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University of Delhi

PROPOSAL FOR ADOPTION OF THE UGC REGULATIONS ON MINIMUM QUALIFICATIONS FOR APPOINTMENT OF TEACHERS AND OTHER ACADEMIC STAFF IN UNIVERSITIES AND COLLEGES AND MEASURES FOR THE MAINTENANCE OF STANDARDS IN HIGHER EDUCATION, 2018 AND PROPOSAL FOR RELEVANT CONSEQUENTIAL AMENDMENTS TO THE STATUTES, ORDINANCES AND REGULATIONS OF THE UNIVERSITY.

**Amendment 1: Amendments to Statute 11 of the Statutes of the University relating to constitution of Selection Committees:**

Existing	Proposed	UGC 2018
<p><b>11-F.</b> (1) The Vice-Chancellor shall be appointed by the Visitor from a panel of not less than three persons selected by a Committee as constituted under Clause (2).</p> <p>(2) The Committee referred to in Clause (1) shall consist of three persons two of whom shall be persons not connected with the University or a recognised College or Institution nominated by the Executive Council and one person nominated by the Visitor. The Visitor shall appoint one of the three persons to be the Chairman of the Committee:</p> <p>Provided that if the Visitor does not approve of any of the persons so recommended he may call for fresh recommendations.</p> <p>(3) The Vice-Chancellor shall be a whole-time salaried officer of the University.</p> <p>(4) The Vice-Chancellor shall hold office for a term of five years and shall not be eligible for re-appointment.</p> <p>Provided that, notwithstanding the expiry of the said period of five years, he shall continue in office until his successor is appointed and enters upon his office.</p> <p>Provided further that the Visitor may direct that a Vice-Chancellor, whose term of office has expired, shall continue in office for such period, not exceeding one year, as may be specified in the direction.</p> <p>Provided, however, a person appointed as Vice-Chancellor shall continue in office until completion of his term of office or any</p>	<p><b>11-F.</b> (1) 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.</p> <p>The selection for the post of Vice-Chancellor should be through a public notification or nomination or a talent search process or a combination thereof. While preparing the panel, the Search-cum-Selection Committee shall give proper weightage to the academic excellence, exposure to the higher education system in the country and abroad, and adequate experience in academic and administrative governance, to be given in writing along with the panel to be submitted to the Visitor.</p> <p>(2) The Vice-Chancellor shall be appointed by the Visitor from a panel of 3-5 persons selected by a Search-cum-Selection Committee constituted as under:</p> <p>The Committee shall consist of three persons of eminence in the sphere of higher education, who are persons not connected with the University or a recognized College or</p>	<p>Clause 7.3, Pg 87-88</p>



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<p>extension thereof or until he completes the age of <b>70 years</b> whichever is earlier.</p> <p>(5) The emoluments and the other terms and conditions of service of the Vice-Chancellor shall be prescribed by the Ordinances.</p> <p>(6) In the case of a casual vacancy in the office of the Vice- Chancellor, the Pro- Vice-Chancellor, if any, shall until the appointment of a new Vice-Chancellor, perform the functions of the Vice-Chancellor.</p> <p>However, if there is no Pro-Vice-Chancellor or there is a casual vacancy also in the Office of the Pro-Vice-Chancellor, the Dean of Colleges/Director, South Delhi Campus shall, until the appointment of a new V ice-Chancellor, perform the functions of the Vice-Chancellor according to their seniority from the date of appointment. In the event of the date of appointment of the two officers in their offices being the same, the seniority will be determined according to their date of birth.</p> <p>In case of non-availability of the above-mentioned senior officer, the other officer shall perform the functions of the Vice-Chancellor.</p> <p>Provided that if there is no Pro-Vice-Chancellor, no Dean of Colleges/Director, South Delhi Campus, the Registrar shall carry on the current duties of the office of the Vice-Chancellor and take action under item (g) of Statute 11-K.</p>	<p>Institution, two of whom shall be nominated by the Executive Council and one person nominated by the Visitor. The Visitor shall appoint one of the three persons to be the Chairperson of the Committee:</p> <p>Provided that if the Visitor does not approve of any of the persons so recommended he may call for fresh recommendations.</p> <p><b>Clauses (3) to (6) remain applicable.</b></p>	
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**Amendment 2: Amendments to following provisions of Statute 19 of the Statutes of the University relating to constitution of Selection Committees:**

Existing	Proposed	UGC 2018
<p><b>19.</b> (1) The Selection Committees for appointment to the posts of Professor, Associate Professor, Assistant Professor, Registrar, University Librarian, Professional Senior (Deputy Librarian), Professional Junior (Assistant Librarian), Director, Deputy Director and Assistant Director of Physical Education &amp; Sports shall have the following</p>	<p><b>19.</b> (1) The Selection Committees for appointment to the posts of Professor, Associate Professor, Assistant Professor, Registrar, University Librarian, Deputy Librarian, Assistant Librarian, Director, Deputy Director and Assistant Director of Physical Education &amp; Sports shall have the following compositions:</p>	<p>Clause 5.0,5.1-I to IV pg70-71</p>



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<p>compositions:</p> <p><b>(i) Professor, Associate Professor &amp; Assistant Professor:</b></p> <p>1. The Vice-Chancellor or where he so nominates, the Pro-Vice-Chancellor or the Dean of Colleges or the Director, South Delhi Campus shall be the Chairperson of the selection committee.</p> <p>2. Pro-Vice-Chancellor/Director, South Campus.</p> <p>3. Three experts in the concerned subject nominated by the Vice Chancellor out of the panel of names approved by the Academic Council.</p> <p>4. An Academician nominated by the Visitor.</p> <p>5. Head of the concerned department of the University, if he is a Professor. If the head is a Reader, then a Professor, if any, in that department.</p> <p>6. In Case of an appointment in the University medical College or in a Law Centre, the Principal of that College or the Professor-in-charge of that centre, as the Case may be.</p> <p>7. The Head of the research institute maintained or recognized by the University in the subject concerned.</p> <p>8. An academician representing SC/ST/OBC/Minority/Women/Persons with Disability to be nominated by the vice chancellor, if any of the candidates representing these categories is an applicant and if any of the above members of the selection committee does not belong to that category.</p> <p>9. Where the selection committee is constituted for making recruitment to 10 or more vacancies in any level of posts or</p>	<p><b>(i) Professor, Associate Professor &amp; Assistant Professor:</b></p> <p>1. Vice Chancellor or her/his nominee, who has at least ten years of experience as Professor, shall be the Chairperson of the Committee. Vice Chancellor shall be the Chairperson of the Committee for the post of Professor.</p> <p>2. An academician not below the rank of Professor to be nominated by the Visitor.</p> <p>3. Three experts in the concerned subject nominated by the Vice Chancellor out of the panel of names approved by the Academic Council.</p> <p>4. Dean of the faculty concerned, wherever applicable.</p> <p>5. Head of the Department/School/Centre /Institute/Medical College concerned, as the case may be.</p> <p>6. An Academician representing SC/ST/OBC/Minority/Women/Differently-abled to be nominated by the Vice Chancellor, if any of the candidates representing these categories is an applicant and if any of the above members of the Selection Committee does not belong to that category.</p> <p>7. Where the Selection Committee is constituted for making recruitment to 10 or more vacancies in any level of posts or services, it shall be mandatory to have one member belonging to SC/ST, one member belonging to OBC category and one member belonging to Minority Community in such Committees. Further, one of the members of the Selection Committee/Board, whether from the General Category or from the Minority Community or from the SC/ST/OBC Community should be a lady failing which a lady member should be co-opted on the Committee. It may also be ensured that where the number of vacancies against which</p>	
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services, it shall be mandatory to have one member belonging to SC/ST, one member belonging to OBC category and one member belonging to minority community in such committees/boards. Further, one of the members of the selection committee/board, whether from the general category or from the minority community or from the SC/ST/OBC community should be a lady failing which a lady member should be co-opted on the committee/board. It may also be ensured that where the number of vacancies against which selection is to be made is less than ten, no effort should be spared in finding the SC/ST, OBC officer and the minority committee officer and a lady officer, for inclusion in such committees/boards.

**(ii) Director, deputy Director, assistant Director of Physical Education & Sports, University Librarian, professional senior (Deputy Librarian) and Professional Junior (Assistant Librarian):**

selection committees for the post of Director, deputy Director, assistant Directors of Physical Education and Sports, University Librarian, professional senior (Deputy Librarian) and Professional Junior (Assistant Librarian) shall be the same as that of Professor, Reader and Lecturer respectively, except that the concerned expert in Physical Education and Sports or Sports Administration or Library, practicing Librarian/Physical Education Director, as the Case may be, shall be associated with the selection committee as one of the subject experts to be nominated by the Vice-Chancellor.

selection is to be made is less than ten, no effort should be spared in finding the SC/ST/OBC Officer and the Minority Community Officer and a lady officer, for inclusion in such Committees.

Explanatory Note: Clause 7 above has been incorporated in terms of DoP&T OM No. F.No.42011/2/2014-Estt.(Res) Dated 13.02.2014. This clause was given assent by the Visitor of the University vide Letter No. F.No. 4-93/2014-Desk-U dated 18<sup>th</sup> March 2015.

**(ii) Senior Professor**

1. Vice-Chancellor, who shall be the Chairperson of the Committee.
2. An Academician not below the rank of Senior Professor/Professor with minimum ten years' experience who is the nominee of the Visitor.
3. Three experts not below the rank of a Senior Professor/Professor with a minimum of ten years' experience in the subject/field concerned nominated by the Vice-Chancellor out of the panel of names approved by the Academic Council.
4. Dean (not below the rank of Senior Professor/Professor with minimum ten years' experience) of the faculty, wherever applicable.
5. Head (not below the rank of Senior Professor/Professor with minimum ten years' experience) or senior-most Professor (not below the rank of Senior Professor /Professor, with a minimum of ten years' experience) of the Department/School/Centre.
6. 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.



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	<p><b>(iii) Director, Deputy Director, Assistant Director of Physical Education &amp; Sports, University Librarian, Deputy Librarian and Assistant Librarian:</b></p> <p>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.</p> <p><b>Note:</b></p> <p>(a) The overall selection procedure shall be as per UGC Regulations 2018.</p> <p>(b) 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.</p> <p>(c) For all Selection Committees specified herein, the Head of Department/Teacher-In charge should be either in the same or higher rank/position than the rank/position for which the interview is to be held.</p> <p>(d) The Academician(s) belonging to the Scheduled Caste/Scheduled Tribe/OBC /Minority/Women/Differently abled Category and so nominated in the Selection Committee(s) shall be one level above the cadre level of the applicant, and such nominee shall ensure that the norms of the Central Government, in relation to the categories mentioned above, are</p>	<p>IX,pg74</p> <p>Clause 6,III, pg75 And clause 5.4,p75</p> <p>5.3,p75</p>
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	strictly followed during the selection process.	
	<b>Existing clause (iii) will be renumbered as (iv)</b>	
(5) Notwithstanding anything contained in Clause (1) to (4), the Director, South Campus, shall also be a member of a Selection Committee in respect of appointment of teachers or, for their recognition; as the case may be, in respect of such Departments and Colleges in the South Campus as the Vice-Chancellor may specify.	Deleted	
19(6) the quorum for a meeting of the selection committee shall not be complete unless, in addition to the Chairman, in a Case where the number of Visitor's Nominee and the persons nominated by the Academic Council/Executive Council on the selection committee is four, at least three of them and where such number is three, at least two of them are present in the meeting. If the quorum is not complete, the meeting shall be adjourned.	19(6). Four members, including two outside subject experts, shall constitute the quorum.	Clause 5.0,5.1-I to IV pg70-71

**Amendment 3: Amendment to Ordinance XI**

1. To add Clause 4.(2)
2. To amend Clause 5
3. To amend clause 8. (1)
4. To amend Appendix -A

Existing	Proposed	UGC 2018
4.(2) deleted	4.(2) Subject to the availability of vacant positions and fitness, Professor and Senior Professor only, may be re-employed by the University on contract appointment beyond the age of superannuation, up to the age of seventy years.  Provided further that all such re-employment shall be strictly in accordance with the guidelines	2.1, p58



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	prescribed by the UGC, from time to time.	
5. No teacher shall ordinarily be appointed by the University on probation for a longer period than twelve months, but in no case it shall exceed two years.	<p>5.a. The minimum period of probation of a teacher shall be one year, extendable by a maximum period of one more year in case of unsatisfactory performance.</p> <p>b. The teacher on probation shall be confirmed at the end of one year, unless extended by another year through a specific order, before expiry of the first year.</p> <p>c. Subject to this clause, it is obligatory on the part of the University to issue an order of confirmation to the incumbents within 45 days of completion of the probation period after following the due process of verification of satisfactory performance.</p> <p>d. The probation and confirmation rules shall be applicable only at the initial stage of recruitment, issued from time to time, by the Central Government.</p> <p>e. All other Central Government rules on probation and confirmation shall be applicable <i>mutatis mutandis</i>.</p>	11.0 to 11.5, p 94
8. (1) All posts of teachers shall be filled after advertisement and by open recruitment save in cases specified in the second proviso to clause 2(i) of Statute 6 or in respect of posts appointment to which may be required to be made urgently in the interest of Organisation of teaching in the departments concerned for a period not exceeding one year.	8. (1) All posts of teachers shall be filled through all India advertisement by open recruitment, save in cases specified in the second provisions to clause 2(i) of Statute 6 or in respect of posts appointment to which may be required to be made urgently in the interest of organisation of teaching in the departments concerned for a period not exceeding one year.	First part 3.1,p58



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<p>Provided that the University may appoint Professors and Associate Professor under the merit promotion schemes as accepted by the Executive Council in accordance with the eligibility conditions under the relevant scheme.</p> <p>Provided further that the University may also promote Lecturers to Lecturers in senior scale/Lecturers in Reader's grade (Selection Grade) under the merit promotion schemes as accepted by the Executive Council in accordance with the eligibility conditions under the relevant scheme.</p>	<p>Provided that the University may appoint Senior Professor, Professor and Associate Professor under CAS 2018.</p>	
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**To Replace the existing Appendix –A to Ordinance XI by the following**  
(As per cl 17.0,p 96 of UGC 2018)

### **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 her/his students and the society at large. Therefore, every teacher should see that there is no incompatibility between her/his precepts and practice. The national ideals of education which have already been set forth and which she/he should seek to inculcate among students must be her/his 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;





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- (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 her/his 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 to 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.



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### 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;



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- (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.

**Director Physical Education and Sports (University)/Librarian (University) 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.

**Amendment 4: Amendment to Ordinance XII,**

1. To amend clause 3.(1)
2. To Add Clause 3.(5)
3. To Amend 3(A)-1 and 2
4. To amend Appendix A
5. To add XII-E

Existing	Proposed	UGC 2018
3. (1) All vacancies of teachers shall be filled after advertisement and by open recruitment, save in the cases of vacancies, appointment to which may be required to be made urgently in the interest of the organization of teaching in the College concerned for the period not exceeding four months or beyond the term in which it is made whichever is earlier.	3. (1) All vacancies of teachers shall be filled through all India advertisement by open recruitment save in the cases of vacancies, appointment to which may be required to be made urgently in the interest of the organization of teaching in the College concerned for the period not exceeding four months or beyond the term in which it is made whichever is earlier.	First part 3.1,p58
-	<b>Insert 3(5).a-e.</b>	11.0-11.5,p 94



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	<p>3(5).a. The minimum period of probation of a teacher shall be one year, extendable by a maximum period of one more year in case of unsatisfactory performance.</p> <p>b. The teacher on probation shall be confirmed at the end of one year, unless extended by another year through a specific order, before expiry of the first year.</p> <p>c. Subject to this clause, it is obligatory on the part of the University to issue an order of confirmation to the incumbents within 45 days of completion of the probation period after following the due process of verification of satisfactory performance.</p> <p>d. The probation and confirmation rules shall be applicable only at the initial stage of recruitment, issued from time to time, by the Central Government.</p> <p>e. All other Central Government rules on probation and confirmation shall be applicable <i>mutatis mutandis</i>.</p>	
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**Amendment to Ordinance XII Clause 3-A (1) and (2)**

Existing	Proposed	UGC 2018
3-A (1) Subject to the provision of clause 6,7, and 8 of the agreement	3-A (1) Subject to the provisions of clause 6,7, and 8 of the agreement of	



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<p>of service, a person appointed permanently as Principal of a College or institution or as a teacher therein shall be entitled to be in the service of that College or institution until he/she completes the age of sixty five years.</p>	<p>service, a person appointed permanently or on a tenure as a Principal of a College or institution or as a permanent teacher therein shall be entitled to be in the service until she/he completes the age of sixty five years or completes her/his tenure or extension thereof, as the case may be, whichever is earlier.</p>	<p>4.1,V,B.,(i),61</p>
<p>3-A (2). Deleted</p>	<p>3-A (2) Subject to the availability of vacant positions and fitness, Professor only, may be re-employed by the College on contract appointment beyond the age of superannuation, up to the age of seventy years.</p> <p>Provided further that all such re-employment shall be strictly in accordance with the guidelines prescribed by the UGC from time to time.</p>	<p>2.1,p58</p>

**To Replace the existing Appendix –A to Ordinance XII by the following**  
(As per cl 17.0,p 96 of UGC 2018)

## CODE OF PROFESSIONAL ETHICS

### II. 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 her/his students and the society at large. Therefore, every teacher should see that there is no incompatibility between her/his precepts and practice. The national ideals of education which have already been set forth and which she/he should seek to inculcate among students must be her/his 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;



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- (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 her/his 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;



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- (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:



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- (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.

### College Principal

#### 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 herself/himself 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 with responsibility, optimally, effectively and efficiently for providing a conducive working and learning environment;
- d) Promote the collaborative, shared and consultative work culture in the college, paving way for innovative thinking and ideas;
- e) Endeavour to promote a work culture and ethics that brings about quality, professionalism, satisfaction and service to the nation and society.
- f) Adhere to a responsible pattern of conduct and demeanor expected of them by the community;
- g) Manage their private affairs in a manner consistent with the dignity of the profession;
- h) Discourage and not indulge in plagiarism and other non ethical behaviour in teaching and research;
- i) Participate in extension, co-curricular and extra-curricular activities, including the community service.
- j) Refrain from allowing considerations of caste, creed, religion, race, gender or sex in their professional endeavour.

#### Director Physical Education and Sports (Colleges)/Librarian (Colleges) 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.





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

**To Add Ord.XII-E Appointment on Contract Basis**

Existing	Proposed	UGC 2018
	<p><b>To add</b> <b>Ord. XII-E. Appointment on Contract Basis</b></p> <p>The teachers should be appointed on contract 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 the 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 her/him 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.</p>	<p>13.0,p94</p>



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**Amendment 5: Amendments to the following provisions of Ordinance XIII General:**

Existing	Proposed	UGC 2018
<p>1. The workload of the teachers will not be less than 40 hours a week for 30 working weeks 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:</p> <p>Assistant Professor      16 hours Associate Professor      14 hours and Professor</p> <p>A minimum of 6 hours per week should be allocated for research activities of a teacher.</p> <p>Provided that a relaxation of two hours in the workload may, however, be given to                      Professors/Associate Professors/Assistant Professors who are actively involved in extension activities and administration.</p>	<p>1.(i) 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:</p> <p>Assistant Professor      - 16 hours per week</p> <p>Associate Professor/   - 14 hours per week Professor</p> <p>1.(ii) Professors/ Associate Professors/ Assistant Professors involved in administration/ extension work can devote two hours per week from the teaching and learning hours.</p>	15-15.2, p95
<p>3. Persons more than sixty five years of age should not be appointed a Guest/ Part-time Teachers.</p>	<p>3. Persons more than seventy years of age should not be appointed a Guest/ Part-time Teachers.</p>	



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**Amendment 6: Amendments to following provisions of Ordinance XVIII relating to Selection Committee for the appointment of Principal, Vice-Principal and Teachers in Colleges:**

Existing	Proposed	UGC 2018
4 (4) If the governing body wishes to appoint a Vice-Principal, it should do so with prior approval of the University. The appointment of the Vice-Principal shall be made from among the <b>Associate Professors</b> in the College who fulfil the qualification for the post of Principal. The appointment of such Vice-Principal shall require the approval of the University.	4 (4) An existing senior Faculty, 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 concerned faculty member's existing responsibilities. During the absence of the Principal, for any reason, the Vice Principal shall exercise the powers of the Principal. The appointment of such Vice-Principal shall require the approval of the University.	4,VI,p 61
<p><b>7- 2</b></p> <p>(a) The appointment of the Principal shall be made by the governing body of the College on the recommendation of a selection committee consisting of the following:</p> <ol style="list-style-type: none"> <li>1. Chairperson of the governing body as Chairperson.</li> <li>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.</li> <li>3. One nominee of the Vice-Chancellor who shall be a higher education expert. 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 whom one should be a subject expert.</li> <li>4. Three experts consisting of the</li> </ol>	<p><b>7- 2</b></p> <p>(a) The appointment of the College Principal and Professor shall be made by the Governing Body of the College on the recommendation of a Selection Committee consisting of the following:</p> <ol style="list-style-type: none"> <li>1. Chairperson of the Governing Body to be the Chairperson.</li> <li>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.</li> <li>3. 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.</li> </ol> <p>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 University of</p>	5.1,VIII,p73 ,74 Also p61.



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<p>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 Academic Council.</p> <p>5. An academician representing SC/ST/OBC/Minority/Women/Persons with Disability categories, if any of the candidates representing these categories is an applicant, to be nominated by the Vice-Chancellor, if any of the above members of the selection committee does not belong to that category.</p> <p>6. At least five members, including two experts, will constitute the quorum.</p> <p>7. The list of selected and waitlisted candidates/panel of names in order of merit, duly signed by all members of the selection committee shall be forwarded to the University.</p> <p>(b) The list thus submitted by the governing body shall be considered by a selection committee constituted for the purpose and consisting of the following:</p> <ol style="list-style-type: none"> <li>(i) Vice-Chancellor,</li> <li>(ii) Pro-Vice-Chancellor,</li> <li>(iii) A nominee of the visitor;</li> <li>(iv) Chairman of the governing body of the College concerned; and</li> <li>(v) Two members of the Executive Council, nominated by it; and</li> <li>(vi) An academician representing SC/ST/OBC/Minority/Women/Persons with Disability categories, if any of candidates representing these categories is an applicant, to be</li> </ol>	<p>whom one should be a subject expert.</p> <p>4. 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 Academic Council).</p> <p>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 recommended by the Vice Chancellor from the list of subject experts approved by the Academic Council.</p> <p>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 Academic Council.</p> <p>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 Vice-Chancellor, if any of the above members of the Selection Committee does not belong to that category.</p> <p>7. Five members, including two experts, shall constitute the quorum.</p> <p>8. The selection procedure 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</p>	
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<p>nominated by the Vice-Chancellor, if any of the above members of the selection committee does not belong to that category.</p> <p>(c) On the recommendation of the selection committee the University shall transmit to governing body a list of persons mentioned in the order of preference whom the University would be prepared to recognize as Principal or, if none of the applicants are considered suitable, shall refrain from sending a list, in which Case the post shall be re-advertised:</p> <p>Provided that the term of appointment of the College Principal shall be five years with eligibility for reappointment for another term only after following the due process of selection laid down under this Ordinance.</p>	<p>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.</p> <p>9. The list of selected and waitlisted candidates/panel of names in order of merit, duly signed by all members of the Selection Committee shall be forwarded to the University.</p> <p><b>(b) and (c) : No change</b></p> <p><b>Insert the following after (c)</b></p> <p><b>(d). Tenure</b></p> <p>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.</p> <p><b>ii) Committee for Assessment of College Principal and Professor for Second Term</b></p> <p>The committee for assessment to the post of College Principal for second term shall have the following composition:</p> <p>i. Nominee of the Vice-Chancellor. ii. Nominee of the Chairman, UGC</p> <p>The nominees shall be nominated from the Principals of the Colleges with Excellence/College with Potential for Excellence/ Autonomous Colleges/ NAAC 'A' accredited Colleges.</p> <p>(e) After the completion of her/his term as Principal, the incumbent shall join back her/his parent organization with the designation as Professor and in the grade of the Professor.</p>	
7. 4 (a) The members of the teaching staff	7. 4 (a) The members of the teaching staff	5.1,V-



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<p>shall be appointed by the governing body on the recommendation of a selection committee, which will have following composition:</p> <ol style="list-style-type: none"> <li>1. The Chairperson of the governing body of the College or a member of the governing body nominated by him/her to be the Chairperson of the selection committee.</li> <li>2. Three experts in the concerned subject nominated by the vice chancellor out of the panel of names approved by the Academic Council.</li> <li>3. The Principal of the concerned College</li> <li>4. A nominee of the Vice-Chancellor.</li> <li>5. One senior teacher/teacher-in-charge of the subject concerned preferably having not less than 10 years of service as a teacher.</li> <li>6. An academician representing SC/ST/OBC/Minority/Women/Persons with Disability (PWD) 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.</li> <li>7. Where the selection committee is constituted for making recruitment to 10 or more vacancies in any level of posts or services, it shall be mandatory to have one member belonging to SC/ST, one member belonging to OBC category and one member belonging to minority community in such committees/boards. Further, one of the members of the selection committee/board, wherever from the</li> </ol>	<p>shall be appointed by the Governing Body on the recommendation of a Selection Committee, which will have following composition (This will also apply to the promotion of Assistant Professor to Associate Professor and further to Professor under relevant Career Advancement Scheme):</p> <ol style="list-style-type: none"> <li>1. The Chairperson of the Governing Body or nominee, from amongst the members of the Governing Body, who shall be the Chairperson of the Selection Committee.</li> <li>2. The Principal of the College.</li> <li>3. Teacher In-Charge of the subject concerned in the College. For promotion/appointment of Professor, Teacher In-Charge of the subject concerned from the college should not be below the rank of Professor.</li> <li>4. Two nominees of the Vice-Chancellor, of whom one should be a subject-expert.</li> </ol> <p>For appointment/promotion of Associate Professor and Professor, 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. For appointment/promotion of Professor the nominees of the Vice-Chancellor should not be below the rank of Professor.</p> <p>In case of Colleges notified/declared as a minority educational institutions, two nominees of the Chairperson of the College from out of a panel of five names, preferably from the Minority Communities, recommended by the Vice-Chancellor, from the list of experts suggested by the Governing Body of the</p>	<p><b>VII,IX</b> <b>71-73,74</b></p>
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<p>general category or from the minority community or from the SC/ST/OBC community should be a lady failing which a lady member should be co-opted on the committee/board. It may also be ensured that where the number of vacancies against which selection is to be made is less than ten, no effort should be spared in finding the SC/ST, OBC officer and the minority committee officer and a lady officer, for inclusion in such committees/boards.</p> <p>Provided that selection committees for the post of Director of Physical Education and Sports, College Librarians shall be the same except that the concerned expert in Physical Education and Sports or Sports Administration or Library, practicing Librarian/Physical Education Director, as the Case may be, shall be associated with the selection committee as one of the subject experts to be nominated by the Director of Physical Education, University of Delhi/University Librarian, as the Case may be</p> <p>At least four members, including Chairperson and two subject experts shall constitute the quorum.</p> <p><b>The selection committee for the teaching positions in minority Colleges shall have the following composition:</b></p> <ol style="list-style-type: none"> <li>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.</li> <li>2. Principal of the College.</li> <li>3. Two nominees of the Chairperson of the College from out of a panel of five names, preferably from minority</li> </ol>	<p>College, of whom one should be a subject-expert. For appointment/promotion of Professor the nominees of the Chairperson should not be below the rank of Professor.</p> <ol style="list-style-type: none"> <li>5. Two subject-experts not connected with the College who shall 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 Academic Council of the University.</li> </ol> <p>In case of Colleges notified/declared as Minority Educational Institutions, two subject experts not connected with the College 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 Governing Body of the College.</p> <ol style="list-style-type: none"> <li>6. An academician representing 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. For appointment/ promotion of Professor the nominees of the Chairperson should not be below the rank of Professor.</li> <li>7. Where the Selection Committee is constituted for making recruitment to 10 or more vacancies in any level of posts or services, it shall be mandatory to have one member belonging to SC/ST, one member belonging to OBC category and one member belonging to Minority Community in such Committees/Boards. Further, one of the members of the Selection Committee, wherever from the</li> </ol>	
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<p>communities, recommended by the vice chancellor from the list of experts suggested by the governing body of the College, of whom one should be a subject expert.</p> <p>4. Three subject experts not connected with the University to be nominated by the Chairperson of the governing body of the College 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 governing body of the College.</p> <p>5. One senior teacher/teacher-in-charge of the subject concerned preferably having not less than 10 years of service as a teacher, for appointment to the posts of Assistant Professor and Associate Professor.</p> <p>6. An academician representing SC/ ST/ OBC/ Minority/ Women/Persons with disability, 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.</p> <p>7. Where the Selection Committee is constituted for making recruitment to 10 or more vacancies in any level of posts or services, it shall be mandatory to have one member belonging to SC/ST, one member belonging to OBC category and one member belonging to Minority community in such committees/Boards. Further, one of the members of the Selection Committee/Board, wherever from the general category or from the minority community or from the SC/ST/OBC community should be a lady failing which a lady member should be co-</p>	<p>General Category or from the Minority Community or from the SC/ST/OBC community should be a lady failing which a lady member should be co-opted on the Committee. It may also be ensured that where the number of vacancies against which selection is to be made is less than ten, no effort should be spared in finding the SC/ST/OBC Officer and the Minority Community Officer and a lady officer, for inclusion in such Committees.</p> <p><u>Explanatory Note:</u> Clause 7 above has been incorporated in terms of DoP&amp;T OM No. F.No.42011/2/2014-Estt.(Res) Dated 13.02.2014. This clause was given assent by the Visitor of the University vide Letter No. F.No. 4-93/2014-Desk-U dated 18<sup>th</sup> March 2015.</p> <p>Provided that Selection Committees for the post of Director of Physical Education and Sports, College Librarians shall be the same 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.</p> <p>Five members, including two outside subject experts, shall constitute the quorum.</p> <p><b>Note:</b></p> <p>(a) The overall selection procedure shall be as per UGC Regulations 2018.</p> <p>(b) 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</p>	<p>Clause 6,III, pg75 And clause 5.4,p75</p>
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<p>opted on the committee/board. It may also be ensured that where the number of vacancies against which selection is to be made is less than ten, no effort should be spared in finding the SC/ST, OBC officer and the minority committee officer and a lady officer, for inclusion in such Committees/Boards.</p> <p>Provided that Seletion Committees for the post of Director of Physical Education and Sports, College Librarians shall be the same except that the concerned expert in Physical Education and Sports or Sports Administration or Library, practicing Librarian/Physical Education Director, as the Case may be, shall be associated with the Selection Committee as one of the subject experts to be nominated by the Director of Physcial Education, University of Delhi/University Librarian, as the Case may be</p> <p>At least four members, including Chairperson and two subject experts shall constitute the quorum.</p>	<p>selection committee.</p> <p>(c) For all Selection Committees specified herein, the Head of Department/ Teacher-In charge should be either in the same or higher rank/position than the rank/position for which the interview is to be held.</p> <p>(d) The Academician(s) belonging to the Scheduled Caste/Scheduled Tribe/ OBC /Minority/Women/ Differently abled Category and so nominated in the Selection Committee(s) shall be one level above the cadre level of the applicant, and such nominee shall ensure that the norms of the Central Government, in relation to the categories mentioned above, are strictly followed during the selection process.</p>	
<p>7.4-(c)(a)</p> <p>Provided that the Screening - cum-Evaluation Committee for promotion of Assistant Professor/equivalent cadres of Librarians/Director of Physical Education in Colleges from one Academic Grade Pay (AGP) to the next higher AGP under Career Advancement Scheme - 2010 shall consist of the following:</p> <ol style="list-style-type: none"> <li>1. The Principal of the College</li> <li>2. One Associate Professor in the subject concerned to be nominated by the Principal.</li> <li>3. Two experts in the concerned subject/field out of a panel drawn by the University Department and approved by Academic Council.</li> </ol>	<p>7.4-(c)(a)</p> <p>The “Screening - cum-Evaluation Committee” for CAS promotion of Assistant Professor/equivalent cadres of Librarians/Director of Physical Education in Colleges from one Academic Level to the next higher Academic Level shall consist of:</p> <ol style="list-style-type: none"> <li>1. The Principal of the College;</li> <li>2. Teacher In charge of the concerned subject in the College/University Librarian/ University Director, Physical Education and Sports in Case of College Teacher/College Librarian/College Director, Physical Education and Sports;</li> <li>3. Two experts in the concerned subject</li> </ol>	<p>5.1,B,D,F, p74</p>



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<p>Provided that in the Case of Director of Physical Education and Sports, an expert nominated by the Director of Physical Education, University of Delhi shall also be a member</p> <p>Provided further that in the Case of College Librarian, the University Librarian or his nominee shall also be a member of the Committee</p> <p>Three members including one subject expert shall form the quorum.</p>	<p>nominated by Vice Chancellor from the University panel of experts.</p> <p>Provided in the case of College Librarian, the experts should be working Librarians; and for Director of Physical Education and Sports, the experts should be from the field of Physical Education and Sports Administration from the University system respectively nominated by the Vice Chancellor from the University panel of experts.</p> <p>Three members including one subject expert shall form the quorum.</p>	
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**Amendment 7: Amendment to the following provisions of Ordinance XXII and XXII A:**

**1. To add 1.(d)**

**2.To Add the following to Ordinance XXII and XXII A.**

**(As per cl 17.0,p 98 of UGC 2018)**

**To add 1.(d) in Ordinance XXII**

Existing	Proposed	UGC 2018
1(a) to (c)	<p>1(a) to (c) X X X To add 1(d) The term of office of the Vice-Chancellor shall form part of the service period of the incumbent making her/him eligible for all service related benefits.</p>	7.3(iv),p88

**To Add the following to Ordinance XXII and XXII A,**

**CODE OF PROFESSIONAL ETHICS**

**The Vice-Chancellor/Pro-Vice-Chancellor**

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

- 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;



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- b) Conduct herself/himself 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.

**Amendment 8: Amendment to Ordinance XXIV and its Annexures:**

(1) **Amendments to Ordinance XXIV relating to qualifications of the University teachers (appointed and recognized) other than those for whom special qualifications have been prescribed separately under this Ordinance.**

(i) **Amendment to General note:**

Existing	Proposed	UGC 2018
<p>ii) The candidates, who are or have been awarded a Ph. D. Degree in accordance with the University grants commission (minimum standards and procedure for award of ph. D. Degree) regulations, 2009, shall be exempted from the requirement of the minimum eligibility condition of NET for recruitment and appointment of Assistant Professor or equivalent positions in University/ Colleges/institutions.</p> <p>Provided further, 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 Ordinance/bylaws/regulations of the institutions awarding the degree and the Ph.D candidates shall be exempted from the requirement of</p>	<p>ii) The National Eligibility Test (NET) shall be the minimum eligibility for appointment of Assistant Professor and equivalent positions wherever provided in this Ordinance.</p> <p><i>Provided</i> 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 for recruitment and appointment of Assistant Professor or any equivalent position in any</p>	3.3,I,p58-59



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<p>NET for recruitment and appointment of Assistant Professor or equivalent positions in universities/ Colleges/ institutions subject to the fulfillment of the following conditions:-</p> <ol style="list-style-type: none"> <li>Ph.D. Degree of the candidate awarded in regular mode only;</li> <li>Evaluation of the Ph.D. thesis by at least two external examiners;</li> <li>Open Ph.D. Viva voce of the candidate had been conducted;</li> <li>Candidate has published two research papers from/ based on his/ her Ph.D. Work out of which at least one must be in a refereed journal;</li> <li>Candidate has made at least two presentations in conferences/ seminars, based on his/her Ph.D work.</li> </ol> <p>(a) to (e) as above are to be certified by the Vice-Chancellor/Pro-Vice-Chancellor / Dean (Academic Affairs)/ dean (University instructions).</p>	<p>University, College or Institution.</p> <p><i>Provided</i> 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 for recruitment and appointment of Assistant Professor or equivalent positions in Universities/Colleges/ Institutions subject to the fulfillment of the following conditions:</p> <ol style="list-style-type: none"> <li>The Ph.D. degree of the candidate has been awarded in regular mode only;</li> <li>The Ph.D. thesis has been awarded by at least two external examiners;</li> <li>An open Ph.D. viva voce of the candidate has been conducted;</li> <li>The candidate has published two research papers from her/his Ph.D. work out of which at least one is in a refereed journal;</li> <li>The candidate has presented at least two papers, based on her/his Ph.D. work in conferences/seminars sponsored/ funded/supported by the UGC/ ICSSR/CSIR or any similar agency.</li> </ol> <p>The fulfillment of these conditions is to be certified by the Registrar or the Dean (Academic Affairs) of the University concerned.</p>	
<p>iii) NET shall not be required for such Master's Degree Programmes in disciplines for which NET or a similar test accredited by the UGC is not conducted.</p>	<p>iii) The clearing of NET shall not be required for candidates in such disciplines for which NET has not been conducted.</p>	
<p>iv) A relaxation of 5% may be provided at the graduate and</p>	<p>iv) A minimum of 55% marks (or an equivalent grade in a point-scale,</p>	<p>3.4,p59</p>



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<p>masters level for the scheduled castes/ scheduled tribes/ differently-abled (physically and visually differently-abled)/ other backward classes (OBC) (non-creamy layer) categories for the purpose of eligibility and for assessing good academic records during direct recruitment to teaching positions. The eligibility marks of 55% marks (or an equivalent grade in a point scale wherever grading system is followed) and the relaxation of 5% to the categories mentioned above are permissible, based on only the qualifying marks without including any grace mark procedures.</p>	<p>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.</p> <p>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 Aabled (a) Blindness and Low Vision; (b) Deaf and Hard of Hearing; (c) Locomotor Disability including Cerebral Palsy, Leprosy cured, Dwarfism, Acid-Attack victims and Muscular Dystrophy; (d) Autism, Intellectual Disability, Specific Learning Disability And Mental Illness; (e) Multiple Disabilities from amongst persons under (a) to (d) including Deaf-Blindness) for the purpose of eligibility and assessing good academic record for direct recruitment. The eligibility marks of 55% marks (or an equivalent grade in a point scale wherever the grading system is followed) and the relaxation of 5% to the categories mentioned above are permissible, based only on the qualifying marks without including any grace mark procedure.</p>	
<p>vii) The period taken by the candidates to acquire M.Phil. and the residency period prescribed for pursuing Ph.D. Shall not be considered as teaching/ research experience to be claimed for appointment to the teaching positions.</p>	<p>vii) 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.</p> <p>Regular faculty members upto twenty per cent of the total faculty</p>	<p>3.11,p59</p>



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	strength (excluding faculty on medical / maternity leave) shall be allowed by their respective institutions to take study leave for pursuing Ph.D. degree.	
	<p><u>Insert following as clause (viii)(a) to (d)</u></p> <p>(viii)(a). The Ph.D. Degree shall be a mandatory qualification for appointment and promotion to the post of Professor.</p> <p>(b). The Ph.D. Degree shall be a mandatory qualification for appointment and promotion to the post of Associate Professor.</p> <p>(c). The Ph.D. Degree shall be a mandatory qualification for promotion to the post of Assistant Professor (Selection Grade/ Academic Level 12) in Universities.</p> <p>(d) 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.</p>	3.7-3.10,59
(viii) The number of candidates to be called for interview for the teaching posts in the University and its Colleges, shall be determined after screening of applications in accordance with the guidelines laid down by the Executive Council in this behalf.	Renumbered as (ix).	
(ix) Other stipulations prescribed by the UGC/University shall be mandatory for all posts.	<p>(x) (a) No person shall be appointed to the post of University and College teacher, Librarian or Director of Physical Education and Sports, in the University or in any of the affiliated/constituent Colleges of the University, if such person does not fulfill the requirements as to the qualifications for the appropriate post in this Ordinance.</p> <p>(x)(b) Discretionary award of advance</p>	3.12,p59



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	<p>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 or recruiting college/institution based on the recommendations of a selection committee while considering the case of individual candidates in the context of the merits of each case, taking into account the pay structure of other teachers in the faculty and other merit-specific factors. Discretionary award of advance increments is not applicable to those entering the profession as Assistant Professor/Assistant Librarian/Assistant Director of Physical Education and Sports and to those who are entitled for grant of advance increments for having acquired a Ph. D., M. Phil. or M.Tech. and LL.M degree. However, those entering the service as Assistant Professor/Assistant Librarian/Assistant Director of Physical Education and Sports, having a post-doctoral teaching/research experience, after obtaining a Ph.D. degree and proven credentials, may be eligible for discretionary award of advance increments to be given to the person, as decided and recorded by the Selection Committee in the minutes of its meeting.</p> <p>(x)(c) Other stipulations prescribed by the UGC/University shall be mandatory for all the posts.</p>	6.5, p87
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(2) Proposed amendments to Clause I of Ordinance XXIV of the Ordinance of the University relating to qualifications of the University teachers (appointed and recognized) other than those for whom special qualifications have been prescribed separately under this Ordinance.

Clause I

Existing	Proposed	UGC 2018
<p><b>I. For faculties of Applied Social Sciences &amp; Humanities; Arts, Commerce &amp; Business; Inter-Disciplinary &amp; Applied Sciences(except Physical Education); Law; Mathematical Sciences; Science (except Home Science, Nursing, Physiotherapy, Occupational Therapy, Pharmacy) and Social Sciences.</b></p> <p><b>A. Professor:</b></p> <p>1) An eminent scholar with Ph.D. Qualification(s) in 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.</p> <p>2) A minimum of ten years of teaching experience in University/College, and/or experience in research at the University/national level Institution/Industries, including experience of guiding candidates for research at doctoral level.</p> <p>3) Contribution to educational innovation, design of new curricula and courses, and technology – mediated teaching learning process.</p> <p>4) A minimum score as stipulated in the Academic Performance Indicator (API)</p>	<p><b>I. For the disciplines of Arts, Commerce, Humanities, Law, Social Sciences, Sciences, Languages, Library Science and Journalism &amp; Mass Communication.</b></p> <p><b>a). Assistant Professor: Eligibility (A or B) :</b></p> <p>A.</p> <p>1) 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.</p> <p>2) Besides fulfilling the above qualifications, the candidate must have cleared the national eligibility test (NET) conducted by the UGC or the CSIR. (exemption from NET shall be granted in accordance with clause (ii) &amp; (iii) of General Note to this Ordinance.)</p> <p><i>Provided</i> that 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.</p> <p>Or</p>	<p><b>4.0,4.1I-IV,p59-61</b></p>





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<p>based Performance Based Appraisal System (PBAS), as per the UGC guidelines.</p> <p><b>Or</b> An outstanding professional, with established reputation in the relevant field, who has made significant contributions to the knowledge in the concerned/allied/relevant discipline, to be substantiated by credentials.</p> <p><b>B. Associate Professor:</b></p> <ol style="list-style-type: none"> <li>1. Good academic record with a Ph.D. Degree in the concerned/allied/relevant disciplines.</li> <li>2. A master's degree with at least 55% marks (or an equivalent grade in a point scale wherever grading system is followed).</li> <li>3. 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 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.</li> <li>4. 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.</li> <li>5. A minimum score as stipulated</li> </ol>	<p><b>B.</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).</p> <p><b>Note:</b> The academic score as specified in Annexure VI (Table VI.c) for department of University, and Annexure VI (Table VI.d) 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.</p> <p><b>b). Associate Professor:</b></p> <p><b>Eligibility:</b></p> <ol style="list-style-type: none"> <li>i) A good academic record, with a Ph.D. Degree in the concerned/allied/relevant disciplines.</li> <li>ii) A master's degree with at least 55% marks (or an equivalent grade in a point-scale, wherever the grading system is followed).</li> <li>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</li> </ol>	
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<p>in the academic performance indicator (API) based performance based appraisal system (PBAS), as per the UGC guidelines.</p> <p><b>C. Assistant Professor:</b></p> <ol style="list-style-type: none"> <li>1. Good academic record as defined by the concerned University with at least 55% marks (or an equivalent grade in a point scale wherever grading system is followed) at the master's degree level in a relevant subject from an Indian University, or an equivalent degree from an accredited foreign University.</li> <li>2. 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.</li> </ol>	<p>journals and a total research score of seventy five (75) as per the criteria given in <i>Annexure VI (table VI.b)</i>.</p> <p><b>c). Professor: Eligibility (A or B) :</b></p> <p><b>A.</b></p> <ol style="list-style-type: none"> <li>(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 <i>Annexure VI (Table VI.b)</i></li> <li>(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.</li> </ol> <p>Or</p> <p><b>B.</b></p> <p>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</p>	
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	<p>provided she/he has ten years' experience.</p> <p><b>d) Senior Professor:</b></p> <p>Upto 10 percent of the existing sanctioned strength of Professors in the University may be appointed as senior Professor in the University, through direct recruitment.</p> <p>Eligibility:</p> <ol style="list-style-type: none"> <li>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.</li> <li>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.</li> <li>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.</li> <li>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 the candidate's supervision during the last 10 years and interaction with the selection committee constituted as</li> </ol>	
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	<p>Statute 19.</p> <p><u>Explanatory Note 1:</u> In pursuance of the clause 1.1.(i) of the UGC Regulations 2018, existing qualifications for Assistant Professor, Associate Professor, Professor and Principal have been retained for the disciplines of Education and Physical Education as they are regulated by the National Council for Teacher Education (NCTE) Since NCTE has not prescribed the qualifications for Senior Professor in these disciplines, the clauses mentioned above shall apply until NCTE prescribes such qualifications.</p> <p><u>Explanatory Note 2:</u> Existing qualifications for Assistant Professor, Associate Professor and Professor have been retained for the discipline of Management Studies as UGC Regulations 2018 does not mention any separate qualifications for this discipline.</p> <p><u>Explanatory Note 3:</u> The provisions prescribed in General Note to this Ordinance shall apply to all the posts mentioned herein.</p>	
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(3) Proposed amendments to Clause III of Ordinance XXIV of the Ordinance of the University relating to minimum qualifications, experience and other eligibility requirements for appointment of Music, Performing Arts, Visual Arts and other traditional Indian Art forms like sculpture, etc.

Existing	Proposed	UGC 2018
<p><b>III. Music:</b></p> <p><b>A. Assistant Professor:</b></p> <p>1. Good academic record with at least 55% marks (or an equivalent grade in a point scale wherever grading system is followed) at the master's degree level, in the</p>	<p><b>III Music, Performing Arts, Visual Arts and other traditional Indian art forms like sculpture, etc.</b></p> <p><b>a. Assistant Professor:</b></p> <p><u>Eligibility (A or B):</u></p> <p>A.</p> <p>1) Master's degree with 55%</p>	4.2,p61-62



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<p>relevant subject or an equivalent degree from an Indian/foreign University.</p> <p>2. Besides fulfilling the above qualifications, candidates must have cleared the national eligibility test (NET) conducted by the UGC, CSIR, or similar test accredited by the UGC.</p> <p><b>Or</b> A traditional and a professional artist with highly commendable professional achievement in the concerned subject, who should have:</p> <p>(a) Studied under noted/reputed traditional masters and has thorough knowledge to explain the subject concerned;</p> <p>(b) A high grade artist of air/tv; and</p> <p>(c) Ability to explain the logical reasoning of the subject concerned and adequate knowledge to teach theory with illustrations in that discipline.</p> <p><b>B. Associate Professor - music:</b></p> <p>1. Good academic record with doctoral degree, with performing ability of high professional standard.</p> <p>2. Eight years of experience of teaching at the University, College level and/or research in University/national level institutions excluding the period spent for obtaining the research degree.</p> <p>3. Has made significant contributions to the knowledge</p>	<p>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.</p> <p>2) Besides fulfilling the above qualifications, the candidate must have cleared the national eligibility test (NET) conducted by the UGC or the CSIR. (exemption from NET shall be granted in accordance with clause (ii) &amp; (iii) of general note to this Ordinance.)</p> <p><i>Provided that 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.</i></p> <p><b>Or</b></p> <p><b>B.</b> A traditional or a professional artist with highly commendable professional achievement in the subject concerned having a bachelor's degree, who has:</p> <p>i) studied under a noted/reputed traditional master(s)/artist(s)</p> <p>ii) has been 'A' grade artist of AIR/Doordarshan;</p> <p>iii) has the ability to explain, with logical reasoning the subject concerned; and</p> <p>iv) has adequate knowledge to teach theory with illustrations in the discipline concerned.</p> <p><b>b. Associate Professor :</b></p> <p>Eligibility (A or B): A.</p>	
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<p>in the subject concerned, as evidenced by quality of publications.</p> <p>4. Contribution to educational innovation such as designing of new courses, curricula and/or outstanding performing achievement in the field of specialization.</p> <p><b>Or</b> A traditional and a professional artist with highly commendable professional achievement in the concerned subject, who should be or have:</p> <p>(a) 'A' grade artist of AIR/TV; (b) Eight years of outstanding performing achievements in the field of specialization; (c) Experience in designing of new courses and /or curricula; (d) Participation in seminars/conferences in reputed institutions; and (e) Ability to explain the logical reasoning of the subject concerned and adequate knowledge to teach theory with illustrations in that discipline.</p> <p><b>C. Professor - Music:</b> 1) an eminent scholar with a doctoral degree actively an engaged in research with ten years of experience in teaching in University/College and/or research at the University/national level institutions including experience of guiding research at doctoral level with outstanding performing achievements in the field of specialization.</p> <p><b>Or</b> 2) A traditional and a professional</p>	<p>i) Good academic record, with a doctoral degree. ii) Performing ability of a high professional standard. iii) Eight year's experience of teaching in a University or College and / or of research in a University/national level institution, equal to that of Assistant Professor in a University/College. iv) Has made a significant contribution to knowledge in the subject concerned, as evidenced by quality publications.</p> <p><b>Or</b> B. A traditional or a professional artist with highly-commendable professional achievement having master's degree in the subject concerned, who has:</p> <p>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.</p> <p><b>c. Professor :</b> Eligibility (A or B): A. i) an eminent scholar having a</p>	
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<p>artist with highly commendable professional achievement in the concerned subject, who should be or have:</p> <p>(a) 'A' grade artist of AIR/TV;</p> <p>(b) Twelve years of outstanding performing achievements in the field of specialization;</p> <p>(c) Significant contributions in the field of specializations and ability to guide research;</p> <p>(d) Participation in national/international seminars/conferences/ workshops and/ or recipient of national/international awards/fellowships; and</p> <p>(e) Ability to explain the logical reasoning of the subject concerned and adequate knowledge to teach theory with illustrations in that discipline.</p>	<p>doctoral degree</p> <p>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</p> <p>iii) minimum of 6 research publications in the peer-reviewed or UGC -listed journals ,</p> <p>iv) has a total research score of 120, as per <i>Annexure VI (table VI.b)</i></p> <p>Or</p> <p>B.</p> <p>A traditional or a professional artist, with highly-commendable professional achievement, in the subject concerned,</p> <p>i) having Master's degree, in the relevant subject</p> <p>ii) has been 'A'- grade artist of AIR/Doordarshan</p> <p>iii) has ten years of outstanding performing achievements in the field of specialisation</p> <p>iv) has made significant contributions in the field of specialisations and ability to guide research;</p> <p>v) has participated in national/ international seminars/conferences/ workshops/ concerts and/ or recipient of national/international awards/ fellowships;</p> <p>vi) has the ability to explain with logical reasoning the subject concerned, and</p> <p>vii) has adequate knowledge to teach theory with illustrations in the said discipline.</p>	
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<p><b>IV. Visual (fine) arts:</b></p> <p><b>A. Assistant Professor:</b></p> <ol style="list-style-type: none"> <li>1. Good academic record with at least 55% marks (or an equivalent grade in a point scale wherever grading system is followed) at the master's degree level, in the relevant subject or an equivalent degree from an Indian/foreign University.</li> <li>2. Besides fulfilling the above qualifications, candidates must have cleared the national eligibility test (NET) conducted by the UGC, CSIR, or similar test accredited by the UGC.</li> </ol> <p style="text-align: center;"><b>Or</b></p> <ol style="list-style-type: none"> <li>3. A professional artist with highly commendable professional achievement in the concerned subject, who should have:       <ol style="list-style-type: none"> <li>A. First class diploma in visual (fine) arts discipline from the recognized institution of India/abroad;</li> <li>B. Five years of experience of holding regular regional/national exhibitions/workshops with evidence; and</li> <li>C. Ability to explain the logical reasoning of the subject concerned and adequate knowledge to teach theory with illustrations in that discipline.</li> </ol> </li> </ol> <p><b>B. Associate Professor – Visual (Fine) Arts:</b></p> <ol style="list-style-type: none"> <li>1. Good academic record with doctoral degree, with</li> </ol>	<p><b>IV. (i) Visual (fine) arts:</b></p> <p>No change</p>	
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<p>performing ability of high professional standard.</p> <p>2. Eight years of experience of teaching in a University / College and/ or research in University / national level institutions excluding the period spent for the research degree of M.Phil./Ph.D.</p> <p>3. Has made significant contributions to the knowledge in the subject concerned as evidenced by quality of publications.</p> <p>4. Contributions to educational innovation such as: designing new courses and/ or curricula and/or outstanding performing achievements in the field of specializations.</p> <p><b>Or</b></p> <p>5. A professional artist with highly commendable professional achievement in the concerned subject, who should have:</p> <p>a) A recognized artist of his/her own discipline;</p> <p>b) Eight years of outstanding performing achievements in the field of specialization;</p> <p>c) Experience in designing of new courses and /or curricula;</p> <p>d) Participation in seminars/conferences in reputed institutions; and</p> <p>e) Ability to explain the logical reasoning of the subject concerned and adequate knowledge to teach theory with illustrations in that</p>		
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<p>discipline.</p> <p><b>C. Professor – Visual (Fine) Arts:</b></p> <p>1) An eminent scholar with a doctoral degree actively engaged in research with ten years of experience in teaching and /or research at the University/National level institutions including experience of guiding research in doctoral level, with outstanding performing achievement in the field of specialization.</p> <p><b>Or</b></p> <p>2) A professional artist with highly commendable professional achievement in the concerned subject, who should have:</p> <p>A). Twelve years of experience of holding regular regional/national exhibition/ workshops with evidence;</p> <p>B). Significant contributions in the field of specialization and ability to guide research;</p> <p>C). Participation in national/international seminars/conferences/ workshops and/or recipient of national/international awards/ fellowships; and</p> <p>D). Ability to explain the logical reasoning of the subject concerned and adequate knowledge to teach theory with illustrations in that discipline.</p>		
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(4) Proposed insertion of Clause IV.(ii) Drama discipline and IV.(iii) Yoga discipline of Ordinance XXIV

Existing	Proposed	UGC 2018
-	IV) (ii) Drama Discipline:	4.3,I-III,p63-65



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	<p>a.. Assistant Professor <b>Eligibility (A or B)</b></p> <p>A.</p> <p>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.</p> <p>ii) Besides fulfilling the above qualifications, the candidate must have cleared the national eligibility test (NET) conducted by the UGC or the CSIR. (exemption from NET shall be granted in accordance with clause (ii) &amp; (iii) of General Note to this Ordinance.)</p> <p>OR</p> <p>B. A traditional or a professional artist with highly commendable professional achievement in the concerned subject, who has:</p> <p>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;</p> <p>ii) five years of regular acclaimed performance at regional/ national/ international stage, supported by evidence; and</p> <p>iii) the ability to explain, with logical reasoning, the subject concerned and adequate</p>	
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	<p>knowledge to teach theory with illustrations in the discipline concerned.</p> <p><b>b. Associate Professor:</b>  <b>Eligibility (A or B) :</b></p> <p>A.</p> <p>i) A good academic record, having a Ph.D degree with performing ability of high professional standard as certified by an Expert Committee constituted by the University concerned for the said purpose.</p> <p>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.</p> <p>iii) A significant contribution to knowledge in the subject concerned, as evidenced by the quality publications.</p> <p>OR</p> <p>B. A traditional or a professional artist, having highly commendable professional achievement in the subject concerned, has a Master's degree, who has:</p> <p>i) Been recognised artist of Stage/ Radio/TV;</p> <p>ii) Eight years of outstanding performance in the field of specialisation;</p> <p>iii) Experience of designing new courses and /or curricula;</p> <p>iv) Participated in</p>	
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	<p>Seminars/Conferences in reputed institutions; and</p> <p>v) The ability to explain with logical reasoning the subject concerned and adequate knowledge to teach theory with illustrations in the said discipline.</p> <p><b>c. Professor</b></p> <p><b>Eligibility (A or B) :</b></p> <p>A. An eminent scholar, having a doctoral degree, actively engaged in research with ten years of experience in teaching and /or research at a University/National-level institution, including experience of guiding research at the doctoral level, with outstanding performing achievement in the field of specialisation, with a minimum of 6 research publications in the peer-reviewed or UGC listed journals, and a total research score of 120, as per Annexure VI, Table VI.b.</p> <p>OR</p> <p>B. A traditional and a professional artist, having highly commendable professional achievement in the subject concerned, who has:</p> <p>i) Master's degree, in the relevant subject;:</p> <p>ii) Ten years of outstanding performing achievements in the field of specialisation;</p>	
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	<p>iii) Made significant contribution in the field of specialisation</p> <p>iv) Guided research;</p> <p>v) Participated in National/ International Seminars/ Conferences/Workshops and/or recipient of National / International Awards/ Fellowships;</p> <p>vi) Ability to explain with logical reasoning the subject concerned;</p> <p>vii) Adequate knowledge to teach theory, with illustrations in the said discipline.</p>	
- - -	<p><b>IV) (ii) Yoga Discipline</b></p> <p><b>a. Assistant Professor :</b> <u>Eligibility (A or B) :</u> 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.</p> <p>Besides fulfilling the above qualifications, the candidate must have cleared the National Eligibility Test (NET) conducted by the UGC, CSIR 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</p>	4.4,p65



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	<p>time.</p> <p>Or</p> <p>B.</p> <p>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.</p> <p><u>*Note:</u> 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 UGC regulations 2018 i.e. 18<sup>th</sup> July 2018.</p> <p><b>b. Associate Professor</b></p> <p>i) A good academic record, with a Ph.D. Degree in the subject concerned or in a relevant discipline.</p> <p>ii) A Master's degree with at least 55% marks (or an equivalent grade in a point-scale, wherever the grading system is followed).</p> <p>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</p>	
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	<p>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 <i>Annexure VI (table VI.b)</i></p> <p><b>c. Professor:</b> Eligibility (A or B) :</p> <p>A.</p> <p>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 Annexure VI, Table VI.b.</p> <p>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.</p> <p>Or</p> <p>B. An outstanding professional, with established reputation in</p>	
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	the relevant field, who has made significant contribution to the knowledge in the concerned/allied/relevant discipline, to be substantiated by credentials.	
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**(5) Proposed amendments to Clause V of Ordinance XXIV of the Ordinance of the University relating to minimum qualifications, experience and other eligibility requirements for appointment of Occupational Therapy teachers.**

Existing	Proposed	UGC 2018
<p><b>V. Occupational Therapy:</b></p> <p><b>A. Assistant Professor – occupational therapy:</b> Bachelor degree in Occupational Therapy (B.O.T./B.Th.O./B.O.Th.), Masters in Occupational Therapy (M.O.Th/M.Th.O./M.Sc. O.T/M.OT.) with at least 55% marks (or an equivalent grade in a point scale wherever grading system is followed) from a recognized University.</p> <p><b>B. Associate Professor – Occupational Therapy:</b></p> <p>1) Master in Occupational Therapy (M.O.T./M.O.Th./M.Sc. O.T.) with eight years' experience as Assistant Professor.</p> <p>2) Desirable: higher qualification like ph. D. In any discipline in occupational therapy recognized by the UGC/independent published work of higher standard</p> <p><b>C. Professor – occupational</b></p>	<p><b>V) Occupational Therapy</b></p> <p><b>a. Assistant Professor:</b> 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</p> <p><b>b. Associate Professor:</b></p> <p><b>i) Essential :</b> A master's degree in Occupational Therapy (M.O.T./M.O.Th./M.Sc. O.T.), with eight years' experience as Assistant Professor.</p> <p><b>ii) Desirable:</b> 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.</p> <p><b>c. Professor:</b></p>	4.5,p66



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<p><b>therapy:</b> Masters in occupational therapy (m.o.t. / m.o.th./m.th.o./m.sc. O.t.) with eleven years total experience including five years' experience as Associate Professor (occupational therapy).</p>	<p><b>i) Essential :</b> A Master's degree in Occupational Therapy (M.O.T./M.O.Th./M.Sc. O.T.), with ten years' experience in Occupational Therapy.</p> <p><b>ii) Desirable:</b> 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.</p>	
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(6) Proposed amendments to clause VI of Ordinance XXIV of the Ordinance of the University relating to minimum qualifications, experience and other eligibility requirements for appointment of Physiotherapy teachers.

Existing	Proposed	UGC 2018
<p><b>VI. Physiotherapy:</b></p> <p><b>A. Assistant Professor- Physiotherapy:</b> Bachelor degree in physiotherapy (B.P/T./B. Th./P./B.P.Th.), Masters in Physiotherapy (M./P.Th/M.Th.P./M.Sc. P.T/M.Pt.) With at least 55% marks (or an equivalent grade in a point scale wherever grading system is followed) from recognized University.</p> <p><b>B. Associate Professor - physiotherapy:</b></p> <p>1) Master in physiotherapy (M.P.T./M.P.Th./M.Th./M.Sc. P.T.) with eight years total experience as Assistant Professor.</p> <p>2) <b>Desirable:</b> higher qualification like ph. D. In any discipline in physiotherapy recognized by UGC/independent published work of higher standard</p>	<p><b>VI) Physiotherapy</b></p> <p><b>a. Assistant Professor:</b> Bachelor's degree in Physiotherapy (B.P./T./B. Th./P./B.P.Th.), Master's Degree in Physiotherapy (M.&amp;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.</p> <p><b>b. Associate Professor:</b></p> <p>i) <b>Essential :</b> 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.</p> <p>ii) <b>Desirable:</b> Higher qualification, including a Ph. D. Degree in any discipline of Physiotherapy recognised by the UGC, and published work of high standard in peer-reviewed or UGC-</p>	



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<p><b>C. Professor - physiotherapy:</b></p> <p>1) Masters in physiotherapy (m.p.t./m.p.th./m.th.p./m.sc.p.t.) with eleven years total experience including five years' experience as Associate Professor (physiotherapy).</p> <p>2) <b>Desirable:</b> higher qualification like ph. D. In any discipline in physiotherapy recognized by u.g.c./ independent published work of high standard</p> <p><b>Seven point scale</b></p> <table border="1" data-bbox="164 842 676 1368"> <thead> <tr> <th>Grade</th> <th>Grade Points</th> <th>Percentage equivalence</th> </tr> </thead> <tbody> <tr> <td>O=outstanding</td> <td>5.50-6.00</td> <td>75-100</td> </tr> <tr> <td>A=very good</td> <td>4.50-5.49</td> <td>65-74</td> </tr> <tr> <td>B=good</td> <td>3.50-4.49</td> <td>55-64</td> </tr> <tr> <td>C=average</td> <td>2.50-3.49</td> <td>45-54</td> </tr> <tr> <td>D-below average</td> <td>1.50-2.49</td> <td>35-44</td> </tr> <tr> <td>E=poor</td> <td>0.50-1.49</td> <td>25-34</td> </tr> </tbody> </table>	Grade	Grade Points	Percentage equivalence	O=outstanding	5.50-6.00	75-100	A=very good	4.50-5.49	65-74	B=good	3.50-4.49	55-64	C=average	2.50-3.49	45-54	D-below average	1.50-2.49	35-44	E=poor	0.50-1.49	25-34	<p>listed journals.</p> <p><b>c. Professor:</b></p> <p>iii) <b>Essential :</b> 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.</p> <p>ii) <b>Desirable:</b> Higher qualification, including a Ph. D. Degree in any discipline of Physiotherapy recognised by the UGC, and Published work of high standard in peer-reviewed or UGC-listed journals.</p>	
Grade	Grade Points	Percentage equivalence																					
O=outstanding	5.50-6.00	75-100																					
A=very good	4.50-5.49	65-74																					
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D-below average	1.50-2.49	35-44																					
E=poor	0.50-1.49	25-34																					

- (7) **Proposed amendments to Clause XI of Ordinance XXIV of the Ordinance of the University relating to minimum qualifications for the posts of University Librarian, Deputy Librarian, Assistant Librarian and College Librarian.**

Existing	Proposed	UGC 2018
<p><b>XI. Minimum qualifications for direct recruitment to the posts of University Librarian, Professional Senior (Deputy Librarian), Professional Junior (Assistant Librarian) and College Librarian:</b></p> <p><b>University Librarian</b></p> <p>1) A master's degree in Library</p>	<p><b>XI Minimum qualifications for direct recruitment to the posts of University Assistant Librarian / College Librarian, University Deputy Librarian and University Librarian</b></p> <p><b>a. University Assistant Librarian / College Librarian</b></p>	<p><b>4.7,I-III,p 67-68</b></p>



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<p>Science /Information Science/documentation with at least 55% marks or its equivalent grade of b in the UGC seven points scale and consistently good academic record set out in these regulations.</p> <p>2) At least thirteen years as a professional senior/Deputy Librarian in a University Library or eighteen years' experience as a College Librarian.</p> <p>3) Evidence of innovative Library service and organization of published work.</p> <p><b>Desirable:</b> An M.Phil./Ph.D. Degree in Library Science/Information Science /documentation/achieves and manuscript-keeping.</p> <p><b>Professional Senior (Deputy Librarian):</b></p> <p>1) A master's degree in Library Science/Information Science/documentation with at least 55% of the marks or its equivalent grade of b in the UGC seven point scale and a consistently good academic record.</p> <p>2) Five years' experience as a Professional Junior/assistant University Librarian/College Librarian.</p> <p>3) Evidence of innovative Library service and organization of published work and professional commitment, computerization of Library.</p> <p><b>Desirable:</b> An M.Phil./Ph.D.</p>	<p>1. 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)</p> <p>2. A consistently good academic record, with knowledge of computerization of a Library.</p> <p>3. Besides fulfilling the above qualifications, the candidate must have cleared the National Eligibility Test (NET) conducted by the UGC or the CSIR. (exemption from NET shall be granted in accordance with clause (ii) &amp; (iii) of General Note to this Ordinance.)</p> <p><b>b. University Deputy Librarian</b></p> <p>1. 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.</p> <p>2. Eight years experience as an Assistant University Librarian /College Librarian.</p> <p>3. Evidence of Innovative Library Services including integration of ICT in Library.</p> <p>4. A Ph.D. Degree in</p>	
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<p>Degree in Library Science/Information Science/documentation/archives and manuscript-keeping/computerization of Library.</p> <p><b>Professional Junior (Assistant Librarian/College Librarian)</b></p> <p>1) A master's degree in Library Science / Information Science / Documentation Science or an equivalent professional degree with at least 55% marks (or an equivalent grade in a point scale wherever grading system is followed) and a consistently good academic record with knowledge of computerization of Library.</p> <p>A relaxation of 5% may be provided at the graduate and masters level for the scheduled CASTes/scheduled tribes/differently-abled (physically and visually differently-abled) /other backward classes (OBC) (non-creamy layer) categories for the purpose of eligibility and for assessing good academic records during direct recruitment to teaching positions. The eligibility marks of 55% marks (or an equivalent grade in a point scale wherever grading system is followed) and the relaxation of 5% to the categories mentioned above are permissible, based on only the qualifying marks without including any grace mark procedures.</p> <p>2) The candidates, who are, or</p>	<p>Library Science/ Information Science / Documentation Science/ Archives and manuscript keeping/ computerization of Library.</p> <p><b>c. University Librarian</b></p> <ol style="list-style-type: none"> <li>1. 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.</li> <li>2. 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.</li> <li>3. Evidence of Innovative Library Services, including the integration of ICT in a Library.</li> <li>4. A Ph.D. Degree in Library Science/Information Science/ Documentation /Archives and manuscript-keeping.</li> </ol>	
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<p>have been awarded a Ph.D. Degree in accordance with the University grants commission (minimum standards and procedure for award of Ph.D. Degree) regulations, 2009, shall be exempted from the requirement of the minimum eligibility condition of NET for recruitment and appointment of University Assistant Librarian/ College Librarian.</p> <p>Provided further, 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 Ordinance/bylaws/regulations of the institutions awarding the degree and the Ph.D candidates shall be exempted from the requirement of NET for recruitment and appointment University Assistant Librarian/ College Librarian subject to the fulfillment of the following conditions:-</p> <ol style="list-style-type: none"><li>Ph.D. Degree of the candidate awarded in regular mode only;</li><li>Evaluation of the Ph.D. Thesis by at least two external examiners;</li><li>Open Ph.D. Viva voce of the candidate had been conducted;</li><li>Candidate has published two research papers from/based on his/ her Ph.D. Work out of which at least one must be in a refereed journal;</li><li>Candidate has made at least</li></ol>		
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<p>two presentations in conferences/ seminars, based on his/her Ph.D. Work.</p> <p>(a) To (e) as above are to be certified by the Vice-Chancellor/pro-Vice-Chancellor/dean (academic affairs)/ dean (University instructions).</p> <p><b>Note:</b> A minimum score as stipulated in the Academic Performance Indicator (API) based Performance Based Appraisal System (PBAS), as per the UGC guidelines. (Performa for Performance Based Appraisal System and detailed guidelines to calculate API score is as per annexure).</p>		
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**(8) Proposed amendments to Clause XII of Ordinance XXIV of the Ordinance of the University relating to minimum qualifications for the posts of Director of Physical Education and Sports, Deputy Director of Physical Education and Sports and Assistant Directors of Physical Education and Sports/College Director of Physical Education & Sports Sciences:**

Existing	Proposed	UGC2018
<p><b>I. University Director of Physical Education and Sports</b></p> <p>(1) A Ph.D. In Physical Education.</p> <p>(2) Experience of at least ten years as University deputy or fifteen years as University assistant dpes/College (Selection Grade).</p> <p>(3) Participation in at least two national/international seminars/conferences.</p> <p>(4) Consistently good appraisal reports.</p> <p>(5) Evidence of organizing competitions and conducting coaching camps of at least two weeks' duration.</p> <p>(6) Evidence of having produced good performance teams/athletes for</p>	<p><b>I. University Assistant Director of Physical Education and Sports / College Director of Physical Education and Sports</b></p> <p><b>Eligibility (A or B):</b></p> <p>A.</p> <p>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)</p> <p>ii) Record of having represented the University / College at the Inter-University /Inter-Collegiate competitions or the State and/ or</p>	<p>4.8,p68</p>



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<p>competitions like state/national/inter-University/combined University, etc.,</p>	<p>National Championships.</p>	
<p><b>II. University deputy Director of Physical Education and Sports:</b></p> <ol style="list-style-type: none"> <li>1) A Ph.D. In Physical Education. 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.</li> <li>2) Eight years' experience as University assistant DPEs/College DPEs, with a benefit of two years and one year for Ph.D. And M.Phil. Degree holders.</li> <li>3) Evidence of organizing competitions and conducting coaching camps of at least two weeks duration.</li> <li>4) Evidence of having produced good performance teams/athletes for competitions like state/ national / inter-University/combined University, etc.</li> <li>5) Passed the physical fitness test in accordance with these regulations.</li> <li>6) Consistently good appraisal reports</li> </ol>	<ol style="list-style-type: none"> <li>vi) Besides fulfilling the above qualifications, the candidate must have cleared the National Eligibility Test (NET) conducted by the UGC or the CSIR. (exemption from NET shall be granted in accordance with clause (ii) &amp; (iii) of General Note to this Ordinance.)</li> <li>vii) Passed the physical fitness test conducted in accordance with the provisions laid down hereunder at sub clause IV.</li> </ol> <p>Or</p> <p>B.</p> <p>An Asian Game or Commonwealth Games medal winner who has a degree at least at Post-graduation level.</p>	
<p><b>III. Assistant Director of Physical Education &amp; Sports/ College Director of Physical Education and Sports:</b></p> <ol style="list-style-type: none"> <li>1) A master's degree in Physical Education or master's degree in Sports Science with at least 55% marks (or an equivalent grade in a point scale wherever grading system is followed) with a consistently good academic record.</li> </ol>	<p><b>II. University Deputy Director of Physical Education and Sports</b> Eligibility (A or B) :</p> <p>A.</p> <ol style="list-style-type: none"> <li>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.</li> <li>ii) Eight years' experience as University Assistant DPEs/College DPEs.</li> <li>iii) Evidence of organizing competitions and conducting coaching camps of at least two weeks duration.</li> <li>iv) Evidence of having produced good performance of teams/athletes for competitions like State/National/Inter-University/Combined University, etc.</li> <li>v) Passed the physical fitness test conducted in accordance with the</li> </ol>	





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<p>A relaxation of 5% may be provided at the graduate and masters level for the scheduled Castes/scheduled tribes/ differently-abled (physically and visually differently-abled) /other backward classes (OBC) (non-creamy layer) categories for the purpose of eligibility and for assessing good academic records during direct recruitment to teaching positions. The eligibility marks of 55% marks (or an equivalent grade in a point scale wherever grading system is followed) and the relaxation of 5% to the categories mentioned above are permissible, based on only the qualifying marks without including any grace mark procedures.</p> <p>2) Record of having represented the University / College at the inter-University /inter-collegiate competitions or the state and/ or national championships.</p> <p>3) Qualifying in the national level test conducted for the purpose by the UGC or any other agency approved by the UGC.</p> <p>4) Passed the physical fitness test conducted in accordance with these regulations</p> <p>5) The candidates, who are or have been awarded a Ph.D. Degree in accordance with the University grants commission (minimum standards and procedure for award of Ph.D. Degree) regulations, 2009, shall be exempted from the requirement of the minimum eligibility condition of NET for recruitment and appointment of University assistant Director of</p>	<p>provisions laid down hereunder at sub clause IV.</p> <p>Or</p> <p>B. An Olympic Games/ World Cup/ World Championship medal winner who has a degree at least at the Post-graduation level.</p> <p><b>III. University Director of Physical Education and Sports</b></p> <p>i) A Ph.D. in Physical Education or Physical Education and Sports or Sports Science.</p> <p>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/Deputy DPEs or Assistant/ Associate Professor.</p> <p>iii) Evidence of organising competitions and coaching camps of at least two weeks' duration.</p> <p>iv) Evidence of having produced good performance of teams/athletes for competitions like state/national/ inter-University/ combined University, etc.</p> <p><b>IV. Physical fitness test norms</b></p> <p>(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 she/he is medically fit before undertaking such tests.</p> <p>(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:</p> <table border="1" data-bbox="667 1980 1233 2051"> <tr> <td><b>Norms for men</b></td> </tr> <tr> <td>12 minutes run/walk test</td> </tr> </table>	<b>Norms for men</b>	12 minutes run/walk test	
<b>Norms for men</b>				
12 minutes run/walk test				



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Physical Education/College Director of Physical Education and Sports.	Up to 30 years	Up to 40 years	Upto 45 years	Up to 50 years
	1800 metres	1500 metres	1200 metres	800 metres
<p>Provided further, 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 Ordinance/bylaws/regulations of the institutions awarding the degree and the Ph.D. Candidates shall be exempted from the requirement of NET for recruitment and appointment University assistant Director of Physical Education/College Director of Physical Education and Sports subject to the fulfillment of the following conditions:-</p> <p>a) Ph.D. Degree of the candidate awarded in regular mode only;</p> <p>b) Evaluation of the Ph.D. Thesis by at least two external examiners;</p> <p>c) Open Ph.D. Viva voce of the candidate had been conducted;</p> <p>d) Candidate has published two research papers from/based on his/her Ph.D. Work out of which at least one must be in a refereed journal;</p> <p>e) Candidate has made at least two presentations in conferences/seminars, based on his/her Ph.D. Work.</p> <p>(a) to (e) as above are to be certified by the Vice-Chancellor/pro-Vice-Chancellor/ dean (academic affairs)/ dean (University instructions)</p> <p><b>Physical fitness test norms</b></p> <p>A) Subject to the above qualifications, all candidates who are required to undertake the physical fitness test shall be required to produce a medical certificate certifying that he/she is medically fit before undertaking such tests</p>	<b>Norms for women</b>			
	08 minutes run/walk test			
	Upto 30 years	Upto 40 years	Upto 45 years	Upto 50 years
	1000 metres	800 metres	600 metres	400 metres



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B) On production of such certificate mentioned in sub-clause (a) above, the candidate would be required to undertake the physical fitness test in accordance with the following norms:					
<b>Norms for men</b>					
2 minutes run/walk test					
Up to 30 years	Up to 40 years	Upto 45 years	Up to 50 years		
800 metres	1500 metres	1200 metres	800 metres		
<b>Norms for women</b>					
08 minutes run/walk test					
Upto 30 years	Upto 40 years	Upto 45 years	Upto 50 years		
1000 metres	800 metres	600 metres	400 Me tres		
Important note: the existing qualifications will continue to apply for the positions for which amendments to Ordinance xxiv have not been proposed.					

(9) Proposed amendments to Clause XIII of Ordinance XXIV

Existing	Proposed	UGC2018
<p><b>Qualifications For The Post Of Principal Of Colleges.</b> (Other than the Colleges of Education, Physical Education &amp; Medical Colleges,)</p> <p>(i) A Master's Degree with at least 55% marks (or an equivalent grade in a point scale wherever grading system is followed) by a</p>	<p><b>College Principal &amp; Professor (Professor's grade)</b> (This is not applicable for the Colleges of Education, Physical Education &amp; Medical Colleges).</p> <p><b>A. Eligibility:</b></p> <p>i. Ph.D. Degree. ii. Professor/Associate Professor with a total service/ experience of at</p>	4.1,V p 61,74



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<p>recognized University.</p> <p>(ii) A Ph.D. Degree in concerned/allied/relevant discipline(s) in the institution concerned with evidence of published work and research guidance.</p> <p>(iii) Associate Professor/Professor with a total experience of fifteen years of teaching/research/administration in Universities, Colleges and other institutions of higher education.</p> <p>(iv) A minimum score as stipulated in the Academic Performance Indicator (API) based Performance Based Appraisal System (PBAS), as set out in this Ordinance for direct recruitment of Professors in University/Colleges.</p> <p>(v) 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 process which shall take into account an external peer review, its recommendations and its outcomes. The framework of the external peer review as specified by UGC is as follows:</p>	<p>least fifteen years of teaching/research in universities, Colleges and other institutions of higher education.</p> <p>iii. A minimum of 10 research publications in peer-reviewed or UGC - listed journals.</p> <p>iv. A minimum of 110 Research Score as per Annexure VI, Table VI.b.</p> <p><b>The clauses pertaining to tenure and extension has been shifted to Ordinance XVIII, 7-2 (d) and (e)</b></p>	
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<p>The constitution of the External Peer Review Committee shall be as under:-</p> <p>(i) Nominee of the Vice-Chancellor.</p> <p>(ii) Nominee of the Chairman, University Grants Commission.</p> <p>The nominees shall be nominated from the Principals of the Colleges with Excellence/College with Potential for Excellence/ Autonomous Colleges/ NAAC 'A+' accredited Colleges.</p> <p>The Report of the above Peer Review Committee shall be the main basis for re-appointment of the Principal.</p>		
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- (10) **Ordinance XXIV: To add the following provision for Career Advancement Scheme – 2010 (CAS 2010) for dealing with pending promotion cases under the CAS 2010 as on 18.07.2018 in line with UGC Regulations 2018.**

**Reference UGC 2018**

(i) As per 6.3, VII and VIII, p78-79

(ii) Stages of Promotion are as per clause 6.4 pg 80-87

The promotion of teachers and other academic staff of the University/Colleges shall be processed in accordance with the provisions of UGC Regulations 2018.

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 (CAS 2010) and its subsequent amendments, the teachers shall be given the option to be considered for the



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promotion from one Academic Level/Grade Pay to another Academic Level/Grade Pay as per the following:

- (a) The teacher shall be considered for promotion from one Academic Level/Grade Pay to another as per the CAS 2018. (The Date of Eligibility will be in accordance with Clause I of CAS 2018).

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 (CAS 2010) and its amendments with relaxation in the requirements of Academic Performance Indicators (API) based Performance Based Appraisal System (PBAS) upto the 18.07.2018.

The relaxation in the requirements of Academic Performance Indicators (API) based Performance Based Appraisal System (PBAS) upto 18.07.2018 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(CAS 2010) and its amendments, is defined as under :

- i. Exemption from scoring under category I, as defined in Annexure –I to Ordinance XXIV, Table I.a.1 and a.2 ( for CAS 2010), Annexure –IV to Ordinance XXIV, Table IV.b.1 and b.2 ( for CAS 2010) and Annexure –V to Ordinance XXIV Table V.b.1 and b.2 ( for CAS 2010), for the Faculty, the cadre of Physical Education and Sports and Librarian respectively.
- ii. Scoring in Category II and Category III for faculty and other equivalent cadre positions shall be as provided for in Annexure –I to Ordinance XXIV, Table I.a ( for CAS 2010), Annexure –IV to Ordinance XXIV, Table IV.b( for CAS 2010) and Annexure –V to Ordinance XXIV Table V.b ( for CAS 2010), for the Faculty, cadre of Physical Education and Sports and Librarian respectively.

**Note:**

- (i) There shall be no minimum API score requirement for Category II and Category III individually.
- (ii) The requirement for Orientation course and Refresher course for promotions due under the CAS shall not be mandatory upto December 31, 2018.



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**(11) Ordinance XXIV: to add the following provision for Career Advancement Scheme – 2018 (CAS- 2018)**

**Career Advancement Scheme – 2018 (CAS- 2018)**

**Reference UGC 2018**

**(i)6.3, I to VI pg 77 of UGC 2018**

**(ii)6.0, VII A & B pg 76, UGC 2018**

The promotion of teachers and other academic staff of the University/Colleges shall be processed in accordance with the provisions of UGC Regulations 2018.

The criteria for promotions under Career Advancement Scheme laid hereunder shall be effective from 18.07.2018. However, to avoid hardship to those faculty members who have already qualified or are likely to qualify shortly under CAS 2010, a choice may be given to them, for being considered for promotions under the same. This option can be exercised only within three years from 18.07.2018.

- 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 she/he fulfills all the requirements under the CAS and submit to the university/college the Assessment Criteria and Methodology Proforma as evolved by the University supported by all credentials as per the Assessment Criteria and Methodology guidelines set out in this Ordinance. 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 fulfill 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 fulfill these eligibility conditions.
- II. The Selection Committee specifications as contained in Statute 19(1) for University and Ordinance XVIII for Colleges as applicable to all direct recruitments of faculty positions and equivalent cadres shall be applicable to 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 the Annexures to this Ordinance for the Teachers and equivalent cadres detailed in this Ordinance.
- IV. The promotion under the CAS being a personal promotion to a teacher holding a substantive sanctioned post, on her/his 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.



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- VI. The candidate shall offer herself/himself for assessment for promotion, if she/he 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. She/he can do so three months before the due date.
- 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.
  - If, however, the candidate finds that she/he would fulfils the CAS promotion criteria, as defined in Tables VI.a, VI.b, of Annexure VI, Table VII.a of Annexure VII, and Table VIII.a of Annexure VIII at a later date and applies on that date and is successful, her/his promotion shall be effected from that date of the candidate fulfilling the eligibility criteria.
  - The candidate who does not succeed in the first assessment, she/he shall have to be re-assessed only after one year. When such a candidate succeeds in the eventual assessment, her/his promotion shall be deemed to be one year from the date of rejection.
- VII. The Assessment of the performance of College and University teachers for the CAS promotion is based on the following criteria:
- 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.
  - Personal Development Related to Teaching and Research Activities:** Attending orientation/refresher/methodology courses, development of e-contents and MOOCs, 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.
  - Administrative Support and Participation in Students' Co- curricular and Extra-curricular Activities.**
- VIII. **Assessment process**
- The following three-step process is recommended for carrying out assessment for promotion under the CAS at all levels:





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**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 Annexure VI, VII and VIII. 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 subsequent clauses of this Ordinance.

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

#### I. University and Colleges teachers (except the teachers of University College of Medical Sciences and Vallabh Bhai Patel Chest Institute)

##### I.1. 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 hereunder.

#### **B. Career Advancement Scheme (CAS) for University teachers**

##### **1. 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



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- 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) She/he 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 Annexure VI, Table VI.a), and;
- ii) The promotion is recommended by the screening-cum evaluation committee.

**2. 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 (APAR) of at least four of the last five years of the Assessment Period, (as prescribed in Annexure VI, Table VI.a) and;
- II) The promotion is recommended by the screening-cum-evaluation committee.

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



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- i) Assistant Professor who has completed three years of service in Academic Level 12/ Selection Grade.
- ii) A Ph.D degree in the subject concerned/allied/relevant discipline.
- iii) 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.
- iv) 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.
- v) Evidence of having guided at least one Ph.D. Candidate.

**CAS promotion criteria:**

A teacher shall be promoted if;

- I) she/he 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 Annexure VI, Table VI.a, and has a research score of at least 70 as per Annexure VI (Table VI.b)
- II) The promotion is recommended by a selection committee constituted in accordance Statute 19(1) with these regulations.

**4. Associate Professor (Academic Level 13A) to Professor (Academic Level 14)**

**Eligibility:**

- i) An Associate Professor who has completed three years of service in Academic Level 13A.
- ii) A Ph.D degree in the subject concerned/allied/relevant discipline.
- iii) 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.
- iv) Evidence of having successfully guided doctoral candidate.
- v) A minimum of 110 research score as per Annexure VI (Table VI.b).

**CAS promotion criteria:**

A teacher shall be promoted if;



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- I) She/he 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 Annexure VI (Table VI.a), and at least 110 research score, as per Annexure VI, Table VI.b.
- II) The promotion is recommended by a selection committee constituted in accordance with these regulations.

### 5. 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 Statute 19(1).

#### 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 her/his supervision during the Assessment Period.

### C. Career advancement scheme (CAS) for College teachers.

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

#### Eligibility:

- i. 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;
- ii. Attended one orientation course of 21 days' duration on teaching methodology; and
- iii. 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. She/he gets 'satisfactory' or 'good' grade in the Annual Performance Assessment Reports (APAR) 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 Annexure VI



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(Table VI.a), and;

- II. The promotion is recommended by the screening-cum-evaluation committee.

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

**Eligibility:**

- i) Assistant Professors who have completed five years of service in Academic Level 11/ Senior Scale.
- ii) 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 *Annexure VI (Table VI.a)*) and
- II) The promotion is recommended by the screening-cum-evaluation committee.

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

**Eligibility:**

- i) Assistant Professor who has completed three years of service in Academic Level 12/ Selection-Grade.
- ii) A Ph.D. Degree in subject relevant /allied/ relevant discipline.
- iii) 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



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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) She/he 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 Annexure VI, Table VI.a, and
- II) the promotion to the post of Associate Professor is recommended by the selection committee in accordance with Ordinance XVIII.

### **4. Associate Professor (Academic Level 13A) to Professor (Academic Level 14)**

#### **Eligibility:**

- i). Associate Professors who have completed three years of service in Academic Level 13A.
- ii). A Ph.D. Degree in subject relevant/allied/relevant discipline.
- iii). 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.
- iv). A minimum of 110 research score as per *Annexure VI (Table VI.b)*

### **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 Annexure VI, Table VI.a and at least 110 research score as per Annexure VI, Table VI.b
- ii) The promotion to the post of Professor is recommended by selection committee constituted in accordance with Ordinance XVIII.

### **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 pertaining to the promotion of teachers in the University and the Colleges 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



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Academic Level 14.

**1. 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 Level11):**

**Eligibility:**

- i) An Assistant Librarian/ College Librarian who is in Academic Level10 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.
- ii) She/he has attended at least one orientation course of 21 days' duration; and
- iii) Training, seminar or workshop on automation and digitalisation, maintenance and related activities, of at least 5 days, as per *Annexure VII (Table VII.a)*.

**CAS promotion criteria:**

An Assistant Librarian/College Librarian may be promoted if:

- I) She/he 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 *Annexure VII (Table VII.a)*. and
- II) The promotion is recommended by a screening-cum-evaluation committee.

**2. 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) She/he has completed five years of service in that grade.
- 2) She/he 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 *Annexure VII (Table VII.a)*. 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) She/he 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 *Annexure VII (Table VII.a)* and;
- II) The promotion is recommended by a Screening-Cum-Evaluation Committee.



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**3. From University Assistant Librarian (Selection Grade/Academic Level12)/ College Librarian (Selection Grade/Academic Level 12) to University Deputy Librarian (Academic Level 13A)/College Librarian (Academic Level 13A)**

- 1) She/he has completed three years of service in that grade.
- 2) She/he 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 *Annexure VII (Table VII.a)*. 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) She/he 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 *Annexure VII (Table VII.a)*; and
- II) The promotion is recommended by a selection committee constituted as per Statute 19(1) for the University and Ordinance XVIII for the Colleges on the basis of the interview performance.

**4. 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) She/he has completed three years of service in that grade.
- 2) She/he 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 *Annexure VII (Table VII.a)*. of at least two weeks' (ten days),
  - (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





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/Archives and Manuscript- Keeping.

**CAS promotion criteria:**

An individual shall be promoted if:

- I) She/he 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 *Annexure VII (Table VII.a)*. and
- II) The promotion is recommended by a selection committee constituted as per Statute 19(1) for the University and Ordinance XVIII for the Colleges 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 pertaining to the promotion of teachers in the University and the Colleges 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.

**1. 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) She/he 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) She/he has attended one orientation course of 21 days' duration; and
- iii) She/he 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) She/he gets a 'Satisfactory' or 'Good' grade in the Annual Performance



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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 *Annexure VIII (Table VIII.a)*; and

II) The promotion is recommended by a Screening-Cum-Evaluation Committee.

**2. From Assistant Director of Physical Education and Sports (Senior Scale/Academic Level11)/ College Director of Physical Education and Sports (Senior Scale/Academic Level11) to University Assistant Director of Physical Education and Sports (Selection Grade/Academic Level12) / College Director of Physical Education and Sports (Selection Grade/Academic Level12)**

1) She/he has completed five years of service in that grade.

2) She/he 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) She/he 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 *Annexure VIII (Table VIII.a)*, and;

II) The promotion is recommended by a Screening-Cum-Evaluation Committee .

**3. 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) She/he has completed three years of service.

2) She/he 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).



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**CAS promotion criteria:**

An individual may be promoted if;

- I) She/he 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 *Annexure VIII (Table VIII.a)*, and;
- II) The promotion is recommended by a selection committee constituted as per Statute 19(1) for the University and Ordinance XVIII for the Colleges on the basis of the interview performance.

**3. 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) She/he has completed three years of service.
- 2) She/he 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) she/he 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 *Annexure VIII (Table VIII.a)*. and;
- II) the promotion is recommended by a selection committee constituted as per these regulations on the basis of the interview performance.

**(12) Proposed amendments to the clause under Career Advancement Scheme pertaining to screening cum evaluation committee for promotion of Assistant Professor/ Assistant Librarian/Assistant Director, Physical Education and Sports.**

Existing	Proposed	UGC 2018
4. Screening cum	4. Screening cum	5.1, X, pg 74



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<p><b>evaluation committee/selection committee:</b></p> <p>(i) The Screening-Cum-Evaluation Committee for promotion of Assistant Professor /Professional Junior (Assistant Librarian)/assistant Director of Physical Education in the University from one academic grade pay (AGP) to the next AGP shall consist of the following:</p> <ol style="list-style-type: none"> <li>1. The Vice-Chancellor or his nominee – Chairperson</li> <li>2. The dean of the concerned faculty</li> <li>3. The Head of the concerned department (in the Case of Professional Junior(Assistant Librarian)/assistant Director of Physical Education an expert member to be nominated by the University Librarian/University Director of Physical Education, as the Case may be).</li> <li>4. One subject expert in the concerned subject to be drawn from the panel approved by the Academic Council.</li> </ol> <p>(ii) The composition of the selection committees for promotion as Associate</p>	<p><b>evaluation committee:</b></p> <p>(i) The Screening-Cum-Evaluation Committee for promotion of Assistant Professor/(Assistant Librarian) /Assistant Director of Physical Education in the University from one level to the higher level shall consist of the following:</p> <ol style="list-style-type: none"> <li>1. The Vice-Chancellor or nominee – Chairperson;</li> <li>2. The Dean of the concerned faculty;</li> <li>3. The Head of the concerned department/ the University Librarian (in the Case of Assistant Librarian)/Director, Physical Education and Sports (in Case of Assistant Director, Physical Education and Sports;</li> <li>4. One subject expert in the concerned subject to be drawn from the panel approved by the Academic Council. (in the Case of Assistant Librarian, the expert should be a working Librarian/expert in concerned field and in the Case of assistant Director, Physical Education and Sports, the expert should be in Physical Education and Sports administration</li> </ol>	
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<p>Professor &amp; Professor, professional senior (Deputy Librarian), deputy Director Physical Education will be the same as provided under Statute 19(1) for appointment to the said posts.</p> <p>Provided that in Case the selection committee finds that a candidate is not suitable for promotion as Associate Professor/Professor, professional senior (Deputy Librarian), Deputy Director Physical Education, it may consider him/her for promotion after one year. In such a Case, his/her eligibility for promotion shall be deferred by one year.</p> <p>iii) Every candidate will be required to appear for interview before the selection committee unless on a request from any candidate the selection committee agrees to consider him/her in absentia.</p> <p>iv) The composition of the screening cum evaluation committee/selection committee for College teachers shall be provided under Ordinance xviii.</p> <p><b><u>Explanations:</u></b></p> <p>For the purpose of upward movement from AGP of Rs. 6,000/- to AGP of Rs.7,000/-:</p> <p>(i) Service will mean teaching experience of undergraduate or post-graduate classes of the University of Delhi or its Colleges or of</p>	<p>from University system. The experts in both the Case should be nominated by the Vice Chancellor from the panel approved by Academic Council).</p> <p>(ii) The composition of the selection committees for promotion as Associate Professor &amp; Professor, Deputy Librarian, Deputy Director Physical Education and Sports will be the same as provided under Statute 19(1) for appointment to the said posts.</p> <p>Provided that in Case the candidate who does not succeed in the first assessment, the respective candidate shall have to be re-assessed only after one year. When such a candidate succeeds in the eventual assessment, the promotion shall be deemed to be one year from the date of rejection.</p> <p>iii) Every candidate will be required to appear for interview, wherever applicable, before the selection committee unless on a request from any candidate the selection committee agrees to consider in absentia.</p> <p>iv) The composition of the screening cum evaluation committee for College teachers shall be provided under Ordinance XVIII.</p>	
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<p>any other recognised University/College/Institution in India or abroad and/or research experience in the national laboratories or R &amp; D Organisations (CSIR/ICAR, DRDO, UGC, etc.).</p> <p>(ii) It will include teaching experience as Assistant Professor/Director of Physical Education in Colleges/assistant Director of Physical Education in the University (permanent/temporary/ad hoc)/ demonstrator and research experience as research scientist/ research associate/pool officer.</p> <p>(iii) Teaching experience includes all period spent on leave, except extraordinary leave for non-academic purposes.</p> <p>(iv) Teachers holding D.Litt./D.Sc. Will be considered at par with Ph.D.</p> <p><b>Note:</b> In the Case of any dispute with regard to information given by the teacher in his self-assessment proforma, the decision of the Screening Cum-Evaluation/Selection Committee shall be final.</p>	<p><b><u>Explanations:</u></b></p> <p><b>Counting of past service for direct recruitment and promotion under CAS:</b></p> <p>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:</p> <p>(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.</p> <p>(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.</p> <p>(c) The concerned Assistant Professor, Associate Professor and Professor should possess the same</p>	<p><b>Clause 10 pg 94</b></p>
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	<p>minimum qualifications as prescribed by the UGC for appointment to the post of Assistant Professor, Associate Professor and Professor, as the Case may be.</p> <p>(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.</p> <p>(e) The previous appointment was not as Guest Lecturer for any duration.</p> <p>(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:</p> <p>(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</p> <p>(ii) The incumbent was appointed on the recommendation of a</p>	
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	<p>duly constituted selection committee/ selection committee constituted as per the rules of the respective University;</p> <p>(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</p> <p>(g) No distinctions shall be made with reference to the nature of management of the institution where previous service was rendered (private/local body/government), while counting the past service under this clause.</p> <p><b>Note:</b> In the Case of any dispute with regard to information given by the teacher in his self-assessment proforma, the decision of the Screening-cum-Evaluation Committee shall be final.</p>	
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(13) **To amend Annexure I-V to Ordinance XXIV**

**To add the following:**

**The Annexures I to V to Ordinance XXIV pertain to UGC Regulations 2010/CAS 2010**

**To add table I.a.1 and table I.a.2. to Annexure I in addition to following existing table:**





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**Table I.a. Minimum API to be applied for the promotion of teachers under Career Advancement Scheme (CAS) in University Departments and Colleges and weightage for expert assessment**

**I.a.1 Minimum API to be applied for the promotion of teachers under Career Advancement Scheme (CAS) in University Departments and weightage for expert assessment**

S.No.		Assistant Professor (Stage 1/ AGP Rs.6000/- to Stage 2/AGP Rs.7000/-)	Assistant Professor (Stage 2/ AGP Rs.7000/- to Stage 3/AGP Rs.8000/-)	Assistant Professor (Stage 3/ AGP Rs.8000/-) to Associate Professor (Stage 4/AGP Rs.9000/-)	Associate Professor (Stage 4/ AGP Rs.9000/- to Professor (Stage 5/AGP Rs.10000/-)
1	Minimum total API score under Categories II and 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

**I.a.2. Minimum API to be applied for the promotion of teachers under career advancement scheme (CAS) in Colleges weightage for expert assessment**

S.No.		Assistant Professor (Stage 1/ AGP Rs.6000/- to Stage 2/AGP Rs.7000/-)	Assistant Professor (Stage 2/ AGP Rs.7000/- to Stage 3/AGP Rs.8000/-)	Assistant Professor (Stage 3/ AGP Rs.8000/-) to Associate Professor (Stage 4/AGP Rs.9000/-)	Associate Professor (Stage 4/ AGP Rs.9000/- to Professor (Stage 5/AGP Rs.10000/-)
1	Minimum total API score under Categories II and 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 III.a: Deleted**

**To amend the following table of Annexure IV**

**Table IV.a: Deleted**

**To add table IV.b.1 and table IV.b.2. to Annexure IV in addition to following existing table:**



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**Table IV.b. Minimum API to be applied for the promotion under Career Advancement Scheme (CAS) for Assistant/College Director and Deputy Director Physical Education and weightage for expert assessment in Selection Committees in University and Colleges(whenever applicable):**

**IV.b.1 Minimum API to be applied for the promotion under Career Advancement Scheme (CAS) for Assistant Director and Deputy Director Physical Education and weightage for expert assessment in Selection Committees in University**

S.No.		Assistant Director (Stage 1/ AGP Rs.6000/- to Stage 2/AGP Rs.7000/-)	Assistant Director (Stage 2/ AGP Rs.7000/-) to Assistant Director (Selection Grade)/Deputy Director (Stage 3/AGP Rs.8000/-)	Assistant Director (Selection Grade)/Deputy Director (Stage 3/ AGP Rs.8000/-) to Deputy Director (Stage 4/AGP Rs.9000/-)	Deputy Director (Stage 4/AGP Rs. 9000/-) to Deputy Director (Stage 5 AGP Rs10,000/-)
1	Minimum total API score under Categories II and 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

**IV.b.2 Minimum API to be applied for the promotion under Career Advancement Scheme (CAS) for College Director Physical Education and weightage for expert assessment in Selection Committees in Colleges**

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	Minimum total API score under Categories II and III	20/assessment period	50/assessment period	45/assessment period
2	Expert assessment system	Screening Committee	Screening Committee	Selection Committee

**To amend following table of Annexure V**

**Table V.a: To be deleted**

**To add table V.b.1 and table V.b.2. to Annexure V in addition to following existing table:**



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**Table V.b. Minimum API to be applied for the promotion under Career Advancement Scheme (CAS) for C and weightages for expert assessment in Selection Committees in University and Colleges (wherever applicable):**

**V.b.1 Minimum API to be applied for the promotion under Career Advancement Scheme (CAS) for Assistant Librarian and Deputy Librarian and weightage for expert assessment in Selection Committees in University**

S.N		Assistant Librarian (Stage 1/ AGP Rs.6000/- to Stage 2/AGP Rs.7000/-)	Assistant Librarian (Stage 2/ AGP Rs.7000/- to Stage 3/AGP Rs.8000/-)	Assistant Librarian (Selection Grade/Deputy Librarian) (Stage 3/ AGP Rs.8000/-) to Deputy Librarian (Stage 4/AGP Rs.9000/-)	Deputy Librarian (Stage 4/AGP Rs. 9000/-) to Deputy Librarian (Stage 5 AGP Rs10,000/-)
1	Minimum total API score under Categories II and 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 V.b.2 Minimum APIs for the Career Advancement Scheme (CAS) promotion of College Librarian and weightages for expert assessment in selection committees, 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	Minimum total API score under Categories II and III	20/assessment period	50/assessment period	45/assessment period
2	Expert assessment system	Screening Committee	Screening Committee	Selection Committee

**(14) To add following Annexures to the Ordinance XXIV**

**Reference UGC**

**Appendix II pg 104-111of UGC 2018**

**To add**

**Annexures VI to VIII to Ordinance XXIV pertain to UGC Regulations 2018/CAS 2010**

**Annexure VI**



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**Table VI.a. 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:  Administrative responsibilities such as Head, Chairperson/ Dean/ Director/ Co-ordinator, Warden etc.  Examination and evaluation duties assigned by the college / university or attending the examination paper evaluation.  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.  Organising seminars/ conferences/ workshops, other college/university activities.  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



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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 her/his absence from her/his teaching responsibilities subject to the condition that such leave/deputation was undertaken with the prior approval of the competent authority following all procedures laid down in these regulations and as per the acts, statutes and ordinances of the parent institution.

**Table VI.b: Methodology for University and College Teachers for Calculating Academic/ Research Score**

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

S.N.	Academic/Research Activity	Faculty of Sciences / Engineering / Agriculture/ Medical / Veterinary Sciences & other related disciplines	Faculty of Languages / Humanities / Arts / Social Sciences / Library / Education / Physical Education / Commerce/ Management & other related disciplines
1.	Research Papers in Refereed/ Peer-Reviewed or UGC listed Journals	08 per paper	10 per paper



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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		



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	Development of e-Content in 4 quadrants for a complete course/e-book	12	12
	e-Content (developed in 4 quadrants) per module	05	05
	Contribution to development of e-content module in complete course/paper/e-book (at least one quadrant)	02	02
	Editor of e-content for complete course/ paper/e-book	10	10
4	(a) Research guidance		
	Ph.D.	10 per degree awarded 05 per thesis submitted	10 per degree awarded 05 per thesis submitted
	M.Phil/PG 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



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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





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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 VI.c. Criteria for Short-listing of Candidates for Interview for the Post of Assistant Professors in Universities**

S.N.	Academic Record	Score
1.	Graduation	80% & Above = 15 60% to less than 80% = 13 55% to less than 60% = 10 45% to less than 55% = 05
2.	Post-Graduation	80% & Above = 25 60% to less than 80% = 23 55% (50% in case of SC/ST/OBC (non-creamy layer)/PWD) to less than 60% = 20
3.	M.Phil.	60% & above = 07 55% to less than 60% = 05
4.	Ph.D.	30
5.	NET with JRF	07
	NET	05
6.	Research Publications ( 2 marks for each research publications published in Refereed/Peer-Reviewed or UGC-listed Journals)	10
7.	Teaching / Post Doctoral Experience (2 marks for one year each)#	10
8.	Awards	



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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: Maximum Score shall be as follows:

(A)	(i) M.Phil + Ph.D	Maximum - 30 Marks
	(ii) JRF/NET	Maximum - 07 Marks
	(iii) In awards category	Maximum - 03 Marks
(B)	Academic Score	- 80
	Research Publications	- 10
	Teaching Experience	- <u>10</u>
	Total Score	- <u>100</u>

**Table VI.d. Criteria for Short-listing of candidates for Interview for the Post of Assistant Professors in Colleges of the University**

S.N.	Academic Record	Score
1.	Graduation	80% & Above = 21 60% to less than 80% = 19 55% to less than 60% = 16 45% to less than 55% = 10
2.	Post-Graduation	80% & Above = 25 60% to less than 80% = 23 55% (50% in case of SC/ST/OBC (non-creamy layer)/PWD) to less than 60% = 20



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3.	M.Phil./M.Tech. as second Master's Degree.	60% & above = 07	55% to less than 60% = 05
4.	Ph.D.	25	
5.	NET with JRF	10	
	NET	08	
6.	Research Publications (206 marks for each research publications published in Peer-Reviewed or UGC-listed Journals)	06	
7.	Teaching / Post Doctoral Experience (2 marks for one year each)#	10	
8.	Awards		
	International / National Level (Awards given by International Organisations/ Government of India / Government of India recognised National Level Bodies)	03	
	State-Level (Awards given by State Government)	02	

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

Note: Maximum Score shall be as follows:

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

- (B) Academic Score - 84  
Research Publications - 06  
Teaching Experience - 10  
Total Score - 100



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**Annexure VII**

**Table VII.a Assessment Criteria and Methodology for Librarians**

S.No.	Activity	Grading Criteria
1	<p>Regularity of attending library (calculated in terms of percentage of days attended to the total number of days he/she is expected to attend)</p> <p>While attending in the library, the individual is expected to undertake, inter alia, following items of work:</p> <ul style="list-style-type: none"> <li>• Library Resource and Organization and maintenance of books, journals and reports.</li> <li>• Provision of Library reader services such as literature retrieval services to researchers and analysis of report.</li> <li>• Assistance towards updating institutional website</li> </ul>	<p>90% and above – Good</p> <p>Below 90% but 80% and above - Satisfactory</p> <p>Less than 80% - Not satisfactory</p>
2.	<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</p> <p>Satisfactory - 1 National level seminar/workshop or 1 state level seminar/workshop + 1 institution level seminar/ workshop or 4 institution seminar / workshop</p> <p>Unsatisfactory – Not falling in above two categories</p>



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3.	<p>If library has a computerized database then</p> <p>OR</p> <p>If library does not have a computerized database</p>	<p>Good – 100% of physical books and journals in computerized database.</p> <p>Satisfactory – At least 99% of physical books and journals in computerized database.</p> <p>Unsatisfactory – Not falling under good or satisfactory.</p> <p>OR</p> <p>Good – 100% Catalogue database made up to date</p> <p>Satisfactory- 90% catalogue database made up to date</p> <p>Unsatisfactory - Catalogue database not upto mark. (To be verified in random by the CAS Promotion Committee)</p>
4.	Checking inventory and extent of missing books	<p>Good : Checked inventory and missing book less than 0.5%</p> <p>Satisfactory - Checked inventory and missing book less than 1%</p> <p>Unsatisfactory - Did not check inventory Or Checked inventory and missing books 1% or more.</p>



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5.	<p>(i) Digitisation of books database in institution having no computerized database.</p> <p>(ii) Promotion of library network.</p> <p>(iii) Systems in place for dissemination of information relating to books and other resources.</p> <p>(iv) Assistance in college administration and governance related work including work done during admissions, examinations and extracurricular activities.</p> <p>(v) Design and offer short-term courses for users.</p> <p>(vi) Publications of at least one research paper in UGC approved journals.</p>	<p>Good : Involved in any two activities</p> <p>Satisfactory : At least one activity</p> <p>Not Satisfactory : Not involved/ undertaken any of the activities.</p>
Overall Grading	<p>Good : Good in Item 1 and satisfactory/good in any two other items 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 : If neither good nor satisfactory in overall grading.</p>	
<p>Note :</p> <p>(1) It is recommended to use ICT technology to monitor the attendance of library staff and compute the criteria of assessment.</p> <p>(2) The Librarian must submit evidence of published paper, participation certificate for refresher or methodology course, successful research guidance from Head of Department of the concerned department, project completion.</p>		



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**Annexure VIII**

**Table VIII.a. Assessment Criteria and Methodology for Directors of Physical Education and Sports**

S. No.	Activity	Grading Criteria
1	Attendance calculated in terms of percentage of days attended to the total number of days he is expected to attend.	90 and above – Good Above 80 but below 90- Satisfactory. Less than 80 - Not satisfactory.
2.	Organizing intra college competition	Good - Intra college competition in more than 5 disciplines. Satisfactory - Intra college competition in 3-5 disciplines. Unsatisfactory- Neither good nor satisfactory.
3.	Institution participating in external Competitions	Good - National level competition in at least one discipline plus State/District level competition in at least 3 disciplines. Satisfactory- State level competition in at least one discipline plus district level competition in at least 3 disciplines. Or District level competition in at least 5 disciplines. Unsatisfactory - Neither good nor
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.



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5.	<p>(i) At least one student of the institution participating in national/ state/ university (for college levels only) teams. Organizing state/national/inter university/inter college level competition.</p> <p>(ii) Being invited for coaching at state/national level.</p> <p>(iii) Organizing at least three workshops in a year.</p> <p>(iv) Publications of at least one research paper in UGC approved journal. Assistance in college administration and governance related work including work done during admissions, examinations and extracurricular college activities.</p>	<p>Good: Involved in any two activities.</p> <p>Satisfactory: 1 activity</p> <p>Not Satisfactory : Not involved/undertaken any of the activities.</p>
Overall Grading	<p>Good: Good in Item 1 and satisfactory/good in any two other items.</p> <p>Satisfactory: Satisfactory in Item 1 and satisfactory/good in any other two items.</p> <p>Not Satisfactory: If neither good nor satisfactory in overall grading.</p>	
<p>Note:</p> <p>i) It is recommended to use ICT technology to monitor the attendance of sports and physical education and compute the criteria of assessment.</p> <p>ii) The institution must obtain student feedback. The feed-backs must be shared with the concerned Director of Physical and Education and Sports and also the CAS Promotion committee.</p>		

**Amendment 9 : To amend Regulations 18 and 19 pertaining to Leave Rules applicable to whole time permanent teachers:**

**Reference UGC 2018**

**8.0-8.4 pg 90-93**

**To replace the relevant provisions relating to the various kinds of Leave admissible to the permanent teachers of the University/Colleges with the following:**





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## 1. KINDS OF LEAVE

### 1.1. DUTY LEAVE, STUDY LEAVE, SABBATICAL LEAVE

#### 2.1.1 DUTY LEAVE:

- i. Duty leave upto 30 days in an academic year may be granted for the following purposes :
  - (a) Attending Orientation Programme, Refresher Course, Research Methodology Workshop, Faculty Induction Programme, Conference, Congresses, Symposia and Seminar, as a delegate nominated by the university or with the permission of the university/college ;
  - (b) Delivering lectures in institutions and universities at the invitation of such institutions or universities received by the university, and accepted by the Vice- Chancellor/Principal of the College;
  - (c) Working in another Indian or foreign university, any other agency, institution or organisation, when so deputed by the University/College;
  - (d) Participating in a delegation or working on a committee appointed by the Central Government, State Government, the UGC, a sister university or any other similar academic body; and
  - (e) For performing any other duty assigned to him/her by the University/College.
- ii. The duration of leave should be such as may be considered necessary by the sanctioning authority on each occasion.
- iii. The leave may be granted on full pay, provided, that if the teacher receives a fellowship or honorarium or any other financial assistance beyond the amount needed for normal expenses, he/she may be sanctioned duty leave on reduced pay and allowances.
- iv. Duty leave may be combined with earned leave, half pay leave or extraordinary leave, or Casual leave.
- v. Duty leave should be given also for attending meetings in the UGC, DST, etc. where a teacher is invited to share his/her expertise with an academic body, government agency or NGO.

#### 1.1.2 STUDY LEAVE:

- i. The scheme of Study Leave provides an opportunity to avail of scholarships/fellowships awarded to the faculty who wish to acquire new knowledge and to improve analytical skills. When a teacher is awarded a scholarship or stipend (by whatever nomenclature called), for pursuing further studies, leading to a Ph.D./Post- doctoral qualification or for undertaking a research project in a higher education institution abroad, the amount of the



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scholarship/fellowship shall not be linked to the recipient's pay/salary paid to him/her by his /her parent institution. The awardee shall be paid salary for the entire duration of fellowship/scholarship, provided, that she/he does not take up any other remunerative jobs, like teaching, in the host country.

ii. A teacher on Study Leave shall not take up, during the period of that leave, any regular or part-time appointment under an organisation in India or abroad. She/he may, however, be allowed to accept a fellowship or a research scholarship or an ad-hoc teaching and research assignment with an honorarium or any other form of assistance, other than the regular employment in an institution either in India or abroad, provided, that the Executive Council/Governing Body her/his parent institution may, if it so desires, sanction study leave on reduced pay and allowances to the extent of any receipt in this regard, in-lieu of teaching etc., which may be determined by her/his employer.

iii. The study leave shall be granted to an entry-level appointee as Assistant Professor/Assistant Librarian/Assistant Director of Physical Education and Sport/College DPE&S (other than as Associate Professor or Professor of a University/College/Institution, who is otherwise eligible for sabbatical leave) after a minimum of three years of continuous service, to pursue a special line of study or research directly related to his/her work in the University/College/Institution or to make a special study of the various aspects of University organisation and methods of education, giving full plan of the work.

iv. The study leave shall be granted by the Executive Council/Governing Body 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/Governing Body is satisfied that such extension is unavoidable on academic grounds and necessary in the interest of the University/College/Institution.

v. The study leave shall not be granted to a teacher who is due to retire within five years of the date on which he/she is expected to return to duty after the expiry of study leave.

vi. The study leave shall be granted not more than twice during one's entire career. However, the maximum period of study leave admissible during the entire service shall not exceed five years.

vii. The study leave may be granted more than once, provided, that not less than five years have elapsed after the teacher/returned to duty on completion of the earlier spell of study leave. For subsequent spell of study leave, the teacher shall indicate the work done during the period of earlier leave as also give details of work to be done during the proposed spell of study leave.

viii. No teacher who has been granted study leave shall be permitted to alter substantially the course of study or the programme of research without the permission of the Executive Council/Governing Body, 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/Governing Body to treat the period of short- fall as Extra-Ordinary leave has been obtained.



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ix. Subject to the maximum period of absence from duty, on leave not exceeding three years, the study leave may be combined with the earned leave, half-pay leave, extra-ordinary leave of vacation provided that the earned leave at the credit of the teacher shall be availed of at the discretion of the teacher. When the study leave is taken in continuation of vacation, the period of study leave shall be deemed to begin to run on the expiry of the vacation. A teacher, who is selected to a higher post during the study leave, shall be placed in that position and shall get the higher scale only after joining the post.

x. The period of study leave shall count as service for purpose of the retirement benefits (pension/contributory provident fund), provided that the teacher rejoins the University/College/Institution on the expiry of his/her study leave, and serve the institution for the period for which the Bond has been executed.

xi. The study leave granted to a teacher shall be deemed to have been cancelled in case it is not availed of within 12 months of its sanction, provided, that where the study leave granted has been so cancelled. The teacher may apply again for such leave.

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

xiii. A teacher –

(a) who is unable to complete her/his 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 her/his 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 her/his or on her/his behalf in connection with the course of study.

Explanation:

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

Notwithstanding the above provision, the Executive Council/Governing Body 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



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the Executive Council/Governing Body 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.

### 1.1.3. Sabbatical Leave:

i) The permanent, whole-time teachers of the university and colleges who have completed seven years' of service as a Reader/Associate Professor or a Professor may be granted sabbatical leave to undertake study or research or any other academic pursuit solely for the object of increasing their proficiency and usefulness to the university and higher education system. The duration of leave shall not exceed one year, at a time, and two years in the entire career of the teacher.

ii) A teacher, who has availed himself/herself of study leave, would not be entitled to the sabbatical leave, until after the expiry of five years from the date of the teacher's return from previous study leave or any other kind of training programme of duration of one year or more.

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



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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/Governing Body may, if it so desires, sanction the sabbatical leave on reduced pay and allowances.

v) During the period of sabbatical leave, the teacher shall be allowed to draw the increment on the due date. The period of leave shall also count as service for purposes of pension/contributory provident fund, provided that the teacher rejoins the university on the expiry of his/her leave.

### 1.2. Other Kinds of Leave Rules for Permanent Teachers of the Universities / Colleges

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

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

#### 1.2.1. 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.

#### 1.2.2 Special Casual Leave

(i) Special casual leave, not exceeding 10 days in an academic year, may be granted to a teacher:

(a) To conduct examination of a University/Public Service Commission/Board of Examination or any other similar body/institution; and



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- (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.

### 1.2.3. Earned Leave

- (i) Earned leave admissible to a teacher shall be:
- (a) 1/30th of the actual service, including vacation; plus
- (b) 1/3rd of the period, if any, during which he/she is required to perform duty during the vacation.
- For purposes of computation of the period of actual service, all periods' of leave except casual, special casual, and duty leave, shall be excluded.
- (ii) Earned leave at the credit of a teacher shall not accumulate beyond 300 days. The maximum period of earned leave that may be sanctioned at a time shall not exceed 60 days. Earned leave exceeding 60 days may, however, be sanctioned in the case of higher study, or training, or leave with medical certificate, or when the entire leave, or a portion thereof, is spent outside India.

For removal of doubt, it may be clarified :

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



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### 1.2.4. Half-pay Leave

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

#### Explanation:

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

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

### 1.2.5. Commuted Leave

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

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

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

### 1.2.6. 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:



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- (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.

### 1.2.7. 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.

### 1.2.8. Maternity Leave





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(i) Maternity leave on full pay may be granted to a woman teacher for a period not exceeding 180 days, to be availed of twice in the entire career. Maternity leave may also be granted in case of miscarriage, including abortion, subject to the condition that the total leave granted in respect of this to a woman teacher in her career is not more than 45 days, and the application for leave is supported by a medical certificate.

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

### 1.2.9. Child-care Leave

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

### 1.2.10. Paternity Leave

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

### 1.2.11 Adoption leave

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

### 1.2.12 Surrogacy leave

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

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