



प्रो (डॉ) जसपाल एस. सन्धू
सचिव

Prof. Dr. Jaspal S. Sandhu
MBBS, MS (Ortho), DSM, FAIS, FASM, FAFSM, FFIMS, FAMS
Secretary

विश्वविद्यालय अनुदान आयोग
University Grants Commission
(मानव संसाधन विकास मंत्रालय, भारत सरकार)
(Ministry of Human Resource Development, Govt. of India)

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Date: 21st August 2015

No: F 4-5/2013(BSR/FRP)

Registrar, For urgent necessary action

Dear Prof. Singh,

Following your expression of willingness to host faculty selected under the nationally-conducted UGC- Faculty Recharge Programme and your signing of an MoU with the UGC to this effect, we are glad to send you Curriculum Vitae of the following successful candidates who have been provisionally placed at your Institution. Their discipline and the position for which they have been selected are given in the parentheses:

1. Dr. Debabrata Mishra (UGC Asstt. Professor; Physics)
2. Dr. Sumalay Roy (UGC Asstt. Professor; Physics)
3. Dr. Ashish Dhir (UGC Asstt. Professor; Biological Sciences)
4. Dr. Manika Gupta (UGC Asstt. Professor; Earth Sciences)

A major determinant of placement has been the preferences indicated by the faculty-selectees.

We shall be thankful if you could communicate your concurrence in regard to the above by September 15, 2015.

We are attaching herewith the "Service Rules for UGC- Faculty Recharge Programme Appointees", as approved by the University Grants Commission.

With regards,

Yours Sincerely,

Jaspal Sandhu
(Jaspal Singh Sandhu)

कुलपति कार्यालय	VC'S OFFICE
द्वारकी संख्या	4576
डायरी नं०	
दिनांक	14.9.15
Date	

Pr. process urgently

DR(T)

14/9/15

Prof. Dinesh Singh
Vice-Chancellor,
University of Delhi,
Delhi - 110007.

R-6828
14/9/15

15/9/15

SERVICE RULES FOR UGC FACULTY RECHARGE PROGRAMME (FRP)

1. Preamble

The University Grants Commission has launched a flag-ship Scheme under the MHRD/UGC programme on "Strengthening of Basic Science Research in Indian Universities called "Faculty Recharge Programme (FRP)" for national level recruitment of faculty in Science, Engineering and Technology to strengthen high quality research in Science related disciplines at internationally competitive levels and promote innovative teaching in Indian Universities through induction of fresh talent at the levels of Assistant Professors, Associate Professors and Professors. The Faculty Recharge Programme shall be coordinated by the UGC/MHRD Empowered Committee.

The faculty positions in FRP shall be made available to both central and state universities which are eligible for receiving UGC funds under Section 12-B of the UGC Act, 1956 and which sign a Memorandum of Understanding (MoU) with UGC.

2. Classification of posts and emoluments

2.1 The faculty positions under this programme shall be at three levels, as follows:

- i) UGC-Assistant Professors,
- ii) UGC-Associate Professors, and
- iii) UGC-Professors.

2.2 The faculty shall receive emoluments at par with teachers in the central universities as approved by the University Grants Commission from time to time.

2.3 Presently, the Scales of pay of the teachers in central universities are as follows:

Assistant Professor	Pay Band of Rs.15600-39100 with Academic Grade Pay (AGP) of Rs.6000.
Associate Professor	Pay Band of Rs.37400-67000 with AGP of Rs.9000
Professor	Pay Band of Rs.37400-67000 with AGP of Rs.10000 with a starting pay of Rs.43000.

In addition to the Pay and AGP, the faculty shall receive allowances as may be admissible to the teachers of the central universities from time to time.

- 2.3 Increment: Each annual increment shall be equivalent to pay in the relevant Pay Band and the AGP as applicable for the stage in the Pay Band.

3. **Qualifications**

The essential qualifications for various faculty positions under the programme shall be the same as provided in the UGC Regulations on "Minimum Qualifications for appointment and promotion of teachers and other academic staff in universities and colleges and measures for the maintenance of standards in higher education, 2010" and as amended from time to time.

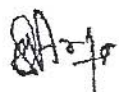
The FRP appointments shall also be subject to desirable qualifications and methodology of appointment that shall be developed by the UGC/MHRD Empowered Committee which shall govern all the selection procedures.

4. **Tenure of appointment**

The Faculty Recharge positions shall initially be for a term appointment of five (5) years, extendable until the age of superannuation as terms of five years. However, depending upon the peer group assessment report of the performance of the incumbents after each term, the positions may either be extended or elevated to the next higher level or terminated.

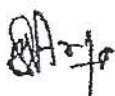
5. **Period of appointment**

- 5.1. Subject to the outcome of the "Peer Expert Group Review of performance and assessment report" of the incumbents in these positions after every five year, the tenure of the faculty may be extended from time to time and continue upto the age of 65 years.
- 5.2. In case, the "Peer Expert Group Review of performance and assessment report" does not recommend extension of the tenure at any stage of appointment and placement of the faculty in an University, the faculty concerned shall have no right to claim continuance, either beyond the tenure already completed or up to the outer age limit of 65 years under any circumstances.
- 5.3. The UGC-Assistant Professor, UGC-Associate Professor and UGC-Professor under the FRP scheme shall have the benefit of the "New Pension Scheme" as approved by Government of India subject to fulfillment of all terms and conditions of the scheme.



6. Selection Procedure

- 6.1. To select a faculty, the Faculty Recharge Initiative requires that the positions be advertised nationally (institutional websites, prominent national dailies) and internationally (in journals like Science, Nature etc.) through a "rolling advertisement" to reach out to draw the best available talent on a regular basis. The applications, which will be received throughout the year, will have, for processing, four cut-off dates as on 31st March, 30th June, 30th September and 31st December of a year. The scheme is open to first timers as well as to those already in service and wishing to relocate.
- 6.2. The Desirable Qualifications, in respect of all faculty positions, will be an important determinant for short-listing of candidates to be called for interview and for selection. Depending on individual accomplishments and professional standing, the selection committee will decide at what level a particular candidate could be fitted in.
- 6.3. Constitutional provisions and the provisions as the above UGC Regulations – 2010 relating to privileges of SC/ST/PH category of candidates, shall be adhered to for the FRP.
- 6.4. **The Process:**
Selection shall be made through a two stage process delineated below:
- 6.4.1. Screening and short-listing of candidates will be done by a Screening Committee, based on advertised criteria including desirable qualifications for positions at all three levels. The Screening Committee for the purpose shall have at least three specialists from each discipline. Subsequently, assessment of the shortlisted candidates would be sought from five (5) referees.
- 6.4. 2. The selection will be through personal interview (video-conference for overseas candidates, necessary for all) by an apex level Selection Committee, which would also take into consideration the reports received from the referees about the candidates.
- 6.4.3. The candidates shortlisted for interview shall be required to submit a hard copy of the signed Application Form along with annexures including copies of attested certificates/degrees, on receipt of a communication form the Office of the National Coordinator, UGC-Faculty Recharge Programme, prior to interview.



Constitution of the Selection Committees

- 7.1. Following shall be the constitution of apex level selection committee for Faculty Recharge Programme at three levels (Professor, Associate Professor and Assistant Professor):

National Coordinator, Faculty Recharge Programme Chairman*

Four (4) subject experts representing major specialization/s within broad disciplines (to be drawn from the UGC/MHRD-Empowered Committee approved panel); at least three (3) subject experts would be required to be present at the meeting.

An academic, preferably a subject expert, representing SC/ST categories if there is such an applicant and if none of the above subject experts belongs to that category.

*In the absence of the National Coordinator, the Associate Coordinator, Faculty Recharge Programme, shall act as Chairman. A minimum of five members shall form the chorus for the selection committee.

7.2. Recommendations of the Selection Committee

The recommendations of the Selection Committee shall be placed before the UGC/MHRD Empowered Committee for its scrutiny and onward recommendation for approval of the Commission for issue of the appointment orders by UGC. The above said approval of the Commission shall remain valid for a period of one year from the date of such approval. The selected candidates shall submit the letter of acceptance of the offer of appointment within one month of receipt of the appointment order to the office of the FRP/UGC and the university in which he/she is placed and will be given three months' time from the date of issue of the appointment order for joining duty.


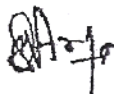
8. Placement

Nationally selected candidates under "Faculty Recharge Programme" will be located / placed through harmonization of their own preference, response of the host university and availability of infrastructure for discharge of duties earmarked for these UGC - Faculty positions, through a mechanism developed by UGC/MHRD - Empowered Committee.

- 8.1. The mechanism of placement of the selected candidates under the Faculty Recharge Programme shall include (a) soliciting willingness of the universities across the country which are coming under Section 12-B of UGC Act-1956 to have the candidates selected under the FRP as their teachers and having the MoU signed by such universities with UGC in a format which is already approved by the Commission; (b) signing of a tripartite Memorandum of Agreement (MOA) as approved by the Commission amount the UGC, recipient university and the selected candidate to be placed in the said university and (c) a counseling process developed by the FRP programme for effecting the placement.

Terms and Conditions of Service and Nature of duties

- 9.1. Each faculty member under the Faculty Recharge Programme shall devote his/her whole time for carrying out research and imparting instructions.
- 9.2. In tune with the primary objective of the Faculty Recharge Programme to promote high-level research competency in the university system, the UGC-FRP faculty placed in the recipient universities shall be required to actively engage in innovative research, publications, consultancies/IPR development, promotion of R&D activities and Academia-Industry interaction, with 6-8 hours/week of teaching and departmental responsibilities.
- 9.3. The UGC-FRP-faculty members may undertake R&D work and consultancy activities targeted towards technology development, technology transfer and resource generation to the university as per the concerned university consultancy rules and in the absence of such rules, the CSIR-consultancy rules presently in vogue. Notwithstanding the existing norms, the total duration of permissible consultancy period per UGC-FRP-Faculty shall not exceed 25 working days per year.
- 9.4. The UGC-FRP-faculty shall be eligible to establish a start-up company based on the IPR developed by them.
- 9.5. Every UGC-FRP-faculty member shall undertake to take part in such activities of the University and perform such duties in the University as may be required of him/her in accordance with the Act, the Statutes and Ordinances of the concerned university and as in force, with the proviso of academic freedom as delineated in 9.1 to 9.4 above.
- 9.6. The vice chancellor of the university where the UGC-FRP faculty are placed shall have the supervisory powers and jurisdiction including day to day administrative control, in relation to such FRP-faculty who are placed under the scheme.
- 9.7. The UGC-FRP faculty shall be governed by the Leave rules for teachers as specified under the UGC (Minimum requirements for appointment and promotion of Teachers and other academic staff and maintenance of standards in universities and colleges) Regulations, 2010.
- 9.8. The terms and conditions of service of UGC-FRP-faculty, which are not specifically provided in the scheme, shall be as specified in the UGC Regulations, Notifications, Guidelines and instructions as notified from time to time. In case of any inconsistency or conflict of provisions applicable to the FRP-Faculty under the scheme, the terms and conditions as provided in the UGC Regulations, Notifications, Guidelines and Instructions as notified from time to time shall prevail and apply.



10. Professional Code of Conduct

✓ 10.1. Every faculty member shall abide by the Code of Conduct framed by the University Grants Commission in "UGC (Minimum Qualifications for the appointment and promotion of teachers and other academic staff in universities and colleges and other measures to maintain minimum standards in Higher education) Regulation, 2010".

✓ 10.2. "In all cases, Chairman, UGC will be appointing authority as well as disciplinary authority and the Commission will be appellate authority and will be governed by relevant UGC Rules".

11. Resignation

✓ Any faculty member in FRP may, at any time, terminate his/her contract by giving three months notice to the University, in writing or on payment of three months salary in lieu thereof

