures of the selection committee shall be completed on the day of the selection committee meeting itself, wherein minutes are recorded along with scoring proforma and recommendation made on the basis of merit with the list of selected &waitlisted candidates/ Panel of names in order of merit, duly signed by all members of the selection committee.

The term of appointment of the college principal shall be FIVE years with eligibility for reappointment for one more term only after a similar selection committee process.

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

6.0.0 SELECTION PROCEDURES:

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

room situation or discussion on the capacity to use latest technology in teaching and research at the interview stage.

These procedures can be followed for both direct recruitment and CAS promotions wherever selection committees are prescribed in these Regulations.

6.0.2 The Universities shall adopt these Regulations for selection committees and selection procedures through their respective statutory bodies and develop a 'Performance Based Appraisal System (PBAS)' at the institutional level for University Departments and their constituent colleges/ affiliated colleges (Government/Government-aided/Autonomous/ Private Colleges) to be followed transparently in all the selection processes. A model PBAS scoring proforma for direct recruitment and for Career Advancement Schemes Regulations (CAS) based on API scoring system developed in these Regulations is enclosed for adoption by universities to facilitate comparable quality methodology across the universities in the country and to facilitate overall improvement in teacher quality in higher education institutions of the country (Tables IV).

6.0.3 UGC observer in the selection committee for the post of Associate Professor / Professor under CAS .

The University should write for nomination of an observer to the Secretary, University Grants Commission, Bahadur Shah Zafar Marg, New Delhi-110 002, at least 21 days prior to the date of the meeting of the selection committee and UGC shall nominate one observers within 10 days of the receipt of the request from the University. The UGC observer shall submit his/her written report to the Vice-Chancellor of the University concerned in the proforma prescribed by the UGC immediately after the selection committee meetings is over. The University shall place the report of the observer along with the proceeding of the selection committee before the Syndicate /Executive Council/Board of Management. If there is difference of opinion between the comments of the UGC observer and the decision of the Executive Council/Board of Management/Syndicate, the same shall be reported by the University to the UGC with justification. In such cases the promotions/appointments shall be given effect to by the University only after the approval of the UGC is obtained. The UGC observer shall not be part of selection process; however, he/she will sit along with the members of the selection committee to ensure that the prescribed procedures as per the Regulations has been followed. The concerned University shall pay TA/DA and honorarium to the UGC observer as per the UGC norms.

6.0.4 In all the selection Committees of direct recruitment of teachers and other academic staff in universities and colleges, an academician representing SC/ST/OBC/Minority/Women/ Differently-abled categories, if any of candidates representing these categories is the applicant and if any of the members of the selection committee do not belong to that category, has to be nominated by the vice chancellor. The academician so nominated for this purpose shall be one level above the cadre level of the applicant who shall ensure that the norms of Government of India/concerned State government is strictly followed in the selection process.

6.0.5 Besides the indexed publications documented by various discipline-specific databases, the University concerned shall draw through committee(s) of subject experts and ISBN / ISSN experts (a) a comprehensive list of National /Regional level journals of quality in the concerned subject(s) and (b) a comprehensive list of vernacular language

journals / periodicals / official publication volumes of language bodies and upload them up on the University website which are to be updated periodically. At the time of assessing the quality of publications of the candidates during their appointments/promotions, the selection committees shall have to be provided with the above two lists which could be considered by the selection committees along with the other discipline-specific databases.

- 6.0.6** The process of selection of Associate Professor should involve inviting the bio-data with the Performance Appraisal System format developed by the respective universities based on the guidelines developed in these Regulations and reprints of three major publications of the candidates. They need to be provided to the subject experts for assessment before the interview. The evaluation score of the publications provided by the experts shall be collated with the API scores while finalizing the outcome of selection.
- 6.0.7.** The process of selection of Professor should involve inviting the bio-data with the Performance Appraisal System format developed by the respective universities based on the guidelines developed in these Regulations and reprints of five major publications of the candidates. They need to be provided to the subject experts for assessment before the interview. The evaluation score of the publications provided by the experts shall be collated with the API scores while finalizing the outcome of selection.
- 6.0.7** In the case of selection of Professors who are from outside the academic stream and are considered under 4.1.0 (B), the universities must lay down clear and transparent procedures so that only outstanding professionals who can contribute substantially to the university knowledge system are selected in any discipline as per requirement.
- 6.0.8** The Academic Performance Indicator (API) scoring system in the process of selection of Principal should involve the following:
- a. Assessment of aptitude for teaching, research and administration
 - b. Ability to communicate clearly and effectively
 - c. Ability to plan, analyses and discuss curriculum development, research problems and college development/administration;
 - d. Ability to deliver lecture programmes to be assessed by requiring the candidate to participate in a group discussion or exposure to a class room situation by a lecture.
 - e. Analysis of the merits and credentials of the candidates on the basis of the Performance Based Appraisal System (PBAS) guidelines developed by the affiliating University based on these Regulations.
- 6.0.9** In the selection process for posts involving different nature of responsibilities in certain disciplines/areas, such as Music and Fine Arts, Visual arts and Performing arts, Physical education 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 concerned institution while developing API based PBAS methodology for both direct recruitment and CAS promotions.
- 6.0.10** The Internal Quality Assurance Cell (IQAC) established/to be established in all Universities/Colleges as per 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, shall act as the documentation and record-keeping Cell

for the institution including assistance in the development of the API based PBAS methodology outlined in these Regulations. It may also introduce, wherever feasible, the student feedback system as per the NAAC guidelines on institutional parameters without incorporating the component of Students' assessment of individual teachers, since the API system will satisfy that requirement.

- 6.0.11** A teacher who wishes to be considered for promotion under CAS may submit in writing to the university/college, with three months in advance of the due date, that he/she fulfils all qualifications under CAS and submit to the university/college the Performance Based Appraisal System proforma as evolved by the concerned university duly supported by all credentials as per the API guidelines developed in these Regulations (vide Para 6.0.1 and 6.0.2). In order to avoid delays in holding Selection committees in various positions under CAS, the University/College should immediately initiate the process of screening/selection and complete the process within 6 months from the date of application.
- 6.0.12** Candidates who do not fulfill the minimum score requirement under the API Scoring System proposed in the Regulations as per Appendix III-Tables II(a & b) or those who obtain less than 50% in the expert assessment of the selection process will have to be reassessed only after a minimum period of one year. The date of promotion shall be the date on which he/she has successfully got re-assessed.
- 6.1.0** The minimum norms of Selection Committees and Selection procedures as well as API scores requirements for the above cadres either through direct recruitment or through Career Advancement Schemes Regulations should be basically similar. However, since teachers recruited directly can be from different backgrounds and institutions, Table II(c) of Appendix III provides norms for direct recruitment of teachers to different cadres, while Tables II (a) and Table II(b) provide for CAS promotions of teachers in universities and colleges respectively, which accommodate these differences.
- 6.2.0** While the API Tables I and III shall also be applicable to the selection of Professors/ Associate Professors /Assistant Professors; Directors/ Deputy Directors/ Assistant Directors of Physical Education; Librarians/ Deputy Librarians and Assistant Librarians for both direct recruitment as well as Career Advancement Promotions, the ratio / percentage of minimum requirement of category-wise API Score to each of the cadres shall vary from those for university teachers and for UG/PG College Teachers, as given in Table II (a & b) of Appendix-III.
- 6.2.1.** The API based system through the PBAS proforma for CAS promotions is to be implemented only in a prospective manner from the academic year 2009-10 initially based on the annualized API scores earned by the teachers as depicted in Table II (a) and Table II(b) . This annual API scores can be compounded prospectively as and when the teachers become eligible for CAS promotion to the next cadre with the multiplication factor of years of service required to apply for CAS promotion. (e.g. If a teacher is eligible for CAS promotion in 2009, one year API score of 2008-09 only is required; If a teacher is eligible for CAS promotion in 2010, then 2 years API scores of 2008-09 and 2009-10 cumulatively would be required and so on).
- 6.3.0** The Selection Committee specifications as delineated in Sections 5.1.0 to 5.1.7 are applicable to all direct recruitments of Faculty Positions and Career Advancement promotions of Assistant Professor with AGP of Rs

8000 to Associate Professor and to that of Associate Professor to Professor.

6.3.1. CAS promotions of Assistant Professors from one AGP to the higher AGP shall be conducted by a “ Screening cum Evaluation Committee” adhering to the norms laid out as API and PBAS in Table I to III of Appendix-III.

6.3.2 The “Screening cum Evaluation Committee” for CAS promotion of assistant professors/ equivalent cadres in Librarians/Physical Education from one AGP to the other higher AGP shall consist of -

6.3.2.1. For University teachers:

- a. The Vice Chancellor as the Chairperson of the Selection Committee
- b. The Dean of the concerned Faculty
- c. The Head of the Department /Chairperson of the School
- d. One subject expert in the concerned subject nominated by the Vice Chancellor from the University panel of experts.

6.3.2.2. For College teachers:

- a. The Chairman of the Governing body of the College or the Director of Higher education / collegiate education at the State level (in the case of Govt. colleges) or his nominee not below the rank of principal as the chairperson of the selection committee.
- b. Principal of the college.
- c. Head of the concerned department from the college.
- d. One subject expert in the concerned subject nominated by the Vice Chancellor from the university panel of experts.
- e. The quorum for these committees in both categories shall be three including the one subject expert/ university nominee need to be present.

6.3.3 The Screening cum Evaluation Committee on verification/evaluation of API score secured by the candidate through the ‘PBAS’ methodology designed by the respective university based on these Regulations and as per the minimum requirement specified in Tables II & III for each of the cadre of Assistant Professor, shall recommend to the Syndicate/ Executive Council /Board of Management of the University about the suitability of the promotion of the candidate(s) under CAS for implementation.

6.3.4 All the selection procedures outlined above shall be completed on the day of the selection committee meeting, wherein the minutes are recorded along with scoring proforma and recommendation made on the basis of merit and duly signed by all members of the selection committee.

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

6.3.6 The incumbent teacher must be on the role and active service of the Universities/Colleges on the date of consideration by the Selection Committee for Selection/CAS Promotion.

---&&&&&&&-----

ANNEXURE-I
(G.O.Ms.No. 14 Higher Education (UE.II) Dept.dt 20 -2-2010
FORM OF EXERCISING OPTION UNDER THE A.P REVISED
U.G.C SCALES OF PAY, 2006

I _____ holding the
post of _____ in the scale of _____
in the college of _____ do hereby elect to come under
the revised U.G.C scales of pay ,2006 with effect _____ from 1-
1-2006/ date of my next increment _____
on.....

OR

I _____ hold the
post of _____ in the scale of _____
in the college of _____ do hereby about to continue
in the existing scale of pay _____

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

Date:

Signature:

Name:

Designation:

Station:

University/College in which
Employed.

Signed before me.

Signature of the
Registrar/C.C.E

ANNEXURE-II

(G.O.MS.No.14 Higher Education. (U.E-II) Department,Dept.dt 20-2-2010)

1. University/College.
2. Designation of the Drawing Officer.

(i.e.PAO/DTO/STO)

3. Challan No.

Date:

S.No	Name of the employee	Designation	Amount of arrears of pay claimed and to be credited to Govt.Acct	Particulars of payment after 1.1.2010 retirement or death, if earlier,(please indicate the amount of arrears and Interest separately with the Date of passing the bill
(1)	(2)	(3)	(4)	(5)

Date

Signature of the

Registrar/C.C.E

Certificate to the Audit Officer(PAO/DTO/STO)

1. Total amount of arrears credited to Government Account

Rs.....

(Rupees.....)

2. Vocher No. and Date:

3. Token No. if any. and Date:

4. An attested copy of Annexure II is retained, in Audit for future Payment after reconciliation.

the audit Officer

and Designation,

(PAO/DTO/STO).

Signature of

With name

ANNEEXURE-III
(G.O.Ms.No. 14 Higher Education (UE.II) Dept.dt. 20-2-2010)

1. Name of the Employee :
2. Designation :
3. University/College :
4. Designation of the Drawing
Officer (i.e. Registrar/DCE) :
5. Designation of Audit Officer :
6. Amount of Arrears claimed and
Credited to Government Account :
7. Challan No. and date :
8. Voucher No. and date :
9. Repayable on or after 1.1.2010
Or retirement or death if earlier :
10. Interest rate :

Date:
Signature of the
Registrar/C.C.E

.....
.....
Note: Employee should retain this with him



भारत का राजपत्र The Gazette of India

सी.जी.-डी.एल.-अ.-07062024-254606
CG-DL-E-07062024-254606

असाधारण
EXTRAORDINARY

भाग III—खण्ड 4
PART III—Section 4

प्राधिकार से प्रकाशित
PUBLISHED BY AUTHORITY

सं. 405]
No. 405]

नई दिल्ली, शुक्रवार, जून 7, 2024/ज्येष्ठ 17, 1946
NEW DELHI, FRIDAY, JUNE 7, 2024/JYAISHTHA 17, 1946

विश्वविद्यालय अनुदान आयोग अधिसूचना

नई दिल्ली, 6 जून, 2024

मि.सं. 9-1/2010(पीएस/विविध)पार्ट.खंड.II.—विश्वविद्यालय अनुदान आयोग अधिनियम, 1956 (1956 का 3) की धारा 14 के साथ पठित धारा 26 की उपधारा (1) के खंड (ड.) और (छ) के अधीन प्रदत्त शक्तियों का प्रयोग करते हुए, यूजीसी एतद्वारा विश्वविद्यालय अनुदान आयोग (विश्वविद्यालयों और महाविद्यालयों में शिक्षकों और अन्य अकादमिक स्टाफ की नियुक्ति के लिए न्यूनतम अर्हताएं और उच्चतर शिक्षा में मानकों का अनुरक्षण के लिए अन्य उपाय) विनियम, 2018 में निम्नलिखित संशोधन करता है, नामतः -

1. लघु शीर्षक और प्रारंभ :- (1) इन विनियमों को विश्वविद्यालय अनुदान आयोग (विश्वविद्यालयों और महाविद्यालयों में शिक्षकों और अन्य अकादमिक स्टाफ की नियुक्ति के लिए न्यूनतम अर्हताएं और उच्चतर शिक्षा में मानकों के अनुरक्षण के लिए अन्य उपाय) (चौथा संशोधन) विनियम, 2024 कहा जाएगा (यूआईएन:2/2024)।

(2) ये शासकीय राजपत्र में अपने प्रकाशन की तिथि से प्रवृत्त होंगे।

2. विश्वविद्यालय अनुदान आयोग (विश्वविद्यालयों और महाविद्यालयों में शिक्षकों और अन्य अकादमिक स्टाफ की नियुक्ति के लिए न्यूनतम अर्हताएं और उच्चतर शिक्षा में मानकों के अनुरक्षण के लिए अन्य उपाय) (तीसरा संशोधन), विनियम 2023 में खंड 6.3 के अधीन विनिर्दिष्ट परंतुक को निम्नलिखित से प्रतिस्थापित किया जाएगा, नामतः -

"इन विनियमों के तहत उल्लिखित कैरियर उन्नति योजना के अंतर्गत पदोन्नतियों के लिए मानदंड इन विनियमों की अधिसूचना की तिथि से प्रभावी होंगे। तथापि, उन संकाय सदस्यों को कठिनाई से बचाने के लिए, जिन्होंने पहले ही अर्हता प्राप्त कर ली है या विश्वविद्यालयों और महाविद्यालयों में शिक्षकों और अन्य अकादमिक स्टाफ की नियुक्ति के लिए न्यूनतम अर्हताएं और उच्चतर शिक्षा में मानकों के अनुरक्षण के लिए अन्य उपाय, 2010 के अनुरूप यूजीसी विनियमों के अनुसार 31 दिसंबर 2024 तक अर्हता प्राप्त करने की संभावना हैं, उन्हें 2010 या 2018 विनियमों के तहत पदोन्नति के लिए विचार में रखे जाने का विकल्प दिया जा सकता है। पात्रता की तिथि पदोन्नति की तिथि के रूप में धारित की जाएगी। आवेदन जमा करने की तिथि पर, उम्मीदवार को पदोन्नति के लिए आवश्यक सभी पात्रता मानदंडों को पूरा करना चाहिए।"

परिणामस्वरूप, विश्वविद्यालय अनुदान आयोग (विश्वविद्यालयों और महाविद्यालयों में शिक्षकों और अन्य अकादमिक स्टाफ की नियुक्ति के लिए न्यूनतम अर्हताएं और उच्चतर शिक्षा में मानकों के अनुरक्षण के लिए अन्य उपाय) (तीसरा संशोधन) विनियम, 2023 के खंड 6.3 को हटाया गया समझा जाएगा।

प्रो. मनिष र. जोशी, सचिव

[विज्ञापन-III/4/असा./174/2024-25]

नोट: प्रधान विनियम भारत सरकार के राजपत्र, असाधारण भाग III, खंड 4 में मि. सं. 1-2/2017 (ईसी/पीएस) दिनांक 18 जुलाई, 2018 द्वारा प्रकाशित किए गए थे।

UNIVERSITY GRANTS COMMISSION NOTIFICATION

New Delhi, the 6th June, 2024

No. F.9-1/2010(PS/MISC)Pt. Vol.II.—In exercise of the powers conferred under clause (e) and (g) of sub-section (1) of Section 26 read with Section 14 of the University Grants Commission Act, 1956 (3 of 1956), the University Grants Commission hereby makes the following amendment in 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, namely:-

1. **Short title and commencement.**—(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) (4th Amendment) Regulations, 2024 (UIN:2/2024).**

(2) These shall come into force on the date of their publication in the Official Gazette.

2. The proviso prescribed under Clause 6.3 in 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) (3rd Amendment) Regulations, 2023, shall be substituted with the following:-

“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 till 31st December 2024 as per the 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, 2010*, a choice may be given to them either for being considered for promotions under the 2010 or 2018 Regulations. The date of eligibility shall be retained as the date of promotion. On the date of submission of the application, the candidate should fulfill all eligibility criteria required for promotion.”

As a consequence, the Clause 6.3 of 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) (3rd Amendment) Regulations, 2023, stands deleted.

Prof. MANISH R. JOSHI, Secy.

[ADVT.-III/4/Exty./174/2024-25]

Note: The Principal Regulations were published in the Gazette of India, Extraordinary under Part III, Section 4 *vide* No.F. 1-2/2017 (EC/PS) dated 18th July 2018.



TELANGANA UNIVERSITY

Dichpally, Nizamabad – 503 322 (TG)

Established under Act. 28 of 2006

Recognized under 2(f) & 12 (B) by UGC Act. 1956 – Accredited by NAAC with “B” Grade

Application-Form for Promotion of Teachers of the University under Career Advancement Scheme of the UGC RSP-2016

(To be submitted in *Quadruplicate*)

Assistant Professor (Academic Level 11) – Pay Scale: Rs.68900-205500	
Assistant Professor (Academic Level 12) – Pay Scale: Rs.79800-211500	
Associate Professor(Academic Level 13A) – Pay Scale: Rs.131400-217100	
Professor (Academic Level 14) – Pay Scale: Rs.144200-218200	
Senior Professor (Academic Level 15) – Pay Scale : Rs. 182200-224100	

(Please tick whichever is applicable)

No. 103/REG/TU/NZB/2024/Estt./CAS, Date: 22-11-2024

Demand Draft No., Dated, Rs. 2,000/- Bank:

PART A : GENERAL INFORMATION AND ACADEMIC BACKGROUND

1.	Name in full (Block Letters)	
2.	Father's Name	
3.	Mother's Name	
4.	Subject, Department & College	
5.	Date of appointment as	
	Assistant Professor with Academic Level–10 [Corresponding to Asst. Prof. with AGP Rs. 6000/- in the Pay Band of Rs. 15600-39100 under UGC RSP 2006]	
	Assistant Professor with Academic Level–11 [Corresponding to Asst. Prof. with AGP Rs. 7000/- in the Pay Band of Rs. 15600-39100 under UGC RSP 2006]	
	Assistant Professor with Academic Level–12 [Corresponding to Asst. Prof. with AGP Rs. 8000/- in the Pay Band of Rs. 15600-39100 under UGC RSP 2006]	
	Associate Professor with Academic Level–13A [Corresponding to Assoc. Prof. with AGP Rs. 9000/- in the Pay Band of Rs. 37400-67000 under UGC RSP 2006]	
	Professor with Academic Level 14 [Corresponding to Professor with AGP Rs. 10000/- in the Pay Bank of Rs. 37400-67000 under UGC RSP 2006].	
6.	Current Designation & Academic Level	
7.	Date of Last Promotion (Designation and Academic Level)	
8.	Which position and Academic Level are you an applicant now under CAS?	
9.	Date of Eligibility for promotion (as _____)	
10.	Date of Birth & Place	
11.	Gender (Male/Female)	
12.	Marital Status	
13.	Nationality	
14.	Category and indicate the Sub-Caste	OC / SC / ST / BC (A,B,C,D,E)/PWD

15.	Address for correspondence (with Pin code) <i>Mailing Address to which correspondence can be made</i>	
16.	Permanent Address (with Pin code)	
17.	Phone Numbers	Mobile : Land :
18.	Email	

19. Academic Qualifications (copies of certificates to be enclosed) :

Examination / Degree	Name of the Board/University	Month & year of award of the degree	Division	% of Marks
SSC				
Intermediate				
Under Graduate				
Post-Graduate				
Other Examinations, if any				

20. Research Degree(s) (copies of certificates to be enclosed) :

Degree	Title	Date and Year of Award	University
M.Phil.			
Ph.D./D.Phil.			
D.Sc./D.Litt.			

21. Appointments held prior to joining in the Telangana University

(Please enclose copies of (a) Appointment; (b) Relieving Order; (c) Proceedings of the Selection Committee and (d) Service Certificate)

Designation	Name of Employer	Date of		Salary with Grade	Reason of leaving
		Joining	Leaving		

22. Appointments after joining in the Telangana University (Please enclose copies of the orders)

Designation	Department	Date of actual joining		Grade
		From	To	

23. Period of Teaching experience in years

P.G. Level	
U.G. Level	

24. **Research Experience in years** :
(Excluding years spent during M.Phil./Ph.D.)

25. **Fields of Specialization under the Subject / Discipline**

(a)

(b)

26. **Orientation / Refresher Courses attended**
(Please enclose the copies of the courses attended)

Name of the Course / Summer School	Place	Duration	Sponsoring Agency

PART B:

ASSESSMENT CRITERIA AND METHODOLOGY FOR UNIVERSITY TEACHERS FOR UPGRADATION/PROMOTION UNDER CAS OF UGC RSP 2016

[For details, please see the UGC (Minimum qualifications for appointment of teachers and other academic staff in Universities and Colleges and measures for the maintenance of standards in Higher Education) UGC Regulations No. F.11-2/2017/CPS, dated 18th July, 2018.] Also please see G.O.Ms.No.15, Higher Education Deptt., dated 29/6/2019.

	Direct Teaching Hours per week
Assistant Professor	16
Associate Professor	14
Professor	14

APPENDIX-II

TABLE-I

a) Teaching :

Academic year	Total classes taught and No.of hours spent during the Academic year	Total classes assigned	$2 \div 3 \times 100\%$	Grading
(1)	(2)	(3)	(4)	(5)

Grading Criteria -80% and above: Good, below 80% & above 70%: Satisfactory and Less than 70%: Not satisfactory.

Involvement in the University / College students related activities / research Activities

(Enclose the certificates / documents indicating evidence)

a) **Administrative responsibilities such as Head, Chairperson/Dean/Director/Co-Ordinator, Warden, etc.**

Academic Year	Administrative Responsibilities	Grading

Grading Criteria -At least 3 Activities: Good, 1-2 Activities: Satisfactory and not involved in any Activities: Not Satisfactory

b) **Examination and Evaluation duties assigned by the college / University or attending the examination papers evaluation:**

Academic Year	Nature of duties attended	Grading

Grading Criteria -At least 3 Activities: Good, 1-2 Activities: Satisfactory and not involved in any Activities: Not Satisfactory

- c) Student related co-curricular, extension and field based activities such as Student Clubs, Career Counseling, Study Visits, Students Seminars and other events, Cultural, Sports, NCC, NSS and Community Services:

Academic Year	Nature of co-curricular Activities	Grading

Grading Criteria -At least 3 Activities: Good, 1-2 Activities: Satisfactory and not involved in any Activities: Not Satisfactory

- d) Organizing Seminars/ Conferences/ Workshops, other College / University activities

Academic Year	Seminars/ Conferences/ Workshops Organized	Grading

Grading Criteria -At least 3 Activities: Good, 1-2 Activities: Satisfactory and not involved in any Activities: Not Satisfactory

- e) Evidence of actively involved in guiding Ph.D. students :

Academic Year	Number of students Guided during the Assessment Period	Grading

Grading Criteria -At least 3: Good, 1-2: Satisfactory and not guided: Not Satisfactory

- f) Conducting Minor or Major Research Project sponsored by National or International Agencies :

Academic Year	Minor Research Project (National)	Minor Research Project (International)	Major Research Project (National)	Major Research Project (International)	Grading

Grading Criteria -At least 3: Good, 1-2: Satisfactory and none: Not Satisfactory

- g) At least one single or joint publication in peer reviewed or UGC list of journals :

Academic Year	Peer-Reviewed / UGC listed journals	Grading

Grading Criteria -At least 3: Good, 1-2: Satisfactory and none: Not Satisfactory

Note: Number of activities can be within or across the broad categories of activities.

Overall Grading:

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

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

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

Note:

For the purpose of assessing the grading of Activity at Category No.1 and Category No. II, 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.

APPENDIX-II

TABLE-II

Methodology for University 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.)

Note 1:

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

- Peer-Reviewed or UGC-listed journals (Impact factor to be determined as per ThomsonReuters list):
 - (i) Papers in refereed journals without impact factor – 5 Points
 - (ii) Papers with impact factor less than 1 – 10 Points
 - (iii) Papers with impact factor between 1 and 2 – 15 Points
 - (iv) Papers with impact factor between 2 and 5 – 20 Points
 - (v) Papers with impact factor between 5 and 10 – 25 Points
 - (vi) Papers with impact factor above 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 jointauthors.
- Joint Projects: Principal Investigator and Co-investigator would get 50% each.
- Paper presented can be claimed only once if it is a part of edited book and/orproceedings.
- For joint supervision of research students, the formula shall be 70% of the total score forSupervisor 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) on Policy Document and 6 on Invited lectures /Resource Person/Paper Presentation below shall have an upper capping of thirty percentof the total research score of the teacher concerned.
- The research score shall be from the minimum of three categories out of six categories.

Note 2: 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 andacknowledgement for patent filing and approval letters, Students' Ph.D. award letter, etc.

1) Research papers published in Peer-Reviewed or UGC listed Journals:(Enclose the list and copies of the relevant research publications)

Year	Research Publications in Peer-reviewed or UGC-CARE listed Journals	Research Score		Total Research Score
		Faculty of Sciences/ Engineering & Technology	Faculty of Arts/Languages/ Social Sciences/ library/ Education/ Physical Education/ Commerce / Management & other related disciplines	
		8 marks per paper	10 marks per paper	
Total Research Score				

(See the Note given above for possible augmentation/sharing of Research score)

2) Publications (Other than Research papers)

(a) Books authored which are published by: (Enclose the list and copies of the relevant publications)

Year	Books authored		05 marks per Chapters in Edited Book	Editor of Book		Total Research Score
	12 marks per International Publishers	10 marks per National Publishers		10 marks per International Publishers	08 marks per National Publishers	
Total Research Score						

2(b) Translation works in Indian and Foreign languages by Qualified Faculties

Year	Chapter or Research Paper/ Book	3 marks Per Chapter	8 marks PerBook	Total Research Score
Total Research Score				

3. Creation of ICT mediated Teaching Learning Pedagogy and content and development of new and innovative courses and curricula (Enclose the list and copies of the relevant documents)

Year	3 (a)	3 (b)	Total Research Score
	5 marks per Development of Innovative pedagogy	2 marks per each Design of new curricula and courses	
Total Research Score			

3 (c) MOOCs (Enclose the list and copies of the relevant documents)

Year	Development of complete MOOCs in 4 quadrants (4 credits course) (In case of MOOCs of lesser credits 05 Marks/credit) 20 marks per completed MOOCs	MOOCs (developed in 4 quadrant) 5 marks per module/lecture	Content writer/Subject matter expert for each module of MOOCs (at least one quadrant) 2 marks permodule	Course Coordinator for MOOCs (4 credit course) (In case of MOOCs of lesser credits 02 marks/credits) 8 marks percourse	Total Research Score
Total Research Score					

3 (d) e-content (Enclose the list and copies of the relevant documents)

Year	Development of e- content in 4 quadrants for a complete course/e- book 12 marks pere- content	e-content (developed in 4 quadrants) 05 marks pere-content module	Contribution to development of e- content module incomplete course/paper/e- book (at least one quadrant) 02 marks per e-content module	Editor of e- content for complete course /paper/ e-book10 marks per Editing	Total Research Score
Total Research Score					

4. a) Research Guidance: (Enclose evidence of Degree awarded / Thesis submitted)

Year	Activity:		Total Research Score	
	Guiding Ph.D.			Guiding M.Phil. /P.G. dissertation 2 marks per Degree awarded
	10 marks per degree awarded	05 marks per thesis submitted		
Total Research Score				

4. Research Projects / Consultancy:

(Enclose the copies of the relevant sanction letters of the projects)

Year	4 (b) Research Projects completed		4(C) Ongoing Research Projects		4 (d) Consultancy 03 marks per Project	Total Research Score
	10 marks per Project more than 10 lakhs	05 marks per Project less than 10lakhs	05 marks per Project more than 10 lakhs	02 marks per Project less than 10 lakhs		
Total Research Score						

5. (a) Patents *(Enclose the copies of the relevant documents)*

Year	Title of the Patent		Total Research Score
	10 marks per International patent	7 marks per National patent	
Total Research Score			

5 (b) *Policy Document (Submitted to an International body/organization like UNO/UNESCO/Worldbank/International monetary fund etc. or Central Government or State Government) *(Enclose the copies of the relevant documents)*

Year	Name of the Policy document			Total Research Score
	10 marks per International Policy document	7 marks per National Policy document	4 marks per State Policy document	
Total Research Score				

*For the purpose of calculating research score of the teacher, the combined research score from the categories of 5(b) on Policy Document above and 6 on Invited lectures / Resource Person/Paper Presentation below shall have an upper capping of thirty percent of the total research score of the teacher concerned.

5 (c) Fellowships/Awards

(Enclose the copies of the relevant documents)

Year	Fellowships / Awards		Total Research Score
	7 marks per International Fellowships/Awards	5 marks per national Fellowships/Awards	
Total Research Score			

6. *Invited lectures/ Resource person/ paper presentation in seminar/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)

Year	Invited Lectures / Resource person / paper presentation in seminar / Conferences / Full paper in conference proceedings				Total Research Score
	07 marks per Paper International (Abroad)	05 marks per Paper International (within country)	03 marks per Paper National	02 marks per Paper State/University	
Total Research Score					

(Enclose the copies of the relevant documents)

*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 above shall have an upper capping of thirty percent of the total research score of the teacher concerned.

List of Enclosures:

- | | |
|----|-----|
| 1. | 6. |
| 2. | 7. |
| 3. | 8. |
| 4. | 9. |
| 5. | 10. |

Undertaking:

I certify that the information provided above is correct as per records available and to the best of my knowledge.

Date:

Signature of the Teacher
Designation

Counter signed by:

Head of the Department with seal and Date

Principal with College seal and Date