



**GONDWANA UNIVERSITY, GADCHIROLI**  
**Direction No. 13 of 2020**

(Issued u/s. 12 (8) of the Maharashtra Public Universities Act, 2016.)

**Revision of pay scales of teachers in Non-Agricultural Universities as per 7<sup>th</sup> Central pay Commission & UGC regulation 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 Second Amendment Direction, 2020.**

(Under section 71 (20) of the Maharashtra Public Universities Act, 2016.)

**Whereas,** the Maharashtra Public Universities Act, 2016 has been made applicable to the Gondwana University, Gadchiroli with effect from 1<sup>st</sup> March 2017 (Hereinafter referred to as the Act.);

**AND**

**Whereas,** University Grants Commission vide its Regulation No.F.1-2/2017(EC/PS) dated 18/07/ 2018 & letter F.No.23-4/2017(PS) dated 31/01/2018 has issued 'Scheme of revision of pay of teachers and equivalent cadres in Universities and colleges following the revision of pay scales of central Government employees of the recommendation of 7<sup>th</sup> Central Pay Commission (CPC)';

**AND**

**Whereas,** the Government of Maharashtra, vide its Resolution No. Misc-2018/C.R.56/18/UNI-1, dated 8<sup>th</sup> March, 2019 has revised pay scales and other measures to the improvement of standards in higher education applicable to all categories of full-time teachers/ librarians/Directors of Physical Education employed by the Non-Agricultural Universities, National Law Universities, Deemed to be Universities, Non-Government aided/unaided Colleges, in the faculties of Humanities, Commerce and Management, Science and Technology and Inter-Disciplinary Studies in the State of Maharashtra and also in Government Institutes and Colleges;

**AND**

**Whereas,** terms and conditions of services of the teachers in the Universities, affiliated colleges and recognized institutions are to be laid down by Statutes to be made under Section 71(20) of the Maharashtra Public Universities Act, 2016;

**AND**

**Whereas,** having regard to the provisions of the above said Government Resolution dated 8<sup>th</sup> March, 2019, draft Statutes relating to pay scales and other subject matters mentioned in the said Government Resolution will have to be framed and placed before the statutory authorities as laid down in Section 72 of the Maharashtra Public Universities Act, 2016;

**AND**

**Whereas,** Direction No. 13 of 2019 in respect of "Revision of pay scales of teachers in Non-Agricultural Universities as per 7<sup>th</sup> Central pay Commission & UGC regulation 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 Direction, 2019." was issued by the Vice-Chancellor on 2/04/2019 under the provision of sub-section (8) of section 12 of the Maharashtra Public Universities Act, 2016;



AND

Whereas, Direction No. 13 of 2019 was automatically lapsed on 1/10/2019;

AND

Whereas, having regard to the provisions of the above said Government Resolution dated 8<sup>th</sup> March, 2019, the Government of Maharashtra, vide its Corrigendum No. Misc-2018/C.R.56/18/UNI-1, dated 10<sup>th</sup> May, 2019 has amended the Government Resolution dated 8<sup>th</sup> March, 2019 and additions are being issued which shall have to be framed and placed before the statutory authorities as laid down in Section 72 of the Maharashtra Public Universities Act, 2016;

AND

Whereas, it will take some time till the draft Statutes are approved by the University authorities and the Chancellor's assent is received thereto;

AND

Whereas, Direction No. 3 of 2020 titled, "Revision of pay scales of teachers in Non-Agricultural Universities as per 7<sup>th</sup> Central pay Commission & UGC regulation 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 Amendment Direction, 2020" was issued by the Vice-Chancellor on dated 27/01/2020 under provision of section 12(8) of the Maharashtra Public Universities Act, 2016;

AND

Whereas, Direction No. 3 of 2020 could not be converted into the Statute;

AND

Whereas, it is expedient to amend the Direction No 3 of 2020 in lieu of the ongoing recruitment of teachers in various subjects for the University Post-Graduate Departments;

AND

Whereas, the matter is required to be executed with immediate effect considering the exigency of the situation;

Now, therefore, I, Dr. N. V. Kalyankar, Vice-Chancellor, Gondwana University, Gadchiroli in exercise of the powers conferred upon me under provision of sub-section(8) of the section 12 of the Maharashtra Public Universities Act, 2016, do hereby issue following Directions:

1. This Direction may be called "Revision of pay scales of teachers in Non-Agricultural Universities as per 7<sup>th</sup> Central pay Commission & UGC regulation 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 Second Amendment Direction, 2020.
2. This Direction shall come into force from the date of its issuance.
3. In this Direction, unless the context otherwise requires: -
  - (i) 'Act' means the Maharashtra Public Universities Act, 2016.



- (ii) 'Government Resolution' Means the Government of Maharashtra Higher and Technical Education Department Resolution No. Misc.- 2018/C.R. 56/18/UNI-1 dated 8<sup>th</sup> March' 2019.
- (iii) 'Government Resolution' Means the Government of Maharashtra Higher and Technical Education Department Corrigendum No. Misc.- 2018/C.R. 56/18/UNI-1 dated 10<sup>th</sup> May' 2019.
- (iv) 'Regulations' means the University Grants Commission Regulations, 2018 bearing No. F.1-2/2017(EC/PS) dated 18/07/2018 & F.No.23-4/2017(PS) dated 31/01/2018.
- (v) 'State Government' means the Government of Maharashtra;

4. University Grants Commission's 7<sup>th</sup> pay revision regulation which is appended herewith this direction as Appendix – I and Government Resolution dated 8<sup>th</sup> March'2019 issued by the Government of Maharashtra is appended herewith this direction as Appendix – II.
5. The revision of pay scales shall be subject to various provisions of this scheme of revision of pay scales as contained in the enclosed letter and regulation (Appendix – III) issued by the U.G.C. and Government Resolution by Government of Maharashtra and amendments thereof from time to time in this behalf.
6. Government Corrigendum dated 10<sup>th</sup> May'2019 issued by the Government of Maharashtra is appended herewith this direction as Appendix – IV.
7. The number of candidates per post to be invited for attending the Interview to be conducted for appointment as Assistant Professor in the given subject shall be restricted to a maximum of 15. Such top 15 candidates shall be selected as per the specified Criteria for Short-listing of Candidates for Interview to the Post of Assistant Professors in Universities given under the Table 3A of Appendix II for Assessment Criteria and Methodology of the University Grants Commission, New Delhi Notification, dated 18<sup>th</sup> July, 2018 titled, 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 Government of Maharashtra, Higher & Technical Education Department Resolution No. Misc-2018/C.R.56/18/UNI-1 dated 08<sup>th</sup> March, 2019 titled, Revision of Pay Scales of Teachers in Non Agricultural Universities, National Law University, Affiliated Colleges, Government Colleges/Institutes as per 7<sup>th</sup> Central Pay Commission and UGC Regulations on minimum qualifications for appointment of teachers and other academic staff in universities and colleges and measure for the maintenance of standards in Higher Education, 2018.
8. Further if score as arrived as per para 7 above for the candidate number Fifteenth is found to be scored by the candidates beyond Fifteenth candidate, then all such candidates shall be called for the interview.
9. Due to issuance of this Direction, the previous Direction No. 3 of 2020 stands repealed.

Date: 4/05/2020  
Place: Gadchiroli

(Dr. N. V. Kalyankar)  
Vice-Chancellor  
04/05/2020



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विश्वविद्यालय अनुदान आयोग

अधिसूचना

नई दिल्ली, 18 जुलाई, 2018

विश्वविद्यालय अनुदान आयोग (विश्वविद्यालय और महाविद्यालयों में शिक्षकों और अन्य शैक्षिक कर्मचारियों की नियुक्ति हेतु न्यूनतम अर्हता तथा उच्चतर शिक्षा में मानकों के रखरखाव हेतु अन्य उपाय संबंधी विनियम, 2018

**सं. एफ. 1-2/2017 (ईसी/पीएस).**—विश्वविद्यालय अनुदान आयोग अधिनियम, 1956 (1956 का 3) की धारा 14 के साथ पठित धारा 26 की उपधारा (झ) के खंड (ड.) और (छ) के तहत प्रदत्त शक्तियों का प्रयोग करते हुए तथा “विश्वविद्यालय अनुदान आयोग (विश्वविद्यालय और महाविद्यालयों में शिक्षकों और अन्य शैक्षिक कर्मचारियों की नियुक्ति हेतु न्यूनतम अर्हता तथा उच्चतर शिक्षा में मानकों के रखरखाव हेतु अन्य उपाय संबंधी विनियम, 2010” (विनियम सं. एफ 3-1/2009 दिनांक 30 जून, 2010) तथा समय-समय पर इनमें किए गए सभी संशोधनों का अधिक्रमण करते हुए, विश्वविद्यालय अनुदान आयोग, एतद्वारा निम्नलिखित विनियमों को तैयार करता है, नामतः —

## 1. लघु शीर्षक, अनुप्रयोग एवं प्रवर्तनः

- 1.1 इन विनियमों को विश्वविद्यालय अनुदान आयोग (विश्वविद्यालय और महाविद्यालयों में शिक्षकों और अन्य शैक्षिक कर्मचारियों की नियुक्ति हेतु न्यूनतम अर्हताएं तथा उच्चतर शिक्षा में मानकों के रखरखाव हेतु उपाय) संबंधी विनियम, 2018 कहा जाएगा।
- 1.2 ये विनियम विश्वविद्यालय अनुदान आयोग अधिनियम, 1956 की धारा 2 के खंड (झ) के तहत संबंधित विश्वविद्यालय के साथ परामर्श कर किसी केन्द्रीय अधिनियम, प्रांतीय अधिनियम, अथवा किसी राज्य अधिनियम के द्वारा स्थापित अथवा निगमित प्रत्येक विश्वविद्यालय, आयोग द्वारा मान्यता प्राप्त संघटित अथवा संबद्ध महाविद्यालय सहित प्रत्येक संस्थान और उक्त अधिनियम की धारा 3 के अंतर्गत प्रत्येक सम विश्वविद्यालय संस्थान पर लागू होंगे।
- 1.3 यह विनियम अधिसूचित किए जाने की तिथि से लागू होंगे।
2. उच्चतर शिक्षा में मानकों को बनाए रखने के एक उपाय के रूप में विश्वविद्यालय और महाविद्यालय शिक्षकों, पुस्तकाध्यक्षों और निदेशक, शारीरिक शिक्षा और खेलकूद की नियुक्ति और अन्य सेवा शर्तों की न्यूनतम अर्हताएं इन विनियमों के अनुबंध में दी जाएंगी।
3. यदि कोई विश्वविद्यालय इन विनियमों के उपबंधों का उल्लंघन करता है तो ऐसे उल्लंघन किए जाने अथवा इस प्रकार उपबंधों का पालन करने में असफल रहने पर उक्त विश्वविद्यालय द्वारा दिया गया कारण, यदि कोई हो, पर विचार करते हुए आयोग, अपनी निधियों में से विश्वविद्यालय को प्रदान किए जाने वाले प्रस्तावित अनुदानों को रोक सकता है।



विश्वविद्यालय अनुदान आयोग (विश्वविद्यालय और महाविद्यालयों में शिक्षकों और अन्य शैक्षिक कर्मचारियों की नियुक्ति हेतु न्यूनतम अर्हताएं तथा उच्चतर शिक्षा में मानकों के रखरखाव हेतु उपाय संबंधी विनियम, 2018

विश्वविद्यालयों और महाविद्यालयों में वरिष्ठ आचार्य, आचार्यों और शिक्षकों और अन्य शैक्षणिक कर्मियों के पदों के लिए न्यूनतम अर्हताएं और ऐसे पदों से संबंधित वेतनमान और अन्य सेवा शर्तों का पुनरीक्षण।

### 1.0 व्याप्ति

इन विनियमों को उच्चतर शिक्षा में मानकों को बनाए रखने और वेतनमान की पुनरीक्षा के लिए विश्वविद्यालय और महाविद्यालय शिक्षकों और पुस्तकाध्यक्षों, शारीरिक शिक्षा एवं खेलकूद निदेशकों के संवर्गों में नियुक्ति एवं अन्य सेवा शर्तों हेतु न्यूनतम अर्हताओं के लिए जारी किया गया है।

1.1 विश्वविद्यालयी और महाविद्यालयी शिक्षा के संबंध में विधाओं अन्य बातों के साथ-साथ स्वास्थ्य, चिकित्सा, विशेष शिक्षा, कृषि, पशु चिकित्सा और संबद्ध क्षेत्रों, तकनीकी शिक्षा, अध्यापक शिक्षा में शिक्षकों के पदों पर सीधी भर्ती के प्रयोजनार्थ संविधान के अनुच्छेद 246 के तहत संसद के संगत अधिनियम द्वारा स्थापित प्राधिकरणों द्वारा उच्चतर शिक्षा अथवा अनुसंधान और वैज्ञानिक और तकनीकी संस्थाओं के लिए समन्वय और मानकों का निर्धारण करने के लिए निर्धारित किए गए मानदंड अथवा मानक प्रचलित होंगे,

- i. बशर्ते कि, उस स्थिति में जहां किसी विनियामक प्राधिकरण द्वारा कोई मानदंड या मानक निर्धारित नहीं किए गए हैं, उस स्थिति में उपर्युक्त वि०अ०आ० विनियम उस समय तक लागू होंगे जब तक कि उपर्युक्त विनियामक प्राधिकारी द्वारा कोई मानक या मानदंड निर्धारित नहीं किए जाएं।
- ii. बशर्ते आगे कि, उन विधाओं, जिनमें सहायक आचार्य और समतुल्य पदों पर नियुक्ति, राष्ट्रीय पात्रता परीक्षा (एनईटी) के माध्यम से की गई हो, जिसका आयोजन विश्वविद्यालय अनुदान आयोग अथवा वैज्ञानिक और औद्योगिक अनुसंधान परिषद्, जैसा भी मामला हो, द्वारा किया गया हो अथवा राज्य स्तरीय पात्रता परीक्षा (एसएलईटी) अथवा राज्य पात्रता परीक्षा (एसईटी), जिन्हें उक्त प्रयोजनार्थ वि०अ०आ० द्वारा प्रत्यायित निकायों द्वारा आयोजित किया गया हो उनमें एनईटी/एसईएलटी/एसईटी में अर्हता प्राप्त करना एक अतिरिक्त अपेक्षा होगी।

1.2 प्रत्येक विश्वविद्यालय अथवा सम विश्वविद्यालय संस्थान, जैसा भी मामला हो, यथाशीघ्र किंतु इन विनियमों के लागू होने के छह महीने के भीतर, इन्हें अभिशासित करने वाली संविधियों, अध्यादेश अथवा अन्य सांविधिक उपबंधों में संशोधन के लिए प्रभावी कदम उठाएगा, ताकि इन्हें उपर्युक्त विनियमों के अनुरूप लाया जा सके।

2.0 वेतनमान, वेतन निर्धारण और अधिवर्षिता की आयु भारत सरकार द्वारा समय-समय पर अधिसूचित वेतनमान को विश्वविद्यालय अनुदान आयोग द्वारा अंगीकार किया जाएगा।

2.1 रिक्त पदों की उपलब्धता और स्वास्थ्य के अध्यापक सहायक आचार्य, सह आचार्य, आचार्य और वरिष्ठ आचार्य जैसे शिक्षकों को संबंधित विश्वविद्यालयों, महाविद्यालयों और संस्थानों में यथा लागू अधिवर्षिता की आयु के उपरांत भी संविदा आधार पर सत्तर वर्ष की आयु तक पुनर्नियुक्ति किया जा सकता है।

बशर्ते आगे कि ऐसी सभी पुनर्नियुक्तियां समय-समय पर वि०अ०आ० द्वारा निर्धारित दिशानिर्देशों का कड़ाई से पालन करते हुए की जाएंगी।

2.2 वेतनमान की पुनरीक्षा को लागू करने की तिथि दिनांक 01 जनवरी, 2016 होगी।

### 3.0 नियुक्ति और अर्हताएं

3.1 विश्वविद्यालयों और महाविद्यालयों में सहायक आचार्य, सह आचार्य और आचार्य के पदों और विश्वविद्यालयों में वरिष्ठ आचार्य के पदों पर सीधी भर्ती अखिल भारतीय विज्ञापन के माध्यम से गुणावगुण के आधार पर इन विनियमों के तहत किए गए उपबंधों के अंतर्गत विधिवत रूप से गठित चयन समिति द्वारा चयन के आधार पर किया जाएगा। इन उपबंधों को संबंधित विश्वविद्यालय की संविधियों/ अध्यादेशों में सम्मिलित किया जाएगा। ऐसी समिति की संरचना इन विनियमों में विनिर्दिष्ट की गई शर्तों के अनुसार होगी।

3.2 सहायक आचार्य, सह आचार्य, आचार्य, वरिष्ठ आचार्य, प्राचार्य, सहायक पुस्तकाध्यक्ष, उप पुस्तकाध्यक्ष, पुस्तकाध्यक्ष, शारीरिक शिक्षा और खेलकूद सहायक निदेशक, शारीरिक शिक्षा और खेलकूद उप निदेशक तथा शारीरिक शिक्षा और खेलकूद निदेशक के पदों के लिए अपेक्षित न्यूनतम अर्हताएं वि०अ०आ० द्वारा इन विनियमों में यथा विनिर्दिष्ट होगी।

### 3.3

I. जहां कहीं भी इन विनियमों में यह उपबंधित हो, राष्ट्रीय पात्रता परीक्षा (एनईटी) अथवा प्रत्यायित परीक्षा (राज्य स्तरीय पात्रता परीक्षा एसएलईटी/एसईटी) सहायक आचार्य और समकक्ष पदों की नियुक्ति के लिए न्यूनतम पात्रता बनी रहेगी, इसके अतिरिक्त, एसएलईटी/एसईटी केवल संबंधित राज्य के विश्वविद्यालयों/महाविद्यालयों/संस्थाओं में सीधी भर्ती के लिए न्यूनतम पात्रता के रूप में मान्य होगा:

बशर्त कि ऐसे अभ्यर्थी जिन्हें विश्वविद्यालय अनुदान आयोग (एमफिल/पीएचडी उपाधि प्रदान करने के लिए न्यूनतम मानक और प्रक्रिया) विनियम, 2009 अथवा विश्वविद्यालय अनुदान आयोग (एमफिल/पीएचडी उपाधि प्रदान करने के लिए न्यूनतम मानक और प्रक्रिया) विनियम, 2016 और समय-समय पर इनमें बाद में किए गए संशोधनों, जैसा भी मामला हो, के अनुसार पीएचडी की उपाधि प्रदान की गई हो, को किसी भी विश्वविद्यालय, महाविद्यालय अथवा संस्थान में सहायक आचार्य या समकक्ष पद पर भर्ती या नियुक्ति के लिए एनईटी/एसएलईटी/एसईटी की न्यूनतम पात्रता शर्त अपेक्षा से छूट प्रदान की जाएगी।

बशर्त आगे कि दिनांक 11 जुलाई, 2009 से पूर्व एमफिल/ पीएचडी कार्यक्रम के लिए पंजीकृत अभ्यर्थियों को उपाधि प्रदान किया जाना, उपाधि प्रदान करने वाली संस्थाओं के तत्कालीन मौजूदा अध्यादेशों/उपनियमों/ विनियमों के उपबंधों द्वारा अभिशासित होगा। ऐसे सभी पीएचडी धारक अभ्यर्थियों को निम्नलिखित शर्तों को पूरा करने के अध्यक्ष विश्वविद्यालयों/ महाविद्यालयों/ संस्थाओं में सहायक आचार्य अथवा समतुल्य पदों पर भर्ती और नियुक्ति के लिए एनईटी/ एसएलईटी/ एसईटी की अपेक्षाओं से छूट प्रदान की जाएगी:

(क) अभ्यर्थी को पीएचडी की उपाधि केवल नियमित शिक्षा पद्धति के माध्यम से प्रदान की गई हो;

(ख) पीएचडी शोध प्रबंध कम से कम दो बाह्य परीक्षकों द्वारा प्रदान किया गया हो;

(ग) पीएचडी के लिए अभ्यर्थी की एक खुली मौखिक परीक्षा आयोजित की गई हो;

(घ) अभ्यर्थी ने अपने पीएचडी कार्य को दो अनुसंधान पत्रों को प्रकाशित किया हो जिनमें से कम से कम एक संदर्भित जर्नल में प्रकाशित हुआ हो;

(ङ) अभ्यर्थी ने विश्वविद्यालय अनुदान आयोग/ आईसीएसएसआर/ सीएसआईआर अथवा ऐसी की किसी एजेंसी द्वारा प्रायोजित/ वित्तपोषित/ सहायता प्राप्त सम्मेलनों/ विचार गोष्ठियों में अपने पीएचडी कार्यों के आधार पर कम से कम दो पत्रों को प्रस्तुत किया हो;

इन शर्तों को पूरा करने को संबंधित विश्वविद्यालय के कुल सचिव अथवा संकाय अध्यक्ष (शैक्षणिक कार्य) द्वारा अधिप्रमाणित किया जाए।

- II. ऐसे विषयों में एनईटी/ एसएलईटी/ एसईटी को उत्तीर्ण करना अभ्यर्थियों के लिए आवश्यक नहीं होगा जिनके लिए एनईटी/ एसएलईटी/ एसईटी आयोजित नहीं की गई हो।
- 3.4 किसी भी स्तर पर शिक्षकों और अन्य समान संवर्गों की सीधी भर्ती के लिए निष्णात स्तर पर न्यूनतम 55 प्रतिशत (अथवा प्वाइंट स्केल में समतुल्य ग्रेड, जहां कहीं भी ग्रेडिंग प्रणाली का अनुसरण किया जाता है) अनिवार्य योग्यताएं होंगी।
- I. सीधी भर्ती हेतु अर्हता के उद्देश्य और बेहतर शैक्षणिक रिकार्ड के मूल्यांकन के लिए अनुसूचित जाति/ अनुसूचित जनजाति/ अन्य पिछड़ा वर्ग (अपिब) (असंपन्न वर्ग)/ निशक्त (क) दृष्टिहीनता अथवा निम्न दृश्यता; (ख) बधिर और कम सुनाई देना; (ग) लोकोमोटर निशक्ता साथ ही सेरेब्रल पालसी, कुष्ठ उपचारित, नाटापन, अम्लीय हमले के पीड़ित और मस्क्यूलर डिस्ट्रॉफी; (घ) विचार भ्रम (आटिज्म), बौद्धिक निशक्ता, विशिष्ट अधिगम निशक्ता और मानसिक अस्वस्थता; (ङ) गूंगापन- अंधापन सहित (क) से (घ) के तहत व्यक्तियों में से बहु निशक्ता) से जुड़े अभ्यर्थियों के लिए स्नातकपूर्व और स्नातकोत्तर स्तर पर 5 प्रतिशत की छूट प्रदान की जाएगी। 55 प्रतिशत के पात्रता अंकों (अथवा जहां कहीं भी ग्रेडिंग प्रणाली का अनुसरण किया जाता है उस स्थिति में किसी प्वाइंट स्केल में समतुल्य ग्रेड ) और रियायत अंक प्रक्रिया सहित, यदि कोई हो तो, के आधार पर अर्हता अंक में उपर्युक्त उल्लिखित श्रेणियों के लिए 5 प्रतिशत की छूट अनुमेय है।
- 3.5 उन पीएचडी उपाधि धारक अभ्यर्थियों को 5 प्रतिशत (55 प्रतिशत अंक से कम करके 50 प्रतिशत अंक तक) की छूट प्रदान की जाएगी जिन्होंने दिनांक 19 सितम्बर, 1991 से पूर्व निष्णात उपाधि प्राप्त की है।
- 3.6 एक संगत ग्रेड जिसे निष्णात स्तर पर 55 प्रतिशत के समरूप माना जाता है, जहां कहीं भी किसी मान्यता प्राप्त विश्वविद्यालय में स्नातकोत्तर स्तर पर ग्रेडिंग प्रणाली लागू है, को भी वैध माना जाएगा।
- 3.7 आचार्य के पद पर नियुक्ति और पदोन्नति के लिए पीएचडी उपाधि अनिवार्य अर्हता होगी।
- 3.8 सह आचार्य के पद पर नियुक्ति और पदोन्नति के लिए पीएचडी की उपाधि अनिवार्य अर्हता होगी।
- 3.9 विश्वविद्यालयों में सहायक आचार्य (चयन ग्रेड/ शैक्षणिक स्तर 12) के पद पर पदोन्नति के लिए पीएचडी की उपाधि अनिवार्य अर्हता होगी।
- 3.10 दिनांक 01 जुलाई, 2021 से विश्वविद्यालयों में सहायक आचार्य के पद पर सीधी भर्ती के लिए पीएचडी उपाधि अनिवार्य अर्हता होगी।
- 3.11 शिक्षण पदों पर नियुक्ति के लिए दावे हेतु एमफिल और/ अथवा पीएचडी उपाधि प्राप्त करने में अभ्यर्थियों द्वारा लिए गए समय पर शिक्षण/ अनुसंधान अनुभव के रूप में विचार नहीं किया जाएगा। इसके अतिरिक्त, कोई अवकाश लिए बिना शिक्षण कार्य के साथ अनुसंधान उपाधि प्राप्त करने में व्यतीत की गई सक्रिय सेवा अवधि को सीधी भर्ती/ पदोन्नति के उद्देश्य के लिए शिक्षण अनुभव माना जाएगा। कुल संकाय संख्या (चिकित्सा/ मातृत्व छुट्टी पर गए संकाय सदस्यों के अलावा) के बीस प्रतिशत तक नियमित



आधार पर कार्यरत संकाय सदस्यों को अपनी संस्थाओं में पीएचडी की उपाधि के लिए अध्ययन छुट्टी लेने की अनुमति प्रदान की जाएगी।

### 3.12 अर्हताएं:

विश्वविद्यालय अनुदान आयोग अधिनियम, 1956 की धारा 2 के खंड (च) के तहत मान्यता प्राप्त संघटित अथवा संबद्ध महाविद्यालयों सहित कोई विश्वविद्यालय अथवा कोई संस्थान अथवा उक्त अधिनियम की धारा 3 के तहत सम विश्वविद्यालय संस्थान में विश्वविद्यालय और महाविद्यालय शिक्षक, पुस्तकाध्यक्ष अथवा शारीरिक शिक्षा और खेलकूद निदेशक के पद पर किसी व्यक्ति की नियुक्ति नहीं होगी जबतक कि व्यक्ति इन विनियमों की अनुसूची 1 में उपर्युक्त पद के लिए यथा उपबंधित अर्हताओं के रूप में अपेक्षाओं को पूरा नहीं करता हो।

## 4.0 सीधी भर्ती

### 4.1 कला, वाणिज्य, मानविकी, शिक्षा, विधि, सामाजिक विज्ञान, विज्ञान, भाषाओं, पुस्तकालय विज्ञान, शारीरिक शिक्षा और पत्रकारिता तथा जन संपर्क विधाओं के लिए

#### I. सहायक आचार्य:

##### पात्रता (क अथवा ख):

##### क.

i) किसी भारतीय विश्वविद्यालय से संबंधित /संगत/ संबद्ध विषय में 55 प्रतिशत अंक के साथ निष्णात उपाधि (अथवा जहां कहीं भी ग्रेडिंग प्रणाली लागू हो वहां प्वाइंट स्केल में समतुल्य ग्रेड) अथवा किसी प्रत्यायित विदेशी विश्वविद्यालय से समतुल्य उपाधि।

ii) उपर्युक्त अर्हताओं को पूरा करने के साथ-साथ अभ्यर्थी ने विश्वविद्यालय अनुदान आयोग अथवा सीएसआईआर द्वारा आयोजित राष्ट्रीय पात्रता परीक्षा (एनईटी) उत्तीर्ण की हो अथवा विश्वविद्यालय अनुदान आयोग द्वारा प्रत्यायित इसी प्रकार की परीक्षा यथा एसएलईटी /एसईटी उत्तीर्ण की हो अथवा जिन्हें विश्वविद्यालय अनुदान आयोग (एमफिल/ पीएचडी उपाधि के लिए न्यूनतम मानक और प्रक्रिया) विनियम, 2009 अथवा 2016 और समय-समय पर इनमें बाद में किए गए संशोधनों, जैसा भी मामला हो, के अनुसार पीएचडी की उपाधि प्रदान की गई हो, उन्हें एनईटी/ एसएलईटी/ एसईटी से छूट प्रदान की जाएगी:

*बशर्ते* कि दिनांक 11 जुलाई, 2009 से पूर्व एमफिल/ पीएचडी कार्यक्रम के लिए पंजीकृत अभ्यर्थियों को उपाधि प्रदान करने वाली संस्थाओं के तत्कालीन विद्यमान अध्यादेशों/ उपनियमों/ विनियमों के उपबंधों द्वारा अभिशासित होंगे। ऐसे सभी पीएचडी धारक अभ्यर्थियों को निम्नलिखित शर्तों को पूरा करने के अध्याधीन विश्वविद्यालयों/ महाविद्यालयों/ संस्थाओं में सहायक आचार्य अथवा समतुल्य पदों पर भर्ती और नियुक्ति के लिए एनईटी/ एसएलईटी/ एसईटी की अपेक्षा से छूट प्रदान की जाएगी :-

(क) अभ्यर्थी को पीएचडी की उपाधि केवल नियमित पद्धति से प्रदान की गई हो;

(ख) पीएचडी शोध प्रबंध का मूल्यांकन कम से कम दो बाह्य परीक्षकों द्वारा किया गया हो;

(ग) पीएचडी के लिए अभ्यर्थी की एक खुली मौखिक परीक्षा आयोजित की गई हो;

(घ) अभ्यर्थी ने अपने पीएचडी कार्य से दो अनुसंधान पत्रों को प्रकाशित किया हो जिनमें से कम से कम एक संदर्भित जर्नल में प्रकाशित हुआ हो;

(ङ) अभ्यर्थी ने वि0अ0आ0/ आईसीएसएसआर/ सीएसआईआर अथवा ऐसी की किसी एजेंसी द्वारा प्रायोजित/ वित्तपोषित / सहायता प्राप्त सम्मेलनों/ विचार गोष्ठियों में अपने पीएचडी कार्यों के आधार पर कम से कम दो पत्रों को प्रस्तुत किया हो;

*इन शर्तों को पूरा करने को संबंधित विश्वविद्यालय के कुल सचिव अथवा संकाय अध्यक्ष (शैक्षणिक कार्य) द्वारा सत्यापित किया जाए।*

**नोट:** ऐसी विधाओं में निष्णात कार्यक्रमों के लिए एनईटी/एसएलईटी/ एसईटी अर्हता अपेक्षित नहीं होगी जिनमें वि0अ0आ0, सीएसआईआर द्वारा एनईटी/ एसएलईटी/ एसईटी अथवा वि0अ0आ0 द्वारा प्रत्यायित इसी प्रकार की परीक्षा जैसे एनईटी/ एसएलईटी आदि आयोजित नहीं की जाती है।

#### अथवा

**ख.** (i) क्वैक्वेरेली सायमंड (क्यूएस) (ii) दि टाइम्स हॉयर एजुकेशन (टीएचई) अथवा (iii) शंघाई जियाओ टोंग यूनिवर्सिटी (शंघाई) के विश्व के विश्वविद्यालयों की शैक्षणिक रैंकिंग (एआरडब्ल्यू) द्वारा संपूर्ण विश्व में विश्वविद्यालय रैंकिंग में विश्व के शीर्षतम 500

रैंक वाले विदेशी विश्वविद्यालय/ संस्थान (किसी भी समय) से पीएचडी की उपाधि निम्नलिखित में से किसी एक से प्राप्त की गई हो।

**नोट:** विश्वविद्यालयों के लिए विनिर्दिष्ट परिशिष्ट II (तालिका 3क) और महाविद्यालयों के लिए विनिर्दिष्ट परिशिष्ट II (तालिका 3ख) में यथा विनिर्दिष्ट शैक्षणिक प्राप्तांकों पर केवल साक्षात्कार के लिए चुनने हेतु विचार किया जाएगा और चयन इस साक्षात्कार में किये गए प्रदर्शन पर आधारित होगा।

## II. सह आचार्य:

### अर्हता:

- i) संबंधित/ संबद्ध/ संगत विधाओं में पीएचडी की उपाधि के साथ बेहतरीन शैक्षणिक रिकार्ड।
- ii) कम से कम 55 प्रतिशत अंकों के साथ निष्णात उपाधि (अथवा जहां कहीं भी ग्रेडिंग प्रणाली लागू हो वहां, पॉइंट स्केल में समतुल्य ग्रेड)।
- iii) किसी भी शैक्षणिक/ अनुसंधान पद पर शिक्षण और/ अथवा अनुसंधान में न्यूनतम आठ वर्षों का अनुभव जो किसी विश्वविद्यालय, महाविद्यालय अथवा प्रत्यायित अनुसंधान संस्थान/ उद्योग में सहायक आचार्य के समान हो तथा समकक्ष व्यक्ति समीक्षित अथवा वि०अ०आ० सूचीबद्ध जर्नलों में न्यूनतम सात प्रकाशनों का अनुभव और परिशिष्ट दो, तालिका 2 में दिए गए मानदंडों के अनुसार अनुसंधान में कुल पचहत्तर (75) अंकों के अनुसंधान प्राप्तांक।

## III. आचार्य:

### पात्रता (क अथवा ख) :

#### क.

- i) प्रतिष्ठित विद्वान जिसे संबंधित/ संबद्ध/ संगत विषय में पीएचडी की उपाधि प्राप्त हो और उच्च गुणवत्ता वाला प्रकाशन कार्य किया हो तथा प्रकाशित कार्य के साक्ष्य के साथ-साथ अनुसंधान में सक्रिय रूप से शामिल हो तथा समकक्ष व्यक्ति समीक्षित अथवा विश्वविद्यालय अनुदान आयोग सूचीबद्ध जर्नलों में न्यूनतम दस वर्षों का प्रकाशन अनुभव एवं परिशिष्ट- II, तालिका दो में दिए गए मानदंडों के अनुसार कुल 120 शोध प्राप्तांक अर्जित किए हों।
- ii) विश्वविद्यालय/ महाविद्यालय में सहायक आचार्य/ सह आचार्य/ आचार्य स्तर पर न्यूनतम दस वर्ष का शैक्षणिक अनुभव और/ अथवा विश्वविद्यालय/ राष्ट्रीय स्तर की संस्थाओं में समतुल्य स्तर पर शोध अनुभव के साथ सफल रूप से डाक्टोरल अभ्यर्थियों का मार्गदर्शन करने का साक्ष्य हो।

#### अथवा

- ख. उपर्युक्त- क/ उद्योग में शामिल नहीं किए गए किसी भी संस्थान से संगत/ संबद्ध/ अनुप्रयुक्त विधाओं में पीएचडी की उपाधि प्राप्त तथा दस्तावेजी साक्ष्य द्वारा समर्थित उत्कृष्ट पेशेवर जिन्होंने संबंधित/ संबद्ध/ संगत विषय में ज्ञान में महत्वपूर्ण योगदान दिया हो, बशर्ते कि उसे दस वर्षों के अनुभव हो।

## IV. विश्वविद्यालयों में वरिष्ठ आचार्य

विश्वविद्यालय में आचार्यों की विद्यमान संस्वीकृत संख्या के 10 प्रतिशत संख्या तक सीधी भर्ती के माध्यम से विश्वविद्यालयों में वरिष्ठ आचार्य के रूप में नियुक्ति किया जा सकता है।

### पात्रता:

- i) कोई प्रतिष्ठित विद्वान जिसका समकक्ष व्यक्ति समीक्षित अथवा वि०अ०आ० सूचीबद्ध जर्नलों में उच्च गुणवत्ता वाले अनुसंधान प्रकाशन का बेहतर निष्पादन रिकार्ड हो तथा इन विधाओं में महत्वपूर्ण अनुसंधान योगदान और अनुसंधान पर्यवेक्षण किया हो।
- ii) किसी विश्वविद्यालय, महाविद्यालय अथवा राष्ट्रीय स्तर की किसी संस्थान में आचार्य के रूप में अथवा समतुल्य ग्रेड में शिक्षण/ अनुसंधान का न्यूनतम दस वर्ष का अनुभव हो।
- iii) यह चयन शैक्षणिक उपलब्धियों, तीन प्रतिष्ठित विषय विशेषज्ञ, जो वरिष्ठ आचार्य के पद से कम न हों, अथवा कम से कम दस वर्ष के अनुभव वाले आचार्य की अनुकूल समीक्षा पर आधारित होगा।
- iv) यह चयन, समकक्ष व्यक्ति समीक्षित अथवा वि०अ०आ० के सूचीबद्ध जर्नलों में सर्वोत्तम दस प्रकाशनों और वि०अ०आ० विनियमों के अनुसार गठित चयन समिति के साथ सहक्रिया के साथ-साथ पिछले 10 वर्षों के दौरान उनकी पर्यवेक्षण में कम से कम दो अभ्यर्थियों को पीएचडी की उपाधि प्रदत्त किए जाने पर आधारित होगा।



## V. महाविद्यालय प्राचार्य और आचार्य (प्राचार्य का ग्रेड)

### क. पात्रता:

- i.) पीएचडी की उपाधि।
- ii.) विश्वविद्यालयों, महाविद्यालयों और उच्चतर शिक्षा की अन्य संस्थाओं में कम से कम पंद्रह वर्षों के शिक्षण/ अनुसंधान की सेवा/ अनुभव के साथ कोई आचार्य/ सह आचार्य।
- iii.) समकक्ष व्यक्ति समीक्षित अथवा वि०अ०आ० सूचीबद्ध जर्नल में कम से कम 10 अनुसंधान प्रकाशन।
- iv.) परिशिष्ट II, तालिका 2 के अनुसार न्यूनतम 110 अनुसंधान प्राप्तांक।

### ख. अवधि

(i) किसी महाविद्यालय प्राचार्य को पांच वर्षों की अवधि के लिए नियुक्त किया जाएगा जिसका कार्यकाल इन विनियमों के अनुसार इस विश्वविद्यालय द्वारा गठित समिति द्वारा कार्यनिष्पादन मूल्यांकन के आधार पर पांच वर्ष की दूसरी अवधि के लिए बढ़ाया जा सकता है।

(ii) प्राचार्य के रूप में अपना कार्यकाल पूर्ण करने के पश्चात्, पदधारी, आचार्य के ग्रेड में आचार्य के पदनाम के साथ अपने मूल कार्यालय में पुनः कार्यभार ग्रहण करेगा।

## VI. उप प्राचार्य

किसी मौजूदा वरिष्ठ संकाय सदस्य को दो वर्षों की अवधि के लिए प्राचार्य की सिफारिश पर महाविद्यालय के शासी निकाय द्वारा उप प्राचार्य के रूप में पदनामित किया जा सकता है जिन्हें उनके मौजूदा उत्तरदायित्वों के अतिरिक्त विशिष्ट कार्य सौंपे जा सकते हैं। किसी भी कारण से, प्राचार्य के अनुपस्थित होने पर उप प्राचार्य, प्राचार्य के शक्तियों का प्रयोग करेगा।

### 4.2. संगीत, परफार्मिंग आर्ट्स, विजुअल आर्ट्स और अन्य परंपरागत भारतीय कला स्वरूपों यथा शिल्पकला आदि।

#### I. सहायक आचार्य:

##### पात्रता (क अथवा ख):

#### क.

i) किसी भारतीय/ विदेशी विश्वविद्यालय से संबंधित विषय अथवा किसी समतुल्य उपाधि में कम से कम 55 प्रतिशत अंकों के साथ निष्णात उपाधि (अथवा जहां कहीं भी ग्रेडिंग प्रणाली लागू हो प्वाइंट स्केल में समतुल्य ग्रेड)।

ii) उपर्युक्त अर्हताओं को पूरा करने के साथ-साथ अभ्यर्थी ने वि०अ०आ० अथवा सीएसआईआर द्वारा आयोजित राष्ट्रीय पात्रता परीक्षा (एनईटी) उत्तीर्ण की हो अथवा वि०अ०आ० द्वारा प्रत्यायित इसी प्रकार की परीक्षा यथा एसएलईटी/ एसईटी उत्तीर्ण की हो अथवा जिन्हें विश्वविद्यालय अनुदान आयोग (एमफिल/ पीएचडी उपाधि प्रदान करने के लिए न्यूनतम मानक और प्रक्रिया) विनियम, 2009 अथवा 2016 और समय-समय पर इनमें बाद में किए गए संशोधनों, जैसा भी मामला हो, के अनुरूप पीएचडी की उपाधि प्रदान की गई हो।

बशर्तें आगे कि दिनांक 11 जुलाई, 2009 से पूर्व एमफिल/ पीएचडी कार्यक्रम के लिए पंजीकृत अभ्यर्थियों को उपाधि प्रदान करने वाली संस्थाओं के तत्कालीन विद्यमान अध्यादेशों/ उपनियमों/ विनियमों के उपबंधों द्वारा अभिशासित होंगे। ऐसे सभी पीएचडी धारक अभ्यर्थियों को निम्नलिखित शर्तों को पूरा करने के अध्याधीन विश्वविद्यालयों/ महाविद्यालयों/ संस्थाओं में सहायक आचार्य अथवा समतुल्य पदों पर भर्ती और नियुक्ति के लिए एनईटी/एसएलईटी/एसईटी की अपेक्षा से छूट प्रदान की जाएगी :-

(क) अभ्यर्थी को पीएचडी की उपाधि केवल नियमित पद्धति से प्रदान की गई हो;

(ख) पीएचडी शोध प्रबंध का मूल्यांकन कम से कम दो बाह्य परीक्षकों द्वारा किया गया हो;

(ग) पीएचडी के लिए अभ्यर्थी की एक खुली मौखिक परीक्षा आयोजित की गई हो;

(घ) अभ्यर्थी ने अपने पीएचडी कार्य से दो अनुसंधान पत्रों को प्रकाशित किया हो जिनमें से कम से कम एक संदर्भित जर्नल में प्रकाशित हुआ हो;

(ङ) अभ्यर्थी ने वि०अ०आ०/ एआईसीटीई/ आईसीएसएसआर/ सीएसआईआर अथवा ऐसी की किसी अन्य एजेंसी द्वारा प्रायोजित/ वित्तपोषित / सहायता प्राप्त सम्मेलनों/ विचार गोष्ठियों में अपने पीएचडी कार्यों के आधार पर कम से कम दो पत्रों को प्रस्तुत किए हों;

**नोट 1:** इन शर्तों को पूरा करने को संबंधित विश्वविद्यालय के कुल सचिव अथवा संकाय अध्यक्ष (शैक्षणिक कार्य) द्वारा अनुप्रमाणित किया जाए।

**नोट 2:** ऐसी विधाओं में निष्णात कार्यक्रमों के लिए एनईटी/एसएलईटी/ एसईटी उत्तीर्ण किया जाना अपेक्षित नहीं होगा जिसके लिए वि०अ०आ०, सीएसआईआर द्वारा एनईटी/ एसएलईटी/ एसईटी अथवा वि०अ०आ० द्वारा प्रत्यायित समान परीक्षा (जैसे एसईएलटी/ एसईटी) आयोजित नहीं की जाती है।

#### अथवा

**ख.** एक परंपरागत अथवा पेशेवर कलाकार जिसकी संबंधित विधा में अत्यंत उल्लेखनीय पेशेवर उपलब्धि रही हो और जिन्हें स्नातक की उपाधि प्राप्त हो, जिन्होंने:

- i) प्रसिद्ध परंपरागत उस्ताद(दों)/ कलाकार(रों) के अधीन अध्ययन किया हो।
- ii) वह आकाशवाणी/ दूरदर्शन में 'क' श्रेणी का कलाकार रहा हो;
- iii) वह संबंधित विषय में तार्किक तर्कशक्ति के साथ व्याख्या करने की क्षमता रखता हो; और
- iv) संबंधित विधा में सदोहारण सिद्धांत पढ़ाने के लिए पर्याप्त ज्ञान से सम्पन्न हो।

### II. सह आचार्य :

#### पात्रता (क अथवा ख):

##### क.

- i) डॉक्टरल उपाधि के साथ बेहतर शैक्षणिक रिकार्ड।
- ii) उच्च पेशेवर मानक के साथ कार्यनिष्पादन क्षमता।
- iii) किसी विश्वविद्यालय अथवा महाविद्यालय में शिक्षण कार्य में आठ वर्ष का अनुभव और/ अथवा किसी विश्वविद्यालय/ राष्ट्रीय स्तर के संस्थान में अनुसंधान में आठ वर्ष का अनुभव जोकि किसी विश्वविद्यालय/ महाविद्यालय में सहायक आचार्य के समतुल्य हो।
- iv) उन्होंने गुणवत्तापूर्ण प्रकाशन द्वारा यथा प्रमाणित संबंधित विषय में ज्ञान में महत्वपूर्ण योगदान दिया हो।

#### अथवा

**ख.** एक परंपरागत अथवा पेशेवर कलाकार जिसकी संबंधित विषय में अत्यंत उल्लेखनीय पेशेवर उपलब्धि हो और जिन्हें संबंधित विषय में निष्णात उपाधि प्राप्त की हो, जो:

- i) आकाशवाणी / दूरदर्शन में 'क' श्रेणी का कलाकार रहा हो;
- ii) विशेषज्ञता के क्षेत्र में आठ वर्ष की उल्लेखनीय कार्यनिष्पादन उपलब्धि रही हो;
- iii) नए पाठ्यक्रम और/ अथवा पाठ्यचर्या का तैयार करने का अनुभव रहा हो;
- iv) प्रसिद्ध संस्थाओं में राष्ट्रीय स्तर की विचार गोष्ठियों/सम्मेलनों /संगीतगोष्ठियों में भाग लिया हो; और
- v) वह संबंधित विषय में तार्किक तर्कशक्ति के साथ व्याख्या करने की क्षमता रखता हो और उक्त विधा में सदोहारण सिद्धांत पढ़ाने के लिए पर्याप्त ज्ञान से सम्पन्न हो।

### III. आचार्य :

#### पात्रता (क अथवा ख):

##### क.

- i) डॉक्टरल उपाधि के साथ प्रतिष्ठित विद्वान।
- ii) विश्वविद्यालय/ महाविद्यालय में शिक्षण और/ अथवा विश्वविद्यालय/ राष्ट्रीय स्तर की संस्थाओं में अनुसंधान में कम से कम दस वर्ष के अनुभव के साथ सक्रिय रूप से जुड़े रहे हों।
- iii) समकक्ष व्यक्ति समीक्षित अथवा वि०अ०आ० सूचीबद्ध जर्नलों में न्यूनतम 6 अनुसंधान प्रकाशित हुए हों।
- iv) परिशिष्ट- II, तालिका- दो के अनुसार अनुसंधान में कुल 120 प्रप्तांक हों।



## अथवा

ख. एक परंपरागत अथवा पेशेवर कलाकार जिसकी संबंधित विषय में अत्यंत उल्लेखनीय पेशेवर उपलब्धि रही हो,

- i) संबंधित विषय में निष्णात उपाधि धारक हो;
- ii) आकाशवाणी/ दूरदर्शन का 'क' श्रेणी का कलाकार रहा हो;
- iii) विशेषज्ञता के क्षेत्र में दस वर्ष का उत्कृष्ट कार्यनिष्पादन की उपलब्धि रही हो;
- iv) विशेषज्ञता के क्षेत्र में महत्वपूर्ण योगदान दिया हो और अनुसंधान में मार्गदर्शन करने की क्षमता हो;
- v) राष्ट्रीय/ अंतरराष्ट्रीय विचार गोष्ठियों/ सम्मेलनों/ कार्यशालाओं / संगीतगोष्ठियों में भागीदारी की हो और राष्ट्रीय / अंतरराष्ट्रीय पुरस्कार/ अध्येतावृत्तियां प्राप्त की हों;
- vi) संबंधित विषय में तार्किक तर्कशक्ति के साथ व्याख्या करने की क्षमता रखता हो; और
- vii) उक्त विधा में सदोहारण सिद्धांत पढ़ाने के लिए पर्याप्त ज्ञान से सम्पन्न हो।

## 4.3 नाट्य विधा:

## I. सहायक आचार्य

## पात्रता (क अथवा ख)

## क.

i) भारतीय/ विदेशी विश्वविद्यालय से संबंधित विषय अथवा किसी समतुल्य उपाधि में कम से कम 55 प्रतिशत अंकों के साथ निष्णात उपाधि (अथवा जहां कहीं भी ग्रेडिंग प्रणाली लागू हो प्वाइंट स्केल में समतुल्य ग्रेड )।

ii) उपर्युक्त अर्हताओं को पूरा करने के साथ- साथ अभ्यर्थी ने वि0अ0आ0 अथवा सीएसआईआर द्वारा आयोजित राष्ट्रीय पात्रता परीक्षा (एनईटी) उत्तीर्ण की हो अथवा वि0अ0आ0 द्वारा प्रत्यायित इसी प्रकार की परीक्षा यथा एसएलईटी/ एसईटी उत्तीर्ण की हो अथवा जिन्हें विश्वविद्यालय अनुदान आयोग (एमफिल/ पीएचडी उपाधि प्रदान करने के लिए न्यूनतम मानक और प्रक्रिया) विनियम, 2009 अथवा 2016 और समय-समय पर इनमें बाद में किए गए संशोधनों, जैसा भी मामला हो, के अनुसार पीएचडी की उपाधि प्रदान की गई हो।

बशर्तें आगे कि दिनांक 11 जुलाई, 2009 से पूर्व एमफिल/ पीएचडी कार्यक्रम के लिए पंजीकृत अभ्यर्थियों को उपाधि प्रदान करने वाली संस्थाओं के तत्कालीन विद्यमान अध्यादेशों/ उपनियमों/ विनियमों के उपबंधों द्वारा अभिशासित होंगे। ऐसे सभी पीएचडी धारक अभ्यर्थियों को निम्नलिखित शर्तों को पूरा करने के अध्याधीन विश्वविद्यालयों/ महाविद्यालयों/ संस्थाओं में सहायक आचार्य अथवा समतुल्य पदों पर भर्ती और नियुक्ति के लिए एनईटी/एसएलईटी/एसईटी की अपेक्षा से छूट प्रदान की जाएगी :-

(क) अभ्यर्थी को पीएचडी की उपाधि केवल नियमित पद्धति से प्रदान की गई हो;

(ख) पीएचडी शोध प्रबंध का मूल्यांकन कम से कम दो बाह्य परीक्षकों द्वारा किया गया हो;

(ग) पीएचडी के लिए अभ्यर्थी की एक खुली मौखिक परीक्षा आयोजित की गई हो;

(घ) अभ्यर्थी ने अपने पीएचडी कार्य से दो अनुसंधान पत्रों को प्रकाशित किया हो जिनमें से कम से कम एक संदर्भित जर्नल में प्रकाशित हुआ हो;

(ङ) अभ्यर्थी ने वि0अ0आ0/ सीएसआईआर/ आईसीएसएसआर अथवा ऐसी की किसी एजेंसी द्वारा प्रायोजित/ वित्तपोषित / सहायता प्राप्त सम्मेलनों/ विचार गोष्ठियों में अपने पीएचडी कार्यों के आधार पर कम से कम दो पत्रों को प्रस्तुत किया हो;

**नोट 1:** इन शर्तों को पूरा करने को संबंधित विश्वविद्यालय के कुल सचिव अथवा संकाय अध्यक्ष (शैक्षणिक कार्य) द्वारा अधिप्रमाणित किया जाए।

**नोट 2:** ऐसी विधाओं में निष्णात कार्यक्रमों के लिए एनईटी/एसएलईटी/ एसईटी उत्तीर्ण किया जाना अपेक्षित नहीं होगा जिसके लिए वि0अ0आ0, सीएसआईआर द्वारा एनईटी/ एसएलईटी/ एसईटी अथवा वि0अ0आ0 द्वारा प्रत्यायित समान परीक्षा (जैसे एसईएलटी/ एसईटी) आयोजित नहीं की जाती है।

## अथवा

**ख.** संबंधित विषय में उच्च उल्लेखनीय पेशेवर उपलब्धि रखने वाला कोई परंपरागत अथवा पेशेवर कलाकार जिसके पास:

- i) भारतीय नाट्य विद्यालय अथवा भारत या विदेश में किसी अन्य ऐसी ही संस्थान से 55 प्रतिशत अंक (अथवा जहां ग्रेडिंग प्रणाली लागू हो वहां प्वाइंट स्केल में समान ग्रेड की उपाधि) के साथ तीन वर्षीय स्नातक की उपाधि/ स्नातकोत्तर डिप्लोमा की उपाधि के साथ पेशेवर कलाकार रहा हो;
- ii) साक्ष्य सहित क्षेत्रीय/ राष्ट्रीय/ अंतरराष्ट्रीय स्तर पर पांच वर्ष का नियमित रूप से प्रशंसनीय कार्यनिष्पादन रहा हो; और
- iii) संबंधित विषय की तार्किक रूप से व्याख्या करने की क्षमता हो और संबंधित विधा में सदोहारण सिद्धांत पक्ष को पढ़ाने की पर्याप्त जानकारी हो।

## II. सह आचार्य:

### पात्रता (क अथवा ख) :

**क.**

- i) संबंधित विश्वविद्यालय द्वारा उक्त उद्देश्य के लिए गठित की गई विशेषज्ञ समिति द्वारा यथा अनुप्रमाणित उच्च पेशेवर मानकों के कार्यनिष्पादन की क्षमता के साथ पीएचडी की उपाधि सहित उत्कृष्ट शैक्षणिक रिकार्ड रहा हो।
- ii) किसी विश्वविद्यालय/ महाविद्यालय में शिक्षण कार्य में आठ वर्ष का अनुभव और/ अथवा किसी विश्वविद्यालय/ राष्ट्रीय स्तर की संस्थाओं में शोध कार्य में आठ वर्ष का अनुभव रहा हो जोकि किसी विश्वविद्यालय/ महाविद्यालय के सहायक आचार्य के समतुल्य हो।
- iii) गुणवत्तापूर्ण प्रकाशन द्वारा यथा प्रमाणित, संबंधित विषय में ज्ञान में महत्वपूर्ण योगदान दिया हो।

**अथवा**

**ख.** एक परंपरागत अथवा पेशेवर कलाकार जिसकी संबंधित विषय में अत्यंत उल्लेखनीय पेशेवर उपलब्धि रही हो और जिन्हें संबंधित विषय में निष्णात उपाधि प्राप्त की हो, जो:

- i) रंगमंच/ रेडियो/ टेलीविजन में जाना- माना कलाकार रहा हो;
- ii) विशेषज्ञता के क्षेत्र में आठ वर्ष की उल्लेखनीय कार्यनिष्पादन उपलब्धि रहा हो;
- iii) नए पाठ्यक्रम और/ अथवा पाठ्यचर्या का तैयार करने का अनुभव रहा हो;
- iv) प्रख्यात संस्थाओं में संगोष्ठियों/ सम्मेलनों में भाग लिया हो; और

v) वह संबंधित विषय में तार्किक तर्कशक्ति के साथ व्याख्या करने की क्षमता रखता हो और उक्त विधा में सदोहारण सिद्धांत पढ़ाने के लिए पर्याप्त ज्ञान से सम्पन्न हो।

## III. आचार्य

### पात्रता (क अथवा ख) :

**क.** डॉक्टरेट की उपाधि सहित अनुसंधान कार्य से सक्रिय रूप से जुड़े प्रख्यात विद्वान हो और विशेषज्ञता वाले क्षेत्र में उत्कृष्ट कार्यनिष्पादन उपलब्धियों के साथ डॉक्टरेट स्तर पर अनुसंधान मार्गदर्शन प्रदान करने में अनुभव सहित विश्वविद्यालय/ राष्ट्रीय स्तर के संस्थान में शिक्षण और/ अथवा अनुसंधान में दस वर्ष का अनुभव हो साथ ही समकक्ष व्यक्ति समीक्षित अथवा वि०अ०आ० सूचीबद्ध जर्नलों में कम से कम 6 अनुसंधान प्रकाशन एवं परिशिष्ट- II, तालिका- दो में दिए गए मानदंडों के अनुसार शोध में कुल 120 अंक प्राप्त किए हों।

**अथवा**

**ख.** एक परंपरागत अथवा पेशेवर कलाकार जिसकी संबंधित विषय में अत्यंत उल्लेखनीय पेशेवर उपलब्धि रही हो और जिनके पास:

- i) संगत विषय में निष्णात उपाधि हो;
- ii) विशेषज्ञता वाले क्षेत्र में दस वर्ष की उत्कृष्ट कार्यनिष्पादन उपलब्धि रही हो;
- iii) उत्कृष्टता के क्षेत्र में महत्वपूर्ण योगदान दिया गया हो ;
- iv) अनुसंधान में मार्गदर्शन प्रदान किया हो;
- v) राष्ट्रीय/ अंतरराष्ट्रीय विचार गोष्ठियों/ सम्मेलनों/ कार्यशालाओं में भागीदारी की हो और/ अथवा राष्ट्रीय/ अंतरराष्ट्रीय पुरस्कार/ अध्येतावृत्तियां प्राप्त की हों;
- vi) संबंधित विषय को तार्किक रूप से स्पष्ट करने की क्षमता हो;



vii) उक्त विषय में उदाहरणों सहित सिद्धांत को पढ़ाने हेतु पर्याप्त ज्ञान हो।

#### 4.4 योग विधा

##### I. सहायक आचार्यः

##### पात्रता (क अथवा ख) :

क. भारतीय/ विदेशी विश्वविद्यालय से संबंधित विषय अथवा किसी समतुल्य उपाधि में कम से कम 55 प्रतिशत अंकों के साथ योग अथवा अन्य संगत विषय में निष्णात उपाधि (अथवा जहां कहीं भी ग्रेडिंग प्रणाली लागू हो उस स्थिति में प्वाइंट स्केल में समतुल्य ग्रेड) सहित अच्छा शैक्षणिक रिकार्ड हो।

इसके साथ-साथ, उपर्युक्त अर्हताओं को पूरा करने के अतिरिक्त अभ्यर्थी ने वि०अ०आ० अथवा सीएसआईआर द्वारा आयोजित राष्ट्रीय पात्रता परीक्षा (एनईटी) अथवा वि०अ०आ० द्वारा प्रत्यायित ऐसी ही परीक्षा यथा एसएलईटी/ एसईटी उत्तीर्ण की हो अथवा जिन्हें विश्वविद्यालय अनुदान आयोग (एमफिल/ पीएचडी उपाधि प्रदान करने के लिए न्यूनतम मानक और प्रक्रिया) विनियम, 2009 अथवा 2016 और समय-समय पर इनमें बाद में किए गए संशोधनों, जैसा भी मामला हो, के अनुसार पीएचडी की उपाधि प्रदान की गई हो।

##### अथवा

ख. किसी भी विषय में 55 प्रतिशत अंकों के साथ निष्णात उपाधि धारक (अथवा जहां कहीं भी ग्रेडिंग प्रणाली लागू हो, उस स्थिति में प्वाइंट स्केल में समान ग्रेड) और विश्वविद्यालय अनुदान आयोग (एमफिल/ पीएचडी उपाधि प्रदान करने के लिए न्यूनतम मानक और प्रक्रिया) विनियम, 2009 अथवा 2016 और समय-समय पर इनमें किए गए संशोधन, जैसा भी मामला हो, के अनुरूप योग\* में पीएचडी की उपाधि धारक हो।

\* नोट: योग के इस नए उभरते क्षेत्र में शिक्षकों की कमी को ध्यान में रखते हुए यह विकल्प दिया गया है और यह इन विनियमों के अधिसूचना की तिथि से केवल पांच वर्षों के लिए ही मान्य होगा।

##### II. सह आचार्य

i) संबंधित विषय अथवा संगत विषय में पीएचडी उपाधि के साथ बेहतर शैक्षणिक रिकार्ड।

ii) कम से कम 55 प्रतिशत अंकों के साथ स्नातकोत्तर उपाधि (अथवा जहां कहीं भी ग्रेडिंग प्रणाली लागू हो, उस स्थिति में प्वाइंट स्केल में समतुल्य ग्रेड) प्राप्त की हो।

iii) किसी शैक्षणिक/ अनुसंधान पद जो, किसी विश्वविद्यालय, महाविद्यालय अथवा प्रत्यायित अनुसंधान संस्थान/ उद्योग में सहायक आचार्य के समतुल्य हो, में प्रकाशन कार्य के साक्ष्य सहित न्यूनतम आठ वर्ष का शिक्षण कार्य और/ अथवा अनुसंधान का अनुभव हो और पुस्तकों के रूप में और/ अथवा समकक्ष व्यक्ति समीक्षित अनुसंधान/ नीतिगत पत्रों अथवा वि०अ०आ० सूचीबद्ध जर्नलों में कम से कम सात प्रकाशन किए हों और परिशिष्ट-II, तालिका- 2 में दिए गए मानदंडों के अनुसार कम से कम पचहत्तर (75) कुल अनुसंधान अंक प्राप्त किए हों।

##### III. आचार्य

##### पात्रता (क और ख) :

क.

i) संबद्ध/ संगत विषय में पीएचडी की उपाधि के साथ प्रतिष्ठित विद्वान हो और उच्च गुणवत्ता वाला प्रकाशन कार्य किया हो, प्रकाशित कार्य के साक्ष्य के साथ अनुसंधान में सक्रिय रूप से जुड़े हों, और प्रकाशन कार्य के साक्ष्य सहित पुस्तकों के रूप में और/ अथवा समकक्ष व्यक्ति समीक्षित अनुसंधान/ नीतिगत पत्रों अथवा वि०अ०आ० सूचीबद्ध जर्नलों में कम से कम दस प्रकाशन किए हों और परिशिष्ट- II, तालिका- 2 में दिए गए मानदंडों के अनुसार कम से कम 120 कुल अनुसंधान अंक प्राप्त किए हों।

ii) किसी विश्वविद्यालय/ महाविद्यालय में न्यूनतम दस वर्षों का शिक्षण अनुभव अथवा विश्वविद्यालय/ राष्ट्रीय स्तर की संस्थानों/ उद्योगों में अनुसंधान का अनुभव हो और डॉक्टोरल अभ्यर्थियों का सफलतापूर्वक मार्गदर्शन करने के साक्ष्य हो।

##### अथवा

ख. संगत क्षेत्र में प्रतिष्ठित ख्याति प्राप्त उत्कृष्ट पेशेवर जिन्होंने प्रत्यायन द्वारा अभिपुष्टि किए जाने वाले संबंधित /संबद्ध / संगत विषय में ज्ञान के क्षेत्र में महत्वपूर्ण योगदान दिया हो।

#### 4.5 पेशे से जुड़े रोगोपचार के शिक्षकों की नियुक्ति के लिए अर्हताएं, अनुभव और अन्य पात्रता संबंधी अपेक्षाएं

##### I. सहायक आचार्यः

किसी मान्यता प्राप्त विश्वविद्यालय से कम से कम 55 प्रतिशत अंकों (अथवा जहां कहीं भी ग्रेडिंग प्रणाली लागू हो, वहां प्वाइंट स्केल में समतुल्य ग्रेड) के साथ पेशे से जुड़े रोगोपचारों में स्नातक उपाधि (बी.ओ.टी./ बी.टीएच.ओ./ बी.ओ.टीएच.), पेशे से जुड़े रोगोपचारों में निष्णात उपाधि (एम.ओ.टीएच./ एम.टीएच.ओ./ एम.एससी. ओ.टी./ एम.ओ.टी.)।

## II. सह आचार्य:

- अनिवार्य: सहायक आचार्य के रूप में आठ वर्ष के अनुभव के साथ पेशे से जुड़े रोगोपचारों में निष्णात उपाधि (एम.ओ.टी./एम.ओ.टीएच./ एम.ओ.टीएच./ एम.एससी.ओ.टी.)।
- वांछनीय: वि०अ०आ० द्वारा मान्यता प्राप्त पेशे से जुड़े रोगोपचारों की किसी भी विधा में पीएचडी की उपाधि सहित उच्च योग्यता और समकक्ष व्यक्ति समीक्षित अथवा वि०अ०आ० सूचीबद्ध जर्नलों में उच्च मानकों का प्रकाशन कार्य।

## III. आचार्य:

- अनिवार्य: पेशे से जुड़े रोगोपचारों में कुल दस वर्ष के अनुभव के साथ पेशे से जुड़े रोगोपचारों में निष्णात उपाधि (एम.ओ.टीएच./ एम.टीएच.ओ./ एम. एससी. ओ.टी.)।
- वांछनीय: वि०अ०आ० द्वारा मान्यता प्राप्त पेशे से जुड़े रोगोपचारों की किसी विधा में पीएचडी की उपाधि जैसी उच्च योग्यता और समकक्ष व्यक्ति समीक्षित अथवा वि०अ०आ० सूचीबद्ध जर्नलों में उच्च मानकों का प्रकाशन कार्य।

## IV. प्राचार्य/ निदेशक/ संकाय अध्यक्ष:

अनिवार्य: पंद्रह वर्षों के अनुभव के साथ पेशे से जुड़े रोगोपचारों में निष्णात उपाधि (एमओटी/ एम.टीएच.ओ./ एम.ओ.टीएच./ एम.एससी.ओ.टी.) जिसमें आचार्य (पेशे से जुड़े रोगोपचारों) के रूप में पांच वर्ष का अनुभव शामिल होगा।

नोट:

- संस्थान के वरिष्ठतम आचार्य को प्राचार्य/ निदेशक/ संकाय अध्यक्ष के रूप में पदनामित किया जाएगा।
- वांछनीय: वि०अ०आ० द्वारा मान्यता प्राप्त पेशे से जुड़े रोगोपचारों की किसी विधा में पीएचडी की उपाधि जैसी उच्च अर्हता और समकक्ष व्यक्ति समीक्षित अथवा वि०अ०आ० सूचीबद्ध जर्नलों में उच्च मानक वाले प्रकाशन कार्य।

## 4.6 भौतिक चिकित्सा के शिक्षकों की नियुक्ति के लिए अर्हताएं, अनुभव और अन्य पात्रता संबंधी अपेक्षाएं।

### I. सहायक आचार्य:

किसी मान्यता प्राप्त विश्वविद्यालय से कम से कम 55 प्रतिशत अंक (अथवा जहां कहीं भी ग्रेडिंग प्रणाली लागू है, वहां प्वाइंट स्केल में समतुल्य ग्रेड) के साथ भौतिक चिकित्सा में स्नातक उपाधि (बीपी/टी./बी. टीएच./ बी.पी.टीएच.), भौतिक चिकित्सा में निष्णात उपाधि (एम. एंड पी. टीएच./ एम.टीएच. पीटी/ एम. पी.टी.)।

### II. सह आचार्य:

- अनिवार्य: सहायक आचार्य के रूप में आठ वर्षों के अनुभव के साथ भौतिक चिकित्सा में निष्णात उपाधि (एम.पी.टी./एम.पी.टीएच./ एम.टीएच.पी./ एम.एससी.पी.टी.)।
- वांछनीय: वि०अ०आ० द्वारा मान्यता प्राप्त भौतिक चिकित्सा की किसी विधा में पीएचडी की उपाधि के रूप में उच्च अर्हता एवं समकक्ष व्यक्ति समीक्षित अथवा वि०अ०आ० सूचीबद्ध जर्नलों में उच्च मानक वाला प्रकाशन कार्य।

### III. आचार्य:

अनिवार्य: दस वर्ष के अनुभव के साथ भौतिक चिकित्सा में निष्णात उपाधि (एम.पी.टी./ एम.पी.टीएच./ एम.टीएच.पी./ एम.एससी.पी.टी.)।

वांछनीय:

- वि०अ०आ० द्वारा किसी मान्यता प्राप्त भौतिक चिकित्सा विधा में पीएचडी जैसी उच्चतर शिक्षा, और
- समकक्ष व्यक्ति समीक्षित अथवा वि०अ०आ० सूचीबद्ध जर्नलों में उच्च मानक वाला प्रकाशन कार्य।

### IV. प्राचार्य/ निदेशक/ संकाय अध्यक्ष:

अनिवार्य: प्राचार्य (भौतिक चिकित्सा) के रूप में पांच वर्षों के अनुभव के साथ पंद्रह वर्षों के कुल अनुभव सहित भौतिक चिकित्सा में निष्णात उपाधि (एम. पी. टी./ एम. टीएच. पी./ एम.पी.टीएच./ एम.एससी.पी.टी.)।

नोट:

- (i) वरिष्ठतम आचार्य को प्राचार्य/ निदेशक/ संकाय अध्यक्ष के रूप में नामोद्दिष्ट किया जाएगा।
- (ii) वांछनीय: वि०अ०आ० द्वारा मान्यता प्राप्त भौतिक चिकित्सा की किसी विधा में पीएचडी जैसी उच्च अर्हता और समकक्ष व्यक्ति समीक्षित तथा वि०अ०आ० सूचीबद्ध जर्नलों में उच्च मानक वाला प्रकाशन कार्य।

4.7 विश्वविद्यालय सहायक पुस्तकाध्यक्ष/ महाविद्यालय पुस्तकाध्यक्ष, विश्वविद्यालय उप पुस्तकाध्यक्ष और विश्वविद्यालय पुस्तकाध्यक्ष के पदों पर सीधी भर्ती के लिए न्यूनतम अर्हताएं।

#### I. विश्वविद्यालय सहायक पुस्तकाध्यक्ष/ महाविद्यालय पुस्तकाध्यक्ष

- i) कम से कम 55 प्रतिशत अंकों (अथवा जहां ग्रेडिंग प्रणाली लागू हो वहां प्वाइंट स्केल में समतुल्य ग्रेड) के साथ पुस्तकालय विज्ञान, सूचना विज्ञान अथवा प्रलेखन विज्ञान में निष्णात उपाधि अथवा समतुल्य पेशेवर उपाधि।
- ii) पुस्तकालय में कंप्यूटरीकरण के ज्ञान के साथ सतत् रूप से बेहतर शैक्षणिक रिकार्ड।
- iii) उपर्युक्त अर्हताओं को पूरा करने के अलावा, अभ्यर्थी को वि०अ०आ०, सीएसआईआर द्वारा आयोजित राष्ट्रीय पात्रता परीक्षा (एनईटी) अथवा वि०अ०आ० द्वारा प्रत्यायित समान परीक्षा यथा एसएलईटी/एसईटी उत्तीर्ण करनी होगी अथवा जिन्हें विश्वविद्यालय अनुदान आयोग (एमफिल/पीएचडी उपाधि प्रदान करने के लिए न्यूनतम मानक व प्रक्रिया) विनियम, 2009 अथवा 2016 एवं समय-समय पर इनमें किए गए संशोधनों, जैसा भी मामला हो, के अनुसार पीएचडी की उपाधि प्रदान की गई हो:

बशर्ते कि दिनांक 11 जुलाई, 2009 से पूर्व पीएचडी की उपाधि के लिए पंजीकृत अभ्यर्थी ऐसी उपाधि प्रदान करने वाली संस्थाओं के मौजूदा अध्यादेशों/ उपविधियों/विनियमों के उपबंधों द्वारा अभिशासित होंगे तथा ऐसे पीएचडी अभ्यर्थियों द्वारा निम्नलिखित शर्तों को पूरा करने के अध्यधीन विश्वविद्यालयों/ महाविद्यालयों/ संस्थाओं में सहायक आचार्य अथवा समकक्ष पदों पर भर्ती और नियुक्ति के लिए एनईटी/ एसएलईटी/ एसईटी की अपेक्षाओं से छूट प्राप्त होगी:-

- (क) अभ्यर्थी को पीएचडी की उपाधि केवल नियमित पद्धति से प्रदान की गई हो;
- (ख) पीएचडी शोध प्रबंध का कम से कम दो बाह्य परीक्षकों द्वारा मूल्यांकन किया गया हो;
- (ग) पीएचडी के लिए अभ्यर्थी की एक खुली मौखिक परीक्षा आयोजित की गई हो;
- (घ) अभ्यर्थी ने अपने पीएचडी कार्य से दो अनुसंधान पत्रों को प्रकाशित किया हों जिनमें से कम से कम एक रेफर्ड जर्नल में प्रकाशित हुआ हो;
- (ङ.) अभ्यर्थी ने वि०अ०आ०/ आईसीएसएसआर/ सीएसआईआर अथवा इसी प्रकार की एजेंसी द्वारा प्रायोजित/ वित्तपोषित / सहायता प्राप्त सम्मेलनों/ विचार गोष्ठियों में अपने पीएचडी कार्यों के आधार पर कम से कम दो पत्रों को प्रस्तुत किए हों।

#### नोट

- i. इन शर्तों को पूरा करने को संबंधित विश्वविद्यालय के कुल सचिव अथवा संकाय अध्यक्ष (शैक्षणिक कार्य) द्वारा अभिप्रमाणित किया जाएगा।
- ii. ऐसे निष्णात कार्यक्रमों में एनईटी/ एसएलईटी/ एसईटी परीक्षा उत्तीर्ण करना अपेक्षित नहीं होगा जिसके लिए वि०अ०आ०, सीएसआईआर द्वारा एनईटी/ एसएलईटी/ एसईटी अथवा वि०अ०आ० द्वारा एसएलईटी/ एसईटी जैसी परीक्षा आयोजित नहीं की जाती हो।

#### II. विश्वविद्यालय उप पुस्तकाध्यक्ष

- i) कम से कम 55 प्रतिशत अंकों के साथ पुस्तकालय विज्ञान/ सूचना विज्ञान/ प्रलेखन विज्ञान में निष्णात उपाधि अथवा जहां कहीं भी ग्रेडिंग प्रणाली लागू है वहां प्वाइंट स्केल में समान ग्रेड प्राप्त किया हो।
- ii) सहायक विश्वविद्यालय पुस्तकाध्यक्ष/ महाविद्यालय पुस्तकाध्यक्ष के रूप में आठ वर्षों का अनुभव।
- iii) पुस्तकालय में आईसीटी के समेकन के साथ नवोन्मेषी पुस्तकालय सेवाओं का साक्ष्य।
- iv) पुस्तकालय विज्ञान/ सूचना विज्ञान/ प्रलेखन विज्ञान/ अभिलेख और पुस्तकालय की पांडुलिपियों का रखरखाव/ कंप्यूटरीकरण करने में पीएचडी की उपाधि।

#### III. विश्वविद्यालय पुस्तकाध्यक्ष

- i) कम से कम 55 प्रतिशत अंकों अथवा जहां कहीं भी ग्रेडिंग प्रणाली लागू है वहां प्वाइंट स्केल में समान ग्रेड के साथ पुस्तकालय विज्ञान/ सूचना विज्ञान/ प्रलेखन विज्ञान में निष्णात उपाधि।

ii) विश्वविद्यालय पुस्तकालय में किसी भी स्तर पर पुस्तकाध्यक्ष के रूप में कम से कम दस वर्षों का अनुभव अथवा पुस्तकालय विज्ञान में सहायक/ सह आचार्य के रूप में दस वर्षों का शिक्षण अनुभव अथवा किसी महाविद्यालय पुस्तकाध्यक्ष के रूप में दस वर्षों का अनुभव।

iii) किसी पुस्तकालय में आईसीटी के समेकन के साथ नवोन्मेषी पुस्तकालय सेवाओं का साक्ष्य।

iv) पुस्तकालय विज्ञान/ सूचना विज्ञान/ प्रलेखन/ अभिलेख और पांडुलिपि के रखरखाव में पीएचडी की उपाधि।

#### 4.8 शारीरिक शिक्षा और खेलकूद के सहायक निदेशकों एवं शारीरिक शिक्षा और खेलकूद के उपनिदेशक तथा शारीरिक शिक्षा और खेलकूद के निदेशक (डीपीईएस) के पदों के लिए न्यूनतम अर्हताएं।

##### I. विश्वविद्यालय में शारीरिक शिक्षा और खेलकूद के सहायक निदेशक तथा महाविद्यालय में शारीरिक और खेलकूद के निदेशक

###### पात्रता (क अथवा ख):

क.

i) शारीरिक शिक्षा और खेलकूद विज्ञान अथवा शारीरिक शिक्षा और खेलकूद विज्ञान में 55 प्रतिशत अंकों (अथवा जहां कहीं भी ग्रेडिंग प्रणाली लागू हो वहां प्वाइंट स्केल में समतुल्य ग्रेड) के साथ निष्णात उपाधि।

ii) अंतर्विश्वविद्यालयी/ अंतर्महाविद्यालयी प्रतिस्पर्धाओं अथवा राज्य और/ अथवा राष्ट्रीय चैम्पियनशिपों में विश्वविद्यालय/ महाविद्यालय का प्रतिनिधित्व करने का रिकार्ड।

iii) उपर्युक्त अर्हताओं को पूरा करने के अलावा, अभ्यर्थी को वि0अ0आ0 अथवा सीएसआईआई द्वारा आयोजित राष्ट्रीय पात्रता परीक्षा (एनईटी) अथवा वि0अ0आ0 द्वारा प्रत्यायित समान परीक्षा यथा एसएलईटी/ एसईटी उत्तीर्ण करनी होगी अथवा जिन्हें विश्वविद्यालय अनुदान आयोग (एमफिल/पीएचडी उपाधि प्रदान करने के लिए न्यूनतम मानक व प्रक्रिया) विनियम, 2009 अथवा 2016 एवं समय- समय पर इनमें किए गए संशोधनों, जैसा भी मामला हो, के अनुसार शारीरिक शिक्षा अथवा शारीरिक शिक्षा और खेलकूद अथवा खेल विज्ञान में पीएचडी की उपाधि प्रदान की गई हो:

*बशर्ते कि दिनांक 11 जुलाई, 2009 से पूर्व पीएचडी की उपाधि के लिए पंजीकृत अभ्यर्थी ऐसी उपाधि प्रदान करने वाली संस्थाओं के मौजूदा अध्यादेशों/ उपविधियों/ विनियमों के उपबंधों द्वारा अभिशासित होंगे तथा ऐसे पीएचडी धारक अभ्यर्थियों को निम्नलिखित शर्तों को पूरा करने के अध्यक्षीन विश्वविद्यालयों/ महाविद्यालयों/ संस्थाओं में सहायक आचार्य अथवा समकक्ष पदों पर भर्ती और नियुक्ति के लिए एनईटी/ एसएलईटी/ एसईटी की अपेक्षाओं से छूट प्राप्त होगी:*

(क) अभ्यर्थी को पीएचडी की उपाधि केवल नियमित पद्धति से प्रदान की गई हो;

(ख) पीएचडी शोध प्रबंध का कम से कम दो बाह्य परीक्षकों द्वारा मूल्यांकन किया गया हो;

(ग) पीएचडी के लिए अभ्यर्थी की एक खुली मौखिक परीक्षा आयोजित की गई हो;

(घ) अभ्यर्थी ने अपने पीएचडी कार्य से दो अनुसंधान पत्रों को प्रकाशित किया हो जिनमें से कम से कम एक रेफर्ड जर्नल में प्रकाशित हुआ हो;

(ङ) अभ्यर्थी ने अपने पीएचडी कार्यों के आधार पर सम्मेलन/ विचार गोष्ठियों में कम से कम दो पत्रों को प्रस्तुत किया हो।

*नोट: (क) से (ङ) में दी गई इन शर्तों पर खरा उतरने के संबंध में संबंधित विश्वविद्यालय के कुल सचिव अथवा संकाय अध्यक्ष (शैक्षणिक कार्य) द्वारा अभिप्रमाणित किया जाना होता है।*

iv) ऐसी विधाओं में निष्णात कार्यक्रमों में एनईटी/ एसएलईटी/ एसईटी परीक्षा उत्तीर्ण करना अपेक्षित नहीं होगा जिसके लिए वि0अ0आ0, सीएसआईआर द्वारा एनईटी/ एसएलईटी/ एसईटी अथवा वि0अ0आ0 द्वारा एसएलईटी/ एसईटी जैसी परीक्षा आयोजित नहीं की जाती हो।

v) इन विनियमों के अनुसार आयोजित की गई शारीरिक फिटनेस परीक्षा उत्तीर्ण की हो।

अथवा

ख. एशियाई खेल अथवा राष्ट्रमंडल खेलों में पदक विजेता, जिनके पास कम से कम स्नात्कोत्तर स्तर की उपाधि हो।

##### II. विश्वविद्यालय में शारीरिक शिक्षा और खेलकूद उप निदेशक



**पात्रता (क अथवा ख) :****क.**

- i) शारीरिक शिक्षा अथवा शारीरिक शिक्षा और खेलकूद अथवा खेलकूद विज्ञान में पीएचडी की उपाधि। इसके अतिरिक्त, विश्वविद्यालय प्रणाली से इतर अभ्यर्थी जिनके पास संबंधित विश्वविद्यालय द्वारा स्नात्कोत्तर उपाधि स्तर पर कम से कम 55 प्रतिशत अंक हो (अथवा जहां ग्रेडिंग प्रणाली लागू हो, वहां प्वाइंट स्केल में समतुल्य ग्रेड)।
- ii) विश्वविद्यालय सहायक डीपीईएस/ महाविद्यालय डीपीईएस के रूप में आठ वर्ष का अनुभव हो।
- iii) कम से कम दो सप्ताह की अवधि की प्रतिस्पर्धाएं और अनुशिक्षण शिविर के आयोजन संबंधी साक्ष्य।
- iv) राज्य/ राष्ट्रीय/ अंतर्विश्वविद्यालयी/ संयुक्त विश्वविद्यालय आदि जैसी प्रतिस्पर्धाओं के लिए दलों/ एथलिटों द्वारा बेहतर निष्पादन कराने के साक्ष्य आदि।
- v) इन विनियमों के अनुसार शारीरिक स्वस्थता जांच परीक्षा उत्तीर्ण की हो।  
अथवा

**ख.** ओलंपिक खेलों/ विश्व कप/ विश्व चैंपियनशिप पदक विजेता, जिन्होंने कम से कम स्नात्कोत्तर स्तर की उपाधि प्राप्त की हो।

**III. विश्वविद्यालय के शारीरिक शिक्षा और खेलकूद निदेशक**

- i) शारीरिक शिक्षा अथवा शारीरिक शिक्षा और खेलकूद अथवा खेलकूद विज्ञान में पीएचडी धारक।
- ii) विश्वविद्यालय सहायक/ उप डीपीईएस के रूप में शारीरिक शिक्षा और खेलकूद में कम से कम दस वर्ष का अनुभव अथवा महाविद्यालय डीपीईएस के रूप में दस वर्ष का अनुभव अथवा सहायक/ सह आचार्य के रूप में शारीरिक शिक्षा और खेलकूद अथवा खेलकूद विज्ञान में दस वर्ष का शिक्षण अनुभव हो।
- iii) कम से कम दो सप्ताह की अवधि की प्रतियोगिता और अनुशिक्षण कैम्पों को आयोजित किए जाने का साक्ष्य।
- iv) राज्य/ राष्ट्रीय/ अंतर्विश्वविद्यालयी/ संयुक्त विश्वविद्यालय आदि जैसी प्रतियोगिताओं के लिए दलों/ खिलाड़ियों द्वारा बेहतर निष्पादन कराए जाने संबंधी साक्ष्य।

**IV. शारीरिक स्वस्थता जांच संबंधी मानदंड**

(क) इन विनियमों के उपबंधों के अध्याधीन सभी अभ्यर्थी जिनके लिए शारीरिक स्वस्थता जांच कराना अपेक्षित है, उन्हें ऐसी जांच करवाने से पूर्व एक चिकित्सा प्रमाणपत्र देना होगा कि वह ऐसी जांच करने के लिए चिकित्सीय रूप से स्वस्थ हैं।

(ख) उपरोक्त उपखंड (क) में वर्णित ऐसे प्रमाणपत्र को प्रस्तुत करने पर अभ्यर्थी को निम्न मानक के अनुसार शारीरिक परीक्षा में भाग लेना अपेक्षित होगा:

पुरुषों के लिए मानक			
12 मिनट की दौड़/ चलने की परीक्षा			
30 वर्ष तक	40 वर्ष तक	45 वर्ष तक	50 वर्ष तक
1800 मीटर	1500 मीटर	1200 मीटर	800 मीटर

महिलाओं के लिए मानक			
8 मिनट की दौड़/ चलने की परीक्षा			
30 वर्ष तक	40 वर्ष तक	45 वर्ष तक	50 वर्ष तक
1000 मीटर	800 मीटर	600 मीटर	400 मीटर

**5.0 चयन समिति का गठन और चयन प्रक्रिया संबंधी दिशानिर्देश****5.1 चयन समिति की संरचना****I. विश्वविद्यालय में सहायक आचार्य :**

(क) विश्वविद्यालय में सहायक आचार्य के पद के लिए चयन समिति में निम्नलिखित व्यक्ति शामिल होंगे :

- i) कुलपति या उनका नामिती, जिनके पास कम से कम दस वर्ष का आचार्य के रूप में अनुभव हो, समिति के अध्यक्ष होंगे ।
- ii) कुलाध्यक्ष/ कुलाधिपति द्वारा नामनिर्देशित किए जाने वाले अकादमिक सदस्य, जहां कहीं प्रयोज्य हो, आचार्य के रैंक से नीचे नहीं होंगे ।
- iii) संबंधित विश्वविद्यालय के संगत सांविधिक निकाय द्वारा अनुमोदित नामों के पैनल में से कुलपति द्वारा संबंधित विषय/ क्षेत्र में तीन विशेषज्ञ का नामनिर्देशन किया जाएगा ।
- iv) संबंधित संकाय का संकाय अध्यक्ष, जहां कहीं प्रयोज्य हो ।
- v) संबंधित विभाग/ विद्यालय का प्रमुख/ अध्यक्ष ।
- vi) अनुसूचित जाति/ अनुसूचित जनजाति/ अन्य पिछड़ा वर्ग/ अल्पसंख्यक/ महिला/ निशक्त श्रेणी से शिक्षाविद्, यदि इन श्रेणियों से संबंध रखने वाला कोई अभ्यर्थी आवेदक हो तो, और यदि उपरोक्त कोई भी सदस्य इन श्रेणियों से संबंधित नहीं हो तो उसे कुलपति द्वारा नामनिर्देशित जाएगा ।

(ख) दो बाह्य विषय विशेषज्ञों सहित चार सदस्यगणों द्वारा गणपूर्ति होगी ।

**II. विश्वविद्यालय में सह आचार्य**

(क) विश्वविद्यालय में सह आचार्य के पद के लिए चयन समिति की संरचना निम्नलिखित होगी :

- i) कुलपति या उनका नामिती, जिनके पास आचार्य के रूप में कम से कम दस वर्ष का अनुभव हो, समिति के अध्यक्ष होंगे ।
- ii) कुलाध्यक्ष/ कुलाधिपति द्वारा नामनिर्देशित किए जाने वाले अकादमिक सदस्य, जहां कहीं प्रयोज्य हो, आचार्य के रैंक से नीचे नहीं होगा ।
- iii) संबंधित विश्वविद्यालय के संगत सांविधिक निकाय द्वारा अनुमोदित नामों के पैनल में से कुलपति द्वारा संबंधित विषय/ क्षेत्र में तीन विशेषज्ञ का नामनिर्देशन किया जाएगा ।
- iv) संकाय का संकाय अध्यक्ष, जहां कहीं प्रयोज्य हो ।
- v) संबंधित विभाग/ विद्यालय का प्रमुख/ अध्यक्ष ।
- vi) यदि अनुसूचित जाति/ अनुसूचित जनजाति /अन्य पिछड़ा वर्ग/ अल्पसंख्यक/ महिला/ निशक्त श्रेणी से संबंध रखने वाला कोई अभ्यर्थी आवेदक हो और यदि उपरोक्त कोई भी सदस्य इन श्रेणियों से संबंधित नहीं हो तो, कुलपति द्वारा को इन श्रेणियों से एक शिक्षाविद् को नामनिर्देशित जाएगा ।

(ख) दो बाह्य विषय विशेषज्ञों सहित कम से कम चार सदस्यगणों द्वारा गणपूर्ति होगी ।

**III. विश्वविद्यालय में आचार्य**

(क) विश्वविद्यालय में सह आचार्य के पद के लिए चयन समिति में निम्नलिखित व्यक्ति शामिल होंगे :

- i) कुलपति जो समिति का अध्यक्ष होगा ।
- ii) कुलाध्यक्ष/ कुलाधिपति द्वारा नामनिर्देशित किए जाने वाले अकादमिक सदस्य, जहां कहीं प्रयोज्य हो, आचार्य के रैंक से नीचे नहीं होगा ।
- iii) संबंधित विश्वविद्यालय के संगत सांविधिक निकाय द्वारा अनुमोदित नामों के पैनल में से कुलपति द्वारा संबंधित विषय/ क्षेत्र में में तीन विशेषज्ञ का नामनिर्देशन किया जाएगा ।

- iv) संकाय का संकाय अध्यक्ष, जहां कहीं प्रयोज्य हो ।
- v) संबंधित विभाग/ विद्यालय का प्रमुख/ अध्यक्ष ।
- vi) यदि अनुसूचित जाति/ अनुसूचित जनजाति /अन्य पिछड़ा वर्ग/ अल्पसंख्यक/ महिला/ निशक्त श्रेणी से संबंध रखने वाला कोई अभ्यर्थी आवेदक हो और यदि उपरोक्त कोई भी सदस्य इन श्रेणियों से संबंधित नहीं हो तो, कुलपति द्वारा को इन श्रेणियों से एक शिक्षाविद को नामनिर्देशित जाएगा।

(ख) दो बाह्य विषय विशेषज्ञों सहित कम से कम चार सदस्यगणों द्वारा गणपूर्ति होगी।

#### IV. वरिष्ठ आचार्य

(क) विश्वविद्यालय में वरिष्ठ आचार्य के पद के लिए चयन समिति में निम्नलिखित व्यक्ति शामिल होंगे :

- i) कुलपति जो समिति का अध्यक्ष होगा।
- ii) शिक्षाविद् जिसके पास न्यूनतम दस वर्ष का अनुभव हो और वह वरिष्ठ आचार्य/ आचार्य के पद से नीचे का नहीं हो, कुलाध्यक्ष/ कुलपति का नामिती होगा।
- iii) विश्वविद्यालय के संगत सांविधिक निकाय द्वारा अनुमोदित नामों के पैनल में से कुलपति द्वारा संबंधित विषय/ क्षेत्र में तीन विशेषज्ञ का नामनिर्देशन, जो वरिष्ठ आचार्य/ आचार्य के रैंक से नीचे के नहीं होंगे और उसके पास न्यूनतम दस वर्षों को अनुभव होगा।
- iv) जहां कहीं भी प्रयोज्य हो, संकाय का संकाय अध्यक्ष (वरिष्ठ आचार्य/ आचार्य के रैंक से नीचे का नहीं होगा और उसके पास न्यूनतम दस वर्षों को अनुभव होगा)।
- v) विभाग/ विद्यालय का प्रमुख/ अध्यक्ष (वरिष्ठ आचार्य/ आचार्य के पद से नीचे का नहीं होगा और उसके पास न्यूनतम दस वर्षों को अनुभव होगा) अथवा वरिष्ठतम आचार्य (वरिष्ठ आचार्य/ आचार्य के पद से नीचे का नहीं होगा और उसके पास न्यूनतम दस वर्षों को अनुभव होगा)
- vi) शिक्षाविद् (वरिष्ठ आचार्य/ आचार्य के रैंक से नीचे का नहीं होगा और उसके पास न्यूनतम दस वर्षों को अनुभव होगा) जो अनुसूचित जाति/ अनुसूचित जनजाति /अन्य पिछड़ा वर्ग/ अल्पसंख्यक/ महिला/ निशक्त श्रेणी का प्रतिनिधित्व करता हो, यदि इन श्रेणियों से संबंध रखने वाला कोई अभ्यर्थी आवेदक हो तो, और यदि चयन समिति में कोई भी सदस्य इन श्रेणियों से संबंधित नहीं हो तो, उसे कुलपति द्वारा नामनिर्देशित जाएगा।

(ख) दो बाह्य विषय विशेषज्ञों सहित चार सदस्यगणों द्वारा गणपूर्ति होगी।

#### V. निजी और संघटक महाविद्यालयों सहित महाविद्यालयों में सहायक आचार्य :

(क) निजी और संघटक महाविद्यालयों सहित महाविद्यालयों में सहायक आचार्य के पद के लिए चयन समिति में निम्नलिखित व्यक्ति शामिल होंगे

- i) महाविद्यालय के शासी निकाय का अध्यक्ष या शासी निकाय के सदस्यों में से उसका नामिती जो चयन समिति का अध्यक्ष होगा।
- ii) महाविद्यालय का प्राचार्य।
- iii) महाविद्यालय में संबंधित विषय के विभाग का प्रमुख/ प्रभारी शिक्षक।
- iv) संबद्ध विश्वविद्यालय के कुलपति के दो नामिती जिसमें से एक नामिती को विषय विशेषज्ञ होना चाहिए। महाविद्यालय के अल्पसंख्यक शैक्षिक संस्थान के रूप में अधिसूचित/ घोषित होने की स्थिति में महाविद्यालय के संबंधित सांविधिक निकाय द्वारा सुझाए गए विशेषज्ञों की सूची से मान्यता प्राप्त विश्वविद्यालय के कुलपति द्वारा संस्तुत पांच नामों के पैनल में से महाविद्यालय के अध्यक्ष महोदय दो नामिती जो कि अधिमानतः अल्पसंख्यक समुदाय से हो, का नामनिर्देशन करेंगे जिसमें से एक व्यक्ति विषय विशेषज्ञ होना चाहिए ।
- v) संबंधित महाविद्यालय के संगत सांविधिक निकाय द्वारा अनुमोदित विषय विशेषज्ञों की सूची में से कुलपति द्वारा संस्तुत पांच नामों के पैनल में से महाविद्यालय के शासी निकाय के अध्यक्ष महोदय दो विषय विशेषज्ञों का नामनिर्देशन करेंगे जो महाविद्यालय से संबंधित न हो। महाविद्यालय को अल्पसंख्यक शैक्षिक संस्थान के रूप में अधिसूचित/ घोषित किए जाने की स्थिति में महाविद्यालय के संबंधित सांविधिक निकाय द्वारा अनुमोदित विषय- विशेषज्ञों की सूची से कुलपति द्वारा संस्तुत पांच नामों के पैनल में से महाविद्यालय के शासी निकाय के अध्यक्ष द्वारा दो विषय- विशेषज्ञ जो विश्वविद्यालय से संबंधित नहीं होंगे और जो अधिमानतः अल्पसंख्यक समुदाय से होंगे, को नामनिर्देशित किया जाएगा।

- vi) यदि अनुसूचित जाति/ अनुसूचित जनजाति /अन्य पिछड़ा वर्ग/ अल्पसंख्यक/ महिला/ निशक्त श्रेणी से संबंध रखने वाला कोई अभ्यर्थी आवेदक हो और यदि उपरोक्त कोई भी सदस्य इन श्रेणियों से संबंधित नहीं हो तो, कुलपति द्वारा को इन श्रेणियों से एक शिक्षाविद को नामनिर्देशित जाएगा।

(ख) दो बाह्य विषय विशेषज्ञों सहित पांच सदस्यगणों द्वारा गणपूर्ति होगी।

#### VI. निजी और संघटक महाविद्यालयों सहित महाविद्यालयों में सह आचार्य :

(क) निजी और संघटक महाविद्यालयों सहित महाविद्यालयों में सह आचार्य के पद के लिए चयन समिति में निम्नलिखित व्यक्ति शामिल होंगे :

- i) शासी निकाय का अध्यक्ष अथवा शासी निकाय के सदस्यों में से उसका नामिती जो चयन समिति का अध्यक्ष होगा।
- ii) महाविद्यालय का प्राचार्य।
- iii) महाविद्यालय में संबंधित विषय के विभाग का प्रमुख/ प्रभारी शिक्षक।
- iv) कुलपति द्वारा नामनिर्देशित विश्वविद्यालय के दो प्रतिनिधि, जिसमें से एक प्रतिनिधि, महाविद्यालय विकास परिषद् का संकाय अध्यक्ष या विश्वविद्यालय में समकक्ष पद पर हो, और दूसरा प्रतिनिधि संबंधित विषय में विशेषज्ञ होना चाहिए। महाविद्यालय के अल्पसंख्यक शैक्षिक संस्थान के रूप में अधिसूचित/ घोषित होने की स्थिति में महाविद्यालय के संबंधित सांविधिक निकाय द्वारा सुझाए गए विशेषज्ञों की सूची से मान्यता प्राप्त विश्वविद्यालय के कुलपति द्वारा संस्तुत पांच नामों के पैनल में से महाविद्यालय के अध्यक्ष महोदय दो नामिती जो कि अधिमानतः अल्पसंख्यक समुदाय से होंगे, का नामनिर्देशन करेंगे जिसमें से एक व्यक्ति विषय विशेषज्ञ होना चाहिए।
- v) संबंधित महाविद्यालय के संगत सांविधिक निकाय द्वारा अनुमोदित विषय विशेषज्ञों की सूची में से कुलपति द्वारा संस्तुत पांच नामों के पैनल में से महाविद्यालय के शासी निकाय के अध्यक्ष दो विषय विशेषज्ञों का नामनिर्देशन करेगा जो महाविद्यालय से संबंधित न हो। महाविद्यालय को अल्पसंख्यक शैक्षिक संस्थान के रूप में अधिसूचित/ घोषित किए जाने की स्थिति में महाविद्यालय के संबंधित सांविधिक निकाय द्वारा अनुमोदित विषय- विशेषज्ञों की सूची से कुलपति द्वारा संस्तुत पांच नामों के पैनल में से महाविद्यालय के शासी निकाय के अध्यक्ष द्वारा दो विषय- विशेषज्ञ जो विश्वविद्यालय से संबंधित नहीं होंगे और जो अधिमानतः अल्पसंख्यक समुदाय से होंगे, को नामनिर्देशित किया जाएगा।
- vi) यदि अनुसूचित जाति/ अनुसूचित जनजाति /अन्य पिछड़ा वर्ग/ अल्पसंख्यक/ महिला/ निशक्त श्रेणी से संबंध रखने वाला कोई अभ्यर्थी आवेदक हो और यदि उपरोक्त कोई भी सदस्य इन श्रेणियों से संबंधित नहीं हो तो, कुलपति द्वारा को इन श्रेणियों से एक शिक्षाविद को नामनिर्देशित जाएगा।

(ख) दो विषय विशेषज्ञों सहित पांच सदस्यगणों द्वारा गणपूर्ति होगी।

#### VII. निजी और संघटक महाविद्यालयों सहित महाविद्यालयों में आचार्य :

(क) निजी और संघटक महाविद्यालयों सहित महाविद्यालयों में आचार्य के पद के लिए चयन समिति में निम्नलिखित व्यक्ति शामिल होंगे :

- i) शासी निकाय का अध्यक्ष अथवा शासी निकाय के सदस्यों में से उसका नामिती जो चयन समिति का अध्यक्ष होगा।
- ii) महाविद्यालय का प्राचार्य।
- iii) महाविद्यालय में संबंधित विषय के विभाग का प्रमुख/ शिक्षक प्रभारी जो आचार्य के रैंक से नीचे नहीं होना चाहिए।
- iv) कुलपति द्वारा नामनिर्देशित दो विश्वविद्यालय के प्रतिनिधि जोकि आचार्य के रैंक से नीचे नहीं होंगे, जिसमें से एक प्रतिनिधि महाविद्यालय विकास परिषद् का संकाय अध्यक्ष या विश्वविद्यालय में समकक्ष पद पर हो, और दूसरा प्रतिनिधि संबंधित विषय में विशेषज्ञ होना चाहिए। महाविद्यालय को अल्पसंख्यक शैक्षिक संस्थान के रूप में अधिसूचित/ घोषित किए जाने की स्थिति में महाविद्यालय के संबंधित सांविधिक निकाय द्वारा अनुमोदित विषय- विशेषज्ञों की सूची से कुलपति द्वारा संस्तुत पांच नामों के पैनल में से महाविद्यालय के शासी निकाय के अध्यक्ष द्वारा दो नामिती, जो आचार्य के पद से कम न हों, जो विश्वविद्यालय से संबंधित नहीं होंगे और जो अधिमानतः अल्पसंख्यक समुदाय से होंगे को नामनिर्देशित किया जाएगा।



- v) संबंधित महाविद्यालय के संगत सांविधिक निकाय द्वारा अनुमोदित विषय विशेषज्ञों की सूची में से कुलपति द्वारा संस्तुत पांच नामों के पैनल में से महाविद्यालय के शासी निकाय का अध्यक्ष दो विषय विशेषज्ञों का नामनिर्देशन करेगा जो महाविद्यालय से संबंधित न हो। महाविद्यालय को अल्पसंख्यक शैक्षिक संस्थान के रूप में अधिसूचित/ घोषित किए जाने की स्थिति में महाविद्यालय के संबंधित सांविधिक निकाय द्वारा अनुमोदित विषय- विशेषज्ञों की सूची से कुलपति द्वारा संस्तुत पांच नामों के पैनल में से महाविद्यालय के शासी निकाय के अध्यक्ष द्वारा दो विषय- विशेषज्ञ जो विश्वविद्यालय से संबंधित नहीं होंगे और जो अधिमानतः अल्पसंख्यक समुदाय से होंगे को नामनिर्देशित किया जाएगा।
- vi) यदि अनुसूचित जाति/ अनुसूचित जनजाति /अन्य पिछड़ा वर्ग/ अल्पसंख्यक/ महिला/ निशक्त श्रेणी से संबंध रखने वाला कोई अभ्यर्थी आवेदक हो और यदि उपरोक्त कोई भी सदस्य इन श्रेणियों से संबंधित नहीं हो तो, कुलपति द्वारा को इन श्रेणियों से एक शिक्षाविद को नामनिर्देशित जाएगा।

(ख) दो विषय विशेषज्ञों सहित पांच सदस्यगणों द्वारा गणपूर्ति होगी।

### VIII. महाविद्यालय प्राचार्य और आचार्य

#### क. चयन समिति

- (क) महाविद्यालय के प्राचार्य और आचार्य के पद के लिए चयन समिति की संरचना निम्नवत होगी :
- शासी निकाय का सभापति, चयन समिति का अध्यक्ष होगा।
  - शासी निकाय के दो सदस्यों को अध्यक्ष द्वारा नामनिर्देशित किया जाएगा जिसमें से एक सदस्य अकादमिक प्रशासन में विशेषज्ञ होगा।
  - कुलपति के दो नामिती, जो संबंधित विषय/ संबंधित क्षेत्र में विशेषज्ञ होंगे, जिसमें से कम से कम एक नामिती संबद्ध विश्वविद्यालय से किसी भी प्रकार से संबंधित नहीं होगा। महाविद्यालय को अल्पसंख्यक शैक्षिक संस्थान के रूप में अधिसूचित/ घोषित किए जाने की स्थिति में पांच नामों के पैनल में से महाविद्यालय के सभापति का एक नामिती जो कि अधिमानतः अल्पसंख्यक समुदाय से होगा, जिसे संबद्ध महाविद्यालय के कुलपति द्वारा नामनिर्दिष्ट किया जाएगा, जिनमें से एक विषय- विशेषज्ञ होना चाहिए।
  - तीन उच्चतर शिक्षा से जुड़े विशेषज्ञ होंगे, जिसमें एक महाविद्यालय का प्राचार्य, आचार्य और प्रतिष्ठित शिक्षाविद् होगा, जो आचार्य के रैंक से कम नहीं होंगे (संबंधित महाविद्यालय के संगत सांविधिक निकाय द्वारा अनुमोदित छह विशेषज्ञ पैनलों में से शासी निकाय द्वारा नामनिर्देशित किया जाए)।
  - यदि अनुसूचित जाति/ अनुसूचित जनजाति /अन्य पिछड़ा वर्ग/ अल्पसंख्यक/ महिला/ निशक्त श्रेणी से संबंध रखने वाला कोई अभ्यर्थी आवेदक हो और यदि उपरोक्त कोई भी सदस्य इन श्रेणियों से संबंधित नहीं हो तो, कुलपति द्वारा इन श्रेणियों से एक शिक्षाविद को नामनिर्देशित जाएगा।
  - संबंधित विश्वविद्यालय के संगत सांविधिक निकाय द्वारा अनुमोदित विषय विशेषज्ञों की सूची में से कुलपति द्वारा संस्तुत पांच नामों के पैनल में से महाविद्यालय के शासी निकाय के सभापति द्वारा ऐसे दो विषय विशेषज्ञों के नाम की सिफारिश की जाएगी जो की महाविद्यालय से संबद्ध नहीं हों। यदि महाविद्यालय को अल्पसंख्यक संस्थान अधिसूचित/ घोषित किया गया हो तो, संगत सांविधिक निकाय द्वारा अनुमोदित विषय विशेषज्ञों की सूची में से कुलपति द्वारा संस्तुत पांच नामों के पैनल में से, जो कि अधिमानतः अल्पसंख्यक समुदाय से संबद्ध हों, महाविद्यालय के शासी निकाय के सभापति द्वारा ऐसे दो विषय विशेषज्ञों के नाम की सिफारिश की जाएगी, जो की महाविद्यालय से संबद्ध नहीं हों।

(ख) दो विषय विशेषज्ञों सहित पांच सदस्यगणों द्वारा गणपूर्ति होगी।

ग) चयन समिति की सभी चयन प्रक्रियाएं, चयन समिति की बैठक के दिन/ अंतिम दिन ही पूरी की जाएंगी, जिसमें प्राप्तांक प्ररूप सहित कार्यवृत का रिकार्ड रखा जाएगा तथा चयनित और प्रतीक्षा सूची के अभ्यर्थियों/ गुणावगुण के अनुसार नामों के पैनल सहित मेरिट के आधार पर की गई अनुशांसा पर चयन समिति के सभी सदस्यों द्वारा यथोचित रूप से हस्ताक्षर किए जाएंगे।

घ) महाविद्यालय प्राचार्य की नियुक्ति का कार्यकाल पांच वर्ष का होगा, वह 5.1(VIII)के उपखंड (ख) में दी गई संरचना के अनुसार विश्वविद्यालय द्वारा गठित समिति के मूल्यांकन के बाद ही एक और कार्यकाल हेतु पुनः नियुक्त के लिए अर्हक होगा।

ड) प्राचार्य के रूप में अपना कार्यकाल पूरा करने के उपरांत पदधारी, आचार्य के ग्रेड में आचार्य के पदनाम के साथ अपने मूल संगठन में कार्यभार ग्रहण करेंगे।

**ख. महाविद्यालय प्राचार्य और आचार्य के द्वितीय कार्यकाल के लिए मूल्यांकन हेतु समिति**

महाविद्यालय प्राचार्य और आचार्य के द्वितीय कार्यकाल के लिए मूल्यांकन हेतु समिति की संरचना निम्नवत होगी :

- i) संबद्ध विश्वविद्यालय के कुलपति का नामिती।
- ii) विश्वविद्यालय अनुदान आयोग के अध्यक्ष महोदय का नामिती।

नामितियों को उत्कृष्टता वाले महाविद्यालय/ उत्कृष्टता की संभावना वाले महाविद्यालय/ स्वायत्त महाविद्यालय/ एनएएसी ग्रेड 'क' प्रत्यायित महाविद्यालयों के प्राचार्यों से नामनिर्दिष्ट किया जाएगा।

**IX. शारीरिक शिक्षा और खेलकूद के निदेशकों, उप-निदेशकों, सहायक निदेशकों, पुस्तकाध्यक्षों, उप-पुस्तकाध्यक्षों और सहायक पुस्तकाध्यक्षों के पद के लिए चयन समितियां** क्रमशः आचार्य, सह आचार्य और सहायक आचार्य के समान ही होगी, और क्रमशः पुस्तकालय और शारीरिक शिक्षा और खेलकूद अथवा खेलकूद प्रशासन में कार्यरत पुस्तकाध्यक्ष/ निदेशक, शारीरिक शिक्षा और खेलकूद, जैसा भी मामला हो, चयन समिति में एक विषय विशेषज्ञ के रूप में सम्बद्ध होंगे।

**X. पुस्तकाध्यक्षों/ शारीरिक शिक्षा और खेलकूद में सहायक आचार्यों/ समकक्ष संवर्गों में एक स्तर से उच्चतर स्तर में सीएएस प्रोन्नति के लिए "छानबीन-सह-मूल्यांकन समिति" निम्नानुसार होगी :**

**क. विश्वविद्यालय शिक्षकों हेतु :**

- i) कुलपति या उनका नामिती समिति का अध्यक्ष होगा;
- ii) संबंधित संकाय का संकाय अध्यक्ष;
- iii) विभाग का प्रमुख/ विद्यालय का अध्यक्ष; और
- iv) कुलपति द्वारा विश्वविद्यालय के विशेषज्ञ के पैनलों में से संबंधित विषय में एक विषय विशेषज्ञ को नामनिर्दिष्ट किया जाएगा।

**ख. महाविद्यालय शिक्षक हेतु:**

- i) महाविद्यालय का प्राचार्य;
- ii) महाविद्यालय से संबंधित विभाग का प्रमुख/ प्रभारी शिक्षक;
- iii) कुलपति द्वारा विश्वविद्यालय के विशेषज्ञ के पैनलों में से संबंधित विषय में दो विषय विशेषज्ञों को नामनिर्दिष्ट किया जाएगा।

**ग. विश्वविद्यालय सहायक पुस्तकाध्यक्ष हेतु :**

- i) कुलपति समिति का अध्यक्ष होगा;
- ii) संबंधित संकाय का संकाय अध्यक्ष;
- iii) विश्वविद्यालय के पुस्तकालय का पुस्तकाध्यक्ष, और
- iv) कुलपति द्वारा विश्वविद्यालय के विशेषज्ञ पैनल से नामनिर्देशित एक विशेषज्ञ जो पुस्तकाध्यक्ष के रूप में कार्यरत हो ।

**घ. महाविद्यालय सहायक पुस्तकाध्यक्ष हेतु :**

- i) प्राचार्य समिति का अध्यक्ष होगा;
- ii) विश्वविद्यालय के पुस्तकालय का पुस्तकाध्यक्ष, और
- iii) कुलपति द्वारा विश्वविद्यालय के विशेषज्ञ पैनल से नामनिर्देशित दो विशेषज्ञ जो पुस्तकाध्यक्ष के रूप में कार्यरत हों ।

**ङ. विश्वविद्यालय के शारीरिक शिक्षा और खेलकूद सहायक निदेशक हेतु:**

- i) कुलपति समिति का अध्यक्ष होगा;
- ii) संबंधित संकाय का संकाय अध्यक्ष;
- iii) विश्वविद्यालय का शारीरिक शिक्षा और खेलकूद निदेशक; और

- iv) विश्वविद्यालयी प्रणाली से शारीरिक शिक्षा और खेलकूद प्रशासन में एक विशेषज्ञ जिसे कुलपति द्वारा विश्वविद्यालय के विशेषज्ञ पैनल से नामनिर्देशित किया जाएगा।

**च. महाविद्यालय के शारीरिक शिक्षा और खेलकूद निदेशक :**

- i) प्राचार्य, समिति का अध्यक्ष होगा;
- ii) विश्वविद्यालय का शारीरिक शिक्षा और खेलकूद निदेशक; और
- iii) विश्वविद्यालयी प्रणाली से शारीरिक शिक्षा और खेलकूद में दो विशेषज्ञ जिसे कुलपति द्वारा विश्वविद्यालय के विशेषज्ञ पैनल से नामनिर्देशित किया जाएगा।

**टिप्पणी : सभी श्रेणियों में इन समितियों के लिए तीन सदस्यों द्वारा गणपूर्ति होगी, जिसमें एक विषय विशेषज्ञ/ विश्वविद्यालय नामिती शामिल होंगे।**

- 5.2 छानबीन- सह- मूल्यांकन समिति, इन विनियमों के आधार पर विनिर्दिष्ट न्यूनतम अपेक्षाओं के अनुरूप संबंधित विश्वविद्यालय द्वारा तैयार किए गए मूल्यांकन मानदंड और पद्धति प्ररूप के माध्यम से अभ्यर्थियों द्वारा प्राप्त किए गए ग्रेडों का सत्यापन/ मूल्यांकन कर :

- (क) सहायक आचार्य के प्रत्येक संवर्ग के लिए परिशिष्ट II, तालिका 1 में ;
- (ख) पुस्तकाध्यक्ष के प्रत्येक संवर्ग के लिए परिशिष्ट II, तालिका 4 में ; और
- (ग) शारीरिक शिक्षा और खेलकूद के प्रत्येक संवर्ग के लिए परिशिष्ट II, तालिका 5 में ;

विश्वविद्यालय/ महाविद्यालय के सिंडिकेट/ कार्यकारी परिषद/ प्रबंधन बोर्ड को कार्यान्वयन हेतु सीएएस के तहत अभ्यर्थियों की प्रोन्नति की उपर्युक्तता के बारे में सिफारिश करेगी।

- 5.3 चयन प्रक्रिया को चयन समिति की बैठक के दिन/ अंतिम दिन ही पूरा किया जाएगा, जहां कार्यवृत्त का रिकार्ड रखा जाएगा और साक्षात्कार में किए गए निष्पादन के आधार पर अनुशंसा की जाएगी जिस पर चयन समिति के सभी सदस्यगणों द्वारा हस्ताक्षर किए जाएंगे।

- 5.4 इन विनियमों में विनिर्दिष्ट सभी चयन समितियों के लिए विभागाध्यक्ष/ प्रभारी शिक्षक को साक्षात्कार के रैंक/ पद के समकक्ष अथवा उच्चतर रैंक/ पद में होना चाहिए।

**6.0 चयन प्रक्रिया :**

- I. समग्र चयन प्रक्रिया में आवेदकों के गुणावगुण और प्रत्ययपत्रों के विश्लेषण की पारदर्शी, निष्पक्ष और विश्वसनीय प्रद्धति शामिल होगी जो विभिन्न संगत मानदंडों में अभ्यर्थी के निष्पादन को दिए गए महत्व और परिशिष्ट II, तालिका 1, 2, 3क, 3ख, 4 और 5 के आधार पर ग्रेडिंग प्रणाली प्रोफार्मा में उनके निष्पादन पर आधारित होगा।

प्रणाली को और अधिक विश्वसनीय बनाने के लिए विश्वविद्यालय साक्षात्कार के स्तर पर शिक्षण और/ अथवा शोध में नवीनतम प्रौद्योगिकी के उपयोग के संबंध में संगोष्ठियों अथवा कक्षा की स्थिति में व्याख्यान के माध्यम से शिक्षण की योग्यता और/ अथवा अनुसंधान करने की योग्यता का मूल्यांकन किया जा सकता है। जहां कहीं इन विनियमों में चयन समितियां निर्धारित की गई हैं, वहां यह प्रक्रियाएं प्रत्यक्ष भर्ती और सीएएस प्रोन्नति, दोनों के लिए अपनाई जा सकती हैं।

- II. विश्वविद्यालय विभागों और उनके संघटक महाविद्यालयों/ सम्बद्ध महाविद्यालयों (सरकारी/ सरकारी सहायता प्राप्त/ स्वायत्त/ निजी महाविद्यालयों) के लिए संस्थानागत स्तर पर परिशिष्ट II, तालिका 1, 2, 3क, 3ख, 4 और 5 को समाहित करते हुए विश्वविद्यालय अपने संबंधित सांविधिक निकायों के माध्यम से चयन समितियों और चयन प्रक्रिया के लिए इन विनियमों को अपनाएगा ताकि सभी चयन प्रक्रियाओं में पारदर्शिता लाई जा सके। विश्वविद्यालय इन विनियमों में विनिर्दिष्ट परिशिष्ट II, तालिका 1, 2, 3क, 3ख, 4 और 5 का कड़ाई से अनुपालन करते हुए शिक्षकों के लिए अपना स्व-मूल्यांकन- सह- निष्पादन समीक्षा प्ररूप तैयार कर सकती है।

- III. यदि विश्वविद्यालयों और महाविद्यालयों में शिक्षकों और अन्य शैक्षणिक कर्मचारियों की सीधी भर्ती के लिए सभी चयन समितियों में अनुसूचित जाति/ अनुसूचित जनजाति/ अन्य पिछड़ा वर्ग/ अल्पसंख्यक/ महिलाओं/ निशक्त श्रेणियों से संबंधित कोई अभ्यर्थी आवेदक है और यदि चयन समिति का कोई सदस्य उस श्रेणी से संबंधित नहीं है, तो कुलपति द्वारा उक्त श्रेणियों से संबंध रखने वाले से शिक्षाविद् को नामनिर्देशित किया जाएगा और महाविद्यालय की स्थिति में उस विश्वविद्यालय के कुलपति द्वारा नामनिर्देशित किया जाएगा जिससे महाविद्यालय सम्बद्ध है। इस प्रयोजन हेतु इस प्रकार नामनिर्देशित शिक्षाविद् आवेदक के संवर्ग के स्तर से एक स्तर उपर होगा और ऐसा नामिती सुनिश्चित करेगा कि चयन प्रक्रिया के दौरान उपर्युक्त श्रेणियों के संबंध में केन्द्र सरकार या संबंधित राज्य सरकार के मानकों का कड़ाई से अनुपालन किया जाए।

IV. आचार्य के चयन की प्रक्रिया में इन विनियमों के परिशिष्ट II, तालिका 1 और 2 में विनिर्दिष्ट मूल्यांकन मानदंड और पद्धति संबंधी दिशानिर्देशों के आधार पर संबंधित विश्वविद्यालयों द्वारा आवेदन आमंत्रित करना तथा अभ्यर्थियों के महत्वपूर्ण प्रकाशनों का पुनर्मुद्रण करना शामिल है।

बशर्त कि अभ्यर्थी द्वारा जमा किए गए प्रकाशन को अर्हक अवधि के दौरान प्रकाशित किया गया हो।

बशर्त आगे कि साक्षात्कार किए जाने से पूर्व ऐसे प्रकाशनों को मूल्यांकन हेतु विषय विशेषज्ञों को उपलब्ध कराया जाएगा। विशेषज्ञ द्वारा किए गए प्रकाशनों के मूल्यांकन को चयन के निष्कर्षों को अंतिमरूप देते समय ध्यान में रखा जाएगा।

V. ऐसे संकाय सदस्यों के चयन के मामले में जो शैक्षणिक क्षेत्र के इतर हों उन्हें इन विनियमों के खंड 4.1 (III.ख), 4.2 (I.ख, II.ख, III.ख ), 4.3 (I.ख, II.ख, III.ख ) और 4.4 (III.ख) के तहत विचार किया जाएगा, विश्वविद्यालय के सांविधिक निकायों द्वारा स्पष्ट तथा पारदर्शी मानदंड तथा प्रक्रियाएं निर्धारित की जानी चाहिए ताकि उत्कृष्ट पेशेवर, जो विश्वविद्यालयी ज्ञान प्रणाली में पर्याप्त योगदान दे सकते हैं, उनका चयन किया जा सके।

VI. कतिपय विधाओं/ क्षेत्रों यथा संगीत तथा ललित कला, विजुअल आर्ट्स तथा परफार्मिंग आर्ट्स, शारीरिक शिक्षा तथा खेलकूद और पुस्तकालय जिनमें भिन्न स्वरूप के उत्तरदायित्व होते हैं, वहां इन विनियमों में प्रत्येक पद के समक्ष उल्लिखित दायित्वों के स्वरूप पर बल दिया जाना चाहिए, जिस पर सीधी भर्ती तथा सीएस प्रोन्नति, दोनों के लिए प्ररूप को विकसित करते हुए संस्थान द्वारा ध्यान दिया जाना चाहिए।

VII. विश्वविद्यालय अनुदान आयोग/ राष्ट्रीय मूल्यांकन और प्रत्यायन परिषद् (एनएएसी) दिशानिर्देशों के अनुसार कुलपति की अध्यक्षता (विश्वविद्यालय के मामले में), प्राचार्य की अध्यक्षता में (महाविद्यालय के मामले में) सभी विश्वविद्यालयों/ महाविद्यालयों में आंतरिक गुणवत्ता आश्वासन प्रकोष्ठ (आईक्यूएसी) की स्थापना की जाएगी। आईक्यूएसी, संस्थान के लिए प्रलेखन तथा अभिलेखों का रखरखाव करने वाले प्रकोष्ठ के रूप में कार्य करेगा जिसमें इन विनियमों के आधार पर मूल्यांकन मानदंड और पद्धति प्ररूप विकसित करने में सहायता प्रदान करना शामिल है। जहां कहीं भी संभव हो आईक्यूएसी संस्थागत मानदंडों के आधार पर मूल्यांकन मानदंड और पद्धति प्ररूप में प्रत्येक शिक्षक के संबंध में छात्र के मूल्यांकन के घटक को सम्मिलित नहीं करते हुए एनएएसी दिशानिर्देशों के अनुसार छात्र प्रतिक्रिया प्रणाली विकसित कर सकता है।

क. सीएस प्रोन्नति हेतु महाविद्यालय और विश्वविद्यालय के शिक्षकों के निष्पादन का मूल्यांकन निम्नवत मानदंडों पर आधारित है।

i. **शिक्षण- ज्ञान-अर्जन और मूल्यांकन:** कक्षा में नियमित रूप से आने, समय पर आने, कक्षा के समय में या उसके बाद सुधारात्मक शिक्षण और संशय मिटाने, परामर्श और मार्गदर्शन, जब आवश्यकता हो तो महाविद्यालय/ विश्वविद्यालय में सहायता हेतु अतिरिक्त अध्यापन इत्यादि जैसे ध्यान देने योग्य संकेतकों पर आधारित शिक्षण की वचनबद्धता। परीक्षा और मूल्यांकन कार्यकलाप जैसे परीक्षा पर्यवेक्षण संबंधी कार्य करना, विश्वविद्यालय/ महाविद्यालय परीक्षाओं के लिए प्रश्न पत्र बनाना, परीक्षा उत्तर पुस्तिका के मूल्यांकन में भाग लेना, प्रत्येक शिक्षा सत्र से पहले घोषित अनुसूची के अनुसार आंतरिक मूल्यांकन के लिए परीक्षाएं संचालित करना और वापस आकर कक्षा में उत्तर पर चर्चा करना।

ii. **शिक्षण और शोध कार्यकलापो से संबंधित व्यक्तिगत विकास:** प्रबोधन/ पुनश्चर्या/ कार्यविधि पाठ्यक्रम में भाग लेना, ई- विषयवस्तु और एमओओसी का विकास, संगोष्ठियों/ सम्मलेनों/ कार्यशालाओं का आयोजन/ पत्र प्रस्तुत करना और सत्रों की अध्यक्षता करना/ शोध परियोजनाओं को मार्गदर्शन प्रदान करना तथा राष्ट्रीय एवं अंतरराष्ट्रीय पत्रिकाओं में शोध निष्कर्षों का प्रकाशन इत्यादि।

iii. **प्रशासनिक सहायता और छात्र सह- पाठ्यक्रम और पाठ्येतर कार्यकलापों में भागीदारी**

ख. **मूल्यांकन प्रक्रिया**

सभी स्तरों पर सीएस के अंतर्गत प्रोन्नति हेतु मूल्यांकन करने के लिए निम्नलिखित त्रि स्तरीय प्रक्रिया की सिफारिश की जाती है:

**पहला स्तर:** विश्वविद्यालय/ महाविद्यालय के शिक्षक विनिर्दिष्ट प्रपत्र में वार्षिक स्व-मूल्यांकन रिपोर्ट विश्वविद्यालय/ महाविद्यालय को भेजेंगे जिसे परिशिष्ट 2 की तालिका 1 से 5 के आधार पर बनाया जाएगा। यह रिपोर्ट विनिर्दिष्ट समय में प्रत्येक शैक्षिक वर्ष के अंत में भेजी जानी चाहिए। शिक्षक, वार्षिक स्व-मूल्यांकन रिपोर्ट में किए गए दावों के लिए साक्ष्यों के दस्तावेज उपलब्ध करवाएगा, जिसकी विभागाध्यक्ष/ प्रभारी शिक्षक द्वारा पुष्टि की जाएगी। इसे विभागाध्यक्ष (एचओडी)/ प्रभारी शिक्षक के माध्यम से भेजा जाना चाहिए।

**दूसरा स्तर:** सीएस के अंतर्गत प्रोन्नति हेतु आवश्यक वर्षों के अनुभव को पूर्ण किए जाने और नीचे दी गई अन्य अपेक्षाओं को पूरा किए जाने के उपरांत शिक्षक सीएस के अंतर्गत आवेदन भेजेगा।

**तीसरा स्तर:** सीएस प्रोन्नति, इन विनियमों के खण्ड 6.4 में दी गई पद्धति के अनुसार प्रदान की जाएगी।

6.1 **मूल्यांकन मानदंड और कार्यविधि:**



(क) परिशिष्ट II की तालिका 1 से 3, विश्वविद्यालय और महाविद्यालय में सहायक आचार्य /सह आचार्य/ आचार्य/वरिष्ठ आचार्य के चयन के लिए लागू है।

(ख) परिशिष्ट II की तालिका 4, कॅरियर उन्नति योजना के अंतर्गत प्रोन्नति हेतु सहायक पुस्तकाध्यक्ष/ महाविद्यालय पुस्तकाध्यक्ष और उप पुस्तकाध्यक्ष के लिए लागू है; और

(ग) परिशिष्ट II की तालिका 5, कॅरियर उन्नति योजना के अंतर्गत प्रोन्नति हेतु शारीरिक शिक्षा एवं खेलकूद के सहायक निदेशक/ महाविद्यालय निदेशक और शारीरिक शिक्षा और खेलकूद के उपनिदेशक/निदेशकों पर लागू है।

6.2 उक्त संवर्गों के लिए चयन समिति का गठन और चयन कार्यविधि तथा मूल्यांकन मानदण्ड और कार्यविधि चाहे वह सीधी भर्ती के लिए हो या कॅरियर उन्नति योजना के अंतर्गत हो, इन विनियमों के अनुसार होंगी।

6.3 इन विनियमों के तहत कॅरियर उन्नति योजना के अंतर्गत प्रोन्नतियों के लिए बनाए गए मानदण्ड, इन विनियमों की अधिसूचना की तिथि से प्रभावी होंगे। तथापि, विद्यमान विनियमों के अंतर्गत पहले से योग्य अथवा संभावित योग्यता प्राप्त करने वाले संकाय के सदस्यों की कठिनाई कम करने के लिए उन्हें विद्यमान विनियमों के अंतर्गत प्रोन्नति हेतु विचार किए जाने के लिए विकल्प दिया जा सकता है। यह विकल्प इन विनियमों की तिथि से केवल तीन वर्ष तक प्रयोग में लाया जा सकता है।

I.

सीएएस के अंतर्गत प्रोन्नति हेतु विचार किए जाने के इच्छुक शिक्षक को अंतिम तिथि से तीन माह के भीतर विश्वविद्यालय/ महाविद्यालय को लिखित में यह भेजना होगा कि वह सीएएस के अंतर्गत सभी अर्हताओं को पूरा करता है/ करती है और विश्वविद्यालय/ महाविद्यालय को इन विनियमों में निर्धारित किए गए मूल्यांकन मानदण्ड और कार्यविधि दिशानिर्देशों के अनुसार सभी जानकारियों सहित संबद्ध विश्वविद्यालय द्वारा विकसित मूल्यांकन मानदण्ड और कार्यविधि प्रपत्र में भेजेगा। सीएएस के अंतर्गत विभिन्न पदों के लिए चयन समिति की बैठकों के आयोजन में किसी विलंब से बचने के लिए विश्वविद्यालय/ महाविद्यालय जांच/ चयन की प्रक्रिया आरंभ कर सकता है और आवेदन प्राप्ति से 6 माह के भीतर प्रक्रिया को पूरा करेगा। इसके अतिरिक्त, इन विनियमों के अधिसूचित होने की तिथि को इन विनियमों में दिए गए सभी अन्य मानदण्डों को पूरा करने वाले अभ्यर्थियों की कठिनाई को कम करने के लिए उन पर इन योग्यताओं को पूरा करने की तिथि के बाद से अथवा उस तिथि से प्रोन्नति हेतु विचार किया जा सकता है।

II.

खण्ड 5.1 से 5.4 में यथा अंतर्विष्ट चयन समिति संबंधी विनिर्दिष्टताएं, संकाय पदों अथवा समकक्ष संवर्गों और सहायक आचार्य से सह आचार्य, सह आचार्य से आचार्य, आचार्य से वरिष्ठ आचार्य (विश्वविद्यालय में) और समकक्ष संवर्गों के लिए सभी सीधी भर्ती तथा कॅरियर उन्नति योजना के लिए लागू होंगे।

III. एक निचले स्तर से सहायक आचार्य के ऊंचे स्तर तक सीएएस प्रोन्नति, परिशिष्ट— II की तालिका 1 में विनिर्दिष्ट मानदण्डों को पालन करते हुए एक 'जांच एवं मूल्यांकन समिति' के माध्यम से संचालित की जाएगी।

IV. सीएएस के अंतर्गत प्रोन्नति, स्थायी संस्वीकृत पदधारक शिक्षक की वैयक्तिक प्रोन्नति है, उसकी सेवानिवृत्ति पर उक्त पद मूल संवर्ग में वापस चला जाएगा।

V. सीएएस के अंतर्गत प्रोन्नति के लिए आवेदक शिक्षक, चयन समिति द्वारा विचार किए जाने वाली तिथि को विश्वविद्यालय/महाविद्यालय की सक्रिय सेवा और भूमिका में होना चाहिए।

VI. यदि अभ्यर्थी संगत मूल्यांकन मानदण्ड और कार्यविधि तालिकाओं में विनिर्दिष्ट न्यूनतम ग्रेडिंग को पूरा करता है/ करती है तो वह आवेदन तथा अपेक्षित मूल्यांकन मानदण्ड और कार्यविधि प्रपत्र भेज कर प्रोन्नति हेतु मूल्यांकन के लिए स्वयं को प्रस्तुत करेगा। वह ऐसा अंतिम तिथि से तीन माह पूर्व कर सकता है। विश्वविद्यालय योग्य अभ्यर्थी से सीएएस प्रोन्नति हेतु आवेदन प्राप्त करने के लिए वर्ष में दो बार एक सामान्य परिपत्र निकालेगा।

i) यदि एक अभ्यर्थी न्यूनतम योग्यता अवधि की पूर्ति पर प्रोन्नति के लिए आवेदन करता है और सफल हो जाता है तो प्रोन्नति की तिथि, योग्यता की न्यूनतम अवधि को पूरा करने की तिथि होगी।

ii) तथापि, यदि अभ्यर्थी को पता चलता है कि वह परिशिष्ट— II की तालिकाओं 1, 2, 4, और 5 में यथा विनिर्दिष्ट सीएएस प्रोन्नति मानदण्डों को बाद की तिथि में पूरा करेगा और वह उसी तिथि को आवेदन करता है तथा सफल हो जाता है तो उसकी प्रोन्नति उसके द्वारा योग्यता मानदण्ड पूरा करने की तिथि से प्रभावी होगी।

iii) ऐसे अभ्यर्थी जो प्रथम मूल्यांकन में सफल नहीं हो पाते हैं उनका पुनर्मूल्यांकन एक वर्ष के बाद ही किया जाएगा। जब ऐसे अभ्यर्थी बाद में किए गए मूल्यांकन में सफल हो जाते हैं तो उनकी प्रोन्नति अस्वीकृति की तिथि से एक वर्ष मानी जाएगी।

VII. विश्वविद्यालय अनुदान आयोग (विश्वविद्यालय और महाविद्यालयों में शिक्षकों और अन्य शैक्षिक कर्मचारियों की नियुक्ति हेतु न्यूनतम अर्हता तथा उच्चतर शिक्षा में मानकों के रखरखाव हेतु अन्य उपाय) संबंधी विनियम, 2010 और इसमें बाद में किए गए संशोधनों के तहत कॅरियर उन्नति योजना के अंतर्गत एक अकादमिक स्तर/ ग्रेड वेतन से दूसरे अकादमिक स्तर/ ग्रेड वेतन में

प्रोन्नतियों के लंबित मामलों के संबंध में शिक्षक को एक अकादमिक स्तर/ ग्रेड वेतन से दूसरे अकादमिक स्तर/ ग्रेड वेतन में प्रोन्नति पर विचार किए जाने हेतु निम्नानुसार विकल्प दिया जाएगा:

(क) इन विनियमों के अंतर्गत शिक्षकों पर एक अकादमिक स्तर/ ग्रेड वेतन से दूसरे में प्रोन्नति हेतु सीएस के अनुसार विचार किया जाएगा।

#### अथवा

(ख) एक अकादमिक स्तर/ ग्रेड वेतन से दूसरे में प्रोन्नति हेतु संकाय के सदस्यों पर सीएस के अनुसार विचार किया जाएगा जो कि विश्वविद्यालयों एवं महाविद्यालयों में शिक्षकों और अन्य अकादमिक स्टाफ की नियुक्ति हेतु विश्वविद्यालय अनुदान आयोग (विश्वविद्यालय और महाविद्यालयों में शिक्षकों और अन्य शैक्षिक कर्मचारियों की नियुक्ति हेतु न्यूनतम अर्हता तथा उच्चतर शिक्षा में मानकों के रखरखाव हेतु अन्य उपाय) संबंधी विनियम, 2010 तथा इसमें बाद में किए गए संशोधनों के तहत होगा जिसमें इन विनियमों की अधिसूचना की तिथि तक अकादमिक निष्पादन संकेतकों (एपीआई) पर आधारित निष्पादन आधारित मूल्यांकन पद्धति (पीबीएस) की अर्हताओं में छूट प्रदान की जाएगी।

विश्वविद्यालय अनुदान आयोग (विश्वविद्यालय और महाविद्यालयों में शिक्षकों और अन्य शैक्षिक कर्मचारियों की नियुक्ति हेतु न्यूनतम अर्हता तथा उच्चतर शिक्षा में मानकों के रखरखाव हेतु अन्य उपाय) संबंधी विनियम, 2010 और इसमें किए गए संशोधनों में यथा उपबंधित सीएस के अंतर्गत एक अकादमिक स्तर/ ग्रेड वेतन से दूसरे में प्रोन्नति हेतु इन विनियमों की अधिसूचना की तिथि तक अकादमिक निष्पादन संकेतक (एपीआई) आधारित निष्पादन आधारित मूल्यांकन पद्धति (पीबीएस) की अर्हताओं में छूट को नीचे परिभाषित किया गया है:

- उपर्युक्त उल्लिखित परिशिष्ट- III में यथा परिभाषित श्रेणी- I के तहत प्राप्तिक से छूट के लिए उपर्युक्त उल्लिखित विश्वविद्यालय अनुदान आयोग (विश्वविद्यालय और महाविद्यालयों में शिक्षकों और अन्य शैक्षिक कर्मचारियों की नियुक्ति हेतु न्यूनतम अर्हता तथा उच्चतर शिक्षा में मानकों के रखरखाव हेतु अन्य उपाय) संबंधी विनियम, 2010 सहित संकाय और अन्य समतुल्य संवर्ग के पदों के लिए विश्वविद्यालय अनुदान आयोग (विश्वविद्यालय और महाविद्यालयों में शिक्षकों और अन्य शैक्षिक कर्मचारियों की नियुक्ति हेतु न्यूनतम अर्हता तथा उच्चतर शिक्षा में मानकों के रखरखाव हेतु अन्य उपाय) (चौथा संशोधन) संबंधी विनियम, 2016।
- विश्वविद्यालय अनुदान आयोग (विश्वविद्यालय और महाविद्यालयों में शिक्षकों और अन्य शैक्षिक कर्मचारियों की नियुक्ति हेतु न्यूनतम अर्हता तथा उच्चतर शिक्षा में मानकों के रखरखाव हेतु अन्य उपाय) संबंधी विनियम, 2010 में यथा उपबंधानुसार संकाय और अन्य समतुल्य संवर्ग के पदों के लिए श्रेणी- II तथा श्रेणी- III के लिए अंक प्रदान किए जाएंगे जिसमें श्रेणी- II तथा श्रेणी- III पर एक साथ विचार कर निम्नवत समेकित न्यूनतम एपीआई प्राप्तिक अपेक्षाएं निम्नानुसार होंगी:

नोट: श्रेणी- II और श्रेणी- III के लिए पृथक रूप से कोई न्यूनतम एपीआई प्राप्तिक की अपेक्षाएं नहीं होंगी।

तालिका- क (विश्वविद्यालय विभागों में सीएस के अंतर्गत शिक्षकों की प्रोन्नति के लिए एपीआई संबंधी न्यूनतम अपेक्षाएं)

क्रम संख्या	सहायक आचार्य (चरण 1/ एजीपी 6000/- रुपए से चरण 2/एजीपी 7000/- रुपए)	सहायक आचार्य (चरण 2/ एजीपी 7000/- रुपए से चरण 3/ एजीपी 8000/- रुपए)	सहायक आचार्य (चरण 3/ एजीपी 8000/- रुपए से सह आचार्य (चरण 4/ एजीपी 9000/- रुपए)	सह आचार्य (चरण 4/ एजीपी 9000/- रुपए से आचार्य (चरण 5/एजीपी 10000/- रुपए)
1	शोध और अकादमिक योगदान (श्रेणी- III) 40/ मूल्यांकन अवधि	100/ मूल्यांकन अवधि	90/ मूल्यांकन अवधि	120/ मूल्यांकन अवधि
2	विशेषज्ञ मूल्यांकन पद्धति	छानबीन समिति	चयन समिति	चयन समिति

तालिका- ख (महाविद्यालयों में सीएएस के अंतर्गत शिक्षकों की प्रोन्नति हेतु एपीआई संबंधी न्यूनतम अपेक्षाएं (स्नातकपूर्व और स्नातकोत्तर) :

क्र. सं.		सहायक आचार्य (चरण 1/ एजीपी 6000/- रुपए से चरण 2/एजीपी 7000/- रुपए)	सहायक आचार्य (चरण 2/ एजीपी 7000/- रुपए से चरण 3/ एजीपी 8000/- रुपए)	सहायक आचार्य (चरण 3/ एजीपी 8000/- रुपए से सह आचार्य (चरण 4/ एजीपी 9000/- रुपए)	सह आचार्य (चरण 4/ एजीपी 9000/- रुपए) से आचार्य (चरण 5/ एजीपी 10000/- रुपए)
1	शोध और अकादमिक योगदान (श्रेणी-III)	20/ मूल्यांकन अवधि	50/ मूल्यांकन अवधि	45/ मूल्यांकन अवधि	60/ मूल्यांकन अवधि
2	विशेषज्ञ मूल्यांकन पद्धति	छानबीन समिति	छानबीन समिति	चयन समिति	चयन समिति

तालिका- ग (विश्वविद्यालयों में सीएएस के अंतर्गत पुस्तकालय स्टॉफ की प्रोन्नति हेतु एपीआई संबंधी न्यूनतम अपेक्षाएं) :

क्र.सं.		सहायक पुस्तकाध्यक्ष (चरण 1/ एजीपी 6000/- रुपए से चरण 2/ एजीपी 7000/- रुपए)	सहायक पुस्तकाध्यक्ष (चरण 2/ एजीपी 7000/- रुपए से चरण 3/ एजीपी 8000/- रुपए)	सहायक पुस्तकाध्यक्ष (चयन ग्रेड/ उप पुस्तकाध्यक्ष) (चरण 3/ एजीपी 8000/- रुपए) से उप पुस्तकाध्यक्ष (चरण 4/ एजीपी 9000/- रुपए)	उप पुस्तकाध्यक्ष (चरण 4/ एजीपी 9000/- रुपए) से उप पुस्तकाध्यक्ष (चरण 5 एजीपी 10000/- रुपए)
1	शोध और अकादमिक योगदान ( श्रेणी-III)	40/ मूल्यांकन अवधि	100/ मूल्यांकन अवधि	90/ मूल्यांकन अवधि	120 प्रति मूल्यांकन अवधि
2	विशेषज्ञ मूल्यांकन पद्धति	छानबीन समिति	छानबीन समिति	चयन समिति	चयन समिति

तालिका- घ (महाविद्यालयों में सीएएस के अंतर्गत पुस्तकालय स्टॉफ की प्रोन्नति हेतु एपीआई संबंधी न्यूनतम अपेक्षाएं) :

क्र.सं.		सहायक पुस्तकाध्यक्ष (चरण 1/ एजीपी 6000/- रुपए से चरण 2/ एजीपी 7000/- रुपए)	सहायक पुस्तकाध्यक्ष (चरण 2/ एजीपी 7000/- रुपए से चरण 3/ एजीपी 8000/- रुपए)	सहायक पुस्तकाध्यक्ष (चयन ग्रेड/ उप पुस्तकाध्यक्ष) (चरण 3/ एजीपी 8000/- रुपए) से उप पुस्तकाध्यक्ष (चरण 4/ एजीपी 9000/- रुपए)
1	शोध और अकादमिक योगदान ( श्रेणी-III)	20/ मूल्यांकन अवधि	50/ मूल्यांकन अवधि	45/ मूल्यांकन अवधि
2	विशेषज्ञ मूल्यांकन पद्धति	छानबीन समिति	छानबीन समिति	चयन समिति

तालिका- उ (विश्वविद्यालय निदेशक/ उप निदेशक/ सहायक निदेशक, शारीरिक शिक्षा और खेलकूद की प्रोन्नति हेतु एपीआई संबंधी न्यूनतम अपेक्षाएँ) :

क्र.सं.		सहायक निदेशक (चरण 1/ एजीपी 6000/- रुपए से चरण 2/ एजीपी 7000/- रुपए)	सहायक निदेशक (चरण 2/ एजीपी 7000/- रुपए) से सहायक निदेशक (चरण 3/ एजीपी 8000/- रुपए)	सहायक निदेशक (चरण 3/ एजीपी 8000/- रुपए) से उप निदेशक (चरण 4/ एजीपी 9000/- रुपए)	उप निदेशक (चरण 4/ एजीपी 9000/- रुपए) से उप निदेशक (चरण 5/ एजीपी 10000/- रुपए)
1	शोध और अकादमिक योगदान ( श्रेणी-III)	40/ मूल्यांकन अवधि	100/ मूल्यांकन अवधि	90/ मूल्यांकन अवधि	120 प्रति मूल्यांकन अवधि
2	विशेषज्ञ मूल्यांकन पद्धति	छानबीन समिति	छानबीन समिति	चयन समिति	चयन समिति

तालिका- च (महाविद्यालय निदेशक, शारीरिक शिक्षा और खेलकूद की प्रोन्नति हेतु एपीआई संबंधी न्यूनतम अपेक्षाएँ) :

क्र.सं.		सहायक निदेशक (चरण 1/ एजीपी 6000/- रुपए से चरण 2/ एजीपी 7000/- रुपए)	सहायक निदेशक (चरण 2/ एजीपी 7000/- रुपए) से सहायक निदेशक (चरण 3/ एजीपी 8000/- रुपए)	सहायक निदेशक (चरण 3/ एजीपी 8000/- रुपए) से उप निदेशक (चरण 4/ एजीपी 9000/- रुपए)
1	शोध और अकादमिक योगदान ( श्रेणी-III)	20/ मूल्यांकन अवधि	50/ मूल्यांकन अवधि	45/ मूल्यांकन अवधि
2	विशेषज्ञ मूल्यांकन पद्धति	छानबीन समिति	छानबीन समिति	चयन समिति

VIII . सीएएस के अंतर्गत प्रोन्नतियों के लिए प्रबोधन पाठ्यक्रम और पुनश्चर्या पाठ्यक्रम की अपेक्षा दिनांक 31 दिसम्बर, 2018 तक अनिवार्य नहीं होगी।

#### 6.4 कॅरियर उन्नति योजना के अंतर्गत पदधारी और नव-नियुक्त सहायक आचार्य/ सह आचार्य/ आचार्यों की प्रोन्नति के चरण

क. प्रवेश-स्तर पर सहायक आचार्य, कॅरियर उन्नति योजना (सीएएस) के अंतर्गत प्रोन्नति के लिए दो क्रमिक स्तरों (स्तर 11 और स्तर 12) के माध्यम से पात्र होंगे बशर्ते वे इन विनियमों के खण्ड 6.3 में विनिर्दिष्ट योग्यता और निष्पादन मानदण्ड को पूरा करते हों।

#### ख. महाविद्यालय के शिक्षकों के लिए कॅरियर उन्नति योजना (सीएएस)

##### I. सहायक आचार्य (अकादमिक स्तर 10) से सहायक आचार्य (वरिष्ठ वेतनमान/ अकादमिक स्तर 11)

**योग्यता** : ऐसे सहायक आचार्य जिन्होंने सेवा में चार वर्ष पूरे कर लिए हों और पीएचडी की उपाधि धारक हों अथवा सेवा में पांच वर्ष पूरे कर लिए हों और व्यावसायिक पाठ्यक्रमों में एमफिल/स्नातकोत्तर उपाधि धारक हों जैसे एलएलएम, एम. टेक, एम. वी. एससी, एम.डी. अथवा जो व्यावसायिक पाठ्यक्रमों में पीएचडी/ एम.फिल/ स्नातकोत्तर की उपाधि धारक नहीं हों और जिन्होंने सेवा में छह वर्ष पूरे कर लिए हों।

(i). शिक्षण कार्यविधि पर 21 दिन की अवधि के एक प्रबोधन पाठ्यक्रम में भाग लिया हो; और

(ii). निम्नलिखित में से किसी एक कार्यक्रम में भाग लिया हो : एक पुनश्चर्या/ शोध कार्यविधि पाठ्यक्रम पूरा किया हो।

अथवा

निम्नलिखित में से किसी एक कार्यक्रम में भाग लिया हो : कार्यशाला, पाठ्यचर्या उन्नयन कार्यशाला, प्रशिक्षण शिक्षण- ज्ञान अर्जन- मूल्यांकन, प्रौद्योगिकी कार्यक्रम और कम से कम एक सप्ताह (5 दिन) की अवधि का संकाय विकास कार्यक्रम।

अथवा

मूल्यांकन अवधि के दौरान एक एमओओसी पाठ्यक्रम (ई- प्रमाणन के साथ) पूरा किया हो अथवा चार-चतुर्थांश में ई-विषयवस्तु का विकास / एमओओसी पाठ्यक्रम पूरा किया हो।

#### सीएस प्रोन्नति मानदण्ड:

किसी शिक्षक को प्रोन्नत किया जा सकता है यदि;

(i) जैसा कि परिशिष्ट- II तालिका 1 में विनिर्दिष्ट है, मूल्यांकन अवधि के पिछले चार/ पाँच/ छह वर्षों में से कम से कम तीन/ चार/ पाँच, इनमें से जो भी लागू हो, वर्ष की वार्षिक निष्पादन मूल्यांकन रिपोर्ट में 'संतोषजनक' अथवा 'अच्छे' ग्रेड प्राप्त हुए हों।

(ii) प्रोन्नति की सिफारिश छानबीन- सह- मूल्यांकन समिति द्वारा की गई हो।

### II. सहायक आचार्य (वरिष्ठ वेतनमान/ अकादमिक स्तर 11) से सहायक आचार्य (वरिष्ठ ग्रेड / अकादमिक स्तर 12 )

#### योग्यता:

1) ऐसे सहायक आचार्य जिन्होंने वेतनमान अकादमिक स्तर 11/ वरिष्ठ वेतनमान में पांच वर्ष की सेवा पूर्ण कर ली हो।

2) अकादमिक स्तर-11/ वरिष्ठ वेतनमान के पिछले पांच वर्षों के दौरान निम्नलिखित में से कोई दो किए हों: मूल्यांकन की अवधि के दौरान कम से कम दो सप्ताह (10 दिन) की अवधि (अथवा कम से कम दो सप्ताह (दस दिनों) की अवधि के प्रत्येक एकल पाठ्यक्रम/ कार्यक्रम के स्थान पर कम से कम एक सप्ताह (पांच दिन) की अवधि के दो पाठ्यक्रम पूर्ण किए हों) के पुनश्चर्या पाठ्यक्रम/ शोध कार्यविधि पाठ्यक्रम/ कार्यशालाओं/ पाठ्यचर्या उन्नयन कार्यशाला/ शिक्षण- ज्ञान अर्जन- मूल्यांकन/ प्रौद्योगिकी कार्यक्रम/ संकाय विकास कार्यक्रम/ पाठ्यक्रम पूर्ण किए हों; अथवा संगत विषय में (ई- प्रमाणन) सहित एमओओसी पाठ्यक्रम पूर्ण किया हो; एक पाठ्यक्रम के कम से कम 10 मॉड्यूल के 4 चतुर्थांश (कम से कम एक चतुर्थांश) में ई-विषयवस्तु के विकास में योगदान दिया हो/ एमओओसी पाठ्यक्रम संचालित करने में योगदान दिया हो।

#### सीएस प्रोन्नति मानदण्ड:

किसी शिक्षक को प्रोन्नत किया जा सकता है यदि;

(i) मूल्यांकन अवधि के पिछले पाँच वर्षों में से कम से कम चार, इनमें से जो भी लागू हो, वर्ष की वार्षिक निष्पादन मूल्यांकन रिपोर्ट में 'संतोषजनक' अथवा 'अच्छे' ग्रेड प्राप्त हुए हों (जैसा कि परिशिष्ट- II तालिका 1 में विहित किया गया है)।

(ii) प्रोन्नति की सिफारिश छानबीन- सह- मूल्यांकन समिति द्वारा की गई हो।

### III. सहायक आचार्य (चयन ग्रेड/ अकादमिक स्तर 12) से सह आचार्य (अकादमिक स्तर 13 क)

#### योग्यता:

1) ऐसे सहायक आचार्य जिन्होंने अकादमिक स्तर 12/ चयन ग्रेड में तीन वर्ष की सेवा पूर्ण की हो।

2) संगत/ संबद्ध/ संगत विषय में पीएच.डी की उपाधि प्राप्त की हो।

3) पिछले तीन वर्षों के दौरान निम्नलिखित में से कोई एक कार्यक्रम/ पाठ्यक्रम पूर्ण किए हों : मूल्यांकन की अवधि के दौरान कम से कम दो सप्ताह (10 दिन) की अवधि (अथवा कम से कम दो सप्ताह (दस दिनों) की अवधि के प्रत्येक एकल पाठ्यक्रम/ कार्यक्रम के स्थान पर कम से कम एक सप्ताह (पांच दिन) की अवधि के दो पाठ्यक्रम पूर्ण किए हों) के पुनश्चर्या पाठ्यक्रम/ कार्यविधि कार्यशाला/ पाठ्यचर्या उन्नयन कार्यशाला/ शिक्षण- ज्ञान अर्जन- मूल्यांकन/ प्रौद्योगिकी कार्यक्रम/ संकाय विकास कार्यक्रम श्रेणी के कार्यक्रमों/ पाठ्यक्रमों में से कम से कम एक कार्यक्रम/ पाठ्यक्रम पूर्ण किया हो; अथवा संगत विषय में (ई- प्रमाणन) सहित एमओओसी पाठ्यक्रम पूर्ण किया हो; एक पाठ्यक्रम के कम से कम 10 मॉड्यूल के 4 चतुर्थांश (कम से कम एक चतुर्थांश) में ई-विषयवस्तु के विकास में योगदान दिया हो/ एमओओसी पाठ्यक्रम संचालित करने में योगदान दिया हो।

#### सीएस प्रोन्नति मानदण्ड:

किसी शिक्षक को प्रोन्नत किया जा सकता है यदि;



(i) जैसा कि परिशिष्ट- II तालिका 1 में विहित है, मूल्यांकन अवधि के पिछले तीन वर्षों में से कम से दो वर्षों की वार्षिक निष्पादन मूल्यांकन रिपोर्ट में 'संतोषजनक' अथवा 'अच्छे' ग्रेड प्राप्त हुए हों; और

(ii) सह आचार्य के पद पर प्रोन्नति की सिफारिश इन विनियमों के अनुसार गठित चयन समिति द्वारा की गई हो।

#### IV. सह आचार्य (अकादमिक स्तर 13क) से आचार्य (अकादमिक स्तर 14)

##### योग्यता:

1. ऐसे सह आचार्य जिन्होंने अकादमिक स्तर 13क में सेवा के तीन वर्ष पूर्ण किए हों
2. संगत/ संबद्ध विषय में पीएच.डी की उपाधि प्राप्त की हो।
3. समकक्ष व्यक्ति समीक्षित अथवा वि०अ०आ० सूचीबद्ध जर्नलों में कम से कम 10 शोध प्रकाशन किए हों जिनमें से तीन शोध पत्र मूल्यांकन अवधि के दौरान प्रकाशित हुए हों।
4. परिशिष्ट- II तालिका 2 के अनुसार कम से कम 110 शोध अंक प्राप्त किए हों।

##### सीएस प्रोन्नति मानदण्ड:

किसी शिक्षक को प्रोन्नत किया जा सकता है यदि;

(i) जैसा कि परिशिष्ट- II तालिका 1 में विहित है, शिक्षक को मूल्यांकन अवधि के पिछले तीन वर्षों में से कम से दो वर्षों की वार्षिक निष्पादन मूल्यांकन रिपोर्ट में 'संतोषजनक' अथवा 'अच्छे' ग्रेड प्राप्त हुए हों; और जैसा कि परिशिष्ट- II तालिका 1 में विहित है, कम से कम 110 शोध अंक प्राप्त किए हों।

(ii) इन विनियमों के अनुसार गठित चयन समिति द्वारा आचार्य के पद पर प्रोन्नति की सिफारिश की गई हो।

#### ग. विश्वविद्यालय के शिक्षकों के लिए कैरियर उन्नति योजना (सीएस)

##### I. सहायक आचार्य (अकादमिक स्तर 10) से सहायक आचार्य (वरिष्ठ वेतनमान/ अकादमिक स्तर 11)

##### योग्यता:

(i) एक सहायक आचार्य जिसने पीएचडी की उपाधि के साथ सेवा में चार वर्ष पूरे किए हों अथवा पेशेवर पाठ्यक्रम जैसे एलएलएम, एम. टेक, एम.वी.एससी, और एम.डी. में एम.फिल/ स्नातकोत्तर की उपाधि के साथ सेवा में पाँच वर्ष अथवा पेशेवर पाठ्यक्रम में पीएचडी/एम.फिल/स्नातकोत्तर की उपाधि के बिना सेवा में छह वर्ष पूरे किए हों और निम्नलिखित शर्तें पूरी करता हो:

(ii) शिक्षण कार्यविधि पर 21 दिन की अवधि के एक प्रबोधन पाठ्यक्रम में भाग लिया हो;

(iii) इनमें से कोई एक किया हो: मूल्यांकन अवधि के दौरान कम से कम एक सप्ताह (5 दिन) की अवधि का पुनश्चर्या पाठ्यक्रम /शोध कार्यविधि पाठ्यक्रम/ कार्यशाला/ पाठ्यचर्या उन्नयन कार्यशाला/ प्रशिक्षण शिक्षण- ज्ञान अर्जन- मूल्यांकन, प्रौद्योगिकी कार्यक्रम/ संकाय विकास कार्यक्रम पूरा किया हो अथवा एक एमओओसी पाठ्यक्रम (ई-प्रमाणन के साथ) पूरा किया हो अथवा चार चतुर्थांश में ई- विषयवस्तु के विकास/ एमओओसी पाठ्यक्रम पूरा किया हो; और

(iv) मूल्यांकन अवधि के दौरान समकक्ष व्यक्ति समीक्षित अथवा वि०अ०आ० सूचीबद्ध जर्नलों में एक शोध प्रकाशन प्रकाशित हुआ हो।

##### सीएस प्रोन्नति मानदण्ड:

किसी शिक्षक को प्रोन्नत किया जा सकता है यदि;

(i) जैसा कि परिशिष्ट- II तालिका 1 में विनिर्दिष्ट है, मूल्यांकन अवधि के पिछले चार/ पाँच/ छह वर्षों में से कम से कम तीन/ चार/ पाँच, इनमें से जो भी लागू हो, वर्ष की वार्षिक निष्पादन मूल्यांकन रिपोर्ट में 'संतोषजनक' अथवा 'अच्छे' ग्रेड प्राप्त हुए हों।

(ii) प्रोन्नति की सिफारिश छानबीन- सह- मूल्यांकन समिति द्वारा की गई हो।

##### II. सहायक आचार्य (वरिष्ठ वेतनमान/ अकादमिक स्तर 11) से सहायक आचार्य (वरिष्ठ ग्रेड / अकादमिक स्तर 12 )

##### योग्यता:

(i) ऐसे सहायक आचार्य जिन्होंने अकादमिक स्तर 11/ वरिष्ठ वेतनमान में पांच वर्ष की सेवा पूर्ण कर ली हो।

(ii) संगत/ संबद्ध विषय में पीएच.डी की उपाधि प्राप्त की हो।

(iii) अकादमिक स्तर-11/ वरिष्ठ वेतनमान के पिछले पांच वर्षों के दौरान निम्नलिखित में से कोई दो किए हों: मूल्यांकन की अवधि के दौरान कम से कम दो सप्ताह (10 दिन) की अवधि (अथवा कम से कम दो सप्ताह (दस दिनों) की अवधि के प्रत्येक एकल पाठ्यक्रम/ कार्यक्रम के स्थान पर कम से कम एक सप्ताह (पांच दिन) की अवधि के दो पाठ्यक्रम पूर्ण किए हों) के पुनश्चर्या पाठ्यक्रम/ शोध कार्यविधि पाठ्यक्रम/ कार्यशालाओं/ पाठ्यचर्या उन्नयन कार्यशाला/ शिक्षण- ज्ञान अर्जन- मूल्यांकन/ प्रौद्योगिकी कार्यक्रम/ संकाय विकास कार्यक्रम/ पाठ्यक्रम पूर्ण किए हों; अथवा संगत विषय में (ई- प्रमाणन) सहित एमओओसी पाठ्यक्रम पूर्ण किया हो; एक पाठ्यक्रम के कम से कम 10 मॉड्यूल के 4 चतुर्थांश (कम से कम एक चतुर्थांश) में ई-विषयवस्तु के विकास में योगदान दिया हो/ एमओओसी पाठ्यक्रम संचालित करने में योगदान दिया हो।

(iv) मूल्यांकन अवधि के दौरान समकक्ष व्यक्ति समीक्षित अथवा वि0अ0आ0 सूचीबद्ध जर्नलों में तीन शोध पत्र हुए हों।

#### सीएस प्रोन्नति मानदण्ड:

किसी शिक्षक को प्रोन्नत किया जा सकता है यदि;

(i) मूल्यांकन अवधि के दौरान पिछले पाँच वर्षों में से कम से कम चार वर्षों के दौरान शिक्षक को वार्षिक निष्पादन मूल्यांकन रिपोर्ट में 'संतोषजनक' अथवा 'अच्छे' ग्रेड प्राप्त हुए हों (जैसा कि परिशिष्ट- II तालिका 1 में विनिर्दिष्ट है); और

(ii) प्रोन्नति की सिफारिश छानबीन- सह- मूल्यांकन समिति द्वारा की गई हो।

### III. सहायक आचार्य (चयन ग्रेड/ अकादमिक स्तर 12) से सह आचार्य (अकादमिक स्तर 13क)

1) ऐसे सहायक आचार्य जिन्होंने अकादमिक स्तर 12/ चयन ग्रेड में तीन वर्ष की सेवा पूर्ण की हो।

2) संगत/ संबद्ध विषय में पीएच.डी की उपाधि प्राप्त की हो।

3) पिछले तीन वर्षों के दौरान निम्नलिखित में से कोई एक कार्यक्रम/ पाठ्यक्रम पूर्ण किए हों : मूल्यांकन की अवधि के दौरान कम से कम दो सप्ताह (10 दिन) की अवधि (अथवा कम से कम दो सप्ताह (दस दिनों) की अवधि के प्रत्येक एकल पाठ्यक्रम/कार्यक्रम के स्थान पर कम से कम एक सप्ताह (पांच दिन) की अवधि के दो पाठ्यक्रम पूर्ण किए हों) के पुनश्चर्या पाठ्यक्रम/कार्यविधि कार्यशाला / पाठ्यचर्या उन्नयन कार्यशाला/ शिक्षण- ज्ञान अर्जन- मूल्यांकन/ प्रौद्योगिकी कार्यक्रम/ संकाय विकास कार्यक्रम श्रेणी के कार्यक्रमों/ पाठ्यक्रमों में से कम से कम एक कार्यक्रम/ पाठ्यक्रम पूर्ण किया हो; अथवा संगत विषय में (ई- प्रमाणन) सहित एमओओसी पाठ्यक्रम पूर्ण किया हो; एक पाठ्यक्रम के कम से कम 10 मॉड्यूल के 4 चतुर्थांश (कम से कम एक चतुर्थांश) में ई-विषयवस्तु के विकास में योगदान दिया हो/ एमओओसी पाठ्यक्रम संचालित करने में योगदान दिया हो।

4) मूल्यांकन अवधि के दौरान समकक्ष व्यक्ति समीक्षित अथवा वि0अ0आ0 सूचीबद्ध जर्नलों में कम से कम सात प्रकाशन प्रकाशित हुए हों जिसमें से तीन शोध पत्र मूल्यांकन अवधि के दौरान प्रकाशित हुए हों।

5) कम से कम एक पीएच.डी अभ्यर्थी का मार्गदर्शन करने के साक्ष्य हो।

#### सीएस प्रोन्नति मानदण्ड:

किसी शिक्षक को प्रोन्नत किया जा सकता है यदि;

(i) जैसा कि परिशिष्ट- II तालिका 1 में विहित है, मूल्यांकन अवधि के पिछले तीन वर्षों में से कम से दो वर्षों की वार्षिक निष्पादन मूल्यांकन रिपोर्ट में 'संतोषजनक' अथवा 'अच्छे' ग्रेड प्राप्त हुए हों; और जैसा कि परिशिष्ट- II तालिका 2 में विहित है, कम से कम 70 शोध अंक प्राप्त किए हों।

(ii) इन विनियमों के अनुसार गठित चयन समिति द्वारा प्रोन्नति की सिफारिश की गई हो।

### IV. सह आचार्य (अकादमिक स्तर 13क) से आचार्य (अकादमिक स्तर 14)

#### योग्यता:

1. ऐसे सह आचार्य जिन्होंने अकादमिक स्तर 13क में तीन वर्ष की सेवा पूर्ण कर ली हो।

2. संबंधित/ संबद्ध/ संगत विषय में पीएच.डी की उपाधि प्राप्त की हो।

3. समकक्ष व्यक्ति समीक्षित अथवा वि0अ0आ0 सूचीबद्ध जर्नलों में कम से कम दस शोध प्रकाशन किए हों जिनमें से तीन शोध पत्र मूल्यांकन अवधि के दौरान प्रकाशित हुए हों।

4. पीएच.डी अभ्यर्थियों का सफलतापूर्वक मार्गदर्शन करने के साक्ष्य हो।

5. परिशिष्ट- II तालिका 2 के अनुसार कम से कम 110 शोध अंक प्राप्त किए हों।

#### सीएस प्रोन्नति मानदण्ड:

किसी शिक्षक को प्रोन्नत किया जा सकता है यदि;

(i) यदि उसे परिशिष्ट- II तालिका 1 में यथा विहित मूल्यांकन अवधि के पिछले तीन वर्षों में से कम से दो वर्षों की वार्षिक निष्पादन मूल्यांकन रिपोर्ट में 'संतोषजनक' अथवा 'अच्छे' ग्रेड प्राप्त हुए हों तथा परिशिष्ट- II तालिका 2 में यथा विहित है, कम से कम 110 शोध अंक प्राप्त किए हों;

(ii) इन विनियमों के अनुसार गठित चयन समिति द्वारा प्रोन्नति की सिफारिश की गई हो।

#### V. आचार्य (अकादमिक स्तर 14) से वरिष्ठ आचार्य (अकादमिक स्तर 15)

सीएएस के अंतर्गत एक आचार्य की वरिष्ठ आचार्य के पद पर प्रोन्नति की जा सकती है। प्रोन्नति शैक्षिक उपलब्धियों, ऐसे तीन प्रख्यात विषय विशेषज्ञों, जो कम से कम 10 वर्ष के अनुभव रखने वाले वरिष्ठ आचार्य अथवा आचार्य के पद के समकक्ष हों, द्वारा की गई अनुकूल समीक्षा के आधार पर होगी। चयन पिछले 10 वर्षों के दौरान 10 सर्वोत्तम प्रकाशनों और इन विनियमों के अनुसार गठित चयन समिति के साथ विचार-विमर्श के आधार पर होगा।

#### योग्यता:

(i) आचार्य के पद पर दस वर्ष का अनुभव।

(ii) समकक्ष व्यक्ति समीक्षित अथवा वि०अ०आ० सूचीबद्ध जर्नलों में कम से कम दस प्रकाशन किए हों तथा मूल्यांकन अवधि के दौरान उनके पर्यवेक्षण में दो अभ्यर्थियों को सफलतापूर्वक पीएचडी की उपाधि प्रदान की गई हो।

#### घ. पुस्तकाध्यक्षों के लिए कैरियर उन्नति योजना (सीएएस)

#### नोट:

i. निम्नलिखित उपबंध केवल उन व्यक्तियों पर लागू हैं जो पुस्तकालय विज्ञान के शिक्षण से नहीं जुड़े हों। जिन संस्थानों में पुस्तकालय विज्ञान एक शिक्षण विभाग है वहां के शिक्षक महाविद्यालयों/ संस्थानों और विश्वविद्यालयों के लिए क्रमशः इन विनियमों के खण्ड 6.4 (ख) और 6.4 (ग) के अंतर्गत शामिल होंगे।

ii. विश्वविद्यालयों में उप पुस्तकाध्यक्ष के दो स्तर होंगे अर्थात् अकादमिक स्तर 13क और अकादमिक स्तर 14 जबकि महाविद्यालय पुस्तकाध्यक्ष के पांच स्तर होंगे अर्थात् अकादमिक स्तर 10, अकादमिक स्तर 11, अकादमिक स्तर 12, अकादमिक स्तर 13क और अकादमिक स्तर 14।

#### I. विश्वविद्यालय सहायक पुस्तकाध्यक्ष (अकादमिक स्तर 10)/ महाविद्यालय पुस्तकाध्यक्ष (अकादमिक स्तर 10) से विश्वविद्यालय सहायक पुस्तकाध्यक्ष (वरिष्ठ वेतनमान/ अकादमिक स्तर 11)/ महाविद्यालय पुस्तकाध्यक्ष (वरिष्ठ वेतनमान/ अकादमिक स्तर 11):

#### योग्यता :

एक सहायक पुस्तकाध्यक्ष जो कि अकादमिक स्तर 10 में हो और पुस्तकालय विज्ञान/ सूचना विज्ञान/ प्रलेखीकरण विज्ञान में पीएच.डी की उपाधि धारक हो अथवा समकक्ष उपाधि धारक हो अथवा पांच वर्ष का अनुभव हो, कम से कम एम.फिल. की उपाधि के साथ पांच वर्ष का अनुभवधारी हो, अथवा जो अभ्यर्थी एम.फिल अथवा पीएच.डी की उपाधि नहीं हो उनका छह वर्षों का सेवाकाल हो।

(i) उसने 21 दिन की अवधि के कम से कम एक प्रबोधन पाठ्यक्रम में भाग लिया हो; और

(ii) परिशिष्ट- II तालिका 4 में यथा विहित, कम से कम 5 दिन का स्वचालन और डिजिटलीकरण, रख-रखाव और संबद्ध क्रियाकलापों पर प्रशिक्षण, संगोष्ठी अथवा कार्यशाला में भाग लिया हो।

#### सीएएस प्रोन्नति मानदण्ड:

एक सहायक पुस्तकाध्यक्ष/ महाविद्यालय पुस्तकाध्यक्ष को प्रोन्नति दी जा सकती है यदि उसने:

(i) यदि उसे मूल्यांकन अवधि के पिछले चार/ पांच/ छह वर्षों में से कम से कम तीन/ चार/ पांच/ वर्षों, जैसा भी मामला हो, की वार्षिक निष्पादन मूल्यांकन रिपोर्ट में 'संतोषजनक' अथवा 'अच्छे' ग्रेड प्राप्त हुए हों, जैसा कि परिशिष्ट- II तालिका- 4 में विनिर्दिष्ट है; और

(ii) प्रोन्नति की सिफारिश छानबीन- सह- मूल्यांकन समिति द्वारा की गई हो।

#### II. विश्वविद्यालय सहायक पुस्तकाध्यक्ष (वरिष्ठ वेतनमान/ अकादमिक स्तर 11)/ महाविद्यालय पुस्तकाध्यक्ष (वरिष्ठ वेतनमान/ अकादमिक स्तर 11) से विश्वविद्यालय सहायक पुस्तकाध्यक्ष (चयन ग्रेड / अकादमिक स्तर 12/ महाविद्यालय पुस्तकाध्यक्ष (चयन ग्रेड/ अकादमिक स्तर 12)

#### योग्यता:

1) उन्होने उस ग्रेड में पांच वर्ष की सेवा पूर्ण कर ली हो।

2) उन्होने पिछले पांच वर्षों के दौरान निम्नलिखित में से किन्हीं दो कार्यक्रमों में भाग लिया हो :

(i) स्वचालन और डिजिटलीकरण के संबंध में प्रशिक्षण/ संगोष्ठी/ कार्यशाला/ पाठ्यक्रम;

(ii) परिशिष्ट- II तालिका 4 के अनुसार कम से कम दो सप्ताह (दस दिन) की अवधि तक के रख-रखाव और अन्य अन्य संबद्ध कार्यकलाप (अथवा कम से कम दो सप्ताह (दस दिन) के प्रत्येक पाठ्यक्रम/कार्यक्रम के स्थान पर कम से कम एक सप्ताह (5 दिन) की अवधि के दो पाठ्यक्रम पूर्ण किए हों), (iii) संगत विषय में (ई- प्रमाणन के साथ) एमओओसी पाठ्यक्रम किया हो/ विकसित किया हो; अथवा (iv) पुस्तकालय उन्नयन पाठ्यक्रम किया हो।

#### सीएस प्रोन्नति मानदण्ड:

किसी व्यक्ति विशेष को प्रोन्नत किया जा सकता है, यदि;

(i) यदि उसे मूल्यांकन अवधि के पिछले पांच वर्षों में से कम से कम चार वर्षों के दौरान वार्षिक निष्पादन मूल्यांकन रिपोर्ट में 'संतोषजनक' अथवा 'अच्छे' ग्रेड प्राप्त हुए हों, जैसा कि परिशिष्ट- II तालिका 4 में विनिर्दिष्ट है; और

(ii) प्रोन्नति की सिफारिश छानबीन- सह- मूल्यांकन समिति द्वारा की गई हो।

#### III. विश्वविद्यालय सहायक पुस्तकाध्यक्ष (चयन ग्रेड/ अकादमिक स्तर 12)/ महाविद्यालय पुस्तकाध्यक्ष (चयन ग्रेड /अकादमिक स्तर 12) से विश्वविद्यालय उप पुस्तकाध्यक्ष (अकादमिक स्तर 13क)/ महाविद्यालय पुस्तकाध्यक्ष (अकादमिक स्तर 13क)

1) उन्होने उस ग्रेड में तीन वर्ष की सेवा पूर्ण कर ली हो।

2) उन्होने पिछले तीन वर्षों के दौरान निम्नलिखित में से किन्हीं एक कार्यक्रम में भाग लिया हो :

(i) स्वचालन और डिजिटलीकरण के संबंध में प्रशिक्षण/ संगोष्ठी/ कार्यशाला/ पाठ्यक्रम

(ii) परिशिष्ट- II तालिका 4 के अनुसार कम से कम दो सप्ताह (दस दिन) की अवधि की रख-रखाव और अन्य संबद्ध कार्यकलाप (iii) अथवा कम से कम दो सप्ताह (दस दिन) के प्रत्येक पाठ्यक्रम/कार्यक्रम के स्थान पर कम से कम एक सप्ताह (5 दिन) की अवधि के दो पाठ्यक्रम पूर्ण किए हों (iv) संगत विषय में (ई- प्रमाणन के साथ) एमओओसी पाठ्यक्रम किया हो/ विकसित किया हो, और (v) अथवा पुस्तकालय उन्नयन पाठ्यक्रम किया हो।

#### सीएस प्रोन्नति मानदण्ड:

किसी व्यक्ति विशेष को प्रोन्नत किया जा सकता है, यदि;

(i) यदि उसे मूल्यांकन अवधि के पिछले तीन वर्षों में से कम से कम दो वर्षों के दौरान वार्षिक निष्पादन मूल्यांकन रिपोर्ट में 'संतोषजनक' अथवा 'अच्छे' ग्रेड प्राप्त हुए हों, जैसा कि परिशिष्ट- II तालिका 4 में विनिर्दिष्ट है; और

(ii) प्रोन्नति की सिफारिश साक्षात्कार में निष्पादन के आधार पर इन विनियमों के अनुसार गठित चयन समिति द्वारा की जाएगी।

#### IV. विश्वविद्यालय उप पुस्तकाध्यक्ष/ महाविद्यालय पुस्तकाध्यक्ष (अकादमिक स्तर 13क) से विश्वविद्यालय उप पुस्तकाध्यक्ष/ महाविद्यालय पुस्तकाध्यक्ष (अकादमिक स्तर 14) में सीएस प्रोन्नति के लिए निम्नलिखित मानदण्ड होंगे:

1) उन्होने उस ग्रेड में तीन वर्ष की सेवा पूर्ण कर ली हो।

2) उन्होने पिछले तीन वर्षों के दौरान निम्नलिखित में से किन्हीं एक कार्यक्रम में भाग लिया हो :

(i) स्वचालन और डिजिटलीकरण के संबंध में प्रशिक्षण/ संगोष्ठी/ कार्यशाला/ पाठ्यक्रम;

(ii) परिशिष्ट- II तालिका 4 के अनुसार कम से कम दो सप्ताह (दस दिन) की अवधि की रख-रखाव और अन्य संबद्ध कार्यकलाप (iii) अथवा कम से कम दो सप्ताह (दस दिन) के प्रत्येक पाठ्यक्रम/कार्यक्रम के स्थान पर कम से कम एक सप्ताह (5 दिन) की अवधि के दो पाठ्यक्रम पूर्ण किए हों (iv) संगत विषय में (ई- प्रमाणन के साथ) एमओओसी पाठ्यक्रम किया हो/ विकसित किया हो, और (v) अथवा पुस्तकालय उन्नयन पाठ्यक्रम किया हो।

3) पुस्तकालय आईसीटी समेकन सहित नवोन्मेषी पुस्तकालय सेवाओं के साक्ष्य हों।

4) पुस्तकालय विज्ञान/ सूचना विज्ञान/ प्रलेखीकरण/ अभिलेख और पाण्डुलिपि संरक्षण में पीएचडी की उपाधि प्राप्त की हो।

#### सीएस प्रोन्नति मानदण्ड:

किसी व्यक्ति विशेष को प्रोन्नत किया जा सकता है, यदि;

- (i) यदि उसे मूल्यांकन अवधि के पिछले तीन वर्षों में से कम से कम दो वर्षों के दौरान वार्षिक निष्पादन मूल्यांकन रिपोर्ट में 'संतोषजनक' अथवा 'अच्छे' ग्रेड प्राप्त हुए हों, जैसा कि परिशिष्ट- II तालिका 4 में विनिर्दिष्ट है; और
- (ii) प्रोन्नति की सिफारिश साक्षात्कार में निष्पादन के आधार पर इन विनियमों के अनुसार गठित चयन समिति द्वारा की जाएगी।

#### ऊ. निदेशक, शारीरिक शिक्षा और खेलकूद के लिए कैरियर उन्नति योजना (सीएस)

नोट:

- (i) निम्नलिखित उपबंध केवल उन कार्मिकों पर लागू हैं जो शारीरिक शिक्षा और खेलकूद के शिक्षण से जुड़े न हों। जिन संस्थानों में शारीरिक शिक्षा और खेलकूद एक शिक्षण विभाग है वहां के शिक्षक, महाविद्यालयों/ संस्थानों और विश्वविद्यालयों के लिए क्रमशः इन विनियमों के खण्ड 6.4 (ख) और 6.4 (ग) के अंतर्गत शामिल होंगे।
- (ii) विश्वविद्यालयों में उप निदेशक, शारीरिक शिक्षा और खेलकूद, के दो स्तर होंगे अर्थात् अकादमिक स्तर 13क और अकादमिक स्तर 14, जबकि महाविद्यालय निदेशक, शारीरिक शिक्षा और खेलकूद के पांच स्तर होंगे अर्थात् अकादमिक स्तर 10, अकादमिक स्तर 11, अकादमिक स्तर 12, अकादमिक स्तर 13क और अकादमिक स्तर 14।

#### I. सहायक निदेशक, शारीरिक शिक्षा और खेलकूद (अकादमिक स्तर 10)/ महाविद्यालय निदेशक, शारीरिक शिक्षा और खेलकूद (अकादमिक स्तर 10) से सहायक निदेशक, शारीरिक शिक्षा और खेलकूद (वरिष्ठ वेतनमान / अकादमिक स्तर 11) / महाविद्यालय निदेशक, शारीरिक शिक्षा और खेलकूद (वरिष्ठ वेतनमान / अकादमिक स्तर 11)

योग्यता:

- (i) उन्होंने शारीरिक शिक्षा अथवा शारीरिक शिक्षा और खेलकूद अथवा खेलकूद विज्ञान में पीएचडी की उपाधि के साथ चार वर्ष की सेवा पूर्ण की हो अथवा एम.फिल. की उपाधि के साथ पांच वर्ष की सेवा, अथवा एम.फिल, या पीएचडी की उपाधि के बिना छह वर्ष की सेवा पूर्ण की हो।
- (ii) उन्होंने 21 दिन की अवधि के एक प्रबोधन पाठ्यक्रम में भाग लिया हो; और
- (iii) उन्होंने निम्नलिखित में से किसी एक को पूर्ण किया हो: (क) पुनश्चर्या पाठ्यक्रम/ शोध कार्यविधि पाठ्यक्रम/ कार्यशाला; (ख) कम से कम 5 दिन की अवधि का प्रशिक्षण शिक्षण- ज्ञान अर्जन- मूल्यांकन प्रौद्योगिकी कार्यक्रम / संकाय विकास कार्यक्रम; (ग) एक एमओओसी पाठ्यक्रम (ई-प्रमाणन के साथ) को पूर्ण किया हो/ विकसित किया हो।

#### सीएस प्रोन्नति मानदण्ड:

किसी व्यक्ति विशेष को प्रोन्नत किया जा सकता है, यदि;

- (i) यदि उसे मूल्यांकन अवधि के पिछले चार/ पांच/ छह वर्षों में से कम से कम तीन/ चार/ पांच/ वर्षों, जैसा भी मामला हो, की वार्षिक निष्पादन मूल्यांकन रिपोर्ट में 'संतोषजनक' अथवा 'अच्छे' ग्रेड प्राप्त हुए हों, जैसा कि परिशिष्ट- II तालिका 5 में विनिर्दिष्ट है; और
- (ii) प्रोन्नति की सिफारिश छानबीन- सह- मूल्यांकन समिति द्वारा की जाएगी।

#### II. सहायक निदेशक, शारीरिक शिक्षा और खेलकूद (वरिष्ठ वेतनमान/ अकादमिक स्तर 11)/ महाविद्यालय निदेशक, शारीरिक शिक्षा और खेलकूद (वरिष्ठ वेतनमान / अकादमिक स्तर 11) से विश्वविद्यालय सहायक निदेशक, शारीरिक शिक्षा और खेलकूद (चयन ग्रेड/ अकादमिक स्तर 12)/ महाविद्यालय निदेशक, शारीरिक शिक्षा और खेलकूद (चयन ग्रेड/ अकादमिक स्तर 12)

- 1) उन्होंने उस ग्रेड में पांच वर्ष की सेवा पूर्ण कर ली हो।
- 2) उन्होंने पिछले पांच वर्षों के दौरान निम्नलिखित में से किसी दो को पूर्ण किया हो: (i) पुनश्चर्या पाठ्यक्रम, शोध कार्यविधि कार्यशालाओं की श्रेणी में से एक पाठ्यक्रम/ कार्यक्रम पूर्ण किया हो। (ii) कम से कम दो सप्ताह (दस दिन) की अवधि का शिक्षण- ज्ञान अर्जन- मूल्यांकन प्रौद्योगिकी कार्यक्रम/ संकाय विकास कार्यक्रम पूर्ण किया हो, अथवा (iii) कम से कम दो सप्ताह (दस दिन) के प्रत्येक पाठ्यक्रम/कार्यक्रम के स्थान पर कम से कम एक सप्ताह (5 दिन) की अवधि के दो पाठ्यक्रम पूर्ण किए हों, और (iv) संगत विषय में (ई- प्रमाणन के साथ) एमओओसी पाठ्यक्रम पूर्ण किया हो/ विकसित किया हो।

#### सीएस प्रोन्नति मानदण्ड:

किसी व्यक्ति विशेष को प्रोन्नत किया जा सकता है, यदि;

- (i) यदि उसे मूल्यांकन अवधि के पिछले पांच वर्षों में से कम से कम चार वर्षों के दौरान वार्षिक निष्पादन मूल्यांकन रिपोर्ट में 'संतोषजनक' अथवा 'अच्छे' ग्रेड प्राप्त हुए हों, जैसा कि परिशिष्ट— II तालिका 5 में विनिर्दिष्ट किया गया है; और
- (ii) प्रोन्नति की सिफारिश छानबीन- सह- मूल्यांकन समिति द्वारा की गई जाएगी।

**III. विश्वविद्यालय सहायक निदेशक, शारीरिक शिक्षा और खेलकूद (चयन ग्रेड/ अकादमिक स्तर 12)/ महाविद्यालय निदेशक, शारीरिक शिक्षा और खेलकूद (चयन ग्रेड/ अकादमिक स्तर 12) से विश्वविद्यालय उप निदेशक शारीरिक शिक्षा और खेलकूद (अकादमिक स्तर 13क)/ महाविद्यालय निदेशक शारीरिक शिक्षा और खेलकूद (अकादमिक स्तर 13क) में प्रोन्नति हेतु**

- 1) उन्होंने तीन वर्ष की सेवा पूर्ण कर ली हो;
- 2) उन्होंने पिछले तीन वर्षों के दौरान निम्नलिखित में से किसी दो को पूर्ण किया हो: (i) पुनश्चर्या पाठ्यक्रम, शोध कार्यविधि कार्यशालाओं की श्रेणी में से एक पाठ्यक्रम/ कार्यक्रम पूर्ण किया हो। (ii) कम से कम दो सप्ताह (दस दिन) की अवधि का शिक्षण- ज्ञान अर्जन- मूल्यांकन प्रौद्योगिकी कार्यक्रम/ संकाय विकास कार्यक्रम पूर्ण किया हो, (अथवा कम से कम दो सप्ताह (दस दिन) के प्रत्येक पाठ्यक्रम/कार्यक्रम के स्थान पर कम से कम एक सप्ताह (5 दिन) की अवधि के दो पाठ्यक्रम पूर्ण किए हों), और (iii) संगत विषय में (ई- प्रमाणन के साथ) एमओओसी पाठ्यक्रम पूर्ण किया हो/ विकसित किया हो।

**सीएस प्रोन्नति मानदण्ड:**

किसी व्यक्ति विशेष को प्रोन्नत किया जा सकता है, यदि;

- (i) उसे मूल्यांकन अवधि के पिछले तीन वर्षों में से कम से कम दो वर्षों के दौरान वार्षिक निष्पादन मूल्यांकन रिपोर्ट में 'संतोषजनक' अथवा 'अच्छे' ग्रेड प्राप्त हुए हों, जैसा कि परिशिष्ट— II तालिका 5 में विनिर्दिष्ट किया गया है; और
- (ii) प्रोन्नति की सिफारिश साक्षात्कार में निष्पादन के आधार पर इन विनियमों के अनुसार गठित चयन समिति द्वारा की जाएगी।

**IV. विश्वविद्यालय उप निदेशक, शारीरिक शिक्षा और खेलकूद/ महाविद्यालय निदेशक, शारीरिक शिक्षा और खेलकूद (अकादमिक स्तर 13क) से विश्वविद्यालय उप निदेशक शारीरिक शिक्षा और खेलकूद/ महाविद्यालय निदेशक शारीरिक शिक्षा और खेलकूद (अकादमिक स्तर 14) में सीएस प्रोन्नति के लिए मानदण्ड निम्नलिखित होंगे:**

- 1) उन्होंने तीन वर्ष की सेवा पूर्ण कर ली हो;
- 2) उन्होंने पिछले पांच वर्षों के दौरान निम्नलिखित में से किसी एक को पूर्ण किया हो:
  - (i) पुनश्चर्या पाठ्यक्रम, शोध कार्यविधि कार्यशालाओं की श्रेणी में से एक पाठ्यक्रम/ कार्यक्रम पूर्ण किया हो। (ii) कम से कम दो सप्ताह (दस दिन) की अवधि का शिक्षण- ज्ञान अर्जन- मूल्यांकन प्रौद्योगिकी कार्यक्रम/ संकाय विकास कार्यक्रम पूर्ण किया हो, (अथवा कम से कम दो सप्ताह (दस दिन) के प्रत्येक पाठ्यक्रम/कार्यक्रम के स्थान पर कम से कम एक सप्ताह (5 दिन) की अवधि के दो पाठ्यक्रम पूर्ण किए हों), और (iii) संगत विषय में (ई- प्रमाणन के साथ) एमओओसी पाठ्यक्रम पूर्ण किया हो/ विकसित किया हो।
- 3) कम से कम दो सप्ताह की अवधि की प्रतिस्पर्धाओं और अनुशिक्षण कैम्पों के आयोजन का साक्ष्य।
- 4) राज्य/ राष्ट्रीय/ अंतर्विश्वविद्यालयी/ संयुक्त विश्वविद्यालयी आदि जैसी प्रतिस्पर्धाओं के लिए दलों/ एथलिटों द्वारा बेहतर निष्पादन कराने के साक्ष्य आदि।
- 5) शारीरिक शिक्षा अथवा शारीरिक शिक्षा तथा खेलकूद और खेलकूद विज्ञान में पीएचडी उपाधि धारक हो।

**सीएस प्रोन्नति मानक :**

किसी व्यक्ति विशेष को प्रोन्नत किया जा सकता है, यदि;

- (i) वह गत 3 वर्षों की समीक्षा अवधि में से कम से कम दो वर्षों में 'संतुष्ट' या 'बेहतर' ग्रेड की निष्पादन मूल्यांकन रिपोर्ट प्राप्त करता है जैसा की के परिशिष्ट II, तालिका 5 में विनिर्दिष्ट है, और;
- (ii) प्रोन्नति की संस्तुति इन नियमों के अनुसार गठित एक चयन समिति की सिफारिशों पर साक्षात्कार में किए गए प्रदर्शन के आधार पर की जाएगी।

6.5 इस व्यवसाय में आने वाले उच्च मैरिट, उच्च गुणवत्ता के अनुसंधान प्रकाशनों की अधिक संख्या और उपयुक्त स्तर पर अनुभव वाले सह-आचार्य अथवा आचार्य का अग्रिम वेतन वृद्धि का विवेकपूर्ण पुरस्कार, संकाय में अन्य शिक्षकों के वेतन ढांचे और मैरिट- विशिष्ट कार्य को ध्यान में रखते हुए प्रत्येक मामले की मैरिट के संदर्भ में व्यक्तिगत अभ्यर्थियों के मामले पर विचार करते समय चयन समिति की सिफारिशों के आधार पर संबंधित विश्वविद्यालय अथवा भर्ती करने वाली संस्था के उपयुक्त प्राधिकारी की सक्षमता पर आधारित होगा। अग्रिम वेतन वृद्धि का



यह विवेकपूर्ण पुरस्कार उन लोगों पर लागू नहीं होगा जो सहायक आचार्य/ सहायक पुस्तकाध्यक्ष/ सहायक निदेशक शारीरिक शिक्षा और खेलकूद के रूप में इस पेशे में आते हैं और जो पीएचडी, एमफिल अथवा एमटेक और एलएलएम की उपाधि प्राप्त करने पर अग्रिम वेतन वृद्धि प्राप्त करने के पात्र हैं। तथापि, चयन समिति की बैठक में लिए गए निर्णय और रिकॉर्ड के अनुसार सेवा में आने वाले ऐसे सहायक आचार्य/ सहायक पुस्तकाध्यक्ष/ सहायक निदेशक शारीरिक शिक्षा और खेलकूद अग्रिम वेतनवृद्धि के विवेकपूर्ण पुरस्कार के पात्र हो सकते हैं जिनके पास पीएचडी उपाधि प्राप्त करने के पश्चात् पोस्ट डॉक्टरल शिक्षा शोध अनुभव और सिद्ध पूर्ववृत्त हों।

## 7.0 विश्वविद्यालयों के सम कुलपति/कुलपति का चयन :

### 7.1 सम कुलपति :

सम कुलपति की नियुक्ति कार्यकारी परिषद द्वारा कुलपति की सिफारिशों के आधार की जाएगी।

7.2 यह कुलपति का विशेषाधिकार होगा कि वह एक व्यक्ति की कार्यकारी परिषद में सम कुलपति के रूप में सिफारिश करे। सम कुलपति, कुलपति की कार्यालय अवधि समाप्त होने तक ही कार्यालय में बना रहेगा।

### 7.3 कुलपति

- (i) सर्वोच्च स्तर की सक्षमता, सत्यनिष्ठता, नैतिकता और संस्था के प्रति प्रतिबद्धता सम्पन्न व्यक्ति को ही कुलपति नियुक्त किया जाएगा। कुलपति के रूप में नियुक्त किए जाने वाला व्यक्ति एक विश्वविद्यालय में कम से कम 10 वर्षों के लिए आचार्य के रूप में अनुभव या एक प्रतिष्ठित अनुसंधान या शैक्षणिक प्रशासनिक संगठन में शैक्षणिक नेतृत्व के साक्ष्य के साथ 10 वर्षों के अनुभव के साथ एक विशिष्ट शिक्षाविद् होना चाहिए।
- (ii) कुलपति के पद हेतु चयन एक खोज सह चयन समिति के माध्यम से एक सार्वजनिक अधिसूचना या नामांकन या प्रतिभा खोज प्रक्रिया या इनके संयोजन से 3 से 5 लोगों के एक पैनल द्वारा उचित पहचान के माध्यम से की जानी चाहिए। ऐसी खोज सह चयन समिति के सदस्य उच्चतर शिक्षा के क्षेत्र में प्रतिष्ठित व्यक्ति होने चाहिए और किसी भी प्रकार से संबंधित विश्वविद्यालय या उसके महाविद्यालयों से नहीं जुड़े होने चाहिए। पैनल तैयार करते समय खोज सह चयन समिति को शैक्षणिक उत्कृष्टता, देश और विदेश में उच्चतर शिक्षा प्रणाली से अवगत होने के अतिरिक्त शैक्षणिक और प्रशासनिक अभिशासन में पर्याप्त अनुभव को लिखित रूप में पैनल सहित कुलाध्यक्ष/कुलाधिपति को देना चाहिए। राज्यों, निजी और सम विश्वविद्यालयों के कुलपतियों के चुनाव हेतु खोज सह चयन समिति के एक सदस्य का नामांकन विश्वविद्यालय अनुदान आयोग के सभापति द्वारा किया जाना चाहिए।
- (iii) कुलपति की नियुक्ति खोज सह चयन समिति द्वारा सिफारिश किए गए पैनल के नामों में से कुलाध्यक्ष/ कुलाधिपति द्वारा की जाएगी।
- (iv) कुलपति का कार्यकाल उसकी मौजूदा सेवा अवधि का भाग बन जाएगा, जो उसे सेवा से जुड़े सभी लाभों हेतु पात्र बनाएगी।

## 8.0 इतर कार्यार्थ छुट्टी, अध्ययन छुट्टी, सबैटिकल छुट्टी

### 8.1 इतर कार्यार्थ छुट्टी

- (i) एक शैक्षणिक वर्ष में 30 दिन तक की इतर कार्यार्थ छुट्टी निम्नलिखित प्रयोजनार्थ प्रदान की जा सकती है :
- (क) विश्वविद्यालय द्वारा नामित प्रतिनिधि के रूप में या विश्वविद्यालय/ महाविद्यालय की अनुमति के साथ अभिविन्यास कार्यक्रम, पुनश्चर्या पाठ्यक्रम, शोध पद्धति कार्यशाला, संकाय अधिष्ठापन कार्यक्रम, सम्मेलन, संगोष्ठी या विचार गोष्ठी में भाग लेने के लिए ;
- (ख) विश्वविद्यालय को संस्थानों और विश्वविद्यालयों से ऐसे संस्थानों और महाविद्यालयों में व्याख्यान देने के लिए आमंत्रण मिलने और उसे उपकुलपति/ महाविद्यालय के प्राचार्य द्वारा स्वीकृत करने की स्थिति में;
- (ग) विश्वविद्यालय/ महाविद्यालय द्वारा प्रतिनियुक्ति आधार पर अन्य भारतीय या विदेशी विश्वविद्यालय, अन्य किसी एजेंसी, संस्था, या संगठन में काम करने हेतु;
- (घ) केंद्र सरकार, राज्य सरकार, विश्वविद्यालय अनुदान आयोग, सहयोगी विश्वविद्यालय या अन्य किसी समान शैक्षणिक निकाय द्वारा नियुक्त समिति के शिष्टमंडल में भाग लेने या काम करने पर; और
- (ङ) विश्वविद्यालय/ महाविद्यालय द्वारा उसे दिया गया अन्य कोई कार्य करने के लिए।
- (ii) प्रत्येक अवसर पर छुट्टी की अवधि इस प्रकार होनी चाहिए जिसे स्वीकृति प्रदान करने वाले अधिकारी द्वारा अनिवार्य समझा जाए।
- (iii) पूर्ण वेतन के साथ छुट्टी दी जा सकती है बशर्ते यदि शिक्षक एक अध्येतावृत्ति या मानदेय या उसके सामान्य खर्च हेतु आवश्यक राशि से इतर कोई और वित्तीय सहायता प्राप्त कर रहा है तो कम वेतन और भत्तों के साथ इतर कार्यार्थ छुट्टी को स्वीकृति दी जा सकती है।
- (iv) इतर कार्यार्थ छुट्टी को अर्जित छुट्टी, अर्ध वेतन छुट्टी या वेतन रहित छुट्टी या असाधारण छुट्टी के साथ जोड़ा जा सकता है।

(v) इतर कार्यार्थ छुट्टी, विश्वविद्यालय अनुदान आयोग, डीएसटी इत्यादि की बैठकों में भाग लेने हेतु भी प्रदान की जा सकती है, जहां एक शिक्षक को एक शैक्षणिक निकाय, सरकारी एजेंसी या गैर- सरकारी संगठन के साथ उसकी विशेषज्ञता को साझा करने के लिए आमंत्रित किया गया हो।

## 8.2 अध्ययन छुट्टी :

- (i) अध्ययन अवकाश की योजना उन संकायों को छात्रवृत्ति/ अध्येतावृत्ति का लाभ उठाने का अवसर प्रदान करती है जो नव- ज्ञान अर्जित करने और अपने विश्लेषणात्मक कौशल को सुधारना चाहते हैं। जब किसी शिक्षक को उच्चतर शिक्षा प्राप्त करने, पीएचडी, पोस्ट डॉक्टोरल अहर्ता या विदेशी उच्चतर शिक्षा संस्थान में एक शोध परियोजना हेतु छात्रवृत्ति या वजीफा (चाहे किसी भी नाम से कहा जाए) मिलता है तो छात्रवृत्ति/ अध्येतावृत्ति की राशि को उसके मूल संस्थान द्वारा उसे दिए जा रहे वेतन से नहीं जोड़ना चाहिए। पुरस्कृत व्यक्ति को छात्रवृत्ति/ अध्येतावृत्ति की संपूर्ण अवधि के लिए वेतन दिया जाना चाहिए बशर्ते कि वह मेजबान देश में शिक्षण जैसी कोई अन्य लाभकारी नौकरियां नहीं करता हो।
- (ii) अध्ययन छुट्टी पर गए एक शिक्षक को उस छुट्टी अवधि के दौरान भारत या विदेश में किसी संगठन के अंतर्गत नियमित या अशकालिक नियुक्ति के अंतर्गत कोई कार्य नहीं करेगा। हालांकि, उसे भारत या विदेश में किसी भी संस्थान में नियमित रोजगार के अतिरिक्त एक मानदेय या किसी और प्रकार की सहायता के साथ एक अध्येतावृत्ति या एक शोध छात्रवृत्ति या एक तदर्थ शिक्षण और शोध कार्य स्वीकृत करने की अनुमति है। यदि उसका/उसकी प्रधान संस्था की कार्यकारिणी परिषद्/ सिंडिकेट चाहे तो इस संबंध में प्राप्त किसी पावती के आधार पर उसके शिक्षण इत्यादि जो कि उसके नियोजक द्वारा निर्धारित किया जाएगा, के स्थान पर कम वेतन और भत्तों पर अध्ययन छुट्टी दे सकती है।
- (iii) अध्ययन छुट्टी प्रवेश स्तर पर नियुक्त किए गए व्यक्ति जैसे सहायक आचार्य/ सहायक पुस्तकाध्यक्ष/ शारीरिक शिक्षा और खेलकूद सहायक निदेशक/ महाविद्यालय डीपीईएंडएस (विश्वविद्यालय/ महाविद्यालय/ संस्थान के सहायक आचार्य या आचार्य जो अन्यथा सबैटिकल छुट्टी के लिए पात्र हैं के अतिरिक्त) को कम से कम 3 वर्ष की निरंतर सेवा के पश्चात् एक विशिष्ट क्षेत्र में अध्ययन करने या उसके विश्वविद्यालय/ महाविद्यालय/ संस्थान में उसके कार्य से सीधे संबंधित शोध या विश्वविद्यालय संगठन के विभिन्न पहलुओं और शिक्षा की पद्धतियों के विशेष अध्ययन हेतु पूर्ण योजना देने के पश्चात् प्रदान की जानी चाहिए।
- (iv) अध्ययन छुट्टी संबंधित विभाग के विभागाध्यक्ष की सिफारिशों पर कार्यकारिणी परिषद्/ सिंडिकेट द्वारा प्रदान की जानी चाहिए। अपवाद स्वरूप मामलों जिसमें कार्यकारिणी परिषद्/ सिंडिकेट संतुष्ट हो कि इस प्रकार छुट्टी को बढ़ाया जाना शैक्षणिक आधार पर अपरिहार्य है और विश्वविद्यालय/ महाविद्यालय/ संस्थान के हित में है, को छोड़कर छुट्टी एक बार में 3 वर्ष से अधिक की अवधि के लिए नहीं दी जानी चाहिए।
- (v) अध्ययन छुट्टी समाप्त होने के पश्चात् कार्य पर लौटने की संभावित तिथि के 5 वर्ष के अंदर उस शिक्षक के सेवानिवृत्त होने की स्थिति में उसे अध्ययन छुट्टी प्रदान नहीं की जाएगी।
- (vi) किसी को भी उसके संपूर्ण सेवाकाल के दौरान अध्ययन छुट्टी दो बार से अधिक प्रदान नहीं की जाएगी। अपितु, संपूर्ण सेवाकाल के दौरान ग्राह्य अध्ययन छुट्टी की अधिकतम अवधि पांच वर्ष से अधिक नहीं होनी चाहिए।
- (vii) अध्ययन छुट्टी एक बार से अधिक दी जा सकती है बशर्ते कि अध्ययन छुट्टी की पहले वाली अवधि पूर्ण होने पर शिक्षक के वापस आने के पश्चात् पांच वर्ष से कम का समय नहीं हुआ हो। आगामी अध्ययन छुट्टी की अवधि हेतु शिक्षक को पूर्व में ली गई छुट्टी की अवधि के दौरान किए गए कार्य के बारे में सूचित करना होगा और संभावित अध्ययन छुट्टी की अवधि के दौरान किए जाने वाले कार्य का विवरण भी देना होगा।
- (viii) कोई भी शिक्षक जिसे अध्ययन छुट्टी प्रदान की गई है, को कार्यकारिणी परिषद्/ सिंडिकेट की अनुमति के बिना अध्ययन पाठ्यक्रम या शोध कार्यक्रम को पर्याप्त रूप से बदलने की अनुमति नहीं दी जाएगी, यदि अध्ययन पाठ्यक्रम स्वीकृत अध्ययन छुट्टी की तुलना में कम पड़ता है, तो शिक्षक को अध्ययन पाठ्यक्रम की समाप्ति के पश्चात् सेवा में वापस आना होगा, जब तक की कार्यकारिणी परिषद्/ सिंडिकेट की अग्रिम मंजूरी से कम हुई अवधि में प्राप्त की असाधारण छुट्टी नहीं माना जाता है।
- (ix) ड्यूटी से अनुपस्थिति रहने की अधिकतम अवधि जो कि तीन वर्ष से अधिक नहीं हो, के अधधीन, अध्ययन छुट्टी में अर्जित छुट्टी, अर्ध वेतन छुट्टी, असाधारण छुट्टी जोड़ी जा सकती है बशर्ते कि शिक्षक के खाते में पड़ी अर्जित छुट्टियों को शिक्षक के स्वविवेक के अनुसार उपयोग किया जाए। जब अध्ययन छुट्टी, छुट्टियों से लगातार ली गई हो तब अध्ययन छुट्टी की अवधि, छुट्टियों के समाप्त होने के पश्चात् आरंभ हुई मानी जानी चाहिए। एक शिक्षक जो कि अध्ययन छुट्टी के दौरान उच्चतर पद पर चयनित हुआ हो, उसे पद ग्रहण करने के पश्चात् उस पद पर रखा जाएगा और उच्चतर वेतनमान प्रदान किया जाएगा।
- (x) अध्ययन छुट्टी की अवधि को सेवानिवृत्ति लाभ (पेंशन/ अंशदायी भविष्य निधि) के प्रयोजनार्थ सेवा में जोड़ा जाना चाहिए, बशर्ते शिक्षक अपनी अध्ययन छुट्टी की समाप्ति के पश्चात् विश्वविद्यालय/ महाविद्यालय/ संस्थान में पुनः कार्यग्रहण करता है और जिस अवधि के लिए बंधपत्र निष्पादित किया गया है, उस अवधि तक संस्थान की सेवा करता है।

- (xi) एक शिक्षक को प्रदान की गई अध्ययन छुट्टी निरस्त मानी जाएगी यदि मंजूरी के बारह माह के भीतर वह प्राप्त नहीं की जाती है बशर्त कि जब प्रदान की गई अध्ययन छुट्टी को निरस्त कर दिया गया हो, शिक्षक उक्त छुट्टी के लिए पुनः आवेदन कर सकता है।
- (xii) अध्ययन छुट्टी लेने वाले शिक्षक को यह वचन देना होगा कि वह अध्ययन छुट्टी समाप्त होने के पश्चात् सेवा में वापस आने पर सेवा में शामिल होने की तिथि से लेकर लगातार कम से कम 3 वर्षों तक विश्वविद्यालय / महाविद्यालय / संस्थान की सेवा करेगा।
- (xiii) एक शिक्षक—
- (क) जो उसे प्रदान की गई अध्ययन छुट्टी की अवधि के भीतर अपना अध्ययन पूरा करने में असमर्थ रहता है, अथवा
- (ख) जो अपनी अध्ययन छुट्टी समाप्त होने के पश्चात् विश्वविद्यालय की सेवाओं को पुनः शामिल होने में असफल रहता है, अथवा
- (ग) जो विश्वविद्यालय की सेवा में पुनः शामिल होता है लेकिन सेवा में शामिल होने के पश्चात् निर्धारित सेवा अवधि को पूरा किए बिना सेवा छोड़ देता है, अथवा
- (घ) जिसे उक्त अवधि के भीतर विश्वविद्यालय द्वारा सेवा से निष्कासित किया जाता है अथवा हटाया जाता है तो वह शिक्षक छुट्टी वेतन में दी गई राशि और उस पर दिए गए भत्तों और अन्य खर्चों अथवा उसको या उसकी ओर से अध्ययन पाठ्यक्रम से संबंधित भुगतान की राशि के प्रतिदाय के लिए बाध्य है।

### स्पष्टीकरण:

यदि एक शिक्षक छुट्टी अवकाश को बढ़ाने की मांग करता है और उसकी छुट्टी नहीं बढ़ाई जाती है लेकिन वह मूलतः मंजूर की गई छुट्टी की समाप्ति के पश्चात् सेवा में वापस नहीं आता है तो इन्हीं विनियमों के अंतर्गत वसूली के प्रयोजनार्थ यह माना जाएगा कि वह छुट्टियां समाप्त होने के पश्चात् सेवा में पुनः वापस आने में असफल रहा है।

उपरोक्त उपबंध के बावजूद, कार्यकारिणी परिषद / सिंडिकेट आदेश दे सकता है कि इन विनियमों में से कुछ भी उस शिक्षक पर लागू नहीं होगा, जिसे अध्ययन छुट्टी से वापस आने के बाद 3 वर्ष के भीतर चिकित्सा आधार पर सेवा से सेवानिवृत्त होने की अनुमति प्रदान की गई है। बशर्त आगे, यदि कार्यकारिणी परिषद / सिंडिकेट इन विनियमों के अंतर्गत शिक्षक द्वारा प्रतिदाय राशि को किसी अन्य अपवादस्वरूप मामले में माफ करता है या कम करता है तो इसके कारण का रिकॉर्ड रखा जाए।

(xiv) छुट्टी की मंजूरी के पश्चात् शिक्षक को छुट्टी पर जाने से पहले विश्वविद्यालय / महाविद्यालय / संस्थान के पक्ष में एक बंधपत्र निष्पादित करना होगा जिससे वह उपर्युक्त पैरा (x) से (xiii) में दी गई शर्तों को पूरा करने के लिए बाध्य होगा और उपर्युक्त पैरा (x) से (xiii) के अनुरूप विश्वविद्यालय / महाविद्यालय / संस्थान को प्रतिदाय हो सकने वाली राशि वित्त अधिकारी / कोषाध्यक्ष की संतुष्टि के अनुरूप अचल संपत्ति को धरोहर राशि या एक बीमा कंपनी के एक निष्ठा बंधपत्र या एक अनुसूचित बैंक की प्रतिभूति अथवा दो स्थाई अध्यापकों की प्रतिभूति देनी होगी।

(xv) अध्ययन छुट्टी पर गए शिक्षक को अपने मूल विश्वविद्यालय / महाविद्यालय / संस्थान के कुलसचिव / प्राचार्य के समक्ष उसके पर्यवेक्षक अथवा संस्थान के प्रमुख से उसकी प्रगति की छमाही रिपोर्ट जमा करानी होगी। ऐसी रिपोर्ट अध्ययन छुट्टी की अवधि के प्रत्येक 6 माह की समाप्ति से 1 माह पूर्व कुलसचिव / प्राचार्य के पास पहुंच जानी चाहिए। यदि रिपोर्ट कुलसचिव / प्राचार्य के पास विनिर्दिष्ट समय के भीतर नहीं पहुंचती है तो छुट्टी हेतु वेतन का भुगतान को ऐसी रिपोर्ट की प्राप्ति तक आस्थगित रखा जा सकता है।

(xvi) छुट्टी पर गए शिक्षक को अध्ययन छुट्टी अवधि के पूरा होने पर एक विस्तृत रिपोर्ट जमा करनी होगी। अध्ययन छुट्टी की अवधि के दौरान प्रस्तुत किए गए शोध दस्तावेज / विनिबंध / शैक्षणिक पत्रों की एक प्रति प्राथमिक रूप से विश्वविद्यालय / महाविद्यालय / संस्थान की वेबसाइट पर सार्वजनिक की जानी चाहिए।

(xvii) संकाय सदस्य, विशेषरूप से सहायक आचार्य के स्तर पर कनिष्ठ संकाय के ज्ञान और कौशल को बढ़ाने की दृष्टि से विश्वविद्यालय / महाविद्यालय / संस्थानों और उनके अधीनस्थ विभागों के प्रमुखों को संकाय सुधार के हित को ध्यान में रखते हुए अध्ययन छुट्टी प्रदान करने में उदार होना चाहिए ताकि दीर्घावधि में विश्वविद्यालय / महाविद्यालय / संस्थान के शैक्षणिक मानक सकारात्मक रूप से प्रभावित हो सकें।

### 8.3 सबैटिकल छुट्टी :

(i) विश्वविद्यालय और महाविद्यालयों के स्थायी, पूर्णकालिक शिक्षक जिन्होंने उपाचार्य / सह आचार्य या आचार्य के रूप में 7 वर्ष की सेवा पूरी कर ली है, को विश्वविद्यालय और उच्चतर शिक्षा प्रणाली में अपनी कुशलता और उपयोगिता बढ़ाने के उद्देश्य से अध्ययन अथवा शोध अथवा अन्य कोई शैक्षणिक लक्ष्य प्राप्त करने के लिए सबैटिकल छुट्टियां प्रदान की जाएं। इन छुट्टियों की अवधि, एक बार में, एक वर्ष से अधिक नहीं होनी चाहिए और शिक्षक के संपूर्ण कैरियर में दो वर्ष से अधिक नहीं होनी चाहिए।

(ii) एक शिक्षक जिसने अध्ययन छुट्टी ली है, वह तब तक सबैटिकल छुट्टी का हकदार नहीं होगा जब तक कि शिक्षक पहले वाली अध्ययन छुट्टी से वापस आने की तिथि के पांच वर्ष की अवधि पूर्ण न की गई हो, अथवा एक वर्ष या उससे अधिक अवधि के किसी अन्य प्रकार के प्रशिक्षण कार्यक्रम को पूरा न कर ले।

(iii) एक शिक्षक को सबैटिकल छुट्टी के दौरान उसके सबैटिकल छुट्टी पर जाने से तुरंत पहले वाली उपर्युक्त दरों पर वेतन और भत्ते (विहित शर्तें पूरी की जाने के अध्वधीन) मिलने चाहिए।

(iv) सबैटिकल छुट्टी पर गए एक शिक्षक को उस छुट्टी अवधि के दौरान भारत में या विदेश में किसी संगठन के अंतर्गत नियमित या अंशकालिक नियुक्ति के अंतर्गत कोई कार्य नहीं करना चाहिए। हालांकि, उसे भारत या विदेश में किसी भी संस्थान में नियमित रोजगार के अतिरिक्त एक मानदेय या किसी और प्रकार की सहायता के साथ एक अध्वेतावृत्ति या एक शोध छात्रवृत्ति या एक तदर्थ शिक्षण और शोध कार्य स्वीकृत करने की अनुमति है बशर्तें कि ऐसे मामले में कार्यकारिणी परिषद्/ सिंडिकेट, यदि चाहे तो, नियोजक द्वारा निर्धारित कम वेतन और भत्तों पर सबैटिकल छुट्टी प्रदान की जा सकती है।

(v) सबैटिकल छुट्टी की अवधि के दौरान शिक्षक को नियत तिथि पर वेतन वृद्धि प्राप्त करने की अनुमति होगी। छुट्टी की अवधि को पेंशन/ अंशदायी भविष्य निधि के प्रयोजनार्थ हेतु सेवा में जोड़ा जाना चाहिए, *बशर्तें कि* शिक्षक अध्ययन छुट्टी की समाप्ति के पश्चात् विश्वविद्यालय/ महाविद्यालय संस्थान में पुनः कार्यग्रहण करे।

#### 8.4 विश्वविद्यालयों/ महाविद्यालयों के स्थायी शिक्षकों हेतु अन्य प्रकार की छुट्टी के नियम

स्थायी अध्यापकों के लिए निम्नलिखित प्रकार की छुट्टियां स्वीकार्य होगी :

- (i) छुट्टी जैसे आकस्मिक छुट्टी, विशेष आकस्मिक छुट्टी और इतर कार्यार्थ छुट्टी को ड्यूटी समझा जाए;
  - (ii) सेवा द्वारा अर्जित की गई छुट्टियां जैसे अर्जित छुट्टी, अर्ध वेतन छुट्टी और परिवर्तित छुट्टी ;
  - (iii) ड्यूटी के बिना अर्जित की गई छुट्टियां जैसे असाधारण छुट्टी और अर्जन शोध्य छुट्टी ;
  - (iv) छुट्टी खाते से नहीं काटी गई छुट्टी;
  - (v) शैक्षणिक उत्कृष्टता हेतु प्राप्त की गई छुट्टी जैसे अध्ययन छुट्टी, सबैटिकल छुट्टी और शैक्षणिक छुट्टी;
  - (vi) स्वास्थ्य के आधार पर प्राप्त की गई छुट्टी जैसे प्रसूति छुट्टी और संगरोध छुट्टी;
- (ख) कार्यकारिणी परिषद्/सिंडिकेट *अपवादस्वरूप मामलों* में किसी भी प्रकार की शर्तें और निबंधन के अध्वधीन जैसा वह उचित समझे कोई भी अन्य छुट्टी दे सकती है, जिसके लिए कारण दर्ज किया जाना चाहिए।

#### I. आकस्मिक छुट्टी

- (i) किसी शिक्षक को दी जाने वाली आकस्मिक छुट्टी की संख्या एक शैक्षणिक वर्ष में आठ दिनों से अधिक नहीं होनी चाहिए।
- (ii) आकस्मिक छुट्टी को विशेष आकस्मिक छुट्टी के अतिरिक्त किसी भी अन्य प्रकार की छुट्टी के साथ नहीं जोड़ा जा सकता। तथापि, ऐसी आकस्मिक छुट्टी को रविवार सहित अन्य अवकाशों के साथ जोड़ा जा सकता है। आकस्मिक छुट्टी की अवधि के दौरान आने वाले अवकाश या रविवार को आकस्मिक छुट्टी के रूप में नहीं गिना जाएगा।

#### II. विशेष आकस्मिक छुट्टी

- (i) किसी शिक्षक को एक शैक्षणिक वर्ष में दस से अधिक विशेष आकस्मिक छुट्टी नहीं दी जानी चाहिए;
- (क) विश्वविद्यालय/ लोक सेवा आयोग/ परीक्षा बोर्ड या अन्य इसी प्रकार के निकायों/ संस्थानों की परीक्षा आयोजित कराने के लिए; और
- (ख) किसी सांविधिक बोर्ड से जुड़े शैक्षणिक संस्थानों के निरीक्षण के लिए।
- (ii) दस दिनों की ग्राह्य छुट्टी की गणना में की गई वास्तविक यात्रा के दिन, यदि कोई हो, उन स्थानों से वहां तक जहां उपर्युक्त विनिर्दिष्ट कार्यकलाप हुए हैं, को इससे बाहर रखा जाएगा।
- (iii) इसके अतिरिक्त, नीचे बताए गए स्तर तक विशेष आकस्मिक छुट्टी भी प्रदान की जाए;
- (क) परिवार नियोजन कार्यक्रम के अंतर्गत नसबंदी ऑपरेशन, (पुरुष नसबंदी और महिला नसबंदी) के मामले में छुट्टियां छह कार्य दिवसों तक सीमित रहेगी; और
- (ख) एक महिला शिक्षक जो 'नॉन-पयूरपूरल' नसबंदी कराती है। इस मामले में छुट्टी 14 दिन तक सीमित होगी।
- (iv) विशेष आकस्मिक छुट्टी जमा नहीं की जा सकती और ना ही इसे आकस्मिक छुट्टी के अतिरिक्त किसी और प्रकार की छुट्टी के साथ जोड़ा जा सकता है। प्रत्येक मौके पर स्वीकृति प्रदान करने वाले अधिकारी द्वारा इसे छुट्टियों के साथ प्रदान किया जा सकता है।

#### I. अर्जित छुट्टियां

- (i) एक शिक्षक के लिए ग्राह्य अर्जित छुट्टियां :

(क) प्रावकाश सहित वास्तविक सेवा का 1/30 ; सहित

(ख) उस अवधि का एक तिहाई, यदि कोई हो तो, जिसके दौरान उसे प्रावकाश के दौरान ड्यूटी करनी होगी।

वास्तविक सेवा की अवधि की गणना के प्रयोजनार्थ, आकस्मिक, विशेष आकस्मिक और इतर कार्यार्थ छुट्टी को छोड़कर सभी छुट्टी अवधि को हटाया जाना चाहिए।

(ii) किसी शिक्षक के पास 300 दिनों से अधिक की अर्जित छुट्टी जमा नहीं होनी चाहिए। एक बार में अर्जित छुट्टी मंजूर करने की अधिकतम अवधि 60 दिन से अधिक नहीं होनी चाहिए। तथापि, उच्चतर शिक्षा प्राप्ति या प्रशिक्षण या चिकित्सा प्रमाण पत्र के साथ छुट्टी या जब पूरी छुट्टी या छुट्टी का एक भाग भारत से बाहर बिताया गया हो तो इन मामलों में 60 दिन से अधिक की अर्जित छुट्टी मंजूर की जा सकती है।

संदेह दूर करने हेतु यह स्पष्ट किया जाता है :

1. जब एक शिक्षक अर्जित छुट्टियों के साथ प्रावकाश को जोड़ता है तो औसत वेतन पर अधिकतम छुट्टी की गणना में प्रावकाश की अवधि को छुट्टी माना जाएगा जिसे विशिष्ट अवधि की छुट्टी में शामिल किया जा सकता है।

2. यदि भारत से बाहर छुट्टी का एक केवल एक हिस्सा बिताया गया हो तो 120 दिन से अधिक की छुट्टी केवल उस स्थिति में दी जाएगी, जबकि भारत में बिताई गई छुट्टियों का भाग कुल मिलाकर 120 दिन से अधिक नहीं हो।

3. शिक्षण स्टाफ के सदस्यों के लिए अर्जित छुट्टियों के नकदीकरण की अनुमति केंद्र सरकार या राज्य सरकार के कर्मचारियों की भांति लागू होनी चाहिए।

#### IV. अर्ध-वेतन छुट्टी

किसी स्थायी शिक्षक के लिए सेवा का प्रत्येक वर्ष पूरा होने पर 20 दिन की अवधि की अर्ध-वेतन छुट्टी स्वीकृत की सकती है। ऐसी छुट्टी को किसी पंजीकृत चिकित्सक से चिकित्सा प्रमाणपत्र प्राप्त कर, किसी निजी मामले या किसी शैक्षणिक प्रयोजनार्थ के आधार पर प्रदान की जानी चाहिए।

स्पष्टीकरण :

“एक वर्ष की सेवा पूर्ण की” का अभिप्राय है कि विश्वविद्यालय के अंतर्गत एक विनिर्दिष्ट अवधि के लिए लगातार की गई सेवा जिसमें असाधारण छुट्टी सहित छुट्टी के साथ-साथ सेवा से अनुपस्थिति की अवधि भी शामिल है।

नोट : सेवानिवृत्ति के समय छुट्टियों के नगदीकरण के प्रयोजनार्थ यदि अर्जित छुट्टियों की संख्या 300 से कम है तो अर्जित छुट्टियों की संख्या की गणना हेतु अर्ध-वेतन छुट्टियों को अर्जित छुट्टियों के साथ जोड़ दिया जाना चाहिए जैसा कि भारत सरकार/ राज्य सरकार के कर्मचारियों के मामले में लागू होता है।

#### V. परिवर्तित छुट्टी

निम्नलिखित शर्तों के अधीन एक स्थायी शिक्षक को एक पंजीकृत चिकित्सक से चिकित्सा प्रमाणपत्र के आधार पर परिवर्तित छुट्टी, जो देय अर्ध-वेतन छुट्टी के आधे से अधिक न हो, प्रदान की जा सकती है :

(i) संपूर्ण सेवा अवधि के दौरान परिवर्तित छुट्टी की अवधि की अधिकतम सीमा 240 दिन होगी;

(ii) परिवर्तित छुट्टी प्रदान किए जाने की स्थिति में, अर्ध-वेतन छुट्टी के खाते से दोगनी छुट्टी काटी जाएगी; और

(iii) एक साथ ली गई अर्जित छुट्टी और परिवर्तित छुट्टी की कुल अवधि एक समय में 240 दिनों से अधिक नहीं होगी;

बशर्ते कि इन विनियमों के अधीन कोई परिवर्तित छुट्टी नहीं दी जाएगी, जब तक छुट्टी स्वीकृत करने वाले सक्षम प्राधिकारी को यह विश्वास ना हो कि शिक्षक इस अवधि के समाप्त होने पर अपने कार्य पर वापस लौटेगा।

#### VI. असाधारण छुट्टी

(i) किसी स्थायी शिक्षक को असाधारण छुट्टी दी जा सकती है जबकि -

(क) कोई अन्य छुट्टी स्वीकार्य ना हो; अथवा

(ख) अन्य छुट्टी ग्राह्य हो और शिक्षक असाधारण छुट्टी हेतु लिखित में आवेदन करें।

(ii) असाधारण छुट्टी सदैव बिना वेतन और भत्तों के होगी। इसमें निम्नलिखित मामलों को छोड़कर वेतन वृद्धि की गणना के लिए इस पर विचार नहीं किया जाएगा:

(क) चिकित्सा प्रमाण पत्रों के आधार पर ली गई छुट्टी;

(ख) ऐसे मामलों में जहां कुलपति/ प्राचार्य संतुष्ट हो कि शिक्षक के नियंत्रण से बाहर के कारणों के चलते छुट्टी ली गई थी, जैसे कि नागरिक विद्रोह, अथवा प्राकृतिक आपदा के कारण कार्यभार ग्रहण करने अथवा पुनः कार्यभार ग्रहण करने में अक्षमता और शिक्षक के खाते में अन्य कोई भी छुट्टी नहीं हो;

(ग) उच्चतर अध्ययन जारी रखने हेतु ली गई छुट्टी; और

(घ) शिक्षण पद, अध्येतावृत्ति अथवा शोध-सह-शिक्षण पद के लिए निमंत्रण स्वीकार करने अथवा तकनीकी अथवा अकादमिक महत्व के कार्य सौंपे जाने पर छुट्टी प्रदान की गई हो।

(iii) असाधारण छुट्टी को आकस्मिक छुट्टी और विशेष आकस्मिक छुट्टी के अलावा अन्य किसी छुट्टी के साथ जोड़ा जा सकता है बशर्त कि छुट्टी पर कार्य से लगातार अनुपस्थिति की कुल अवधि, ऐसे मामलों को छोड़कर जहां छुट्टी चिकित्सा प्रमाण पत्र पर ली गई हो, 3 वर्षों से अधिक नहीं होगी (उस छुट्टी की अवधि सहित जो उक्त छुट्टी के साथ जोड़ी गई है)। कार्य से अनुपस्थिति की कुल अवधि किसी भी स्थिति में व्यक्ति की संपूर्ण सेवा अवधि में पांच वर्षों से अधिक नहीं होगी।

(iv) छुट्टी प्रदान करने हेतु सक्षम प्राधिकारी, अनुपस्थिति की अवधि को भूतलक्षी प्रभाव से बिना छुट्टी के अनुपस्थिति को असाधारण छुट्टी में परिवर्तित कर सकता है।

## VII. 'अर्जन शोध्य छुट्टी'

(i) 'अर्जन शोध्य छुट्टी' कुलपति/ प्राचार्य के विवेक पर स्थायी शिक्षक को उसकी संपूर्ण सेवा अवधि के दौरान 360 दिनों से अधिक नहीं प्रदान की जा सकती है, जिसमें से चिकित्सा प्रमाणपत्र पर एक समय में 90 दिन और संपूर्ण रूप से 180 दिन से अधिक की छुट्टी नहीं होनी चाहिए। उक्त छुट्टी को उनके द्वारा बाद में अर्जित किए गए अर्ध-वेतन छुट्टी से काटा जाएगा।

(ii) 'अर्जन शोध्य छुट्टी' कुलपति/ प्राचार्य द्वारा तब तक प्रदान नहीं की जाएगी, जब तक वह संतुष्ट ना हो कि जहाँ तक उन्हें यह यथोचित पूर्वानुमान हो कि शिक्षक छुट्टी की समाप्ति पर कार्य पर वापस लौटेगा और दी गई छुट्टी अर्जित करेगा।

(iii) एक शिक्षक, जिसे 'अर्जन शोध्य छुट्टी' प्रदान की गई है, उसे तब तक सेवा से त्यागपत्र देने की अनुमति नहीं दी जाएगी जब तक उसकी सक्रिय सेवा से उसके छुट्टी के खाते में शेष छुट्टी समाप्त नहीं हो जाती अथवा वह इस तरह से अर्जित नहीं की गई अवधि हेतु वेतन और भत्तों के रूप में उसे दी गई धनराशि वापस ना करें। ऐसे मामलों में जहां खराब स्वास्थ्य के कारण सेवानिवृत्ति अपरिहार्य बन जाती है, शिक्षक आगे की सेवा के लिए अशक्त हो जाता है, ऐसे मामलों में अर्जित की जाने वाली छुट्टी की अवधि हेतु वेतन अवकाश का प्रतिदाय कार्यकारी परिषद्/ महाविद्यालय के शासी निकाय द्वारा समाप्त किया जा सकता है।

बशर्त कि कार्यकारी परिषद्/ महाविद्यालय का शासी निकाय किसी अन्य अपवादस्वरूप मामले में लिखित में कारणों को दर्ज करके, अर्जित की जाने वाली छुट्टी की अवधि हेतु वेतन अवकाश के प्रतिदाय को समाप्त कर सकता है।

## VIII. प्रसूति छुट्टी

(i) महिला शिक्षक को पूर्ण वेतन पर पूरी सेवा अवधि में दो बार 180 दिनों से अधिक की प्रसूति छुट्टी नहीं दी जा सकती है। प्रसूति छुट्टी अकाल प्रसव हो जाने सहित गर्भपात के मामले में भी प्रदान की जा सकती है, बशर्त कि एक महिला शिक्षक को अपनी सेवा अवधि में 45 दिनों से अधिक छुट्टी नहीं प्रदान की गई हो और छुट्टी हेतु आवेदन के साथ चिकित्सा प्रमाण पत्र प्रदान किया जाए।

(ii) प्रसूति छुट्टी को किसी अर्जित अवकाश, अर्ध-वेतन छुट्टी अथवा असाधारण छुट्टी के साथ जोड़ा जा सकता है परंतु प्रसूति छुट्टी को आगे बढ़ाने के लिए आवेदन के साथ किसी भी छुट्टी को केवल उस स्थिति में प्रदान किया जा सकता है जब उसके अनुरोध के साथ एक चिकित्सा प्रमाणपत्र संलग्न हो।

## IX. बालचर्या छुट्टी

महिला शिक्षकों को अपने अवयस्क बच्चे/ बच्चों की देखभाल के लिए दो वर्षों की अवधि की छुट्टी प्रदान की जा सकती है। केंद्र सरकार की महिला कर्मचारियों की तर्ज पर महिला शिक्षकों को अपनी संपूर्ण सेवा अवधि के दौरान दो वर्षों (730) दिनों की अधिकतम अवधि हेतु बालचर्या छुट्टी प्रदान की जा सकती है। ऐसे मामलों में जहां बालचर्या छुट्टी 45 दिनों से अधिक की अवधि के लिए प्रदान की गई हो तो विश्वविद्यालय/ महाविद्यालय/ संस्थान एक अंशकालिक/ वैकल्पिक अतिथि शिक्षक को विश्वविद्यालय अनुदान आयोग को पूर्व जानकारी प्रदान कर नियुक्त कर सकते हैं।

## X. पितृत्व अवकाश

पुरुष शिक्षकों को उनकी पत्नी की प्रसूति के दौरान 15 दिनों की पितृत्व अवकाश प्रदान किया जा सकता है पर ऐसा अवकाश केवल दो बच्चों पर ही प्रदान किया जाएगा।

## XI. दत्तक ग्रहण छुट्टी

दत्तक ग्रहण छुट्टी केंद्र सरकार के नियमों के अनुसार प्रदान की जा सकती है।



## XII. सरोगेसी हेतु छुट्टी

सरोगेसी हेतु छुट्टी भारत सरकार द्वारा निर्धारित नियमों, विनियमों और मानदंडों के अनुसार लागू होगी।

### 9. शोध संवर्धन अनुदान

विश्वविद्यालय अनुदान आयोग अथवा संबंधित एजेंसी (केंद्र/राज्य सरकार) शिक्षकों और अन्य गैर-व्यवसायिक अकादमिक स्टाफ को अपनी नियुक्ति के पश्चात् शीघ्र शोध शुरू करने के लिए सामाजिक विज्ञान, मानविकी और भाषा में 3 लाख रुपए और विज्ञान और प्रौद्योगिकी में 6 लाख रुपए तक स्टार्टअप अनुदान प्रदान कर सकते हैं।

#### 9.1 परामर्शदात्री कार्य

संस्थाओं और परामर्शदाता शिक्षकों के बीच परामर्शदात्री नियमों, निबंधनों, शर्तों और राजस्व साझा करने के मॉडल को विश्वविद्यालय अनुदान आयोग के पृथक परामर्शदात्री नियमों के अनुसार किया जाएगा।

#### 10.0 सी.ए.एस. के अंतर्गत सीधी भर्ती और प्रोन्नति हेतु पिछली सेवाओं की गणना करना

सहायक आचार्य, सह-आचार्य, आचार्य अथवा किसी अन्य नाम से जाने वाले रूप में एक शिक्षक को सी.ए.एस. के अंतर्गत सीधी भर्ती और प्रोन्नति हेतु विश्वविद्यालय, महाविद्यालय, राष्ट्रीय प्रयोगशालाओं अथवा सीएसआईआर, आईसीएआर, डीआरडीओ, विश्वविद्यालय अनुदान आयोग, आईसीएसएसआर, आईसीएचआर, आईसीएमआर और डीबीटी जैसे अन्य वैज्ञानिक/व्यावसायिक संगठनों में सहायक आचार्य, सह-आचार्य अथवा आचार्य अथवा समकक्ष के रूप में पूर्व नियमित सेवा, चाहे राष्ट्रीय अथवा अंतर्राष्ट्रीय हो, की गणना की जानी चाहिए, बशर्ते कि-

(क) धारित पद की अनिवार्य अर्हताएं सहायक आचार्य, सह-आचार्य और आचार्य, जैसी भी स्थिति हो, के लिए विश्वविद्यालय अनुदान आयोग द्वारा निर्धारित की गई अर्हताओं से कम नहीं हो।

(ख) पद, सहायक आचार्य (व्याख्याता), सह-आचार्य (उपाचार्य) और आचार्य के पद के रूप में समकक्ष श्रेणी का हो/था अथवा पूर्व संशोधित वेतनमान पर हो/रहा हो।

(ग) संबंधित सहायक आचार्य, सह-आचार्य और आचार्य के पास सहायक आचार्य, सह-आचार्य और आचार्य, जैसी भी स्थिति हो, के पद पर नियुक्ति हेतु विश्वविद्यालय अनुदान आयोग द्वारा निर्धारित न्यूनतम अर्हताएं होनी चाहिए।

(घ) ऐसी नियुक्तियों के लिए संबंधित विश्वविद्यालय/राज्य सरकार/केंद्र सरकार/संस्थानों की निर्धारित चयन प्रक्रिया के निर्धारित विनियमों के अनुसार पद भरे गए हो।

(ङ) किसी भी अवधि के दौरान पूर्व नियुक्ति अतिथि व्याख्याता के रूप में नहीं की गई हो।

(च) पूर्व तदर्थ अथवा अस्थाई अथवा परिशिष्ट सेवा (जिस भी नाम से इसे जाना जाए) की प्रत्यक्ष भर्ती और प्रोन्नति हेतु गणना की जाएगी, बशर्ते कि-

(i) विश्वविद्यालय अनुदान आयोग द्वारा सहायक आचार्य, सह-आचार्य और आचार्य, जैसी भी स्थिति हो, हेतु अनिवार्य अर्हताएं आवश्यक धारित पद की आवश्यक अर्हताओं से कम ना हो;

(ii) पदधारी की नियुक्ति, विधिवत रूप से गठित चयन समिति/संबंधित विश्वविद्यालय के नियमों के अनुसार गठित चयन समिति की सिफारिशों पर की गई हो;

(iii) पदधारी नियमित आधार पर नियुक्त किए गए सहायक आचार्य, सह-आचार्य और आचार्य, जैसी भी स्थिति हो, के मासिक सकल वेतन से कम कुल सकल परिलब्धियां प्राप्त नहीं कर रहे हों; और

(छ) इस खंड के अंतर्गत विगत सेवा की गणना करते समय संस्थान (निजी/स्थानीय निकाय/सरकारी), जहां पूर्व सेवाएं प्रदान की गई थी, की प्रबंधन के स्वरूप का संदर्भ देते समय कोई भेदभाव नहीं किया जाएगा।

#### 11.0 परिवीक्षा और स्थायीकरण की अवधि

11.1 किसी शिक्षक की परिवीक्षा की न्यूनतम अवधि एक वर्ष होगी, जिसे असंतोषजनक प्रदर्शन किए जाने की स्थिति में एक वर्ष और बढ़ाया जा सकता है।

11.2 परिवीक्षाधीन शिक्षक को एक वर्ष के अंत में स्थायी किया जाएगा, जब तक कि पहले वर्ष की समाप्ति से पूर्व किसी विशिष्ट आदेश के माध्यम से इस अवधि को एक और वर्ष बढ़ाया ना गया हो।

11.3 इस विनियम के खंड 11 के अध्याधीन, विश्वविद्यालय/संबंधित संस्थान के लिए यह अनिवार्य है कि वह संतोषजनक कार्य निष्पादन के सत्यापन की यथावत प्रक्रिया के अनुसरण के पश्चात् परिवीक्षा अवधि के पूरा होने के 45 दिनों के भीतर पदधारियों को स्थायी करने का आदेश जारी करें।

11.4 परिवीक्षा और स्थायीकरण नियमों को केंद्र सरकार द्वारा समय-समय पर जारी केवल भर्ती के शुरुआती चरण पर ही लागू किया जाएगा।

11.5 परिवीक्षा और स्थायीकरण संबंधी केंद्र सरकार के अन्य सभी नियम यथाचित परिवर्तनों सहित लागू होंगे।

### 12.0 शिक्षकों के पदों का सृजन और उनका भरा जाना

12.1 जहां तक व्यवहार्य हो, विश्वविद्यालयों में शिक्षकों का पद पिरामिड क्रम में सृजित किए जाएं, उदाहरण के लिए, आचार्य के 1 पद के लिए प्रति विभाग सह- आचार्य के 2 पद और सहायक आचार्यों के चार पद होने चाहिए।

12.2 विश्वविद्यालय प्रणाली में सभी स्वीकृत/ अनुमोदित पद तत्काल आधार पर भरे जाएंगे।

### 13.0 परिशिष्ट आधार पर नियुक्तियां

परिशिष्ट आधार पर शिक्षक की नियुक्ति तभी की जानी चाहिए जब पूर्ण रूप से अनिवार्य न हो और जब छात्र शिक्षक का अनुपात निर्धारित मानदंड पर खरा न उतरता हो। ऐसे किसी मामले में, उक्त नियुक्तियों की संख्या महाविद्यालय/ विश्वविद्यालय में संकाय पदों की कुल संख्या के 10 प्रतिशत से अधिक नहीं होनी चाहिए। उन्हें नियुक्त करने संबंधी अर्हताएं और चयन प्रक्रिया वही होनी चाहिए जो नियमित आधार पर नियुक्त किए गए शिक्षकों पर लागू होती हैं। उक्त अनुबंधित शिक्षकों को दी गई निर्धारित परिलब्धियां नियमित आधार पर नियुक्त किए गए सहायक आचार्य के मासिक सकल वेतन से कम नहीं होनी चाहिए। प्रारंभ में, ऐसी नियुक्तियां एक शिक्षा सत्र से अधिक के लिए नहीं होनी चाहिए और ऐसे किसी नए शिक्षक के कार्य निष्पादन की अन्य सत्र हेतु परिशिष्ट आधार पर नियुक्त करने से पहले शैक्षणिक कार्यनिष्पादन की समीक्षा की जानी चाहिए। जब प्रसूति छुट्टी, बालचर्या छुट्टी इत्यादि के कारण रिक्तियां भरना पूर्ण रूप से अनिवार्य हो, तभी परिशिष्ट आधार पर ऐसी नियुक्तियां की जानी चाहिए।

### 14.0 शिक्षण के दिवस

14.1 विश्वविद्यालयों/ महाविद्यालयों में कम से कम 180 शिक्षण दिवस होने चाहिए अर्थात् 6 दिनों के सप्ताह में न्यूनतम 30 सप्ताह के वास्तविक शिक्षण दिवस होने चाहिए। शेष दिनों में, 12 सप्ताह को प्रवेश और परीक्षा संबंधी कार्यकलापों और सह- पाठ्यचर्या, खेलकूद, महाविद्यालय दिवस इत्यादि हेतु शिक्षणोत्तर दिवसों के लिए उपयोग किया जा सकता है। 8 सप्ताह प्रावकाश के लिए और 2 सप्ताह विभिन्न सरकारी छुट्टियों के लिए दिए जा सकते हैं। यदि विश्वविद्यालय पांच दिवसीय प्रति सप्ताह की पद्धति अपनाता है तो सप्ताह की संख्या तदनुसार बढ़ाई जानी चाहिए ताकि यह सुनिश्चित किया जा सके कि छह दिवसीय सप्ताह में 30 सप्ताह के समकक्ष वास्तविक शिक्षण कार्य किया जा सके।

उक्त उपबंध को निम्नानुसार संक्षेप में दिया गया है -

श्रेणीकरण	सप्ताहों की संख्या : एक सप्ताह में 6 दिवसीय पद्धति		सप्ताहों की संख्या : एक सप्ताह में 5 दिवसीय पद्धति	
	विश्वविद्यालय	महाविद्यालय	विश्वविद्यालय	महाविद्यालय
शिक्षण और ज्ञान अर्जन प्रक्रिया	30 (180 दिन) सप्ताह	30 (180 दिन) सप्ताह	36 (180 दिन) सप्ताह	36 (180 दिन) सप्ताह
प्रवेश, परीक्षा और परीक्षा हेतु तैयारी	12	10	8	8
प्रावकाश	8	10	6	6
सरकारी छुट्टियां (शिक्षण दिनों में तदनुसार वृद्धि करना और उनका समायोजन करना)	2	2	2	2
कुल	52	52	52	52

14.2 प्रावकाश में 2 सप्ताह की कमी करने के बदले विश्वविद्यालय के शिक्षकों के अर्जित अवकाश में उक्त अवधि की एक तिहाई दिनों के अवकाश की वृद्धि की जा सकती है। तथापि, महाविद्यालय के पास एक वर्ष में कुल 10 सप्ताहों के प्रावकाश का विकल्प होगा और प्रावकाश के दौरान कार्य करने की आवश्यकता के अलावा किसी और कारण से अर्जित अवकाश नहीं दिया जाएगा जिसके लिए विश्वविद्यालय के शिक्षकों के मामले में अर्जित अवकाश के रूप में एक तिहाई अवधि की छुट्टी दी जाएगी।

### 15.0 कार्यभार

15.1 पूर्णकालिक रोजगार के मामले में एक शिक्षा वर्ष में शिक्षकों का कार्यभार 30 कार्य सप्ताह (एक सौ अस्सी शिक्षण दिवस) के लिए एक सप्ताह में 40 घंटों से कम नहीं होना चाहिए। विश्वविद्यालय/ महाविद्यालय में शिक्षकों के लिए यह अनिवार्य होगा कि वह कम से कम 5 घंटे प्रतिदिन उपलब्ध हो। शिक्षक अवर- स्नातक पाठ्यक्रमों के मामले में सामुदायिक विकास/ पाठ्योत्तर कार्यकलापों/ पुस्तकालय परामर्श/ शोध हेतु छात्रों को शिक्षित करने के लिए कम से कम प्रतिदिन दो घंटे (प्रति समन्वयक न्यूनतम 15 छात्र) और/ अथवा स्नातकोत्तर

पाठ्यक्रमों के मामले में शोध हेतु प्रतिदिन कम से कम दो घंटे का समय देंगे जिसके लिए विश्वविद्यालय/ महाविद्यालय द्वारा आवश्यक स्थान और अवसंरचना प्रदान की जाएगी। प्रत्यक्ष शिक्षण- ज्ञान अर्जन कार्यभार निम्नानुसार होना चाहिए :

सहायक आचार्य	16 घंटे प्रति सप्ताह
सह- आचार्य और आचार्य	14 घंटे प्रति सप्ताह

15.2 ऐसे आचार्य, जो विस्तार तथा प्रशासनिक कार्यों में शामिल हैं, तथा ऐसे सह-आचार्य और सहायक आचार्य जो सक्रिय रूप से प्रशासनिक कार्यों में जुटे हुए हों उन्हें प्रति सप्ताह कार्यों के लिए शिक्षण और ज्ञान अर्जन में दो घंटे की छूट प्रदान की जा सकती है।

### 16.0 सेवा करार और वरिष्ठता का निर्धारण करना

16.1 विश्वविद्यालय और महाविद्यालय में भर्ती के समय विश्वविद्यालय/ महाविद्यालय और संबंधित शिक्षक के बीच एक सेवा करार होना चाहिए और उसकी एक प्रति रजिस्ट्रार/ प्राचार्य के पास जमा की जाएगी। उक्त सेवा करार पर सरकारी प्रयोजनों के अनुसार विधिवत् रूप से स्टॉम्प ड्यूटी का भुगतान किया जाएगा।

16.2 खंड 6.0 और इसके उपखंडों और उपखंड 6.1 से 6.4 और इसमें अंतर्विष्ट सभी उपखंड तथा परिशिष्ट - II की तालिका 1 से 5 के अनुसार स्व- मूल्यांकन प्रविधियां, पात्रता के अनुसार, सेवा करार/ रिकॉर्ड का भाग होंगी।

### 16.3 सी.ए.एस. के अंतर्गत प्रत्यक्ष रूप से भर्ती किए गए और प्रोन्नत किए गए शिक्षकों के बीच परस्पर वरिष्ठता का निर्धारण

सी.ए.एस. के अंतर्गत प्रत्यक्ष रूप से भर्ती किए गए और प्रोन्नत किए गए शिक्षकों के बीच परस्पर वरिष्ठता का निर्धारण कार्यभार संभालने की तिथि से किया जाएगा और सी.ए.एस. के अंतर्गत प्रोन्नत किए गए शिक्षकों हेतु पात्रता की तिथि से किया जाएगा, जैसे कि संबंधित भर्तियों की चयन समिति की सिफारिशों में दर्शाया गया है। वरिष्ठता के अन्य सभी मामलों के लिए संबंधित केंद्र/ राज्य सरकार के नियम और विनियम लागू होंगे।

### 17.0 व्यावसायिक आचार संहिता

#### I. शिक्षक और उनके दायित्व :

जो कोई भी शिक्षक को व्यवसाय के रूप में अपनाता है उसका दायित्व होता है कि वह पेशे के आदर्शों के अनुरूप अपने आचरण को बनाए रखे। एक शिक्षक लगातार अपने छात्रों और समाज की समीक्षा के अधीन रहता है। इसलिए, प्रत्येक शिक्षक को यह ध्यान रखना चाहिए कि उसकी कथनी और करनी के बीच कोई भेद नहीं हो। पहले से ही निर्धारित शिक्षा के राष्ट्रीय आदर्शों और उन्हें छात्रों प्रसार करना एक शिक्षक का स्वयं का आदर्श होना चाहिए। इस व्यवसाय में आगे यह भी आवश्यक है कि शिक्षक शांत, धैर्यवान, मिलनसार और मैत्रीपूर्ण स्वभाव का हो।

#### एक शिक्षक को :

- (i) ऐसा जिम्मेदारी भरे आचरण तथा व्यवहार का पालन करना चाहिए जैसा कि समुदाय उनसे आशा करता है;
- (ii) उन्हें अपने निजी मामलों का इस प्रकार से प्रबंधन करना चाहिए जो कि पेशे की प्रतिष्ठा के अनुरूप हों;
- (iii) अध्ययन और शोध के माध्यम से लगातार पेशेवर विकास जारी रखने चाहिए;
- (iv) ज्ञान के क्षेत्र में योगदान देने के लिए पेशेवर बैठकों, संगोष्ठियों, सम्मेलनों इत्यादि में भागीदारी करके मुक्त और मैत्रीपूर्ण विचार व्यक्त करने चाहिए;
- (v) पेशेवर संगठनों में सक्रिय सदस्यता को बनाए रखना चाहिए और उनके माध्यम से शिक्षा और व्यवसाय को बेहतर बनाने का प्रयास करना चाहिए;
- (vi) विवेकपूर्ण और समर्पण भावना से शिक्षण, अनुशिक्षण, प्रायोगिक ज्ञान, संगोष्ठियों और शोध कार्य के रूप में अपने कर्तव्यों का निष्पादन करना चाहिए;
- (vii) शिक्षण और शोध में साहित्य चोरी और अन्य अनैतिक व्यवहार में शामिल नहीं होना और उन्हें हतोत्साहित करना चाहिए;
- (viii) विश्वविद्यालय के अधिनियम, सांविधि और अध्यादेश का पालन करना चाहिए और विश्वविद्यालय के आदर्शों, विजन, मिशन, सांस्कृतिक पद्धतियों और परंपराओं का आदर करना चाहिए;
- (ix) महाविद्यालय और विश्वविद्यालय के शैक्षणिक दायित्वों से संबंधित कार्यों का क्रियान्वयन करने में सहयोग और सहायता प्रदान करना जैसे कि: प्रवेश हेतु आवेदनों का मूल्यांकन करने में सहायता करना, छात्रों को परामर्श देना और उनका मार्गदर्शन और निगरानी करना, पर्यवेक्षण और मूल्यांकन सहित विश्वविद्यालय और महाविद्यालय में परीक्षाएं आयोजित कराने में सहायता करना; और
- (x) सामुदायिक सेवा सहित सह- पाठ्यचर्या और पाठ्येत्तर कार्यकलापों के विस्तार में भागीदारी करना।

**II. शिक्षक और छात्र****शिक्षक को :**

- (i) छात्रों को विचार व्यक्त करने के उनके अधिकारों और प्रतिष्ठा का आदर करना चाहिए ;
- (ii) छात्रों के धर्म, जाति, लिंग, राजनीति, आर्थिक, सामाजिक और शारीरिक गुणों को ध्यान में नहीं रखते हुए उनसे निष्पक्ष और बिना भेदभाव व्यवहार करना चाहिए;
- (iii) छात्रों के व्यवहार और क्षमताओं में अंतर को पहचानना और उनकी व्यक्तिगत आवश्यकताओं को पूरा करने का प्रयास करना चाहिए;
- (iv) छात्रों को उनकी उपलब्धियों में और सुधार करने के लिए प्रोत्साहित करना चाहिए, उनके व्यक्तित्व का विकास करना चाहिए और सामुदायिक कल्याण में योगदान देने के लिए उन्हें प्रोत्साहित करना चाहिए;
- (v) छात्रों में वैज्ञानिक मनोवृत्ति, जिज्ञासा का भाव और लोकतंत्र, देश भक्ति, सामाजिक न्याय, पर्यावरण संरक्षण, और शांति के आदर्श का संचरण करना चाहिए;
- (vi) छात्रों के साथ सम्मान से व्यवहार करना और किसी भी कारण के लिए किसी के साथ प्रतिशोधात्मक तरीके से व्यवहार नहीं करना चाहिए;
- (vii) गुणों का मूल्यांकन करने में छात्र की केवल उपलब्धियों पर ध्यान देना चाहिए;
- (viii) कक्षा के समय के बाद भी छात्रों के लिए स्वयं को उपलब्ध कराना और बिना किसी लाभ और पुरस्कार के छात्रों की सहायता और उनका मार्गदर्शन करना चाहिए;
- (ix) छात्रों में हमारी राष्ट्रीय विरासत और राष्ट्रीय उद्देश्यों की समझ विकसित करने में सहायता करना चाहिए;
- (x) अन्य छात्रों, सहपाठियों अथवा प्रशासन के विरुद्ध छात्रों को उत्तेजित नहीं करना चाहिए।

**III. शिक्षक और सहयोगी शिक्षक****शिक्षक को :**

- (i) पेशे से जुड़े अन्य सदस्यों के साथ वैसा ही व्यवहार करना चाहिए जैसा वह स्वयं के साथ पसंद करेंगे;
- (ii) अन्य शिक्षकों के बारे में आदरपूर्वक बात करना और पेशेवर बेहतरी के लिए सहायता देनी चाहिए;
- (iii) उच्च प्राधिकारियों को सहयोगियों के विरुद्ध बेबुनियादी आरोप लगाने से बचना चाहिए;
- (iv) अपने पेशेवर प्रयासों में जाति, रंग, धर्म, प्रजाति अथवा लिंग संबंधी विचारों को नहीं आने देना चाहिए।

**IV. शिक्षक और प्राधिकारी****शिक्षक को :**

- (i) लागू नियमों के अनुसार अपने व्यवसायिक दायित्वों का निर्वहन करना चाहिए और अपने स्वयं के संस्थागत निकाय और/ अथवा व्यवसायिक संगठनों के माध्यम से पेशे के लिए घातक ऐसे नियम में परिवर्तन के लिए कदम उठाने के लिए पेशे के अनुकूल प्रक्रियाओं और पद्धतियों का पालन करना चाहिए जो पेशेवर हित में हों।
- (ii) निजी ट्यूशन और अनुशिक्षण कक्षाओं सहित अन्य कोई रोजगार और प्रतिबद्धता से दूर रहना चाहिए, जिससे उनके पेशेवर उत्तरदायित्वों में हस्तक्षेप होने की संभावना हो;
- (iii) विभिन्न पदों का कार्यभार स्वीकार करके और उक्त पदों के उत्तरदायित्वों का निर्वहन करके संस्था की नीति निर्माण में सहयोग करना;
- (iv) अन्य संस्थाओं की नीतियों के निर्माण में अपने संगठनों के माध्यम से सहयोग करके पदों को स्वीकार करेंगे;
- (v) पेशे की मर्यादा के अनुरूप और हितों के मद्देनजर संस्थाओं की बेहतरी हेतु प्राधिकरणों का सहयोग करना चाहिए;
- (vi) परिशिष्ट की शर्तों का अनुपालन करेंगे;
- (vii) किसी स्थिति में नियोजन में परिवर्तन से पहले उचित नोटिस देंगे और ऐसे नोटिस की अपेक्षा करेंगे;
- (viii) अपरिहार्य कारणों के अतिरिक्त छुट्टियां लेने से बचेंगे और और जहां तक संभव हो सके शैक्षणिक सत्र को पूरा करने हेतु अपने विशेष उत्तरदायित्वों के मद्देनजर छुट्टी लेने से पूर्व सूचना प्रदान करेंगे।

**शिक्षक और शिक्षणेत्तर कर्मचारी****शिक्षकों को चाहिए कि :**

- (i) प्रत्येक शैक्षणिक संस्था में सहयोग से किए जाने वाले कार्यों में शिक्षणेत्तर स्टाफ को अपना सहकर्मी और समान सहयोगी समझे;
- (ii) शिक्षकों और शिक्षणेत्तर स्टाफ से संबंधित संयुक्त स्टाफ परिषदों के कार्य में सहायता करें।

**VI. शिक्षक और अभिभावक****शिक्षकों को चाहिए कि :**

- (i) शिक्षक, निकायों और संगठनों के माध्यम से इस बात पर ध्यान देने का प्रयास करें कि संस्थाएं, अभिभावकों, अपने विद्यार्थियों के साथ संपर्क बनाएं और जब कभी आवश्यक हो, अभिभावकों को उनकी निष्पादन रिपोर्ट भेजें और परस्पर विचारों के आदान-प्रदान और संस्था के लाभ हेतु इस प्रयोजनार्थ आयोजित बैठकों में अभिभावकों से भेंट करें।

**VII. शिक्षक और समाज****शिक्षकों को चाहिए कि :**

- (i) इस बात को स्वीकार करें कि शिक्षा एक जन सेवा है और चलाए जा रहे कार्यक्रमों के बारे में लोगों को जानकारी प्रदान करने के लिए प्रयास करें;
- (ii) समाज में शिक्षा में सुधार करने और समाज के नैतिक और बौद्धिक जीवन को सुदृढ़ करने के लिए कार्य करें;
- (iii) सामाजिक समस्याओं से अवगत हों और ऐसी क्रियाकलापों में भाग लें जो समाज की प्रगति और कुल मिलाकर देश की प्रगति में सहायक हों;
- (iv) नागरिक के कर्तव्यों का निर्वहन करें, सामाजिक क्रियाकलापों में भाग लें और सरकारी सेवा के उत्तरदायित्वों में सहायता करें;
- (v) ऐसी क्रियाकलापों में भाग लेने से और सदस्य बनने या किसी भी प्रकार से सहायता करने से बचें जो विभिन्न समुदायों, धर्मों या भाषाई समूहों में नफरत और दुश्मनी को बढ़ावा देती हो, परंतु राष्ट्रीय एकता के लिए सक्रिय होकर कार्य करें।

**कुलपति / सम-कुलपति / कुलदेशिक****कुलपति / सम-कुलपति / कुलदेशिक को चाहिए कि :**

- (क) नीति निर्माण, प्रचालन प्रबंधन, मानव संसाधनों के इष्टतम उपयोग और पर्यावरण और धारणीयता के माध्यम से विश्वविद्यालय को प्रेरणादायक और प्रेरक मूल्य आधारित अकादमिक और कार्यकारी नेतृत्व प्रदान करें;
- (ख) पारदर्शिता, निष्पक्षता, ईमानदारी, सर्वोच्च नैतिकता के साथ आचरण करें और निर्णय लें, जोकि विश्वविद्यालय के सर्वोत्तम हित में हों;
- (ग) कार्य और शिक्षा के लिए एक अनुकूल वातावरण प्रदान करने के लिए उत्तरदायित्वपूर्ण, इष्टतम तथा, प्रभावी तरीके और कुशलता के साथ संसाधनों के प्रबंधन में विश्वविद्यालय की संपत्ति के प्रबंधक के रूप में कार्य करें;
- (घ) विश्वविद्यालय में सहयोग, साझा करने और परामर्श से कार्य करने की संस्कृति को बढ़ावा दें, जिससे अभिनव सोच और विचारों के लिए मार्ग प्रशस्त हो सके;
- (ङ) ऐसी कार्य संस्कृति और नैतिकता को बढ़ावा देने का प्रयास करें जो राष्ट्र और समाज के लिए गुणवत्ता, व्यावसायिकता, संतुष्टि और सेवा प्रदान करें;
- (च) अपने पेशेवर प्रयासों के माध्यम से जाति, पंथ, धर्म, नस्ल, लिंग पर विचार करने से बचें।

**महाविद्यालय के प्राचार्य को चाहिए कि;**

- (क) नीति निर्माण, प्रचालन प्रबंधन, मानव संसाधनों के इष्टतम उपयोग और पर्यावरण और धारणीयता के माध्यम से विश्वविद्यालय को प्रेरणादायक और प्रेरक मूल्य आधारित अकादमिक और कार्यकारी नेतृत्व प्रदान करें;
- (ख) पारदर्शिता, निष्पक्षता, ईमानदारी, सर्वोच्च नैतिकता के साथ आचरण करें और निर्णय लें, जोकि विश्वविद्यालय के सर्वोत्तम हित में हों;
- (ग) कार्य और शिक्षा के लिए एक अनुकूल वातावरण प्रदान करने के लिए उत्तरदायित्वपूर्ण, इष्टतम तथा, प्रभावी तरीके और कुशलता के साथ संसाधनों के प्रबंधन में विश्वविद्यालय की संपत्ति के प्रबंधक के रूप में कार्य करें;
- (घ) विश्वविद्यालय में सहयोग, साझा करने और परामर्श से कार्य करने की संस्कृति को बढ़ावा दें, जिससे अभिनव सोच और विचारों के लिए मार्ग प्रशस्त हो सके;
- (ङ) ऐसी कार्य संस्कृति और नैतिकता को बढ़ावा देने का प्रयास करें जो राष्ट्र और समाज के लिए गुणवत्ता, व्यावसायिकता, संतुष्टि और सेवा प्रदान करें;

- (च) आचरण और व्यवहार में उत्तरदायित्वपूर्ण प्रतिमानों का अनुपालन करें जिसकी समाज उनसे अपेक्षा करता है;
- (छ) पेशे की गरिमा के अनुरूप अपने निजी मामलों का प्रबंधन करें;
- (ज) शिक्षण और शोध में साहित्य चोरी और अन्य अनैतिक व्यवहार में संलिप्त न हों और इसे हतोत्साहित करें;
- (झ) समाज सेवा सहित विस्तार, पाठ्यचर्या से जुड़े हुए और पाठ्येत्तर क्रियाकलापों में भाग लें;
- (ञ) अपने पेशेवर प्रयासों के माध्यम से जाति, पंथ, धर्म, नस्ल, लिंग पर विचार करने से बचें।

**शारीरिक शिक्षा और खेलकूद निदेशक (विश्वविद्यालय/ महाविद्यालय) / पुस्तकाध्यक्ष (विश्वविद्यालय/ महाविद्यालय) को चाहिए कि वह:**

- (क) आचरण और व्यवहार में उत्तरदायित्वपूर्ण प्रतिमानों का अनुपालन करें जिसकी समाज उनसे अपेक्षा करता है;
- (ख) पेशे की गरिमा के अनुरूप अपने निजी मामलों का प्रबंधन करें;
- (ग) शिक्षण और अनुसंधान में साहित्य चोरी और अन्य अनैतिक व्यवहार में संलिप्त न हों और इसे हतोत्साहित करें;
- (घ) समाज सेवा सहित विस्तार, पाठ्यचर्या से जुड़े हुए और पाठ्येत्तर क्रियाकलापों में भाग लें;
- (ङ) अपने पेशेवर प्रयासों के माध्यम से जाति, पंथ, धर्म, नस्ल, लिंग पर विचार करने से बचें।

**18.0 उच्चतर शिक्षा संस्थाओं में मानकों को बनाए रखना :**

उच्चतर शिक्षा में शिक्षा मानकों को बनाए रखने के लिए संबंधित विश्वविद्यालय/ महाविद्यालय/ संस्थानों द्वारा निम्नलिखित सिफारिशें अपनाई जाएंगी:

- i. इस संबंध में संबंधित विश्वविद्यालय अनुदान आयोग के विनियमों और उनमें समय-समय पर किए गए संशोधनों के अनुसार सभी विश्वविद्यालयों में पीएचडी उपाधि की मूल्यांकन प्रक्रिया समान होगी। विश्वविद्यालय उक्त विनियमों को इनकी अधिसूचना के पश्चात् छह माह के भीतर अंगीकार कर लेंगे।
- ii. महाविद्यालयों और विश्वविद्यालयों के संकाय सदस्यों को पीएचडी उपाधि प्राप्त करने के लिए प्रोत्साहित करने हेतु सेवारत शिक्षकों के लिए पीएचडी सीटों की अधिकता के संबंध में विशेष उपबंध किया जाएगा लेकिन, यदि विभाग में पात्र पर्यवेक्षकों के पास कोई रिक्त सीट उपलब्ध नहीं हो तो यह विभाग में उपलब्ध कुल सीटों के 10 प्रतिशत से अधिक नहीं होगा।
- iii. शोध को बढ़ावा देने के लिए और देश की शोध उत्पादकता में वृद्धि करने के लिए विश्वविद्यालय, महाविद्यालय के शिक्षकों को पीएचडी/ एमफिल विद्वानों के पर्यवेक्षण की अनुमति प्रदान करेगा और आवश्यकता आधारित सुविधाएं प्रदान करेगा, तदनुसार विश्वविद्यालय अपनी उपविधियों तथा अध्यादेशों में संशोधन करेंगे।
- iv. इन विनियमों में निर्धारित उपबंधों के अनुसार सभी नव-नियुक्त संकाय सदस्यों को मूल शोध/ कंप्यूटेशनल सुविधा स्थापित करने के लिए एक बार प्रारम्भिक धन/ स्टार्ट-अप अनुदान/ शोध अनुदान प्रदान किया जाएगा।
- v. इन विनियमों में निर्धारित उपबंधों के अनुसार भर्ती और प्रोन्नति के लिए पीएचडी उपाधि को अनिवार्य अपेक्षा बनाया जाएगा।
- vi. संसाधनों का इष्टतम उपयोग सुनिश्चित करने के लिए और उच्चतर शिक्षा संस्थानों में समन्वय स्थापित करने के लिए शोध सुविधाओं, मानव संसाधन, कौशल, और अवसरचना को साझा करने के लिए राज्य में विश्वविद्यालयों/ महाविद्यालयों/ अनुसंधान संस्थाओं के बीच अनुसंधान शोध कलस्टर सृजित किए जाएंगे।
- vii. विश्वविद्यालयों/ महाविद्यालयों/ संस्थाओं में सभी नव-नियुक्त सहायक आचार्यों के लिए आदर्श रूप से उनके शैक्षिक कार्य शुरू करने से पहले एक माह का अनुगम कार्यक्रम शुरू किया जाएगा लेकिन यह नव-नियुक्त संकाय सदस्य की भर्ती के निश्चित रूप से एक वर्ष के भीतर हो जाना चाहिए। विश्वविद्यालय अनुदान आयोग के मानव संसाधन विकास केन्द्रों के अतिरिक्त, विश्वविद्यालय/ संस्थाएं, अध्यापक और शिक्षण से संबंधित पंडित मदन मोहन मालवीय राष्ट्रीय मिशन (पीएमएमएमएनएमटीटी) योजना के माध्यम से अपने अधिदेश के अनुरूप उक्त अनुगम कार्यक्रम आयोजित करेंगे।
- viii. उक्त अनुगम कार्यक्रमों को सीएसएस आवश्यकताओं के प्रयोजन हेतु विश्वविद्यालय अनुदान आयोग के मानव संसाधन विकास केन्द्रों द्वारा पहले से चलाए जा रहे अभिविन्यास कार्यक्रमों के समतुल्य माना जाएगा। विश्वविद्यालय/ महाविद्यालय/ संस्थाएं अपने संकाय सदस्यों को चरणबद्ध तरीके से उक्त कार्यक्रमों में भेजेंगे जिससे शिक्षण कार्य में बाधा उत्पन्न न हो।
- ix. पीएमएमएमएनएमटीटी योजना के अंतर्गत स्कूल ऑफ एजुकेशन (एसओई), टीचिंग लर्निंग सेंटर्स (टीएलसी), फेकल्टी डेवलपमेंट सेंटर्स (एफडीसी), सेंटर्स फॉर एक्सीलेंस इन साइंस एंड मेथेमेटिक्स (सीईएसएमई), सेंटर्स फॉर अकैडमिक लीडरशिप एंड एजुकेशन मैनेजमेंट (सीएएलईएम) जैसे केन्द्रों द्वारा शिक्षकों/संकाय सदस्यों हेतु आयोजित एक सप्ताह से लेकर एक माह तक के सभी अल्पकालीन और दीर्घकालीन क्षमता-निर्माण कार्यक्रमों के साथ-साथ अध्यापन-संबंधी और विषय-विशिष्ट

क्षेत्रों के लिए आयोजित किए जा रहे संगोष्ठियों, कार्यशालाओं पर इन विनियमों के तहत कॅरियर उन्नति योजना में निर्धारित आवश्यकताओं को पूरा करने में विचार किया जाएगा।

## 19.0 अन्य निबंधन और शर्तें

### 19.1 पीएचडी/ एमफिल और अन्य उच्चतर शिक्षा हेतु प्रोत्साहन

i. जिन अभ्यर्थियों को विश्वविद्यालय अनुदान आयोग द्वारा निर्धारित दाखिला, पंजीकरण, कोर्स- वर्क और बाह्य मूल्यांकन प्रक्रिया का अनुपालन करके संबंधित विषय में पीएचडी की उपाधि प्रदान की गई है, वे सहायक आचार्य के रूप में भर्ती के प्रवेश स्तर पर प्रदान की जाने वाली वेतन वृद्धि में पाँच गैर- मिश्रित अग्रिम वेतन वृद्धि के पात्र होंगे।

ii. सहायक आचार्य के पद पर भर्ती के समय एमफिल उपाधि धारक दो गैर- मिश्रित अग्रिम वेतन वृद्धि के पात्र होंगे।

iii. जिन शिक्षकों के पास एलएलएम/ एम.टेक/ एम.आर्क/ एम.ई/ एम.वी.एससी/ एम.डी., आदि जैसे व्यावसायिक पाठ्यक्रमों की उपाधि है जिन्हें संबन्धित सांविधिक निकाय/ परिषद् द्वारा मान्यता प्राप्त है वे भी प्रवेश स्तर पर दो गैर- मिश्रित अग्रिम वेतन वृद्धि के पात्र होंगे।

#### iv.

(क) जो शिक्षक सेवा के दौरान पीएचडी की उपाधि प्राप्त करते हैं वे तभी प्रवेश स्तर पर तीन गैर -मिश्रित वेतन वृद्धि के पात्र होंगे यदि पीएचडी, रोजगार से सम्बंधित विषय में की गई है और जो विश्वविद्यालय द्वारा नामांकन, कोर्स- वर्क, मूल्यांकन आदि हेतु विश्वविद्यालय अनुदान आयोग द्वारा निर्धारित प्रक्रिया का पालन करके प्रदान की गई हो।

(ख) तथापि, उन सेवारत शिक्षकों को जिन्हें इन विनियमों के लागू होने के समय से पहले ही पीएचडी की उपाधि प्रदान कर दी गई है या पीएचडी में नामांकन हो गया हो, जो कोर्स- वर्क और मूल्यांकन पूरा कर चुके हों, यदि कोई हो तो, और पीएचडी की उपाधि प्रदान करने के संबंध में केवल अधिसूचना जारी की गई हो, तो वे भी प्रवेश स्तर पर तीन गैर- मिश्रित वेतन वृद्धि के पात्र होंगे, चाहे, पीएचडी की उपाधि प्रदान करने वाले विश्वविद्यालय को आयोग द्वारा विनिर्दिष्ट प्रक्रिया का अनुपालन करने के लिए विश्वविद्यालय अनुदान आयोग द्वारा अभी अधिसूचित नहीं किया गया है।

v. अन्य प्रत्येक मामले के संबंध में, वे शिक्षक जो पीएचडी में पहले से ही नामांकित हैं वे उस स्थिति में भी प्रवेश स्तर पर तीन गैर- मिश्रित वेतन वृद्धि के पात्र होंगे जब पीएचडी प्रदान करने वाले विश्वविद्यालय को विश्वविद्यालय अनुदान आयोग द्वारा कोर्स- वर्क या मूल्यांकन या दोनों, जैसा भी मामला हो, के सम्बन्ध में पीएचडी की उपाधि प्रदान करने हेतु आयोग द्वारा विनिर्दिष्ट प्रक्रिया का अनुपालन करने के लिए अधिसूचित किया गया हो।

vi. ऐसे सेवारत शिक्षक जिनका अभी पीएचडी में नामांकन नहीं हुआ है, को प्रवेश स्तर पर तीन गैर- मिश्रित वेतन वृद्धि का लाभ तभी प्राप्त होगा जब वे सेवा में रहते हुए पीएचडी की उपाधि प्राप्त करें और उक्त नामांकन ऐसे विश्वविद्यालय में होना चाहिए जो विश्वविद्यालय अनुदान आयोग द्वारा विनिर्दिष्ट नामांकन सहित सम्पूर्ण प्रक्रिया का अनुपालन करता हो।

vii. ऐसे शिक्षक, जो सेवा के दौरान व्यावसायिक पाठ्यक्रम में एमफिल उपाधि या स्नातकोत्तर उपाधि प्राप्त करते हैं जिन्हें संबंधित सांविधिक निकाय/ परिषद् द्वारा मान्यता प्राप्त हो, भी केवल प्रवेश स्तर पर एक अग्रिम वेतन वृद्धि के पात्र होंगे।

viii. ऐसे सहायक पुस्तकाध्यक्ष/ महाविद्यालय पुस्तकाध्यक्ष जिनके पास प्रवेश स्तर पर पुस्तकालय विज्ञान में पुस्तकालय विज्ञान की विधा में ऐसे विश्वविद्यालय से पीएचडी की उपाधि प्राप्त की हो, जो विश्वविद्यालय अनुदान आयोग द्वारा पुस्तकालय विज्ञान में पी.एच.डी. प्रदान करने के लिए नामांकन, कोर्स- वर्क, और मूल्यांकन के सम्बन्ध में विहित प्रक्रिया का पालन करता हो, वे पाँच गैर- मिश्रित अग्रिम वेतन वृद्धि के पात्र होंगे।

ix. (क) सहायक पुस्तकाध्यक्ष/ महाविद्यालय पुस्तकाध्यक्ष जो सेवकाल के दौरान कभी भी पुस्तकालय विज्ञान में ऐसे विश्वविद्यालय से जो नामांकन, कोर्स- वर्क, और मूल्यांकन के संबंध में विश्वविद्यालय अनुदान आयोग द्वारा विनिर्दिष्ट प्रक्रिया का अनुपालन करता हो, से पीएचडी की उपाधि प्राप्त करते हैं वे केवल प्रवेश स्तर पर लागू वृद्धि में तीन गैर- मिश्रित वेतन वृद्धि के पात्र होंगे।

(ख) तथापि, ऐसे शिक्षक, जो सहायक पुस्तकाध्यक्ष/ महाविद्यालय पुस्तकाध्यक्ष या उच्च पदों पर आसीन हैं, जिन्होंने इन विनियमों के लागू होने से पूर्व पुस्तकालय विज्ञान में पीएचडी की उपाधि प्राप्त कर ली है या पहले ही कोर्स वर्क और मूल्यांकन, यदि कोई हों तो, पूरा कर लिया हो और इस सम्बन्ध में केवल अधिसूचना की प्रतीक्षा हो, वे लोग भी केवल प्रवेश स्तर पर लागू वृद्धि में तीन गैर- मिश्रित वेतन वृद्धि के पात्र होंगे।

ix. सहायक पुस्तकाध्यक्ष/ महाविद्यालय पुस्तकाध्यक्ष या उच्च पदों पर आसीन अन्य प्रत्येक मामले के संबंध में, जो पीएचडी में पहले से ही नामांकित हैं, वे प्रवेश स्तर पर तीन गैर- मिश्रित वेतन वृद्धि के पात्र होंगे जब पीएचडी प्रदान करने वाले विश्वविद्यालय को विश्वविद्यालय अनुदान आयोग द्वारा कोर्स-वर्क या मूल्यांकन या दोनों, जैसा भी मामला हो, के सम्बन्ध में पीएचडी की उपाधि प्रदान करने हेतु विश्वविद्यालय अनुदान आयोग द्वारा विनिर्दिष्ट प्रक्रिया का अनुपालन करने के लिए अधिसूचित किया गया हो।



x. अन्य प्रत्येक मामले के संबंध में, सहायक पुस्तकाध्यक्ष/ महाविद्यालय पुस्तकाध्यक्ष और उच्च पुस्तकालय पदों पर आसीन सेवारत व्यक्ति, जो पीएचडी में पहले से ही नामांकित है, केवल उस स्थिति में प्रवेश स्तर पर तीन गैर- मिश्रित वेतन वृद्धि के पात्र होंगे जब पीएचडी प्रदान करने वाले विश्वविद्यालय को विश्वविद्यालय अनुदान आयोग द्वारा कोर्स- वर्क या मूल्यांकन या दोनों, जैसी भी स्थिति हो, के सम्बन्ध में पीएचडी की उपाधि प्रदान करने हेतु आयोग द्वारा विनिर्दिष्ट प्रक्रिया का अनुपालन करने के लिए अधिसूचित किया गया हो।

xi. ऐसे सहायक पुस्तकाध्यक्ष/ महाविद्यालय पुस्तकाध्यक्ष जिनके पास पुस्तकालय विज्ञान में एमफिल की उपाधि है, के लिए प्रवेश स्तर पर दो गैर- मिश्रित अग्रिम वेतन वृद्धि स्वीकार्य होगी। सहायक पुस्तकाध्यक्ष/ महाविद्यालय पुस्तकाध्यक्ष और जो उच्च पदों पर आसीन हैं, जो सेवा के दौरान किसी भी समय पुस्तकालय विज्ञान में एमफिल की उपाधि प्राप्त करते हैं के लिए प्रवेश स्तर पर एक गैर- मिश्रित अग्रिम वेतन वृद्धि स्वीकार्य होगी।

xii. शारीरिक शिक्षा और खेलकूद सहायक निदेशक/ महाविद्यालय शारीरिक शिक्षा और खेलकूद निदेशक, जिनके पास प्रवेश स्तर पर शारीरिक शिक्षा/ शारीरिक शिक्षा और खेलकूद/ खेलकूद विज्ञान में ऐसे विश्वविद्यालय से पीएचडी की उपाधि प्राप्त है, जो शारीरिक शिक्षा/ शारीरिक शिक्षा और खेलकूद/ खेलकूद विज्ञान में पीएचडी की उपाधि के लिए नामांकन, कोर्स वर्क, और मूल्यांकन प्रक्रिया के संबंध विश्वविद्यालय अनुदान आयोग द्वारा विनिर्दिष्ट प्रक्रिया का अनुपालन करता हो, के लिए पांच गैर- मिश्रित अग्रिम वेतन वृद्धि स्वीकार्य होगी।

xiii. पूर्वगामी खंडों में किसी शर्त के बावजूद भी, जो पहले से ही इस विनियम या पूर्व योजनाओं/ विनियमों के अंतर्गत प्रवेश स्तर पर या सेवा के दौरान पीएचडी/ एमफिल की उपाधि के आधार पर अग्रिम वेतन वृद्धि का लाभ प्राप्त कर चुके हैं, वे इस विनियम के अंतर्गत अग्रिम वेतन वृद्धि के लाभ के पात्र नहीं होंगे।

xiv. शिक्षक, पुस्तकालय और शारीरिक शिक्षा और खेलकूद संवर्ग जिन्होंने सेवा के दौरान पहले ही पीएचडी/ एमफिल की उपाधि प्राप्त करने हेतु मौजूदा नीति के अनुसार वेतन वृद्धि का लाभ प्राप्त किया है, उन्हें इन विनियमों के अंतर्गत अग्रिम वेतन वृद्धि का लाभ प्राप्त नहीं होगा।

xv. उन पदों के लिए जहाँ पूर्व योजनाओं/ विनियमों के अंतर्गत प्रवेश स्तर पर पीएचडी/ एमफिल की उपाधि के आधार पर कोई वेतन वृद्धि स्वीकार्य नहीं थी, वहाँ पीएचडी/ एमफिल की उपाधि प्राप्त करने पर अग्रिम वेतन वृद्धि का लाभ केवल उन नियुक्तियों के लिए होगा, जो इन विनियमों के लागू होने पर या इसके पश्चात् की गई हैं।

## 19.2 पदोन्नति

जब किसी व्यक्ति की पदोन्नति होगी, तो पदोन्नति पर उनका वेतन नीचे दिए गए पे- मेट्रिक्स अनुसार निर्धारित किया जायेगा।

पदोन्नति पर, शिक्षक या समकक्ष पद को उस स्तर पर अगले उच्चतर प्रकोष्ठ में प्रविष्ट करके उसके मौजूदा वेतन के अकादमिक वेतन स्तर में कल्पित वेतनवृद्धि की जाएगी और इस प्रकोष्ठ में दर्शाया गया वेतन अब उस पद के अनुरूप नए शैक्षणिक स्तर पर निर्धारित होगा, जहाँ उसे प्रोन्नत किया गया है। यदि उस वेतन के समान एक प्रकोष्ठ नए स्तर पर उपलब्ध है, तो वह प्रकोष्ठ नया वेतन होगा, अन्यथा उस स्तर पर अगला प्रकोष्ठ शिक्षक या समकक्ष पद का नया वेतन होगा। यदि नए स्तर पर इस पद्धति से परिकल्पित वेतन नए स्तर के पहले प्रकोष्ठ से कम है, तो वेतन नए स्तर के पहले प्रकोष्ठ पर निर्धारित किया जाएगा।

## 19.3 भत्ते और लाभ

- I. शिक्षकों और पुस्तकालय और शारीरिक शिक्षा और खेलकूद संवर्ग हेतु अन्य भत्ते और लाभ, जैसे कि गृहनगर यात्रा रियायत, छुट्टी यात्रा रियायत, विशेष क्षतिपूर्ति भत्ता, संतान शिक्षा भत्ता, परिवहन भत्ता, मकान किराया भत्ता, गृह निर्माण भत्ता, प्रतिनियुक्ति भत्ता, यात्रा भत्ता, महंगाई भत्ता, क्षेत्र-आधारित विशेष क्षतिपूर्ति भत्ता आदि, केंद्र सरकार के कर्मचारियों के समान होंगे और समय-समय पर भारत सरकार द्वारा अधिसूचित संगत नियमों द्वारा शासित होंगे।
- II. केन्द्रीय/ राज्य सरकार के कर्मचारियों के लिए लागू पेंशन, उपदान, अनुग्रह राशि इत्यादि भी केन्द्रीय/ राज्य विश्वविद्यालयों के शिक्षकों और पुस्तकालय और शारीरिक शिक्षा और खेलकूद संवर्ग संबद्ध और घटक महाविद्यालयों सहित महाविद्यालयों, जैसा भी मामला हो, में लागू होंगे।
- III. चिकित्सा संबंधी लाभ: शिक्षकों और पुस्तकालय और शारीरिक शिक्षा संवर्ग के लिए सभी चिकित्सा लाभ केंद्र सरकार के कर्मचारियों के लिए लागू होने वाले लाभ के समान होंगे। इसके अलावा, शिक्षकों और पुस्तकालय और शारीरिक शिक्षा संवर्ग को केंद्र सरकार स्वास्थ्य योजना के तहत रखा जा सकता है या केंद्र/ राज्य विश्वविद्यालयों/ महाविद्यालयों हेतु केंद्र सरकार/ संबंधित राज्य सरकार की स्वास्थ्य योजना, के अंतर्गत, जैसा भी मामला हो, के तहत रखा जा सकता है।

## परिशिष्ट

परिशिष्ट- 1	मौजूदा पदधारी, जो तालिकाओं में दर्शाई गई विभिन्न श्रेणियों के पदों पर दिनांक 01-01-2016 को आसीन थे, के लिए वेतन निर्धारण हेतु फिटमेंट तालिका, (मानव संसाधन और विकास मंत्रालय की अधिसूचना के संबंध में मानव संसाधन और विकास मंत्रालय दिनांक 08-11-2017 का पत्र संख्या शुद्धिपत्र संख्या 1-7/2015 -U-II(1) )
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परिशिष्ट- 2	आकलन मानदंड और पद्धति
	तालिका 1 से 3 - विश्वविद्यालयों और महाविद्यालयों के शिक्षकों हेतु
	तालिका 4 - सहायक पुस्तकाध्यक्ष, उप-पुस्तकाध्यक्ष, पुस्तकाध्यक्ष आदि
	तालिका 5 - सहायक निदेशक/ उप निदेशक/ निदेशक शारीरिक शिक्षा और खेलकूद आदि।

संजीव कुमार नारायण, अवर सचिव

[विज्ञापन-III/4/असा./147/18]

## परिशिष्ट 1

मौजूदा पदधारी, जो तालिकाओं में दर्शाई गई विभिन्न श्रेणियों के पदों पर दिनांक 01-01-2016 को आसीन थे, के लिए वेतन निर्धारण हेतु फिटमेंट तालिका

फ. सं. 1-7/2015- U.II(1)

भारत सरकार

मानव संसाधन विकास मंत्रालय

उच्चतर शिक्षा विभाग

विश्वविद्यालय-2 अनुभाग

शास्त्री भवन, नई दिल्ली

दिनांक: 8 नवम्बर, 2017

## शुद्धिपत्र

विषय : सातवें केन्द्रीय वेतन आयोग (सीपीसी) की सिफारिशों के संबंध में केन्द्रीय सरकारी कर्मचारियों के वेतनमान में संशोधन के अनुक्रम में विश्वविद्यालयों और महाविद्यालयों में शिक्षकों और समकक्ष संवर्गों के वेतन में संशोधन की योजना।

भारत सरकार के मानव संसाधन विकास मंत्रालय (उच्चतर शिक्षा विभाग) के दिनांक 02-11-2017 की आदेश संख्या 1-7/2015-

U.II(1) में उक्त आदेश में जोड़े गए अनुलग्नक (पृष्ठ 9) में दिए गए आंकड़े

(क) प्रकोष्ठ अकादमिक स्तर 12, पंक्ति 3 को "84,100" की बजाय "84,700" पढ़ा जाए

(ख) प्रकोष्ठ अकादमिक स्तर 13क, पंक्ति 16 को "2,04,100" की बजाय "2,04,700" पढ़ा जाए

(ख) प्रकोष्ठ अकादमिक स्तर 14, पंक्ति 9 को "1,82,100" की बजाय "1,82,700" पढ़ा जाए

2. उक्त आदेश की शेष विषयवस्तु समान रहेगी।

ह0/-

(डॉ. के.के. त्रिपाठी)

निदेशक

प्रति प्रेषित :

1 सचिव, विश्वविद्यालय अनुदान आयोग, बहादुर शाह जफर मार्ग, नई दिल्ली- 110002

- 2 केंद्र सरकार द्वारा पूर्ण रूप से वित्तपोषित सभी केंद्रीय विश्वविद्यालयों/ सम विश्वविद्यालय संस्थाओं के कुलपति  
 3 प्रधानमंत्री के प्रधान सचिव, सॉउथ ब्लॉक, केन्द्रीय सचिवालय, नई दिल्ली  
 4 सचिव (समन्वय), मंत्रिमंडल सचिवालय, राष्ट्रपति भवन, नई दिल्ली  
 5 सचिव, व्यय विभाग, नार्थ ब्लॉक, नई दिल्ली  
 6 सचिव, कार्मिक एवं प्रशिक्षण विभाग, नार्थ ब्लॉक, नई दिल्ली  
 7 सचिव, कृषि अनुसंधान और शिक्षा विभाग, कृषि भवन, नई दिल्ली  
 8 सचिव, स्वास्थ्य और परिवार कल्याण (चिकित्सा शिक्षा) मंत्रालय, निर्माण भवन, नई दिल्ली  
 9 सदस्य सचिव, अखिल भारतीय तकनीकी शिक्षा परिषद, नई दिल्ली  
 10 सभी राज्य सरकारों के मुख्य सचिव  
 11 वेबमास्टर, मानव संसाधन विकास मंत्रालय को इस आदेश को राष्ट्रीय सूचना विज्ञान केंद्र (एनआईसी) द्वारा तैयार मंत्रालय की वेबसाइट पर प्रकाशन हेतु

पे बैंड (रुपए)	15,600 से 39,100			37,400 से 67,000		67,000 से 79,000
18	95,300	1,13,800	1,31,700	2,17,100		
19	98,200	1,17,200	1,35,700			
20	1,01,100	1,20,700	1,39,800			
21	1,04,100	1,24,300	1,44,000			
22	1,07,200	1,28,000	1,48,300			
23	1,10,400	1,31,800	1,52,700			
24	1,13,700	1,35,800	1,57,300			
25	1,17,100	1,39,900	1,62,000			
26	1,20,600	1,44,100	1,66,900			
27	1,24,200	1,48,400	1,71,900			
28	1,27,900	1,52,900	1,77,100			
29	1,31,700	1,57,500	1,82,400			
30	1,35,700	1,62,200	1,87,900			
31	1,39,800	1,67,100	1,93,500			
32	1,44,000	1,72,100	1,99,300			
33	1,48,300	1,77,300	2,05,300			
34	1,52,700	1,82,600	2,11,500			
35	1,57,300	1,88,100				
36	1,62,000	1,93,700				
37	1,66,900	1,99,500				
38	1,71,900	2,05,500				
39	1,77,100					
40	1,82,400					

## परिशिष्ट- III

## तालिका 1

## विश्वविद्यालय/ महाविद्यालय के शिक्षकों हेतु आकलन मानदंड और पद्धति

क्रम संख्या	क्रियाकलाप	ग्रेडिंग मानदंड
1	शिक्षण : (पढ़ाई गई कक्षाओं की संख्या/सौंपी गई कुल कक्षाएं) X 100 प्रतिशत (पढ़ाई गई कक्षाओं में अनुशिक्षण, प्रयोगशाला और शिक्षण संबंधी अन्य क्रियाकलाप शामिल हैं)	80 प्रतिशत और अधिक – अच्छा 80 प्रतिशत से कम लेकिन 70 प्रतिशत से अधिक – संतोषजनक 70 प्रतिशत से कम – संतोषजनक नहीं
2	विश्वविद्यालयों/ महाविद्यालयों के छात्र संबंधी क्रियाकलापों/ शोध क्रियाकलापों में भागीदारी – (क) प्रशासनिक दायित्व जैसे कि मुखिया, अध्यक्ष / संकाय अध्यक्ष / निदेशक/ समन्वयक/ वार्डन आदि। (ख) महाविद्यालय/ विश्वविद्यालय द्वारा सौंपी गई परीक्षा और मूल्यांकन ड्यूटी अथवा परीक्षा पत्र मूल्यांकन हेतु उपस्थित होना। (ग) छात्रों से संबंधित पाठ्यक्रम से जुड़ी, विस्तार और क्षेत्र आधारित क्रियाकलापों जैसे कि विद्यार्थी क्लब, कैरियर परामर्श, अध्ययन दौरा, छात्र संगोष्ठी और अन्य क्रियाकलाप, सांस्कृतिक, खेलकूद, एनसीसी, एनएसएस और समाज सेवा। (घ)संगोष्ठियों/ सम्मेलन/ कार्यशालाएं अन्य महाविद्यालय/ विश्वविद्यालय संबंधी क्रियाकलापों का आयोजन (ङ) पीएचडी छात्रों को मार्गदर्शन प्रदान करने में सक्रिय भागीदारी के साक्ष्य। (च) राष्ट्रीय और अंतरराष्ट्रीय एजेंसियों द्वारा प्रायोजित लघु और बृहद अनुसंधान परियोजनाओं का आयोजन। (छ) समकक्ष व्यक्ति समीक्षित अथवा विश्वविद्यालय द्वारा निर्धारित सूची के जर्नल में कम से कम एक एकल या संयुक्त प्रकाशन।	अच्छा – कम से कम 3 क्रियाकलापों में भागीदारी संतोषजनक – 1 से 2 क्रियाकलाप असंतोषजनक – किसी भी क्रियाकलाप में भाग नहीं लेना/ कोई भी क्रियाकलाप नहीं करना। <b>नोट :</b> क्रियाकलापों की संख्या क्रियाकलापों की वृहद श्रेणी के अंतर्गत या सभी श्रेणियों को मिलाकर हो सकती है।

## समग्र ग्रेडिंग :

**बेहतर** – शिक्षण में अच्छा है और क्रम संख्या 2 पर उल्लिखित क्रियाकलापों में संतोषजनक या अच्छा है।

अथवा

**संतोषजनक** – शिक्षण में संतोषजनक और क्रम संख्या 2 पर उल्लिखित क्रियाकलापों में अच्छा या संतोषजनक।

**संतोषजनक नहीं है**– यदि समग्र ग्रेडिंग में न तो अच्छा हो और न ही संतोषजनक हो।

**नोट:** क्रम संख्या 1 और 2 में दिये गए क्रियाकलापों की ग्रेडिंग के आकलन के प्रयोजन हेतु, ऐसी सभी अवधियाँ जो शिक्षकों द्वारा मातृत्व अवकाश, बाल परिचर्या अवकाश, अध्ययन छुट्टी, चिकित्सा छुट्टी जैसी विभिन्न प्रकार की वैतनिक छुट्टियों पर व्यतीत की गई हैं और ग्रेडिंग आकलन में से प्रतिनियुक्ति को शामिल नहीं किया जाएगा। शिक्षक का शेष अवधि के लिए आकलन किया जाएगा और शिक्षक की ग्रेडिंग करने के लिए आकलन की सम्पूर्ण अवधि में से इन अवधियों को हटा दिया जाएगा। उपरोक्त वर्णित ऐसी छुट्टियों/ प्रतिनियुक्ति के कारण शिक्षक को सीएस के अंतर्गत प्रोन्नति में शिक्षण दायित्वों से उनकी अनुपस्थिति के कारण कोई नुकसान नहीं होगा बशर्त ऐसी छुट्टियाँ/ प्रतिनियुक्ति इन विनियमों में निर्धारित सभी प्रक्रियाओं का अनुपालन करके सक्षम प्राधिकारियों के पूर्व-अनुमोदन से और मूल संस्थान के अधिनियमों, संविधियों और अध्यादेशों के अनुसार ली गई हों।

## तालिका- 2

## शैक्षणिक / शोध अंक की गणना हेतु विश्वविद्यालय और महाविद्यालय के शिक्षकों के लिए कार्यप्रणाली

(आकलन शिक्षकों द्वारा प्रस्तुत साक्ष्यों पर आधारित होना चाहिए, जैसे: प्रकाशनों की प्रति, परियोजना स्वीकृति पत्र, विश्वविद्यालय द्वारा जारी उपयोग तथा पूर्णता प्रमाण पत्र, पेटेंट दर्ज कराने संबंधी अभिस्वीकृति और स्वीकृति पत्र, विद्यार्थियों को पीएचडी उपाधि प्रदान किए जाने संबंधी पत्र इत्यादि।)

क्रम सं.	शैक्षणिक / शोध क्रियाकलाप	विज्ञान / अभियांत्रिकी / कृषि / चिकित्सा / पशु-चिकित्सा विज्ञान संकाय	भाषा / मानविकी / कला / सामाजिक विज्ञान / पुस्तकालय / शिक्षा / शारीरिक शिक्षा / वाणिज्य / प्रबंधन तथा अन्य संबंधित विधाएं
1	समकक्ष व्यक्ति समीक्षित अथवा विश्वविद्यालय अनुदान आयोग द्वारा सूचीबद्ध पत्रों में शोध पत्र	08 प्रति पत्र	10 प्रति पत्र
2	प्रकाशन (शोध पत्रों के अतिरिक्त )		
	(क) लिखी गई पुस्तकें, जिन्हें निम्नवत के द्वारा प्रकाशित किया गया :		
	अंतर्राष्ट्रीय प्रकाशक	12	12
	राष्ट्रीय प्रकाशक	10	10
	संपादित पुस्तक में अध्याय	05	05
	अंतर्राष्ट्रीय प्रकाशक द्वारा पुस्तक का संपादक	10	10
	राष्ट्रीय प्रकाशक द्वारा पुस्तक का संपादक	08	08
	(ख) योग्य संकाय द्वारा भारतीय और विदेशी भाषाओं में अनुवाद कार्य		
	अध्याय अथवा शोध पत्र	03	03
	पुस्तक	08	08
3	आईसीटी के माध्यम से शिक्षण ज्ञान- अर्जन, शिक्षण शास्त्र और विषयवस्तु का सृजन तथा नए और नवोन्मेषी पाठ्यक्रमों और पाठ्यचर्या का विकास		
	(क) नवोन्मेषी अध्यापन का विकास	05	05
	(ख) नई पाठ्यचर्या और पाठ्यक्रमों को तैयार करना	02 प्रति पाठ्यचर्या / पाठ्यक्रम	02 प्रति पाठ्यचर्या / पाठ्यक्रम
	(ग) एमओओसी		
	चार चतुर्थांश में पूर्ण एमओओसी का विकास (4 क्रेडिट पाठ्यक्रम) (कम क्रेडिट के एमओओसी के मामले में 05 अंक / क्रेडिट)	20	20
	प्रति मॉड्यूल/व्याख्यान एमओओसी (चार चतुर्थांश में विकसित)	05	05
	विषयवस्तु लेखक/ एमओओसी के प्रत्येक मॉड्यूल हेतु विषयवस्तु विशेषज्ञ (कम से कम एक चतुर्थांश)	02	02
	एमओओसी हेतु पाठ्यक्रम समन्वयक (4 क्रेडिट पाठ्यक्रम) (कम क्रेडिट के एमओओसी के मामले में 02 अंक/क्रेडिट)	08	08
	(घ) ई- विषयवस्तु		
	पूर्ण पाठ्यक्रम / ई- पुस्तक हेतु चार चतुर्थांशों में ई-विषयवस्तु का विकास	12	12
	प्रति मॉड्यूल ई- विषयवस्तु (चार चतुर्थांश में विकसित)	05	05
	समग्र पाठ्यक्रम/ पत्र/ ई-पुस्तक में ई- विषयवस्तु मॉड्यूल के विकास में योगदान (कम से कम एक चतुर्थांश)	02	02

	संपूर्ण पाठ्यक्रम/ पत्र/ ई-पुस्तक हेतु ई- विषयवस्तु का संपादक	10	10
4	<b>(क) शोध मार्गदर्शन</b>		
	पीएचडी	10 प्रति प्रदान की गई उपाधि 05 प्रति जमा किए गए शोध प्रबंध	10 प्रति प्रदान की गई उपाधि 05 प्रति जमा किए गए शोध प्रबंध
	एम.फिल./ स्नातकोत्तर शोध प्रबंध	02 प्रति प्रदान की गई उपाधि	02 प्रति प्रदान की गई उपाधि
	<b>(ख) पूरी की गई शोध परियोजनाएं</b>		
	10 लाख से अधिक	10	10
	10 लाख से कम	05	05
	<b>(ग) जारी शोध परियोजनाएं :</b>		
	10 लाख से अधिक	05	05
	10 लाख से कम	02	02
	<b>(घ) परामर्शत्री सेवाएं</b>	03	03
5	<b>(क) पेटेंट</b>		
	अंतर्राष्ट्रीय	10	10
	राष्ट्रीय	07	07
	<b>(ख) *नीतिगत दस्तावेज (सं.रा.सं./ यूनेस्को/ विश्व बैंक/ अंतर्राष्ट्रीय मुद्रा कोष इत्यादि अथवा केंद्र सरकार या राज्य सरकार जैसे किसी अंतर्राष्ट्रीय निकाय/ संगठन को सौंपे गए)</b>		
	अंतर्राष्ट्रीय	10	10
	राष्ट्रीय	07	07
	राज्य	04	04
	<b>(क) पुरस्कार / अध्येतावृत्ति</b>		
	अंतर्राष्ट्रीय	07	07
	राष्ट्रीय	05	05
6	<b>*अतिथि व्याख्यान/ संसाधक/ संगोष्ठियों/ सम्मलेनों में पत्र प्रस्तुतीकरण/ सम्मलेन कार्यवाहियों में पूर्ण पत्र प्रस्तुत करना (संगोष्ठियों/ सम्मलेनों में प्रस्तुत किए गए पत्र और सम्मलेन कार्यवाहियों में पूर्ण पत्र के रूप में प्रकाशित पत्रों की गणना सिर्फ एक बार की जाएगी)</b>		
	अंतर्राष्ट्रीय (विदेश)	07	07
	अंतर्राष्ट्रीय (देश के भीतर)	05	05
	राष्ट्रीय	03	03
	राज्य/ विश्वविद्यालय	02	02

सहकर्मी द्वारा समीक्षित अथवा विश्वविद्यालय अनुदान आयोग द्वारा सूचीबद्ध जर्नल (थॉमसन रॉयटर्स की सूची के अनुसार निर्धारित किए जाने वाले प्रभाव कारक) :

- i. प्रभाव कारक रहित संदर्भित जर्नल में प्रकाशित पत्र – 5 अंक
- ii. 1 से कम प्रभाव कारक वाले पत्र – 10 अंक
- iii. 1 और 2 के बीच प्रभाव कारक वाले पत्र – 15 अंक
- iv. 2 और 5 के बीच प्रभाव कारक वाले पत्र – 20 अंक
- v. 5 और 10 के बीच प्रभाव कारक वाले पत्र – 25 अंक
- vi. 10 से अधिक प्रभाव कारक वाले पत्र – 30 अंक

(क) दो लेखक : प्रत्येक लेखक हेतु प्रकाशन के कुल मान का 70 प्रतिशत

(ख) दो से अधिक लेखक : प्रथम /मूल/संवादी लेखक हेतु प्रकाशन के कुल मान का 70 प्रतिशत और प्रत्येक संयुक्त लेखकों हेतु प्रकाशन के कुल मान का 30 प्रतिशत

संयुक्त परियोजनाएं : मूल शोधकर्ता और सह- शोधकर्ता में से प्रत्येक को 50 प्रतिशत प्राप्त होगा

नोट :

- यदि संपादित पुस्तक अथवा कार्यवाहियों का भाग के रूप में पत्र प्रस्तुत किया जाता है तो इस पर एक बार ही दावा किया जा सकता है।
- शोध विद्यार्थियों के संयुक्त पर्यवेक्षण के लिए पर्यवेक्षक और सह पर्यवेक्षक हेतु सूत्र, कुल प्राप्तांक का 70 प्रतिशत होगा। पर्यवेक्षक और सह- पर्यवेक्षक दोनों में से प्रत्येक को 7 अंक मिलेंगे।
- \* शिक्षक के शोध अंकों की गणना करने के प्रयोजनार्थ 5(ख), नीतिगत दस्तावेज और 6 की श्रेणियों से संयुक्त शोध अंक, आमंत्रित व्याख्याता /संसाधक /पत्र प्रस्तुतीकरण संबंधित शिक्षक के कुल शोध अंकों के लिए अधिकतम 30 प्रतिशत की ऊपरी सीमा होगी।
- शोध प्राप्तांक 6 श्रेणियों में से कम से कम तीन श्रेणियों से होंगे।

तालिका 3 क

विश्वविद्यालयों में सहायक आचार्यों के पद हेतु साक्षात्कार के लिए अभ्यर्थियों के चयन संबंधी मानदंड

क्रम संख्या	शैक्षणिक रिकॉर्ड	प्राप्तांक			
1	स्नातक	80 प्रतिशत और उससे अधिक=15	60 प्रतिशत से लेकर 80 प्रतिशत से कम= 13	55 प्रतिशत से लेकर 60 प्रतिशत से कम = 10	45 प्रतिशत से लेकर 55 प्रतिशत से कम =05
2	स्नातकोत्तर	80 प्रतिशत और उससे अधिक =25	60 प्रतिशत से लेकर 80 प्रतिशत से कम तक= 23	55 प्रतिशत लेकर (अनुसूचित जाति, अनुसूचित जनजाति, अन्य पिछड़ा वर्ग के मामले में 50 प्रतिशत (असंपन्न वर्ग) / शारीरिक रूप से निशक्त) से 60 प्रतिशत से कम = 20	
3	एमफिल	60 प्रतिशत और उससे अधिक = 07	55 प्रतिशत से लेकर	60 प्रतिशत से कम = 05	
4	पीएचडी	30			
5	नेट सहित जेआरएफ	07			
	नेट	05			
	एसएलईटी / एसईटी	03			
6	शोध प्रकाशन (सहकर्मी द्वारा समीक्षित अथवा विश्वविद्यालय अनुदान आयोग द्वारा सूचीबद्ध जर्नल में प्रकाशित प्रत्येक शोध प्रकाशन हेतु 2 अंक)	10			
7	शिक्षण/ पोस्ट डॉक्टरल अनुभव (प्रत्येक एक वर्ष के लिए 2 अंक) #	10			
8	पुरस्कार				
	अंतर्राष्ट्रीय/ राष्ट्रीय स्तर (अंतरराष्ट्रीय संगठनों/ भारत सरकार/ भारत सरकार द्वारा मान्यता प्राप्त राष्ट्रीय स्तर के निकायों द्वारा दिए गए पुरस्कार)	03			
	राज्य स्तरीय (राज्य सरकार द्वारा दिए गए पुरस्कार)	02			

# तथापि, यदि शिक्षण/ पोस्ट डॉक्टरल अनुभव की अवधि एक वर्ष से कम है तो अंकों को अनुपातिक रूप से घटा दिया जाएगा।

नोट :

(क)

- i. एमफिल + पीएचडी अधिकतम - 30 अंक



ii. जेआरएफ/ नेट/ सेट अधिकतम - 07 अंक

iii. अवार्ड की श्रेणी में अधिकतम - 03 अंक

(ख) साक्षात्कार के लिए बुलाए जाने वाले अभ्यर्थियों की संख्या संबंधित विश्वविद्यालयों द्वारा निर्धारित की जाएगी।

(ग)

शैक्षणिक प्राप्तांक - 80

शोध प्रकाशन - 10

शिक्षण अनुभव - 10

**कुल : 100**

(घ) यह अंक संबंधित राज्यों के एसएलईटी/ सेट विश्वविद्यालयों/ महाविद्यालयों/ संस्थाओं में नियुक्ति के लिए वैध होंगे।

### तालिका 3 (ख)

महाविद्यालयों में सहायक आचार्य के पद हेतु साक्षात्कार के लिए अभ्यर्थियों के चयन संबंधी मानदंड

क्रम संख्या	शैक्षणिक रिकॉर्ड	प्राप्तांक			
1	स्नातक	80 प्रतिशत और उससे अधिक = 21	60 प्रतिशत से अधिक और 80 प्रतिशत से कम = 19	55 प्रतिशत से अधिक और 60 प्रतिशत से कम = 16	45 प्रतिशत से अधिक और 55 प्रतिशत से कम = 10
2	स्नातकोत्तर	80 प्रतिशत और उससे अधिक = 25	60 प्रतिशत से अधिक और 80 प्रतिशत से कम = 23	55 प्रतिशत (अनुसूचित जाति, अनुसूचित जनजाति, अन्य पिछड़ा वर्ग (असंपन्न वर्ग)/ शारीरिक रूप से निशक्त अभ्यर्थियों के मामले में 50 प्रतिशत) से अधिक और 60 प्रतिशत से कम = 20	
3	एमफिल	60 प्रतिशत और उससे अधिक = 07	55 प्रतिशत से अधिक और 60 प्रतिशत से कम = 05		
4	पीएचडी	25			
5	जेआरएफ सहित नेट	10			
	नेट	08			
	एसएलईटी/ सेट	05			
6	शोध प्रकाशन (सहकर्मी द्वारा समीक्षित अथवा विश्वविद्यालय अनुदान आयोग द्वारा सूचीबद्ध जर्नल में प्रकाशित प्रत्येक शोध प्रकाशन हेतु 2 अंक)	06			
7	शिक्षण/ पोस्ट डॉक्टोरल अनुभव (प्रत्येक एक वर्ष के लिए 2 अंक) #	10			
8	पुरस्कार				
	अंतर्राष्ट्रीय/ राष्ट्रीय स्तर (अंतरराष्ट्रीय संगठनों/ भारत सरकार/ भारत सरकार द्वारा मान्यता प्राप्त राष्ट्रीय स्तर के निकायों द्वारा दिए गए पुरस्कार)	03			
	राज्य स्तरीय (राज्य सरकार द्वारा दिए गए पुरस्कार)	02			

# तथापि यदि शिक्षण/ पोस्ट डॉक्टोरल अनुभव की अवधि एक वर्ष से कम है तो अंकों को अनुपातिक रूप से घटा दिया जाएगा।

नोट :

(क)

- i. एमफिल + पीएचडी अधिकतम – 25 अंक  
 ii. जेआरएफ/ नेट/ सेट अधिकतम – 10 अंक  
 iii. अवार्ड की श्रेणी में अधिकतम – 03 अंक

(ख) साक्षात्कार के लिए बुलाए जाने वाले अभ्यर्थियों की संख्या संबंधित विश्वविद्यालयों द्वारा निर्धारित की जाएगी।

(ग)

शैक्षणिक प्राप्तांक – 84

शोध प्रकाशन – 06

शिक्षण अनुभव – 10

**कुल : 100**

(घ) एसएलईटी/ सेट प्राप्तांक केवल संबंधित राज्यों के विश्वविद्यालयों/ महाविद्यालयों/ संस्थाओं में नियुक्ति के लिए वैध होंगे।

#### तालिका 4

#### पुस्तकाध्यक्ष हेतु आकलन मानदंड और पद्धति

क्रम संख्या	क्रियाकलाप	ग्रेडिंग मानदंड
1	पुस्तकालय में उपस्थित होने की नियमितता (उपस्थित होने के लिए अपेक्षित दिनों की कुल संख्या की तुलना में उपस्थित दिनों के प्रतिशत के संदर्भ में गणना) पुस्तकालय में उपस्थित होने के समय व्यक्ति से अन्य बातों के साथ-साथ निम्नलिखित कार्य करने की आशा की जाती है : <ul style="list-style-type: none"> <li>पुस्तकालय संसाधनों और संगठन तथा पुस्तकों, जर्नलों और रिपोर्टों का रखरखाव</li> <li>पुस्तकालय पाठक सेवा जैसे शोधकर्ताओं से साहित्य प्राप्ति सेवाओं और रिपोर्ट के विश्लेषण का प्रावधान</li> <li>संस्थागत वेबसाइट को अद्यतन करने में सहायता</li> </ul>	90 प्रतिशत और उससे अधिक – अच्छा 90 प्रतिशत से कम लेकिन 80 प्रतिशत और उससे अधिक – संतोषजनक 80 प्रतिशत से कम – असंतोषजनक
2	पुस्तकालय कार्यकलाप से संबंधित अथवा विशिष्ट पुस्तक अथवा पुस्तकों की शैली के संबंध में संगोष्ठियों/ कार्यशालाओं का आयोजन	अच्छा – 1 राष्ट्रीय स्तर की संगोष्ठी/ कार्यशाला + 1 राज्य/ संस्था स्तर की कार्यशाला/ संगोष्ठी संतोषजनक – 1 राष्ट्रीय स्तर की संगोष्ठी/ कार्यशाला अथवा 1 राज्य स्तर की संगोष्ठी/ कार्यशाला + 1 संस्था स्तरीय संगोष्ठी/ कार्यशाला अथवा 4 संस्था स्तरीय संगोष्ठी/ कार्यशाला असंतोषजनक – उपर्युक्त दोनों श्रेणियों के अंतर्गत नहीं आने वाले
3	यदि पुस्तकालय में कंप्यूटरीकृत डॉटाबेस है तो <i>अथवा</i> यदि पुस्तकालय में कंप्यूटरीकृत डॉटाबेस नहीं है	अच्छा – कंप्यूटरीकृत डॉटाबेस में शतप्रतिशत वास्तविक पुस्तकें और जर्नल संतोषजनक – कंप्यूटरीकृत डॉटाबेस में कम से कम 99 प्रतिशत वास्तविक पुस्तकें और जर्नल असंतोषजनक – अच्छा अथवा संतोषजनक श्रेणी के अंतर्गत नहीं आने वाले अथवा अच्छा – अद्यतन किया गया 100 प्रतिशत कैटलॉग डॉटाबेस

		संतोषजनक - अद्यतन किया गया 90 प्रतिशत कैटलॉग डॉटाबेस असंतोषजनक - कैटलॉग डॉटाबेस का अद्यतन नहीं होना (सीएएस संवर्धन समिति द्वारा औचक रूप से सत्यापित किया जाए)
4	वस्तुसूची और खोई हुई पुस्तकों की जांच करना	अच्छा - जांची गई वस्तुसूची और खोई हुई पुस्तकों 0.5 प्रतिशत से कम। संतोषजनक - जांची गई वस्तुसूची और खोई हुई पुस्तकों एक प्रतिशत से कम। असंतोषजनक - वस्तुसूची की जांच नहीं की गई हो अथवा जांची गई वस्तुसूची और खोई हुई पुस्तकों एक प्रतिशत अथवा उससे अधिक।
5	<p>i. बिना कंप्यूटरीकृत डॉटाबेस वाली संस्था में पुस्तकों के डॉटाबेस का डिजिटलीकरण</p> <p>ii. पुस्तकालय नेटवर्क का संवर्धन</p> <p>iii. पुस्तकों और अन्य संसाधनों से संबंधित सूचनाओं का प्रसार करने के लिए प्रणाली की स्थापना।</p> <p>iv. दाखिले, परीक्षाओं और पाठ्येतर कार्यक्रमों के दौरान किए गए कार्यों सहित महाविद्यालय प्रशासन और अभिशासन संबंधी कार्यों में सहायता प्रदान करना।</p> <p>v. उपयोगकर्ताओं हेतु अल्पकालिक पाठ्यक्रम तैयार करना और उनका संचालन करना।</p> <p>vi. विश्वविद्यालय अनुदान आयोग द्वारा अनुमोदित जर्नल में कम से कम एक शोध पत्र का प्रकाशन करना।</p>	अच्छा - किन्हीं दो कार्यक्रमों में शामिल होना। संतोषजनक - कम से कम एक कार्यक्रमों में शामिल होना। असंतोषजनक - किसी भी कार्यक्रमों में शामिल ना होना / नहीं किया जाना।
समग्र ग्रेडिंग	अच्छा : मद 1 में अच्छा और मद 4 सहित किन्हीं दो अन्य मदों में संतोषजनक/अच्छा संतोषजनक : मद 1 में संतोषजनक और मद 4 सहित किन्हीं अन्य दो मदों में संतोषजनक/अच्छा असंतोषजनक : यदि समग्र ग्रेडिंग में न तो अच्छा है और न ही संतोषजनक।	
<p><b>नोट :</b></p> <p>1 - पुस्तकालय कर्मचारियों की उपस्थिति की निगरानी करने और आकलन के मानदंड की गणना करने के लिए आईसीटी प्रौद्योगिकी का उपयोग करने की सिफारिश की जाती है।</p> <p>2 - पुस्तकाध्यक्ष को प्रकाशित पत्र, पुनश्चर्या अथवा प्रविधि पाठ्यक्रम में शामिल होने, संबंधित विभाग के विभागाध्यक्ष से सफलतापूर्वक शोध मार्गदर्शन करने, परियोजना पूर्ण करने संबंधी साक्ष्य को संबंधित विभाग को सौंपना होगा।</p> <p>3 - उपयोगकर्ताओं की शिकायतों की निगरानी करने की प्रणाली और जिस सीमा तक शिकायतों के समाधान किया गया उस संबंध में ब्योरा भी सीएएस प्रोन्नति समिति को उपलब्ध कराया जाए।</p>		

**तालिका 5****शारीरिक शिक्षा और खेलकूद निदेशकों हेतु आकलन मानदंड और पद्धति**

क्रम संख्या	क्रियाकलाप	ग्रेडिंग मानदंड
1	उपस्थिति को जितने दिनों तक महाविद्यालय में उपस्थित हुए हैं की तुलना में जितने दिन उनसे उपस्थित रहने की आशा की जाती है के संदर्भ में प्रतिशत में परिकलन किया जाता है।	90 और उससे अधिक - अच्छा 80 से अधिक लेकिन 90 से कम - संतोषजनक 80 से कम - असंतोषजनक

2	अंतर्महाविद्यालयी प्रतिस्पर्धाओं का आयोजन	अच्छा - 5 से अधिक विधाओं में अंतर्महाविद्यालयी प्रतिस्पर्धाएं। संतोषजनक - 3 से 5 विधाओं में अंतर्महाविद्यालयी प्रतिस्पर्धाएं। असंतोषजनक - न ही अच्छा और न ही संतोषजनक
3	बाह्य प्रतिस्पर्धाओं में संस्थान की भागीदारी	अच्छा - कम से कम एक विधा में राष्ट्रीय स्तर की प्रतिस्पर्धा और कम से कम तीन विधाओं में राज्य / जिला स्तर की प्रतिस्पर्धा संतोषजनक - कम से कम एक विधा में राज्य स्तर की प्रतिस्पर्धा और कम से कम तीन विधाओं में जिला स्तरीय प्रतिस्पर्धा अथवा कम से कम 5 विधाओं में जिला स्तरीय प्रतिस्पर्धा असंतोषजनक - न तो अच्छा और न ही संतोषजनक
4	वैज्ञानिक और प्रौद्योगिकीय आगतों के साथ खेलकूद और शारीरिक प्रशिक्षण अवसंरचना का उन्नयन। खेलकूद के मैदानों और खेलकूद तथा शारीरिक शिक्षा सुविधाओं का विकास और रखरखाव।	अच्छा/ संतोषजनक/ असंतोषजनक का आकलन प्रोन्नति समिति द्वारा किया जाएगा।
5	i. संस्थान के कम से कम एक विद्यार्थी राष्ट्रीय /राज्य /विश्वविद्यालय की टीमों (केवल महाविद्यालय स्तरों के लिए) में भागीदारी करता है। राज्य /राष्ट्रीय /अंतर्विश्वविद्यालय/ अंतर्महाविद्यालय स्तर की प्रतिस्पर्धाओं का आयोजन। ii. राज्य/ राष्ट्रीय स्तर पर अनुशिक्षण हेतु आमंत्रित किया जाना। iii. वर्ष में कम से कम तीन कार्यशालाओं का आयोजन iv. विश्वविद्यालय अनुदान आयोग द्वारा अनुमोदित जर्नल में कम से कम एक शोध पत्र का प्रकाशन। दाखिले, परीक्षाओं और पाठ्येतर कार्यक्रमों के दौरान किए गए कार्य सहित महाविद्यालय प्रशासन और अभिशासन संबंधी कार्य में सहायता।	अच्छा : किन्हीं दो कार्यक्रमों में शामिल होना। संतोषजनक : एक कार्यक्रम असंतोषजनक : किसी भी कार्यक्रम में शामिल ना होना / आरंभ नहीं किया जाना।
समग्र ग्रेडिंग :	अच्छा : मद 1 में अच्छा और किन्हीं अन्य दो मदों में संतोषजनक/ अच्छा संतोषजनक : मद 1 में संतोषजनक और किन्हीं अन्य दो मदों में संतोषजनक/ अच्छा असंतोषजनक : यदि समग्र ग्रेडिंग में न तो अच्छा है और न ही संतोषजनक।	
नोट :		
1- खेलकूद और शारीरिक शिक्षा के शिक्षकों की उपस्थिति की निगरानी करने और मूल्यांकन के मानदंड की गणना करने के लिए आईसीटी प्रौद्योगिकी का उपयोग करने की सिफारिश की जाती है।		
2- संस्थान को छात्रों से प्रतिक्रिया प्राप्त करनी चाहिए। इस प्रतिक्रिया को संबंधित शारीरिक शिक्षा और खेलकूद निदेशक तथा सीएएस प्रोन्नति समिति के साथ भी साझा करना चाहिए।		
3- उपयोगकर्ताओं की शिकायतों की निगरानी करने की प्रणाली और किस सीमा तक शिकायतों का निवारण किया गया, इस संबंध में ब्योरा भी सीएएस प्रोन्नति समिति को उपलब्ध कराया जाए।		

## UNIVERSITY GRANTS COMMISSION

## NOTIFICATION

New Delhi, the 18th July, 2018

**UGC REGULATIONS ON MINIMUM QUALIFICATIONS FOR APPOINTMENT OF TEACHERS AND OTHER ACADEMIC STAFF IN UNIVERSITIES AND COLLEGES AND MEASURES FOR THE MAINTENANCE OF STANDARDS IN HIGHER EDUCATION, 2018**

**No. F.1-2/2017(EC/PS).**—In exercise of the powers conferred under clause (e) and (g) of sub-section(I) of Section 26 read with Section 14 of the University Grants Commission Act, 1956 (3 of 1956), and in supersession of the “UGC Regulations on Minimum qualifications for Appointment of Teachers and other Academic Staff in Universities and Colleges and Measures for the Maintenance of Standards in Higher Education 2010” (Regulation No.F.3-1/2009 dated 30<sup>th</sup> June, 2010) together with all amendments made therein from time to time, the University Grants Commission, hereby, frames the following Regulations, namely:-

**1. Short title, application and commencement:**

- 1.1 These Regulations may be called the University Grants Commission (Minimum Qualifications for Appointment of Teachers and other Academic Staff in Universities and Colleges and other Measures for the Maintenance of Standards in Higher Education) Regulations, 2018.
- 1.2 These shall apply to every University established or incorporated by or under a Central Act, Provincial Act or a State Act, every Institution including a Constituent or an affiliated College recognized by the Commission, in consultation with the University concerned under Clause (i) of Section 2 of the University Grants Commission Act, 1956 and every Institution deemed to be a University under Section 3 of the said Act.
- 1.3 These shall come into force from the date of notification.
2. The Minimum Qualifications for appointment and other service conditions of University and College teachers, Librarians, and Directors of Physical Education and Sports as a measure for the maintenance of standards in higher education, shall be as provided in the Annexure to these Regulations.
3. If any University contravenes the provisions of these Regulations, the Commission after taking into consideration the cause, if any, shown by the University for such failure or contravention, may withhold from the University, the grants proposed to be made out of the Fund of the Commission.

**UGC REGULATIONS ON MINIMUM QUALIFICATIONS FOR APPOINTMENT OF TEACHERS AND OTHER ACADEMIC STAFF IN UNIVERSITIES AND COLLEGES AND OTHER MEASURES FOR THE MAINTENANCE OF STANDARDS IN HIGHER EDUCATION, 2018****Minimum qualifications for the posts of Senior Professor, Professors and Teachers, and other Academic Staff in Universities and Colleges and revision of pay scales and other Service Conditions pertaining to such posts.****1.0 Coverage**

These Regulations are issued for minimum qualifications for appointment and other service conditions of University and College teachers and cadres of Librarians, Directors of Physical Education and Sports for maintenance of standards in higher education and revision of pay-scales.

- 1.1 For the purposes of direct recruitment to teaching posts in disciplines relating to university and collegiate education, interalia in the fields of health, medicine, special education, agriculture, veterinary and allied fields, technical education, teacher education, norms or standards laid down by authorities established by the relevant Act of Parliament under article 246 of the Constitution for the purpose of co-ordination and determination of standards in institutions for higher education or research and scientific and technical institutions, shall prevail
  - i. Provided that where no such norms and standards have been laid down by any regulatory authority, UGC Regulations herein shall be applicable till such time as any norms or standards are prescribed by the appropriate regulatory authority.
  - ii. Provided further that for appointment to the post of Assistant Professor and equivalent positions pertaining to disciplines in which the National Eligibility Test (NET), conducted by the University Grants Commission or Council of Scientific and Industrial Research as the case may be, or State level

Eligibility Test (SLET) or the State Eligibility Test (SET), conducted by bodies accredited by the UGC for the said purpose, qualifying in NET/SLET/SET shall be an additional requirement.

- 1.2** Every university or institution deemed to be University, as the case may be, shall as soon as may be, but not later than within six months of the coming into force of these Regulations, take effective steps for the amendment of the statutes, ordinances or other statutory provisions governing it, so as to bring the same in accordance with these Regulations.

**2.0 Pay Scales, Pay Fixation, and Age of Superannuation**

**Pay scales as notified by the Government of India from time to time will be adopted by the University Grants Commission.**

- 2.1** Subject to the availability of vacant positions and fitness, teachers such as Assistant Professor, Associate Professor, Professor and Senior Professor only, may be re-employed on contract appointment beyond the age of superannuation, as applicable to the concerned University, college and Institution, up to the age of seventy years.

*Provided* further that all such re-employment shall be strictly in accordance with the guidelines prescribed by the UGC, from time to time.

- 2.2 The date of implementation of the revision of pay shall be 1<sup>st</sup> January, 2016.**

**3.0 Recruitment and Qualifications**

- 3.1** The direct recruitment to the posts of Assistant Professor, Associate Professor and Professor in the Universities and Colleges, and Senior Professor in the Universities, shall be on the basis of merit through an all-India advertisement, followed by selection by a duly-constituted Selection Committee as per the provisions made under these Regulations. These provisions shall be incorporated in the Statutes/Ordinances of the university concerned. The composition of such a committee shall be as specified in these Regulations.

- 3.2** The minimum qualifications required for the post of Assistant Professor, Associate Professor, Professor, Senior Professor, Principal, Assistant Librarian, Deputy Librarian, Librarian, Assistant Director of Physical Education and Sports, Deputy Director of Physical Education and Sports and Director of Physical Education and Sports, shall be as specified by the UGC in these Regulations.

**3.3**

- I.** The National Eligibility Test (NET) or an accredited test (State Level Eligibility Test SLET/SET) shall remain the minimum eligibility for appointment of Assistant Professor and equivalent positions wherever provided in these Regulations. Further, SLET/SET shall be valid as the minimum eligibility for direct recruitment to Universities/Colleges/Institutions in the respective state only:

*Provided* that candidates who have been awarded a Ph.D. Degree in accordance with the University Grants Commission (Minimum Standards and Procedure for Award of M.Phil./Ph.D. Degree) Regulation, 2009, or the University Grants Commission (Minimum Standards and Procedure for Award of M.Phil./Ph.D. Degree) Regulation, 2016, and their subsequent amendments from time to time, as the case may be, shall be exempted from the requirement of the minimum eligibility condition of NET/SLET/SET for recruitment and appointment of Assistant Professor or any equivalent position in any University, College or Institution.

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

- a) The Ph.D. degree of the candidate has been awarded in regular mode only;
- b) The Ph.D. thesis has been awarded by at least two external examiners;
- c) An open Ph.D. viva voce of the candidate has been conducted;
- d) The candidate has published two research papers from his/her Ph.D. work out of which at least one is in a refereed journal;
- e) The candidate has presented at least two papers, based on his/her Ph.D. work in conferences/seminars sponsored/funded/supported by the UGC/ ICSSR/CSIR or any similar agency.

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

- II.** The clearing of NET/SLET/SET shall not be required for candidates in such disciplines for which NET/SLET/SET has not been conducted.
- 3.4** A minimum of 55% marks (or an equivalent grade in a point-scale, wherever the grading system is followed) at the Master's level shall be the essential qualification for direct recruitment of teachers and other equivalent cadres at any level.
- I.** A relaxation of 5% shall be allowed at the Bachelor's as well as at the Master's level for the candidates belonging to Scheduled Caste/Scheduled Tribe/Other Backward Classes (OBC)(Non-creamy Layer)/Differently-abled ((a) Blindness and low vision; (b) Deaf and Hard of Hearing; (c) Locomotor disability including cerebral palsy, leprosy cured, dwarfism, acid-attack victims and muscular dystrophy; (d) Autism, intellectual disability, specific learning disability and mental illness; (e) Multiple disabilities from amongst persons under (a) to (d) including deaf-blindness) for the purpose of eligibility and assessing good academic record for direct recruitment. The eligibility marks of 55% marks (or an equivalent grade in a point scale wherever the grading system is followed) and the relaxation of 5% to the categories mentioned above are permissible, based only on the qualifying marks without including any grace mark procedure.
- 3.5.** A relaxation of 5% shall be provided, (from 55% to 50% of the marks) to the Ph.D. Degree holders who have obtained their Master's Degree prior to 19 September, 1991.
- 3.6** A relevant grade which is regarded as equivalent of 55%, wherever the grading system is followed by a recognized university, at the Master's level shall also be considered valid.
- 3.7** The Ph.D. Degree shall be a mandatory qualification for appointment and promotion to the post of Professor.
- 3.8** The Ph.D. Degree shall be a mandatory qualification for appointment and promotion to the post of Associate Professor.
- 3.9** The Ph.D. Degree shall be a mandatory qualification for promotion to the post of Assistant Professor (Selection Grade/Academic Level 12) in Universities.
- 3.10** The Ph.D. Degree shall be a mandatory qualification for direct recruitment to the post of Assistant Professor in Universities with effect from 01.07.2021.
- 3.11** The time taken by candidates to acquire M.Phil. and / or Ph.D. Degree shall not be considered as teaching/ research experience to be claimed for appointment to the teaching positions. Further the period of active service spent on pursuing Research Degree simultaneously with teaching assignment without taking any kind of leave, shall be counted as teaching experience for the purpose of direct recruitment/ promotion. Regular faculty members upto twenty per cent of the total faculty strength (excluding faculty on medical / maternity leave) shall be allowed by their respective institutions to take study leave for pursuing Ph.D. degree.
- 3.12 Qualifications:**
- No person shall be appointed to the post of University and College teacher, Librarian or Director of Physical Education and Sports, in any university or in any of institutions including constituent or affiliated colleges recognised under clause (f) of Section 2 of the University Grants commission Act, 1956 or in an institution deemed to be a University under Section 3 of the said Act if such person does not fulfil the requirements as to the qualifications for the appropriate post as provided in the Schedule 1 of these Regulations.
- 4.0 Direct Recruitment**
- 4.1 For the Disciplines of Arts, Commerce, Humanities, Education, Law, Social Sciences, Sciences, Languages, Library Science, Physical Education, and Journalism & Mass Communication.**
- I. Assistant Professor:**
- Eligibility (A or B) :**
- A.**
- i) A Master's degree with 55% marks (or an equivalent grade in a point-scale wherever the grading system is followed) in a concerned/relevant/allied subject from an Indian University, or an equivalent degree from an accredited foreign university.

- ii) Besides fulfilling the above qualifications, the candidate must have cleared the National Eligibility Test (NET) conducted by the UGC or the CSIR, or a similar test accredited by the UGC, like SLET/SET or who are or have been awarded a Ph. D. Degree in accordance with the University Grants Commission (Minimum Standards and Procedure for Award of M.Phil./Ph.D. Degree) Regulations, 2009 or 2016 and their amendments from time to time as the case may be exempted from NET/SLET/SET :

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

- a) The Ph.D. degree of the candidate has been awarded in a regular mode;
- b) The Ph.D. thesis has been evaluated by at least two external examiners;
- c) An open Ph.D. viva voce of the candidate has been conducted;
- d) The Candidate has published two research papers from his/her Ph.D. work, out of which at least one is in a refereed journal;
- e) The candidate has presented at least two papers based on his/her Ph.D work in conferences/seminars sponsored/funded/supported by the UGC / ICSSR/ CSIR or any similar agency.

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

Note: NET/SLET/SET shall also not be required for such Masters Programmes in disciplines for which NET/SLET/SET is not conducted by the UGC, CSIR or similar test accredited by the UGC, like SLET/SET.

**OR**

- B.** The Ph.D degree has been obtained from a foreign university/institution with a ranking among top 500 in the World University Ranking (at any time) by any one of the following: (i) Quacquarelli Symonds (QS) (ii) the Times Higher Education (THE) or (iii) the Academic Ranking of World Universities (ARWU) of the Shanghai Jiao Tong University (Shanghai).

*Note: The Academic score as specified in Appendix II (Table 3A) for Universities, and Appendix II (Table 3B) for Colleges, shall be considered for short-listing of the candidates for interview only, and the selections shall be based only on the performance in the interview.*

**II. Associate Professor:**

**Eligibility:**

- i) A good academic record, with a Ph.D. Degree in the concerned/allied/relevant disciplines.
- ii) A Master's Degree with at least 55% marks (or an equivalent grade in a point-scale, wherever the grading system is followed).
- iii) A minimum of eight years of experience of teaching and / or research in an academic/research position equivalent to that of Assistant Professor in a University, College or Accredited Research Institution/industry with a minimum of seven publications in the peer-reviewed or UGC-listed journals and a total research score of Seventy five (75) as per the criteria given in Appendix II, Table 2.

**III. Professor:**

**Eligibility (A or B) :**

**A.**

- i) An eminent scholar having a Ph.D. degree in the concerned/allied/relevant discipline, and published work of high quality, actively engaged in research with evidence of published work with, a minimum of 10 research publications in the peer-reviewed or UGC-listed journals and a total research score of 120 as per the criteria given in Appendix II, Table 2.



- ii) A minimum of ten years of teaching experience in university/college as Assistant Professor/Associate Professor/Professor, and / or research experience at equivalent level at the University/National Level Institutions with evidence of having successfully guided doctoral candidate.

**OR**

- B.** An outstanding professional, having a Ph.D. degree in the relevant/allied/applied disciplines, from any academic institutions (not included in A above) / industry, who has made significant contribution to the knowledge in the concerned/allied/relevant discipline, supported by documentary evidence provided he/she has ten years' experience.

#### **IV. Senior Professor in Universities**

Up to 10 percent of the existing sanctioned strength of Professors in the university may be appointed as Senior Professor in the universities, through direct recruitment.

##### **Eligibility:**

- i) An eminent scholar with good track record of high-quality research publications in Peer-reviewed or UGC-listed journals, significant research contribution to the discipline, and engaged in research supervision.
- ii) A minimum of ten years of teaching/research experience as Professor or an equivalent grade in a University, College or an institute of national level.
- iii) The selection shall be based on academic achievements, favourable review from three eminent subject experts who are not less than the rank of Senior Professor or a Professor of at least ten years experience.
- iv) The selection shall be based on ten best publications in the Peer-reviewed or UGC -listed journals and award of Ph.D degrees to at least two candidates under his/her supervision during the last 10 years and interaction with the Selection Committee constituted as per the UGC Regulations.

#### **V. College Principal and Professor (Professor's Grade)**

##### **A. Eligibility:**

- (i) Ph.D. degree
- (ii) Professor/Associate Professor with a total service/ experience of at least fifteen years of teaching/research in Universities, Colleges and other institutions of higher education.
- (iii) A minimum of 10 research publications in peer-reviewed or UGC-listed journals.
- (iv) A minimum of 110 Research Score as per Appendix II, Table 2

##### **B. Tenure**

- i) A College Principal shall be appointed for a period of five years, extendable for another term of five years on the basis of performance assessment by a Committee appointed by the University, constituted as per these regulations.
- ii) After the completion of his/her term as Principal, the incumbent shall join back his/her parent organization with the designation as Professor and in the grade of the Professor.

#### **VI. Vice Principal**

An existing senior faculty member may be designated as Vice-Principal by the Governing Body of the College on the recommendation of the Principal, for a tenure of two years, who can be assigned specific activities, in addition to his/her existing responsibilities. During the absence of the Principal, for any reason, the Vice Principal shall exercise the powers of the Principal.

#### **4.2. Music, Performing Arts, Visual Arts and Other Traditional Indian Art Forms like Sculpture, etc.**

##### **I. Assistant Professor:**

##### **Eligibility (A or B):**

##### **A.**

- i) Master's Degree with 55% marks (or an equivalent grade in a point scale wherever grading system is followed) in the relevant subject or an equivalent degree from an Indian/foreign University.

- ii) Besides fulfilling the above qualifications, the candidate must have cleared the National Eligibility Test (NET) conducted by the UGC, CSIR or similar test accredited by the UGC like SLET/SET or who are or have been awarded a Ph. D. Degree in accordance with the University Grants Commission (Minimum Standards and Procedure for Award of M.Phil./Ph.D. Degree) Regulations, 2009 or 2016 and their amendments from time to time as the case may be.

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

- a) Ph.D. degree has been awarded to the candidate in a regular mode
- b) The Ph.D. thesis has been evaluated by at least two external examiners;
- c) An open Ph.D. viva voce of the candidate had been conducted;
- d) candidate has published two research papers from his/her Ph.D. work, out of which, at least one is in a refereed journal;
- e) The candidate has presented at least two research papers based on his/her Ph.D. work in conferences/seminars supported/funded/sponsored by the UGC/AICTE/ICSSR or any other similar agency.

*Note 1: The fulfilment of these conditions is to be certified by the Registrar or the Dean (Academic Affair) of the University concerned.*

Note 2: The clearance of NET/SLET/SET shall also not be required for such Masters Programmes in disciplines for which NET/SLET/SET is not conducted by the UGC, CSIR or similar test accredited by the UGC (like SLET/SET).

**OR**

- B.** A traditional or a professional artist with highly commendable professional achievement in the subject concerned having a Bachelor's degree, who has:
- i) studied under a noted/reputed traditional Master(s)/Artist(s)
  - ii) Has been 'A' grade artist of AIR/Doordarshan;
  - iii) Has the ability to explain, with logical reasoning the subject concerned; and
  - iv) Has adequate knowledge to teach theory with illustrations in the discipline concerned.

**II. Associate Professor :**

**Eligibility (A or B):**

**A.**

- i) Good academic record, with a doctoral degree.
- ii) Performing ability of a high professional standard.
- iii) Eight year's experience of teaching in a University or College and / or of research in a University/national level institution, equal to that of Assistant Professor in a University/College.
- iv) Has made a significant contribution to knowledge in the subject concerned, as evidenced by quality publications.

**OR**

- B.** A traditional or a professional artist with highly-commendable professional achievement having Master's degree in the subject concerned, who has:

- i) been 'A'-grade artist of AIR/Doordarshan;
- ii) eight years' experience of outstanding performing achievement in the

- field of specialisation;
- iii) experience in designing of new courses and /or curricula;
- iv) participated in National level Seminars/Conferences/Concerts in reputed institutions' and
- v) ability to explain, with logical reasoning, the subject concerned and adequate knowledge to teach theory with illustrations in the said discipline.

### III. Professor :

#### Eligibility (A or B):

##### A.

- i) An eminent scholar having a doctoral degree
- ii) Have been actively engaged in research with at least ten years of experience in teaching in University/College and / or research at the University/National level institutions
- iii) Minimum of 6 research publications in the peer-reviewed or UGC-listed journals,
- iv) Has a total research score of 120, as per Appendix II, Table 2.

#### OR

##### B. A traditional or a professional artist, with highly-commendable professional achievement, in the subject concerned,

- i) Having Masters degree, in the relevant subject
- ii) Has been 'A'-grade artist of AIR/Doordarshan
- iii) Has Ten years of outstanding performing achievements in the field of specialisation
- iv) Has made significant contributions in the field of specialisations and ability to guide research;
- v) Has participated in National/International Seminars/Conferences/ Workshops/Concerts and/ or recipient of National/International Awards/Fellowships;
- vi) Has the ability to explain with logical reasoning the subject concerned, and
- vii) Has adequate knowledge to teach theory with illustrations in the said discipline.

### 4.3 Drama Discipline:

#### I. Assistant Professor

##### Eligibility (A or B)

##### A.

- i) Master's Degree with 55% marks (or an equivalent grade in a point scale wherever grading system is followed) in the relevant subject or an equivalent degree from an Indian/foreign University.
- ii) Besides fulfilling the above qualifications, the candidate must have cleared the National Eligibility Test (NET) conducted by the UGC or the CSIR or a similar test accredited by the UGC, like SLET/SET or who are or have been awarded a Ph.D. Degree in accordance with the University Grants Commission (Minimum Standards and Procedure for Award of M.Phil./Ph.D. Degree) Regulations, 2009, or 2016, and their amendments from time to time as the case may be.

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

- a) The Ph.D. degree of the candidate has been awarded in the regular mode;
- b) The Ph.D. thesis has been evaluated by at least two external examiners;
- c) An open Ph.D. viva voce of the candidate has been conducted;
- d) The candidate has published two research papers from his/her Ph.D. work out of which at least one must be in a refereed journal;
- e) The candidate has presented at least two research papers based on his/her Ph.D. work in conferences/seminars supported/funded/ sponsored by the UGC/CSIR/ICSSR or any other similar agency.

Note:

1. *The fulfilment of these conditions is to be certified by the Registrar or the Dean (Academic Affairs) of the University concerned.*
2. NET/SLET/SET shall also not be required for such Masters Programmes in disciplines for which the NET/SLET/SET is not conducted by the UGC, CSIR or similar test accredited by the UGC, like SLET/SET.

**OR**

- B.** A traditional or a professional artist with highly commendable professional achievement in the concerned subject, who has:
- i) been a professional artist with three years' Bachelor degree/Post Graduate Diploma, with 55% marks (or an equivalent grade in a point-scale wherever the grading system is followed), from the National School of Drama, or any other such Institution in India or abroad;
  - ii) five years of regular acclaimed performance at regional/ national/ international stage, supported by evidence; and
  - iii) the ability to explain, with logical reasoning, the subject concerned and adequate knowledge to teach theory with illustrations in the discipline concerned.

**II. Associate Professor:**

**Eligibility (A or B) :**

**A.**

- i) A good academic record, having a Ph.D degree with performing ability of high professional standard as certified by an Expert Committee constituted by the University concerned for the said purpose.
- ii) Eight years experience of teaching in a University/College and/ or research in a University/national-level institutions equal to that of Assistant Professor in a University/College.
- iii) A significant contribution to knowledge in the subject concerned, as evidenced by the quality publications.

**OR**

- B.** A traditional or a professional artist, having highly commendable professional achievement in the subject concerned, has a Master's degree, who has:
- i) Been recognised artist of Stage/ Radio/TV;
  - ii) Eight years of outstanding performance in the field of specialisation;
  - iii) Experience of designing new courses and /or curricula;
  - iv) Participated in Seminars/Conferences in reputed institutions; and
  - v) The ability to explain with logical reasoning the subject concerned and adequate knowledge to teach theory with illustrations in the said discipline.

**III. Professor****Eligibility (A or B) :**

- A.** An eminent scholar, having a doctoral degree, actively engaged in research with ten years of experience in teaching and /or research at a University/National-level institution, including experience of guiding research at the doctoral level, with outstanding performing achievement in the field of specialisation, with a minimum of 6 research publications in the peer-reviewed or UGC listed journals, and a total research score of 120, as per Appendix II, Table 2.

**OR**

- B.** A traditional and a professional artist, having highly commendable professional achievement in the subject concerned, who has:
- i) Master's degree, in the relevant subject::
  - ii) Ten years of outstanding performing achievements in the field of specialisation;
  - iii) Made significant contribution in the field of specialisation
  - iv) Guided research;
  - v) Participated in National/International Seminars/Conferences/Workshops and/or recipient of National/International Awards/Fellowships;
  - vi) Ability to explain with logical reasoning the subject concerned;
  - vii) Adequate knowledge to teach theory, with illustrations in the said discipline.

**4.4 Yoga Discipline****I. Assistant Professor :****Eligibility (A or B) :**

- A.** Good academic record, with at least 55% marks (or an equivalent grade in a point-scale wherever the grading system is followed) at the Master's degree in Yoga or any other relevant subject, or an equivalent degree from an Indian/foreign University.

Besides fulfilling the above qualifications, the candidate must have cleared the National Eligibility Test (NET) conducted by the UGC, CSIR or a similar test accredited by the UGC like SLET/SET or who are or have been awarded a Ph. D. Degree in accordance with the University Grants Commission (Minimum Standards and Procedure for Award of M.Phil./Ph.D. Degree) Regulations, 2009 or 2016 and their amendments from time to time.

**OR**

- B.** A Master's degree in any discipline with at least 55% marks (or an equivalent grade in a point-scale wherever the grading system is followed) and a Ph.D. Degree in Yoga\* in accordance with the University Grants Commission (Minimum Standards and Procedure for Award of M.Phil./Ph.D. Degree) Regulations, 2009 or 2016 and their amendments from time to time as the case may be.

\*Note: Considering the paucity of teachers in the newly-emerging field of Yoga, this alternative has been provided and shall be valid only for five years from the date of notification of these Regulations

**II. ASSOCIATE PROFESSOR**

- i) A good academic record, with a Ph.D. degree in the subject concerned or in a relevant discipline.
- ii) A Master's degree with at least 55% marks (or an equivalent grade in a point-scale, wherever the grading system is followed).
- iii) A minimum of eight years' experience of teaching and/ or research in an academic/research position equivalent to that of Assistant Professor in a University, College or Accredited Research Institutions/Industry with evidence of published work and a minimum of 7 publications as books and / or research/policy papers in peer-reviewed or UGC listed journals and a total research score of at least Seventy five (75), as per the criteria given in Appendix II, Table 2.

**III. PROFESSOR****Eligibility (A or B) :****A.**

- i) An eminent scholar with Ph. D. degree in the subject concerned or in an allied/relevant subject and published work of high quality, actively engaged in research with evidence of published work, with a minimum of 10 publications as books and/ or research/policy papers in the peer-reviewed or UGC listed journals and a total research score of at least 120 as per the criteria given in Appendix II, Table 2.
- ii) A minimum of ten years of teaching experience in a University/College and / or experience in research at the university/National level institution/Industries, with evidence of having successfully guided doctoral candidate.

**Or**

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

**4.5 QUALIFICATIONS, EXPERIENCE AND OTHER ELIGIBILITY REQUIREMENTS FOR APPOINTMENT OF OCCUPATIONAL THERAPY TEACHERS****I. ASSISTANT PROFESSOR:**

A Bachelor's Degree in Occupational Therapy (B.O.T./B. Th.O./B.O.Th.), Masters in Occupational Therapy (M.O.Th/M.Th.O./ M.Sc. O.T/M.OT.), with at least 55% marks (or an equivalent grade in a point-scale wherever the grading system is followed), from a recognised University

**II. ASSOCIATE PROFESSOR:**

- i) Essential : A Master's Degree in Occupational Therapy (M.O.T./M.O.Th./M.Sc. O.T.), with eight years' experience as Assistant Professor.
- ii) Desirable: Higher Qualification, including a Ph. D. degree in any discipline of occupational therapy recognised by the UGC, and published work of high standard in peer-reviewed or UGC- listed journals.

**III. PROFESSOR:**

- i) Essential : Master's Degree in Occupational Therapy (M.O.T./ M.O.Th./M.Th.O./M.Sc. O.T.), with Ten years of total experience in Occupational Therapy.
- ii) Desirable: Higher Qualification, such as Ph.D. degree in any discipline of occupational therapy recognised by the UGC, and published work of high standard in peer- reviewed or UGC- listed journals.

**IV. PRINCIPAL / DIRECTOR / DEAN:**

Essential: Master's Degree in Occupational Therapy (M.O.T./M.Th.O./M.Oth./M.Sc. O.T.), with fifteen years' experience, which shall include five years' experience as Professor (Occupational Therapy).

Note:

- (i) The senior-most Professor in the institution shall be designated as the Principal / Director / Dean.
- (ii) Desirable: Higher qualification, like a Ph. D. degree in any discipline of occupational therapy recognized by the UGC and published work of high standard in peer reviewed or UGC listed journals.

**4.6 QUALIFICATIONS, EXPERIENCE AND OTHER ELIGIBILITY REQUIREMENTS FOR APPOINTMENT OF PHYSIOTHERAPY TEACHERS****I. ASSISTANT PROFESSOR:**

Bachelor's Degree in Physiotherapy (B.P./T./B. Th./P./B.P.Th.), Master's Degree in Physiotherapy (M.&P.Th/M.Th.P./M.Sc. P.T/M.P.T.) with at least 55% marks (or an equivalent grade in a point scale wherever the grading system is followed) from a recognized University.

**II. ASSOCIATE PROFESSOR:**

- i) Essential: A Master's Degree in Physiotherapy (M.P.T./M.P.Th./M.Th.P/M.Sc. P.T.) with eight years' experience as Assistant Professor.

- ii) Desirable: Higher Qualification, such as Ph.D. degree in any discipline of Physiotherapy recognised by the U.G.C, and published work of high standard in peer-reviewed or UGC - listed journals.

### III. PROFESSOR:

Essential: Master's Degree in Physiotherapy (M.P.T. / M.P.Th./M.Th.P./M.Sc. P.T.), with ten years experience.

Desirable:

- (i) Higher Qualification like Ph. D. in any subject of Physiotherapy recognised by U.G.C, and  
(ii) Published work of high standard in peer -reviewed or UGC- listed journals.

### IV. PRINCIPAL / DIRECTOR / DEAN:

Essential: Master's Degree in Physiotherapy (M.P.T./M.Th.P./M.Pth./M.Sc. P.T.) with fifteen years total experience, including five years experience as Professor (Physiotherapy).

Note:

- (i) Senior-most Professor shall be designated as the Principal / Director / Dean.  
(ii) Desirable: Higher qualification like Ph.D. in any subject of Physiotherapy recognized by the UGC and published work of high standard in peer reviewed or UGC listed journals.

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

### I. UNIVERSITY ASSISTANT LIBRARIAN / COLLEGE LIBRARIAN

- i) A Master's Degree in Library Science, Information Science or Documentation Science or an equivalent professional degree, with at least 55% marks (or an equivalent grade in a point –scale, wherever the grading system is followed)  
ii) A consistently good academic record, with knowledge of computerization of a library.  
iii) Besides fulfilling the above qualifications, the candidate must have cleared the National Eligibility Test (NET) conducted by the UGC, CSIR or similar test accredited by the UGC like SLET/SET or who are or have been awarded a Ph.D. Degree in accordance with the University Grants Commission (Minimum Standards and Procedure for Award of M.Phil./Ph.D. Degree) Regulations, 2009 or 2016 and their amendments from time to time as the case may be:

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

- a) The Ph.D. degree of the candidate has been awarded in the regular mode  
b) The Ph.D. thesis has been evaluated by at least two external examiners;  
c) Open Ph.D. viva voce of the candidate has been conducted;  
d) The candidate has published two research papers from his/her Ph.D. work out of which at least one is in a refereed journal;  
e) The candidate has presented at least two papers based on his/her Ph.D work in conferences/seminars sponsored /funded/supported by the UGC/ICSSR/CSIR or any similar agency.

Note:

- (i) *The fulfilment of these conditions is to be certified by the Registrar or the Dean (Academic Affairs) of the University concerned.*  
(ii) NET/SLET/SET shall also not be required for candidates in such Master's Programmes for which NET/SLET/SET is not conducted by the UGC, CSIR or similar test accredited by the UGC like SLET/SET.

**II. UNIVERSITY DEPUTY LIBRARIAN**

- i) A Master's Degree in library science/information science/documentation science, with at least 55% marks or an equivalent grade in a point –scale, wherever grading system is followed.
- ii) Eight years experience as an Assistant University Librarian/College Librarian.
- iii) Evidence of innovative library services including integration of ICT in library.
- iv) A Ph.D. Degree in library science/ Information science / Documentation Science/Archives and manuscript keeping/computerization of library.

**III. UNIVERSITY LIBRARIAN**

- i) A Master's Degree in Library Science/Information Science/Documentation Science with at least 55% marks or an equivalent grade in a point -scale wherever the grading system is followed.
- ii) At least ten years as a Librarian at any level in University Library or ten years of teaching as Assistant/Associate Professor in Library Science or ten years' experience as a College Librarian.
- iii) Evidence of innovative library services, including the integration of ICT in a library.
- iv) A Ph.D. Degree in library science/information science/documentation /archives and manuscript-keeping.

**4.8 MINIMUM QUALIFICATIONS FOR THE POSTS OF ASSISTANT DIRECTORS OF PHYSICAL EDUCATION AND SPORTS, DEPUTY DIRECTOR OF PHYSICAL EDUCATION AND SPORTS AND DIRECTOR OF PHYSICAL EDUCATION AND SPORTS (DPES)****I. University Assistant Director of Physical Education and Sports / College Director of Physical Education and Sports****Eligibility (A or B) :****A.**

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

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

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

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



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

OR

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

## II. University Deputy Director of Physical Education and Sports

### Eligibility (A or B) :

#### A.

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

OR

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

## III. University Director of Physical Education and Sports

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

## IV. Physical Fitness Test Norms

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

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

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

## **5.0 CONSTITUTION OF SELECTION COMMITTEES AND GUIDELINES ON SELECTION PROCEDURE:**

### **5.1 Selection Committee Composition**

#### **I. Assistant Professor in the University:**

- (a) The Selection Committee for the post of Assistant Professor in the University shall consist of the following persons :
- i) The Vice Chancellor or his/her nominee, who has at least ten years of experience as Professor, shall be the Chairperson of the Committee.
  - ii) An academician not below the rank of Professor to be nominated by the Visitor/Chancellor, wherever applicable.
  - iii) Three experts in the subject concerned nominated by the Vice Chancellor out of the panel of names approved by the relevant statutory body of the university concerned.
  - iv) Dean of the Faculty concerned, wherever applicable.
  - v) Head/Chairperson of the Department/School concerned.
  - vi) An academician representing SC/ST/OBC/Minority/Women/Differently-abled categories to be nominated by the Vice Chancellor, if any of the candidates from any of these categories is an applicant and if any of the above members of the selection committee does not belong to that category.
- (b) Four members, including two outside subject experts, shall constitute the quorum.

#### **II. Associate Professor in the University**

- (a) The Selection Committee for the post of Associate Professor in the University shall have the following composition:
- i) The Vice Chancellor or his/her nominee, who has at least ten years of experience as Professor, shall be the Chairperson of the Committee.
  - ii) An academician not below the rank of Professor to be nominated by the Visitor/Chancellor, wherever applicable.
  - iii) Three experts in the subject/field concerned nominated by the Vice-Chancellor, out of the panel of names approved by the relevant statutory body of the university.
  - iv) Dean of the faculty, wherever applicable.
  - v) Head/Chairperson of the Department/School.
  - vi) An academician representing SC/ST/OBC/ Minority / Women / Differently-abled categories, if any of candidates belonging to any of these categories is the applicant, to be nominated by the Vice Chancellor, if any of the above members of the selection committee does not belong to that category.
- (b) At least four members, including two outside subject experts, shall constitute the quorum

**III. Professor in the University**

- (a) The Selection Committee for the post of Professor in the University shall consist of the following persons :
- i) Vice-Chancellor who shall be the Chairperson of the Committee.
  - ii) An academician not below the rank of Professor to be nominated by the Visitor/Chancellor, wherever applicable.
  - iii) Three experts in the subject/field concerned to be nominated by the Vice-Chancellor out of the panel of names approved by the relevant statutory body of the university concerned.
  - iv) Dean of the faculty, wherever applicable.
  - v) Head/Chairperson of the Department/School.
  - vi) An academician belonging to the SC/ST/OBC/ Minority / Women / Differently-abled categories, if any of the candidates representing these categories is the applicant, to be nominated by the Vice-Chancellor, if any of the above members of the selection committee does not belong to that category.
- (b) At least four members, including two outside subject experts, shall constitute the quorum.

**IV. Senior Professor**

- (a) The Selection Committee for the post of Senior Professor in the University shall consist of the following persons:
- i) Vice Chancellor who shall be the Chairperson of the Committee.
  - ii) An academician not below the rank of Senior Professor/Professor with minimum ten years experience who is the nominee of the Visitor/Chancellor, wherever applicable.
  - iii) Three experts not below the rank of a Senior Professor/Professor with a minimum of ten years' experience in the subject/field concerned nominated by the Vice-Chancellor out of the panel of names approved by the relevant statutory body of the university.
  - iv) Dean (not below the rank of Senior Professor/Professor with minimum ten years experience) of the faculty, wherever applicable.
  - v) Head/Chairperson (not below the rank of Senior Professor/Professor with minimum ten years experience) or Senior-most Professor (not below the rank of Senior Professor/Professor, with a minimum of ten years' experience) of the Department/School.
  - vi) An academician (not below the rank of a Senior Professor/Professor with minimum ten years experience) representing SC/ST/OBC/ Minority / Women / Differently-abled categories, if any of candidates representing these categories is the applicant, to be nominated by the Vice Chancellor, if any of the above members of the selection committee do not belong to that category.
- (b) Four members, including two outside subject experts, shall constitute the quorum.

**V. Assistant Professor in Colleges, including Private and Constituent Colleges:**

- (a) The Selection Committee for the post of Assistant Professor in Colleges, including Private and constituent Colleges shall consist of the following persons:
- i) Chairperson of the Governing Body of the college or his/her nominee from amongst the members of the Governing body, who shall be the Chairperson of the Committee.
  - ii) The Principal of the College.
  - iii) Head of the Department/Teacher-in-charge of the subject concerned in the College.
  - iv) Two nominees of the Vice-Chancellor of the affiliating university, of whom one should be a subject-expert. In case of colleges notified/declared as a minority educational institution, two nominees of the Chairperson of the college from out of a panel of five names, preferably from the minority community, recommended by the Vice-Chancellor of the affiliating university, from the list of experts suggested by the relevant statutory body of the college, of whom one should be a subject-expert.

- v) Two subject-experts not connected with the college who shall be nominated by the Chairperson of the College governing body out of a panel of five names recommended by the Vice-Chancellor from the list of subject experts approved by the relevant statutory body of the university concerned. In case of colleges notified/declared as minority educational Institutions, two subject experts not connected with the University nominated by the Chairperson of the Governing Body of the College out of the panel of five names, preferably from the minority communities, recommended by the Vice-Chancellor from the list of subject experts approved by the relevant statutory body of the College.
- vi) An academician representing SC/ST/OBC/Minority/Women/Differently-abled categories, if any of candidates belonging to any of these categories is the applicant, to be nominated by the Vice-Chancellor, if any of the above members of the selection committee does not belong to that category.

(b) Five members, including two outside subject experts, shall constitute the quorum.

#### **VI. Associate Professor in Colleges, including Private and Constituent Colleges**

- (a) The Selection Committee for the post of Associate Professor in Colleges including Private and Constituent Colleges, shall consist of the following persons:
  - i) The Chairperson of the Governing Body or his/her nominee, from amongst the members of the Governing body, who shall be the Chairperson of the Selection Committee.
  - ii) The Principal of the College.
  - iii) The Head of the Department / Teacher-In charge of the concerned subject from the college.
  - iv) Two University representatives nominated by the Vice-Chancellor, one of whom shall be the Dean of College Development Council or equivalent position in the University, and the other must be expert in the concerned subject. In case of Colleges notified/declared as minority educational institutions, two nominees of the Chairperson of the College from out of a panel of five names, preferably from minority communities, recommended by the Vice-Chancellor of the affiliating university from the list of experts suggested by the relevant statutory body of the college of whom one should be a subject expert.
  - v) Two subject-experts not connected with the college to be nominated by the Chairperson of the governing body of the college out of a panel of five names recommended by the Vice Chancellor from the list of subject experts approved by the relevant statutory body of the university concerned. In case of colleges notified/declared as minority educational Institutions, two subject experts not connected with the University nominated by the Chairperson of the College Governing Body out of the panel of five names, preferably from minority communities, recommended by the Vice Chancellor from the list of subject experts approved by the relevant statutory body.
  - vi) An academician belonging to the SC/ST/OBC/ Minority/Women/Differently-abled categories, if any of candidates belonging to these categories is the applicant, to be nominated by the Vice-Chancellor, if any of the above members of the selection committee does not belong to that category.
- (b) The quorum for the meeting shall be five, including two subject experts.

#### **VII. Professor in Colleges, including Private and Constituent Colleges**

- (a) The Selection Committee for the post of Professor in Colleges including Private and Constituent Colleges shall consist of the following persons:
  - i) The Chairperson of the Governing Body or his/her nominee, from amongst the members of the Governing body, who shall be the Chairperson of the Selection Committee.
  - ii) The Principal of the College.
  - iii) The Head of the Department / Teacher-In charge of the concerned subject from the college not below the rank of Professor.
  - iv) Two University representatives not below the rank of Professor nominated by the Vice-Chancellor, one of whom shall be the Dean of College Development Council or equivalent position in the University, and the other must be expert in the concerned subject. In case of Colleges notified/declared as minority

educational institutions, two nominees, not below the rank of Professor, of the Chairperson of the College from out of a panel of five names, preferably from minority communities, recommended by the Vice-Chancellor of the affiliating university from the list of experts suggested by the relevant statutory body of the college of whom one should be a subject expert.

- v) Two subject-experts not connected with the college to be nominated by the Chairperson of the governing body of the college out of a panel of five names recommended by the Vice Chancellor from the list of subject experts approved by the relevant statutory body of the university concerned. In case of colleges notified/declared as minority educational Institutions, two subject experts not connected with the University nominated by the Chairperson of the College Governing Body out of the panel of five names, preferably from minority communities, recommended by the Vice Chancellor from the list of subject experts approved by the relevant statutory body.
  - vi) An academician not below the rank of Professor belonging to the SC/ST/OBC/Minority/Women/Differently-abled categories, if any of candidates belonging to these categories is the applicant, to be nominated by the Vice-Chancellor, if any of the above members of the selection committee does not belong to that category.
- (b) The quorum for the meeting shall be five, including two subject experts.

### **VIII. College Principal and Professor**

#### **A. Selection Committee**

- (a) The Selection Committee for the post of College Principal and Professor shall have the following composition:
- i) Chairperson of the Governing Body to be the Chairperson.
  - ii) Two members of the Governing Body of the college to be nominated by the Chairperson of whom one shall be an expert in academic administration.
  - iii) Two nominees of the Vice-Chancellor who shall be Higher Education experts in the subject/field concerned out of which at least one shall be a person not connected in any manner with the affiliating University. In case of Colleges notified/declared as minority educational institutions, one nominee of the Chairperson of the College from out of a panel of five names, preferably from minority communities, recommended by the Vice-Chancellor of the affiliating university of whom one should be a subject expert.
  - iv) Three Higher Education experts consisting of the Principal of a College, a Professor and an accomplished educationist not below the rank of a Professor (to be nominated by the Governing Body of the college out of a panel of six experts approved by the relevant statutory body of the university concerned).
  - v) An academician representing SC/ST/OBC/Minority/Women/Differently-abled categories, if any of candidates representing these categories is the applicant, to be nominated by the Vice-Chancellor, if any of the above members of the selection committee does not belong to that category.
  - vi) Two subject-experts not connected with the college to be nominated by the Chairperson of the governing body of the college out of a panel of five names recommended by the Vice Chancellor from the list of subject experts approved by the relevant statutory body of the university concerned. In case of colleges notified/declared as minority educational institutions, two subject experts not connected with the University nominated by the Chairperson of the College governing body out of the panel of five names, preferably from minority communities, recommended by the Vice Chancellor from the list of subject experts approved by the relevant statutory body.
- (b) Five members, including two experts, shall constitute the quorum.
- (c) All the selection procedures of the selection committee shall be completed on the day/last day of the selection committee meeting itself, wherein, minutes are recorded along with the scoring Proforma and recommendation made on the basis of merit with the list of selected and waitlisted candidates/Panel of names in order of merit, duly signed by all members of the selection committee.

- (d) The term of appointment of the College Principal shall be five years, with eligibility for reappointment for one more term only after an assessment by a Committee appointed by the University as per the composition given in sub-clause (B) of 5.1 (VIII).
- (e) After the completion of his/her term as Principal, the incumbent shall join back his/her parent organisation with the designation as Professor and in the grade of the Professor..

**B. Committee for Assessment of College Principal and Professor for Second Term**

The Committee for assessment to the post of College Principal for second term shall have the following composition:

- i) Nominee of the Vice-Chancellor of the affiliating University.
- ii) Nominee of the Chairman, University Grants Commission.

The nominees shall be nominated from the Principals of the Colleges with Excellence/College with Potential of Excellence/Autonomous College/NAAC Grade 'A' accredited colleges.

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

**X. The "Screening-cum-Evaluation Committee" for CAS promotion of Assistant Professors/equivalent cadres in Librarians/Physical Education and Sports from one level to the other higher level shall consist of:**

**A. For University teachers:**

- i) The Vice-Chancellor or his/her nominee shall be the Chairperson of the Committee;
- ii) The Dean of the Faculty concerned;
- iii) The Head of the Department /Chairperson of the School; and
- iv) One subject expert in the subject concerned nominated by the Vice-Chancellor from the University panel of experts.

**B. For College teachers:**

- i) The Principal of the college;
- ii) Head /Teacher-Incharge of the department concerned from the college;
- iii) Two subject experts in the subject concerned nominated by the Vice-Chancellor from the university panel of experts;

**C. For University Assistant Librarian:**

- i) The Vice-Chancellor shall be the Chairperson of the Committee;
- ii) The Dean of the Faculty concerned;
- iii) The Librarian, University Library; and
- iv) One expert who is a working Librarian nominated by the Vice-Chancellor from the University panel of experts.

**D. For College Assistant Librarian:**

- i) The Principal shall be the Chairperson of the Committee;
- ii) The Librarian, University Library; and
- iii) Two experts who are working Librarians nominated by the Vice-Chancellor from the University panel of experts.

**E. For University Assistant Director, Physical Education and Sports:**

- i) The Vice-Chancellor shall be the Chairperson of the Committee;

- ii) The Dean of the Faculty concerned;
- iii) The University Director, Physical Education and Sports; and
- iv) One expert in Physical Education and Sports Administration from University system nominated by the Vice-Chancellor from the University panel of experts.

**F. For College Director, Physical Education and Sports:**

- i) The Principal shall be the Chairperson of the Committee;
- ii) The University Director, Physical Education and Sports; and
- iii) Two experts in Physical Education and Sports Administration from University system nominated by the Vice-Chancellor from the University panel of experts.

**Note:** The quorum for these committees in all categories shall be three which will include one subject expert/university nominee.

**5.2.** The Screening-cum-Evaluation Committee on verification/evaluation of grades secured by the candidate through the Assessment Criteria and Methodology Proforma designed by the respective university based on these Regulations and as per the minimum requirement specified:

- (a) In Appendix II, Table 1 for each of the cadre of Assistant Professor;
- (b) In Appendix II, Table 4 for each of the cadre of Librarian; and
- (c) In Appendix II, Table 5 for each of the cadre of Physical Education and Sports

shall recommend to the Syndicate/ Executive Council /Board of Management of the University/College about the suitability for the promotion of the candidate(s) under CAS for implementation.

**5.3** The selection process shall be completed on the day/last day of the selection committee meeting, wherein the minutes are recorded and recommendation made on the basis of the performance of the interview are duly signed by all members of the selection committee.

**5.4** For all Selection Committees specified in these Regulations, Head of Department / Teacher-Incharge should be either in the same or higher rank/ position than the rank/position for which the interview is to be held.

**6.0 SELECTION PROCEDURE:**

**I.** The overall selection procedure shall incorporate transparent, objective and credible methodology of analysis of the merits and credentials of the applicants based on the weightage given to the performance of the candidate in different relevant parameters and his/her performance on a grading system proforma, based on Appendix II, Tables 1, 2, 3A, 3B, 4, and 5.

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

**II.** The universities shall adopt these Regulations for selection committees and selection procedure through their respective statutory bodies incorporating Appendix II, Table 1, 2, 3A, 3B, 4, and 5 at the institutional level for University Departments and their Constituent colleges/ affiliated colleges (Government/Government-aided/Autonomous/ Private Colleges) to be followed transparently in all the selection processes. The universities may devise their own self-assessment-cum-performance appraisal forms for teachers in strict adherence to the Appendix II, Table 1, 2, 3A, 3B, 4, and 5 specified in these Regulations.

**III.** In all the Selection Committees of direct recruitment of teachers and other academic staff in universities and colleges provided herein, an academician belonging to the Scheduled Caste/Scheduled Tribe/OBC/Minority/Women/Differently-abled categories, if any of candidates belonging to these categories is the applicant and if any of the members of the selection committee does not belong to that category, shall be nominated by the Vice-Chancellor of the University, and in case of a College, Vice-Chancellor of the University to which the college is affiliated to. The academician, so nominated for this purpose, shall be one level above the cadre level of the applicant, and such nominee shall ensure that the norms of the Central Government or concerned State Government, in relation to the categories mentioned above, are strictly followed during the selection process.

- IV. The process of selection of a Professor shall involve the inviting of the application developed by the respective university, based on the Assessment Criteria and Methodology guidelines set out in these Regulations in Appendix II, Table 1 and 2 and reprints of all significant publications of the candidates.

*Provided* that the publications submitted by the candidate shall have been published during the qualifying period.

*Provided* further that such publications shall be made available to the subject experts for assessment before holding the interview. The evaluation of the publications by the experts shall be taken into consideration while finalizing the outcome of selection.

- V. In the case of selection of faculty members who are from outside the academic field and are considered under Clause 4.1 (III.B), 4.2 (I.B, II.B, III.B), 4.3 (I.B, II.B, III.B) and 4.4 (III.B) of these Regulations, the university's statutory bodies must lay down clear and transparent criteria and procedure so that only outstanding professionals who can contribute substantially to the university knowledge system are selected.

- VI. In the selection process for the posts involving different nature of responsibilities in certain disciplines/areas, such as Music and Fine Arts, Visual Arts and Performing Arts, Physical Education and Sports, and Library, greater emphasis may be laid on the nature of deliverables indicated against each of the posts in these Regulations which need to be taken up by the institution while developing the Proforma for both the direct recruitment and the CAS promotion.

- VII. The Internal Quality Assurance Cell (IQAC) shall be established in all Universities/Colleges as per the UGC/ National Assessment Accreditation Council (NAAC) guidelines with the Vice-Chancellor, as Chairperson (in the case of Universities), and Principal, as Chairperson (in case of Colleges). The IQAC shall act as the documentation and record-keeping Cell for the institution, including assistance in the development of Assessment Criteria and Methodology Proforma based on these Regulations. The IQAC may also introduce, wherever feasible, the student feedback system as per the NAAC guidelines on institutional parameters without incorporating the component of the students' assessment of individual teachers in the Assessment Criteria and Methodology Proforma.

- A. The Assessment of the performance of College and University teachers for the CAS promotion is based on the following criteria:

- i. **Teaching-Learning and Evaluation:** The commitment to teaching based on observable indicators such as being regular to class, punctuality to class, remedial teaching and clarifying doubts within and outside the class hours, counselling and mentoring, additional teaching to support the college/university as and when the need arises, etc. Examination and evaluation activities like performing of examination supervision duties, question-papers setting for university/college examinations, participation in the evaluation of examination answer scripts, conducting examinations for internal assessment as per the schedule to be announced by the institution at the beginning of each Academic Session and returning and discussing the answers in the class.
- ii. **Personal Development Related to Teaching and Research Activities:** Attending orientation/refresher/methodology courses, development of e-contents and MOOC's, organising seminar/conference/ workshop / presentation of papers and chairing of sessions/guiding and carrying out research projects and publishing the research output in national and international journals etc.
- iii. **Administrative Support and Participation in Students' Co- curricular and Extra-curricular Activities.**

#### B. Assessment Process

The following **three-step** process is recommended for carrying out assessment for promotion under the CAS at all levels:

**Step 1:** The college/university teachers shall submit to college/university an annual self-appraisal report in the prescribed Proforma to be designed based on Tables 1 to 5 of Appendix II. The report should be submitted at the end of every academic year, within the stipulated time. The teacher will provide documentary evidence for the claims made in the annual self-appraisal report, which is to be verified by the HOD/Teacher- in-charge etc. The submission should be through the Head of the Department (HOD)/teacher-in-charge.

**Step: 2:** After completion of the required years of experience for promotion under CAS and fulfilment of other requirements indicated below, the teacher shall submit an application for promotion under CAS.

**Step 3:** A CAS Promotion shall be granted as mentioned in Clauses 6.4 of these Regulations.



**6.1 Assessment Criteria and Methodology:**

- (a) Tables 1 to 3 of Appendix II are applicable to the selection of Assistant Professors/ Associate Professors/ Professors/Senior Professor in Universities and Colleges;
- (b) Table 4 of Appendix II is applicable to Assistant Librarians/ College Librarians and Deputy Librarians for promotion under Career Advancement Scheme; and
- (c) Table 5 of Appendix II is applicable to Assistant Directors/ College Director of Physical Education sports and Deputy Directors/Directors of Physical Education and Sports for promotions under Career Advancement Scheme

**6.2** The constitution of the Selection Committees and Selection Procedure as well as the Assessment Criteria and Methodology for the above cadres, either through direct recruitment or through Career Advancement Scheme, shall be in accordance with these Regulations.

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

- I.** A teacher who wishes to be considered for promotion under the CAS may submit in writing to the university/college, within three months in advance of the due date, that he/she fulfils all the requirements under the CAS and submit to the university/college the Assessment Criteria and Methodology Proforma as evolved by the university concerned supported by all credentials as per the Assessment Criteria and Methodology guidelines set out in these Regulations. In order to avoid any delay in holding the Selection Committee meetings for various positions under the CAS, the University/College may initiate the process of screening/selection, and complete the process within six months from the receipt of application. Further, in order to avoid any hardship, the candidates who fulfil all other criteria mentioned in these Regulations, as on and till the date on which these regulations are notified, can be considered for promotion from the date, on or after the date, on which they fulfil these eligibility conditions.
- II.** The Selection Committee specifications as contained in Clauses 5.1 to 5.4 shall be applicable to all direct recruitments of faculty positions and equivalent cadres and Career Advancement promotions from Assistant Professor to Associate Professor, from Associate Professor to Professor, Professor to Senior Professor (in University) and for equivalent cadres.
- III.** The CAS promotion from a lower stage to a higher stage of Assistant Professor shall be conducted through a "Screening-cum-Evaluation Committee", following the criteria laid down in Table 1 of Appendix II.
- IV.** The promotion under the CAS being a personal promotion to a teacher holding a substantive sanctioned post, on his/her superannuation, the said post shall revert back to its original cadre.
- V.** For the promotion under the CAS, the applicant teacher must be on the role and in active service of the University/College on the date of consideration by the Selection Committee.
- VI.** The candidate shall offer himself/herself for assessment for promotion, if he/she fulfils the minimum grading specified in the relevant Assessment Criteria and Methodology Tables, by submitting an application and the required Assessment Criteria and Methodology Proforma. He/she can do so three months before the due date. The university shall send a general circular twice a year, inviting applications for the CAS promotions from the eligible candidates.
- i) If a candidate applies for promotion on completion of the minimum eligibility period and is successful, the date of promotion shall be from that of minimum period of eligibility.
- ii) If, however, the candidate finds that he/she would fulfil the CAS promotion criteria, as defined in Tables 1, 2, 4, and 5 of Appendix II at a later date and applies on that date and is successful, his/her promotion shall be effected from that date of the candidate fulfilling the eligibility criteria.
- iii) The candidate who does not succeed in the first assessment, he/she shall have to be re-assessed only after one year. When such a candidate succeeds in the eventual assessment, his/her promotion shall be deemed to be one year from the date of rejection.

**VII.** Regarding the cases pending for promotions from one Academic Level/Grade Pay to another Academic Level/Grade Pay under the Career Advancement Scheme provided under the UGC Regulations on Minimum Qualifications for Appointment of Teachers and other Academic Staff in Universities and Colleges and Measures for the Maintenance of Standards in Higher Education 2010 and its subsequent amendments, the teachers shall be given the option to be considered for the promotion from one Academic Level/Grade Pay to another Academic Level/Grade Pay as per the following:

(a) The teachers shall be considered for promotion from one Academic Level/Grade Pay to another as per the CAS under these Regulations.

**OR**

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

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

i. Exemption from scoring under Category I, as defined in Appendix III of said above mentioned UGC Regulations on Minimum Qualifications for Appointment of Teachers and other Academic Staff in Universities and Colleges and Measures for the Maintenance of Standards in Higher Education 2010 and its amendments including University Grants Commission (Minimum Qualifications for Appointment of Teachers and other Academic Staff in Universities and Colleges and Measures for the Maintenance of Standards in Higher Education) (4<sup>th</sup> Amendment), Regulations, 2016, for faculty and other equivalent cadre positions.

ii. Scoring in Category II and Category III for faculty and other equivalent cadre positions shall be as provided for in the UGC Regulations on Minimum Qualifications for Appointment of Teachers and other Academic Staff in Universities and Colleges and Measures for the Maintenance of Standards in Higher Education 2010 with the following combined minimum API score requirement for Category II and Category III taken together, as mentioned below.

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

**TABLE-A**

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

S.No.		Assistant Professor (Stage 1/ AGP Rs.6000/- to Stage 2/AGP Rs.7000/-)	Assistant Professor (Stage 2/ AGP Rs.7000/- to Stage 3/AGP Rs.8000/-)	Assistant Professor (Stage 3/ AGP Rs.8000/) to Associate Professor (Stage 4/AGP Rs.9000/-)	Associate Professor (Stage 4/ AGP Rs.9000/- to Professor (Stage 5/AGP Rs.10000/-)
1	Research and Academic contribution (Category III)	40/assessment period	100/assessment period	90/assessment period	120/assessment period
2	Expert assessment system	Screening Committee	Screening Committee	Selection Committee	Selection Committee

Table-B

(Minimum API requirement for the promotion of teachers under CAS in colleges (UG &amp; PG))

S.No.		Assistant Professor (Stage 1/ AGP Rs.6000/- to Stage 2/AGP Rs.7000/-)	Assistant Professor (Stage 2/ AGP Rs.7000/- to Stage 3/AGP Rs.8000/-)	Assistant Professor (Stage 3/ AGP Rs.8000/-) to Associate Professor (Stage 4/AGP Rs.9000/-)	Associate Professor (Stage 4/ AGP Rs.9000/- to Professor (Stage 5/AGP Rs.10000/-)
1	Research and Academic contribution (Category III)	20/assessment period	50/assessment period	45/assessment period	60/assessment period
2	Expert assessment system	Screening Committee	Screening Committee	Selection Committee	Selection Committee

Table-C

(Minimum API requirement for the promotion of Library staff under CAS in Universities)

S.N		Assistant Librarian (Stage 1/ AGP Rs.6000/- to Stage 2/AGP Rs.7000/-)	Assistant Librarian (Stage 2/ AGP Rs.7000/- to Stage 3/AGP Rs.8000/-)	Assistant Librarian (Selection Grade/Deputy Librarian) (Stage 3/ AGP Rs.8000/-) to Deputy Librarian (Stage 4/AGP Rs.9000/-)	Deputy Librarian (Stage 4/AGP Rs. 9000/-) to Deputy Librarian (Stage 5 AGP Rs10,000/-)
1	Research and Academic contribution (Category III)	40/assessment period	100/assessment period	90/assessment period	120 per assessment period
2	Expert assessment system	Screening Committee	Screening Committee	Selection Committee	Selection committee

Table-D

(Minimum API requirement for the promotion of Library staff under CAS in Colleges)

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

Table-E

(Minimum API requirement for the promotion of University Director/Deputy Director/Assistant Director, Physical Education and Sports)

S.No.		Assistant Director (Stage 1/ AGP Rs.6000/- to Stage 2/AGP Rs.7000/-)	Assistant Director (Stage 2/ AGP Rs.7000/-) to Assistant Director (Selection Grade)/Deputy Director (Stage 3/AGP Rs.8000/-)	Assistant Director (Selection Grade)/Deputy Director (Stage 3/ AGP Rs.8000/-) to Deputy Director (Stage 4/AGP Rs.9000/-)	Deputy Director (Stage 4/AGP Rs. 9000/-) to Deputy Director (Stage 5 AGP Rs10,000/-)
1	Research and Academic contribution (Category III)	40/assessment period	100/assessment period	90/assessment period	120 per assessment period
2	Expert assessment system	Screening Committee	Screening Committee	Selection Committee	Selection committee

Table-F

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

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

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

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

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

#### B. Career Advancement Scheme (CAS) for Colleges teachers

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

**Eligibility:** Assistant Professors who have completed four years of service and having a Ph.D. degree or five years of service and having a M.Phil. / PG Degree in Professional Courses, such as LLM, M.Tech.,M.V.Sc., M.D., or six years of service for those without Ph.D./M.Phil./ PG Degree in Professional courses.

- i. Attended one Orientation course of 21 days' duration on teaching methodology; and
- ii. Any one of the following: Completed one Refresher / Research Methodology Course

OR

Any two of the following: Workshop, Syllabus Up-gradation Workshop, Training Teaching-Learning-Evaluation, Technology Programmes and Faculty Development Programmes of at least one week (5 days) duration,

OR

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

**CAS Promotion Criteria:**

A teacher shall be promoted if;

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

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

**Eligibility:**

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

**CAS Promotion Criteria:**

A teacher shall be promoted if;

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

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

**Eligibility:**

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

**CAS Promotion Criteria:**

A teacher may be promoted if;

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

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

1. Associate Professors who have completed three years of service in Academic Level 13A.
2. A Ph.D. degree in subject relevant/allied/relevant discipline.
3. A minimum of 10 research publications in peer-reviewed or UGC-listed journals out of which three research papers shall be published during the assessment period.
4. A minimum of 110 Research Score as per Appendix II, Table 2

**CAS Promotion Criteria:**

A teacher shall be promoted if;

- i) The teacher gets 'satisfactory' or 'good' grade in the annual performance assessment reports of at least two of the last three years of the assessment period, as per Appendix II, Table 1 and at least 110 research score as per Appendix II, Table 2.
- ii) The promotion to the post of Professor is recommended by selection committee constituted in accordance with these Regulations.

**C. Career Advancement Scheme (CAS) for University teachers****I. Assistant Professor (Academic Level 10) to Assistant Professor (Senior Scale/Academic Level 11)****Eligibility:**

- i) An Assistant Professor who has completed four years of service with a Ph.D. degree or five years of service with a M.Phil. / PG Degree in Professional Courses, such as LLM, M.Tech, M.V.Sc. and M.D., or six years of service in case of those without a Ph.D./M.Phil./ PG Degree in a Professional course and satisfies the following conditions:
  - ii) Attended one Orientation course of 21 days duration on teaching methodology;
  - iii) Any one of the following: Completed Refresher/ Research Methodology Course/ Workshop/ Syllabus Up-gradation Workshop/ Training Teaching-Learning-Evaluation, Technology Programmes/ Faculty Development Programmes of at least one week (5 days) duration, or taken one MOOCs course (with e-certification) or development of e-contents in four-quadrants / MOOC's course during the assessment period; and
  - iv) Published one research publication in the peer-reviewed journals or UGC-listed journals during assessment period.

**CAS Promotion Criteria :**

**A teacher shall be promoted if;**

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

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

- i) Assistant Professors who has completed five years of service in Academic Level 11/Senior Scale.
- ii) A Ph.D. Degree in the subject relevant/allied/relevant discipline.
- iii) Has done any two of the following in the last five years of Academic Level 11/Senior Scale: Completed a course / programme from amongst the categories of Refresher Courses/Research Methodology/ Workshops/ Syllabus Up-gradation Workshop/ Teaching-Learning-Evaluation/ Technology Programmes / Faculty Development Programme of at least two weeks (ten days) duration (or completed two courses of at least one week (five days) duration in lieu of every single course/programme of at least two weeks (ten

days) duration), or, completed one MOOCs course in the relevant subject (with e-certification); or contribution towards the development of e-content in 4-quadrant (at least one quadrant) minimum of 10 modules of a course/contribution towards the development of at least 10 modules of MOOCs course/ contribution towards conduct of a MOOCs course during the period of assessment.

- iv) Published three research papers in the peer-reviewed journals or UGC-listed journals during assessment period.

**CAS Promotion Criteria:**

A teacher shall be promoted if;

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

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

- 1) Assistant Professor who has completed three years of service in Academic Level 12/ Selection grade.
- 2) A Ph.D Degree in the subject concerned/allied/relevant discipline.
- 3) Any one of the following during last three years: completed one course / programme from amongst the categories of Refresher Courses/ Research Methodology Workshops/Syllabus Up-gradation Workshop/ Teaching-Learning-Evaluation Technology Programme/ Faculty Development Programme of at least two weeks (ten days) duration (or completed two courses of at least one week (five days) duration in lieu of every single course/programme of at least two weeks (ten days) duration); or completed one MOOCs course (with e-certification); or contribution towards the development of e-content in 4-quadrant (at least one quadrant) minimum of 10 modules of a course/contribution towards development of at least 10 modules of MOOCs course/ contribution towards conduct of a MOOCs course during the period of assessment.
- 4) A minimum of seven publications in the peer-reviewed or UGC-listed journals out of which three research papers should have been published during the assessment period.
- 5) Evidence of having guided at least one Ph.D. candidate.

**CAS Promotion Criteria:**

A teacher shall be promoted if;

- i) He/she gets a 'satisfactory' or 'good' grade in the annual performance assessment reports of at least two of the last three years of the assessment period as specified in Appendix II, Table 1, and has a research score of at least 70 as per Appendix II, Table 2.
- ii) The promotion is recommended by a selection committee constituted in accordance with these Regulations.

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

**Eligibility:**

- 1) An Associate Professor who has completed three years of service in Academic Level 13 A.
- 2) A Ph.D degree in the subject concerned/allied/relevant discipline.
- 3) A minimum of ten research publications in the peer- reviewed or UGC-listed journals out of which three research papers should have been published during the assessment period.
- 4) Evidence of having successfully guided doctoral candidate.
- 5) A minimum of 110 Research Score as per Appendix II, Table 2.

**CAS Promotion Criteria:**

A teacher shall be promoted if;

- i) He/she gets 'satisfactory' or 'good' grade in the annual performance assessment reports of at least two of the last three years of the assessment period, as per Appendix II, Table 1, and at least 110 research score, as per Appendix II, Table 2.
- ii) The promotion is recommended by a selection committee constituted in accordance with these Regulations.

**V. Professor (Academic Level 14) to Senior Professor (Academic Level 15)**

A Professor can be promoted to the post of Senior Professor under the CAS. The promotion shall be based on academic achievement, favourable review from three eminent subject -experts who are not of the rank lower than the rank of a Senior Professor or a Professor having at least ten years' of experience. The selection shall be based on 10 best publications during the last 10 years and interaction with a Selection Committee constituted in accordance with these Regulations.

**Eligibility:**

- i) Ten years' experience as a Professor.
- ii) A minimum of ten publications in the peer-reviewed or UGC-listed journals and Ph.D. degree has been successfully awarded to two candidates under his/her supervision during the assessment period.

**D. Career Advancement Scheme (CAS) for Librarians****Note:**

- i) **The following provisions apply only to those persons who are not involved in the teaching of Library Science. Teachers in institutions where Library Science is a teaching department shall be covered by the provisions given under sections 6.4 (B) and 6.4 (C), of these Regulations for Colleges/Institutions and for Universities, respectively.**
- ii) **The Deputy Librarian in Universities shall have two levels i.e. Academic Level 13A and Academic Level 14 while College Librarians shall have five levels i.e. Academic Level 10, Academic Level 11, Academic Level 12, Academic Level 13A and Academic Level 14.**

**I. From University Assistant Librarian (Academic level 10)/College Librarian (Academic level 10) to University Assistant Librarian (Senior Scale/Academic level 11)/ College Librarian (Senior Scale/Academic level 11):****Eligibility:**

An Assistant Librarian/ College Librarian who is in Academic Level 10 and has completed four years of service having a Ph.D. degree in Library Science/ Information Science/ Documentation Science or an equivalent degree or five years' of experience, having at least a M.Phil.degree, or six years of service for those without a M.Phil or a Ph.D. degree.

- (i) He/she has attended at least one Orientation course of 21 days' duration; and
- (ii) Training, Seminar or Workshop on automation and digitalisation, maintenance and related activities, of at least 5 days, as per Appendix II, Table 4.

**CAS Promotion Criteria:**

An Assistant Librarian/College Librarian may be promoted if:

- i) He/she gets a 'satisfactory' or 'good' grade in the annual performance assessment reports of at least three/four/five out of the last four/five/six years of the assessment period as the case may be as specified in Appendix II, Table 4, and
- ii) The promotion is recommended by a screening-cum-evaluation committee.

**II. From University Assistant Librarian (Senior Scale/Academic level 11)/College Librarian (Senior Scale/Academic level 11) to University Assistant Librarian (Selection Grade/ Academic level 12/ College Librarian (Selection Grade/Academic level 12)****Eligibility:**

- 1) He/she has completed five years of service in that grade.
- 2) He/she has done any two of the following in the last five years: (i) Training/Seminar/Workshop/Course on automation and digitalisation, (ii) Maintenance and other activities as per Appendix II, Table 4 of at least two weeks (ten days) duration (or completed two courses of at least one week (five days) duration in lieu of every single course/programme of at least two weeks (ten days) duration), (iii) Taken/developed one MOOCs course in the relevant subject (with e-certification), or (iv) Library up-gradation course.



**CAS Promotion Criteria:**

An individual shall be promoted if:

- i) He/she gets a 'satisfactory' or 'good' grade in the annual performance assessment reports of at least four out of the last five years of the assessment period, as specified in Appendix II, Table 4, and;
- ii) The promotion is recommended by a screening-cum-evaluation committee.

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

- 1) He/she has completed three years of service in that grade.
- 2) He/she has done any one of the following in the last three years: (i) Training/Seminar/Workshop/Course on automation and digitalization, (ii) Maintenance and related activities as per Appendix II, Table 4 of at least two weeks' (ten days) duration, (iii) Completed two courses of at least one week (five days) duration in lieu of every single course/programme of at least two weeks (ten days) duration, (iv) Taken/developed one MOOCs course in the relevant subject (with e-certification), and (v) Library up-gradation course.

**CAS Promotion Criteria:**

An individual shall be promoted if:

- i) He/she gets a 'satisfactory' or 'good' grade in the annual performance assessment reports of at least two out of the last three years of the assessment period, as specified in Appendix II, Table 4; and
- ii) The promotion is recommended by a Selection Committee constituted as per these Regulations on the basis of the interview performance.

**IV. The criteria for CAS Promotions from University Deputy Librarian/College Librarians (Academic Level 13A) to University Deputy Librarian/College Librarians (Academic Level 14) shall be the following:**

- 1) He/she has completed three years of service in that grade.
- 2) He/she has done any one of the following in the last three years: (i) Training/Seminar/Workshop/Course on automation and digitalization, (ii) Maintenance and related activities as per Appendix II, Table 4 of at least two weeks' (ten days) duration, (iii) Completed two courses of at least one week (five days) duration in lieu of every single course/programme of at least two weeks (ten days) duration, (iv) Taken/developed one MOOCs course in the relevant subject (with e-certification), and (v) Library up-gradation course.
- 3) Evidence of innovative library services, including the integration of ICT in a library.
- 4) A Ph.D. Degree in Library Science/Information Science/Documentation /archives and Manuscript-Keeping

**CAS Promotion Criteria:**

An individual shall be promoted if:

- i) He/she gets a 'satisfactory' or 'good' grade in the annual performance assessment reports of at least two out of the last three years of the assessment period, as specified in Appendix II, Table 4; and
- ii) The promotion is recommended by a Selection Committee constituted as per these Regulations on the basis of the interview performance.

**E. Career Advancement Scheme (CAS) for Directors of Physical Education and Sports****Note:**

- i) **The following provisions apply only to those personnel who are not involved in teaching physical education and sports. Teachers in institutions where Physical Education and Sports is a teaching department shall be covered by the provisions given under sections 6.4 (B) and 6.4 (C), of these Regulations for Colleges/Institutions and for Universities, respectively.**
- ii) **The Deputy Director Physical Education and Sports in Universities shall have two levels i.e. Academic Level 13A and Academic Level 14 while College Director Physical Education and Sports shall have five levels i.e. Academic Level 10, Academic Level 11, Academic Level 12, Academic Level 13A and Academic Level 14.**

**I. From Assistant Director of Physical Education and Sports (Academic Level 10)/College Director of Physical Education and Sports (Academic Level 10) to Assistant Director of Physical Education and Sports (Senior Scale/Academic Level 11) / College Director of Physical Education and Sports (Senior Scale/Academic Level 11)**

**Eligibility:**

- i) He/she has completed four years of service with a Ph.D. degree in Physical Education or Physical Education & Sports or Sports Science or five years of service with an M.Phil. degree or six years of service for those without an M.Phil or Ph.D. degree.
- ii) He/she has attended one Orientation course of 21 days' duration; and
- iii) He/she has done any one of the following: (a)Completed Refresher / Research Methodology Course/ workshop, (b)Training Teaching-Learning-Evaluation Technology Programme/ Faculty Development Programme of at least 5 days duration and (c) Taken/developed one MOOCs course (with e-certification).

**CAS Promotion Criteria:**

An individual may be promoted if:

- i) He/she gets a 'satisfactory' or 'good' grade in the annual performance assessment reports of at least three/four/five of the last four/five/six years of the assessment period as the case may be, as specified in Appendix II, Table 5; and
- ii) The promotion is recommended by a screening-cum-evaluation committee.

**II. From Assistant Director of Physical Education and Sports (Senior Scale/Academic Level 11)/ College Director of Physical Education And Sports (Senior Scale/Academic Level 11) to University Assistant Director of Physical Education and Sports (Selection Grade/Academic Level 12) / College Director of Physical Education and Sports (Selection Grade/Academic Level 12)**

- 1) He/she has completed five years of service in that grade.
- 2) He/she has done any two of the following in the last five years: (i)Completed one course / programme from among the categories of refresher courses, research methodology workshops, (ii)Teaching-Learning-Evaluation Technology Programmes / Faculty Development Programmes of at least two weeks (ten days) duration, (iii)Completed two courses of at least one week(five days) duration in lieu of every single course/programme of at least two weeks (ten days) duration), and (iv) Taken/developed one MOOCs course in the relevant subject (with e-certification).

**CAS Promotion Criteria:**

An individual may be promoted if;

- i) He/she gets a 'satisfactory' or 'good' grade in the annual performance assessment reports of at least four out of the last five years' of the assessment period as specified in Appendix II,Table 5, and;
- ii) The promotion is recommended by a screening-cum-evaluation committee .

**III. From University Assistant Director of Physical Education and Sports (Selection Grade/Academic Level 12)/ College Director of Physical Education and Sports (Selection Grade/Academic Level 12) to University Deputy Director of Physical Education and Sports (Academic Level 13 A)/ College Director of Physical Education and Sports (Academic Level 13A)**

- 1) He/she has completed three years of service.
- 2) He/she has done any one of the following during last three years: (i)Completed one course / programme from among the categories of Refresher Courses, Research Methodology Workshop, (ii)Teaching-Learning-Evaluation Technology Programmes / Faculty Development Programmes of at least two weeks (ten days) duration (or completed two courses of at least one week (five days) duration in lieu of every single course/programme of at least two weeks (ten days) duration), (iii) Taken / developed one MOOCs course in relevant subject (with e-certification).

**CAS Promotion Criteria:**

An individual may be promoted if;

- i) He/she gets a 'satisfactory' or 'good' grade performance assessment reports of at least two out of the last three years of the assessment period as specified in Appendix II,Table 5, and;
- ii) The promotion is recommended by a selection committee constituted as per these Regulations on the basis of the interview performance.

**IV. The criteria for CAS Promotions from University Deputy Director Physical Education and Sports/College Director Physical Education and Sports (Academic Level 13A) to University Deputy Director Physical Education and Sports/College Director Physical Education and Sports (Academic Level 14) shall be the following:**

- 1) He/she has completed three years of service.
- 2) He/she has done any one of the following during last three years: (i) Completed one course / programme from among the categories of Refresher Courses, Research Methodology Workshop, (ii) Teaching-Learning-Evaluation Technology Programmes / Faculty Development Programmes of at least two weeks (ten days) duration (or completed two courses of at least one week (five days) duration in lieu of every single course/programme of at least two weeks (ten days) duration), (iii) Taken / developed one MOOCs course in relevant subject (with e-certification).
- 3) Evidence of organising competitions and coaching camps of at least two weeks' duration.
- 4) Evidence of having produced good performance of teams/athletes for competitions like state/national/inter-university/combined university, etc.
- 5) A Ph.D. in Physical Education or Physical Education and Sports or Sports Science.

**CAS Promotion Criteria:**

An individual may be promoted if;

- i) He/she gets a 'satisfactory' or 'good' grade performance assessment reports of at least two out of the last three years of the assessment period as specified in Appendix II, Table 5, and;
- ii) The promotion is recommended by a selection committee constituted as per these Regulations on the basis of the interview performance.

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

**7.0 SELECTION OF PRO-VICE CHANCELLOR / VICE - CHANCELLOR OF UNIVERSITIES:**

**7.1 PRO-VICE-CHANCELLOR:**

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

**7.2** It shall be the prerogative of the Vice-Chancellor to recommend a person to be the Pro-Vice-Chancellor to the Executive Council. The Pro-Vice-Chancellor shall hold office for a period, which is co-terminus with that of the Vice-Chancellor.

**7.3. VICE CHANCELLOR:**

- i. A person possessing the highest level of competence, integrity, morals and institutional commitment is to be appointed as Vice-Chancellor. The person to be appointed as a Vice-Chancellor should be a distinguished academician, with a minimum of ten years' of experience as Professor in a University or ten years' of experience in a reputed research and / or academic administrative organisation with proof of having demonstrated academic leadership.
- ii. The selection for the post of Vice-Chancellor should be through proper identification by a Panel of 3-5 persons by a Search-cum-Selection-Committee, through a public notification or nomination or a talent search process or a combination thereof. The members of such Search-cum-Selection Committee shall be

persons' of eminence in the sphere of higher education and shall not be connected in any manner with the University concerned or its colleges. While preparing the panel, the Search cum-Selection Committee shall give proper weightage to the academic excellence, exposure to the higher education system in the country and abroad, and adequate experience in academic and administrative governance, to be given in writing along with the panel to be submitted to the Visitor/Chancellor. One member of the Search cum-Selection Committee shall be nominated by the Chairman, University Grants Commission, for selection of Vice Chancellors of State, Private and Deemed to be Universities.

- iii. The Visitor/Chancellor shall appoint the Vice Chancellor out of the Panel of names recommended by the Search-cum-Selection Committee.
- iv. The term of office of the Vice-Chancellor shall form part of the service period of the incumbent making him/her eligible for all service related benefits.

## **8.0 DUTY LEAVE, STUDY LEAVE, SABBATICAL LEAVE**

### **8.1 DUTY LEAVE:**

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

### **8.2 STUDY LEAVE:**

- i. The scheme of Study Leave provides an opportunity to avail of scholarships/fellowships awarded to the faculty who wish to acquire new knowledge and to improve analytical skills. When a teacher is awarded a scholarship or stipend (by whatever nomenclature called), for pursuing further studies, leading to a Ph.D./Post- doctoral qualification or for undertaking a research project in a higher education institution abroad, the amount of the scholarship/fellowship shall not be linked to the recipient's pay/salary paid to him/her by his /her parent institution. The awardee shall be paid salary for the entire duration of fellowship/scholarship, provided, that he/she does not take up any other remunerative jobs, like teaching, in the host country.
- ii. A teacher on Study Leave shall not take up, during the period of that leave, any regular or part-time appointment under an organisation in India or abroad. He/she may, however, be allowed to accept a fellowship or a research scholarship or an ad-hoc teaching and research assignment with an honorarium or any other form of assistance, other than the regular employment in an institution either in India or abroad, provided, that the Executive Council/Syndicate of his/her parent institution may, if it so desires, sanction study leave on reduced pay and allowances to the extent of any receipt in this regard, in-lieu of teaching etc., which may be determined by his/her employer.

- iii. The study leave shall be granted to an entry-level appointee as Assistant Professor/Assistant Librarian/Assistant Director of Physical Education and Sport/College DPE&S (other than as Associate Professor or Professor of a University/College/Institution, who is otherwise eligible for sabbatical leave) after a minimum of three years of continuous service, to pursue a special line of study or research directly related to his/her work in the University/College/Institution or to make a special study of the various aspects of University organisation and methods of education, giving full plan of the work.
- iv. The study leave shall be granted by the Executive Council/Syndicate on the recommendation of the Head of the Department concerned. The leave shall not be granted for more than three years in one spell, save in exceptional cases, in which the Executive Council/Syndicate is satisfied that such extension is unavoidable on academic grounds and necessary in the interest of the University/College/Institution.
- v. The study leave shall not be granted to a teacher who is due to retire within five years of the date on which he/she is expected to return to duty after the expiry of study leave.
- vi. The study leave shall be granted not more than twice during one's entire career. However, the maximum period of study leave admissible during the entire service shall not exceed five years.
- vii. The study leave may be granted more than once, provided, that not less than five years have elapsed after the teacher/returned to duty on completion of the earlier spell of study leave. For subsequent spell of study leave, the teacher shall indicate the work done during the period of earlier leave as also give details of work to be done during the proposed spell of study leave.
- viii. No teacher who has been granted study leave shall be permitted to alter substantially the course of study or the programme of research without the permission of the Executive Council/Syndicate, in the event the course of study falls short of study leave sanctioned, the teacher shall resume duty on the conclusion of the course of study unless the previous approval of the Executive Council/Syndicate to treat the period of short-fall as Extra-Ordinary leave has been obtained.
- ix. Subject to the maximum period of absence from duty, on leave not exceeding three years, the study leave may be combined with the earned leave, half-pay leave, extra-ordinary leave of vacation provided that the earned leave at the credit of the teacher shall be availed of at the discretion of the teacher. When the study leave is taken in continuation of vacation, the period of study leave shall be deemed to begin to run on the expiry of the vacation. A teacher, who is selected to a higher post during the study leave, shall be placed in that position and shall get the higher scale only after joining the post.
- x. The period of study leave shall count as service for purpose of the retirement benefits (pension/contributory provident fund), provided that the teacher rejoins the University/College/Institution on the expiry of his/her study leave, and serve the institution for the period for which the Bond has been executed.
- xi. The study leave granted to a teacher shall be deemed to have been cancelled in case it is not availed of within 12 months of its sanction, provided, that where the study leave granted has been so cancelled. The teacher may apply again for such leave.
- xii. A teacher availing himself/herself of the study leave, shall undertake that he/she shall serve the University/College/Institution for a continuous period of at least three years to be calculated from the date of his/her resuming duty on the expiry of the study leave.
- xiii. A teacher -
  - (a) who is unable to complete his/her studies within the period of study leave granted to him/her or
  - (b) who fails to rejoin the services of the University on the expiry of his/her study leave or
  - (c) who rejoins the service of the university but leaves the service without completing the prescribed period of service after rejoining the service or
  - (d) who, within the said period, is dismissed or removed from the service by the University shall be liable to refund, to the University/College/Institution, the amount of the leave salary and allowances and other expenses, incurred on the teacher or paid to him/her or on his/her behalf in connection with the course of study.

**Explanation:**

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

Notwithstanding the above provision, the Executive Council/Syndicate may order that nothing in these Regulations shall apply to a teacher who, within three years of return to duty from study leave is permitted to retire from service on medical grounds, provided further that the Executive Council/Syndicate may, in any other exceptional case, waive or reduce, for reasons to be recorded the amount refundable by a teacher under these Regulations.

- xiv. After the leave has been sanctioned, the teacher shall, before availing himself/herself of the leave, execute a bond in favour of the University/College/Institution, binding himself/herself for the due fulfillment of the conditions laid down in paragraph (x) to (xiii) above and give security of immovable property to the satisfaction of the Finance Officer/Treasurer or a fidelity bond of an insurance company or a guarantee by a scheduled bank or furnish security of two permanent teachers for the amount which might become refundable to the University/College/Institutions in accordance with paragraph (x) to (xiii) above.
- xv. The teacher on study leave shall submit to the Registrar/Principal of his/her parent University/College/Institution six-monthly reports of progress in his/her studies from his/her supervisor or the Head of the institution. Such report shall reach the Registrar/Principal within one month of the expiry of every six months of the period of the study leave. If the report does not reach the Registrar/Principal within the specified time, the payment of leave salary may be deferred till the receipt of such report.
- xvi. The teacher on leave shall submit a comprehensive report on the completion of the study leave period. A copy of the research document/monograph/academic paper produced during the period of the study leave shall be put in the public domain, preferably on the website of the University/College/Institution.
- xvii. With a view to enhancing the knowledge and skills of the faculty members, especially the junior faculty, at the level of Assistant Professor, the Heads of universities/Colleges/Institutions and their subordinate Departments are enjoined to be generous in the award of study leave in the interest of faculty improvement, thereby impacting the academic standards of the University/College/Institution in the long run.

**8.3 Sabbatical Leave:**

- i) The permanent, whole-time teachers of the university and colleges who have completed seven years' of service as a Reader/Associate Professor or a Professor may be granted sabbatical leave to undertake study or research or any other academic pursuit solely for the object of increasing their proficiency and usefulness to the university and higher education system. The duration of leave shall not exceed one year, at a time, and two years in the entire career of the teacher.
- ii) A teacher, who has availed himself/herself of study leave, would not be entitled to the sabbatical leave, until after the expiry of five years from the date of the teacher's return from previous study leave or any other kind of training programme of duration of one year or more.
- iii) A teacher shall, during the period of sabbatical leave, be paid full pay and allowances (subject to the prescribed conditions being fulfilled) at the rates applicable to him/her immediately prior to his/her proceeding on sabbatical leave.
- iv) A teacher on sabbatical leave shall not take up, during the period of that leave, any regular appointment under another organisation in India or abroad. He/she may, however, be allowed to accept a fellowship or a research scholarship or ad hoc teaching and research assignment with honorarium or any other form of assistance, other than the regular employment in an institution of advanced studies, *provided* that in such cases the Executive Council/Syndicate may, if it so desires, sanction the sabbatical leave on reduced pay and allowances.
- v) During the period of sabbatical leave, the teacher shall be allowed to draw the increment on the due date. The period of leave shall also count as service for purposes of pension/contributory provident fund, *provided* that the teacher rejoins the university on the expiry of his/her leave.

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

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

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

##### I. Casual Leave

- (i) The total casual leave granted to a teacher shall not exceed eight days in an academic year.
- (ii) Casual leave cannot be combined with any other kind of leave except special casual leave. However, such casual leave may be combined with holidays including Sundays. Holidays or Sundays falling within the period of casual leave shall not be counted as casual leave.

##### II. Special Casual Leave

- (i) Special casual leave, not exceeding 10 days in an academic year, may be granted to a teacher:
  - (a) To conduct examination of a university/Public Service Commission/Board of Examination or any other similar body/institution; and
  - (b) To inspect academic institutions attached to a statutory board.
- (ii) In computing the 10 days' leave admissible, the days of actual journey, if any, to and from the places where activities specified above, take place, will be excluded.
- (iii) In addition, special casual leave to the extent mentioned below, may also be granted;
  - (a) To undergo sterilization operation (vasectomy or salpingectomy) under family welfare programme. Leave in this case shall be restricted to six working days; and
  - (b) To a female teacher who undergoes non-puerperal sterilization. Leave in this case shall be restricted to 14 days.
- (iv) The special casual leave shall not accumulate, nor can it be combined with any other kind of leave except the casual leave. It may be granted in combination with holidays or vacation by the sanctioning authority on each occasion.

##### III. Earned Leave

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

For purposes of computation of the period of actual service, all periods' of leave except casual, special casual, and duty leave, shall be excluded.

- (ii) Earned leave at the credit of a teacher shall not accumulate beyond 300 days. The maximum period of earned leave that may be sanctioned at a time shall not exceed 60 days. Earned leave exceeding 60 days may, however, be sanctioned in the case of higher study, or training, or leave with medical certificate, or when the entire leave, or a portion thereof, is spent outside India.

For removal of doubt, it may be clarified :

1. When a teacher combines vacation with earned leave, the period of vacation shall be reckoned as leave in calculating the maximum amount of leave on average pay which may be included in the particular period of leave.

2. In case where only a portion of the leave is spent outside India, the grant of leave in excess of 120 days shall be subject to the condition that the portion of the leave spent in India shall not, in the aggregate, exceed 120 days.
3. Encashment of earned leave shall be allowed to members of the teaching staff as applicable to the employees of the Central Government or State Government.

#### IV. Half-pay Leave

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

##### *Explanation:*

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

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

#### V. Commuted Leave

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

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

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

#### VI. Extraordinary Leave

- (i) A permanent teacher may be granted extraordinary leave when:
  - (a) No other leave is admissible; or
  - (b) Other leave is admissible and the teacher applies in writing for the grant of extraordinary leave.
- (ii) The extraordinary leave shall always be without pay and allowances. It shall not count for an increment except in the following cases:
  - (a) Leave taken on the basis of medical certificates;
  - (b) Cases where the Vice-Chancellor/Principal is satisfied that the leave was taken due to causes beyond the control of the teacher, such as inability to join or rejoin duty due to civil commotion or a natural calamity, and the teacher has no other kind of leave to his credit;
  - (c) Leave taken for pursuing higher studies; and
  - (d) Leave granted to accept an invitation to a teaching post or fellowship or research-cum-teaching post or on assignment for technical or academic work of importance.
- (iii) Extraordinary leave may be combined with any other leave except the casual leave and special casual leave, provided that the total period of continuous absence from duty on leave (including periods of vacation when such vacation is taken in conjunction with leave) shall not exceed three years, except in cases where the leave is taken on medical certificate. The total period of absence from duty shall in no case, exceed five years in the entire service period of the individual.
- (iv) The authority empowered to grant leave may commute retrospectively the periods of absence without the leave into extraordinary leave.



**VII. 'Leave Not Due'**

- (i) 'Leave not due', may, at the discretion of the Vice-Chancellor/Principal, be granted to a permanent teacher for a period not exceeding 360 days during the entire period of service, out of which not more than 90 days at a time and 180 days, in all, may be otherwise than on a medical certificate. Such leave shall be debited against the half-pay leave earned by him/her subsequently.
- (ii) 'Leave not due' shall not be granted, unless the Vice-Chancellor/Principal is satisfied that as far as can reasonably be foreseen, the teacher will return to duty on the expiry of the leave and earn the leave granted.
- (iii) A teacher to whom 'leave not due' is granted shall not be permitted to tender his/her resignation from service so long as the debit balance in his/her leave account is not wiped off by active service, or he/she refunds the amount paid to him/her as pay and allowances for the period not so earned. In a case where retirement is unavoidable on account of reason of ill-health, incapacitating the teacher for further service, refund of leave salary for the period of leave yet to be earned may be waived by the Executive Council/College Governing Body.

*Provided* that the Executive Council/College Governing Body may waive off, in any other exceptional case, for reasons to be recorded in writing, the refund of leave salary for the period of leave yet to be earned.

**VIII. Maternity Leave**

- (i) Maternity leave on full pay may be granted to a woman teacher for a period not exceeding 180 days, to be availed of twice in the entire career. Maternity leave may also be granted in case of miscarriage, including abortion, subject to the condition that the total leave granted in respect of this to a woman teacher in her career is not more than 45 days, and the application for leave is supported by a medical certificate.
- (ii) Maternity leave may be combined with any earned leave, half-pay leave or extraordinary leave, but any leave applied for in continuation of the maternity leave may be granted if the request is supported by a medical certificate.

**IX. Child-care Leave**

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

**X. Paternity Leave**

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

**XI. Adoption leave**

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

**XII. Surrogacy leave**

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

**9. Research Promotion Grant**

The UGC or the respective agency (Central/State Governments) may provide a start-up grant at the level of Rs. 3.0 lakhs in Social Sciences, Humanities and Languages and Rs. 6.0 lakhs in Sciences and Technology to teachers and other non-vocational academic staff to take up research immediately after their appointment.

**9.1 Consultancy Assignments**

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

**10.0 Counting of Past Services for Direct Recruitment and Promotion under CAS**

Previous regular service, whether national or international, as Assistant Professor, Associate Professor or Professor or equivalent in a University, College, National Laboratories or other scientific/professional organisations such as the CSIR, ICAR, DRDO, UGC, ICSSR, ICHR, ICMR and DBT, should count for the direct recruitment and promotion under the CAS of a teacher as Assistant Professor, Associate Professor, Professor or any other nomenclature, provided that:

- (a) The essential qualifications of the post held were not lower than the qualifications prescribed by the UGC for Assistant Professor, Associate Professor and Professor, as the case may be.
- (b) The post is/was in an equivalent grade or of the pre-revised scale of pay as the post of Assistant Professor (Lecturer) Associate Professor (Reader) and Professor.
- (c) The concerned Assistant Professor, Associate Professor and Professor should possess the same minimum qualifications as prescribed by the UGC for appointment to the post of Assistant Professor, Associate Professor and Professor, as the case may be.
- (d) The post was filled in accordance with the prescribed selection procedure as laid down in the Regulations of the University/State Government/Central Government/ Institutions concerned, for such appointments.
- (e) The previous appointment was not as guest lecturer for any duration.
- (f) The previous Ad-hoc or Temporary or contractual service (by whatever nomenclature it may be called) shall be counted for direct recruitment and for promotion, provided that:
  - (i) the essential qualifications of the post held were not lower than the qualifications prescribed by the UGC for Assistant Professor, Associate Professor and Professor, as the case may be
  - (ii) the incumbent was appointed on the recommendation of a duly constituted Selection Committee/Selection Committee constituted as per the rules of the respective university;
  - (iii) the incumbent was drawing total gross emoluments not less than the monthly gross salary of a regularly appointed Assistant Professor, Associate Professor and Professor, as the case may be; and
- (g) No distinctions shall be made with reference to the nature of management of the institution where previous service was rendered (private/local body/Government), while counting the past service under this clause.

**11.0 Period of Probation and Confirmation**

- 11.1** The minimum period of probation of a teacher shall be one year, extendable by a maximum period of one more year in case of unsatisfactory performance.
- 11.2** The teacher on probation shall be confirmed at the end of one year, unless extended by another year through a specific order, before expiry of the first year.
- 11.3** Subject to Clause 11 of this Regulation, it is obligatory on the part of the university/the concerned institution to issue an order of confirmation to the incumbents within 45 days of completion of the probation period after following the due process of verification of satisfactory performance.
- 11.4** The probation and confirmation rules shall be applicable only at the initial stage of recruitment, issued from time to time, by the Central Government.
- 11.5** All other Central Government rules on probation and confirmation shall be applicable *mutatis mutandis*.

**12.0 Creation and Filling-up of Teaching Posts**

- 12.1** Teaching posts in universities, as far as feasible, may be created in a pyramidal order, for instance, for one post of Professor, there shall be two posts of Associate Professors and four posts of Assistant Professor, per department.
- 12.2** All the sanctioned/approved posts in the university system shall be filled up on an urgent basis.

**13.0 Appointments on Contract Basis**

The teachers should be appointed on contract basis only when it is absolutely necessary and when the student-teacher ratio does not satisfy the laid-down norms. In any case, the number of such appointments should not exceed 10% of the total number of faculty positions in a College/University. The qualifications and selection procedure for appointing them should be the same as those applicable to a regularly-appointed teacher. The

fixed emoluments paid to such contract teachers should not be less than the monthly gross salary of a regularly-appointed Assistant Professor. Such appointments should not be made initially for more than one academic session, and the performance of any such entrant teacher should be reviewed for academic performance before reappointing him/her on contract basis for another session. Such appointments on contract basis may also be resorted to when absolutely necessary to fill vacancies arising due to maternity leave, child-care leave, etc.

#### 14.0 Teaching Days

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

The above provision is summarised as follows:

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

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

#### 15.0 Workload

**15.1** The workload of the teachers in full employment should not be less than Forty hours a week for Thirty working weeks (One Hundred and Eighty teaching days) in an academic year. It should be necessary for the teacher to be available for at least Five hours daily in the University/College. Teachers shall devote at least Two hours per day for mentoring of students (minimum Fifteen students per coordinator) for Community Development/Extra-Curricular Activities/library consultation/research in case of Under-Graduate Courses and/or at least Two hours per day for research in case of Post-Graduate courses, for which the necessary space and infrastructure shall be provided by the University/College. The direct teaching-learning work load should be as follows:

Assistant Professor	-	16 hours per week
Associate Professor/Professor	-	14 hours per week

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

#### 16.0 Service Agreement and Fixing of Seniority

**16.1** At the time of recruitment in Universities and Colleges, a service agreement should be executed between the University/College and the teacher concerned and a copy thereof shall be deposited with the Registrar/Principal. Such service agreement shall be duly stamped as per the government rates applicable.

**16.2.** The self-appraisal methodology, as per Clause 6.0 and its sub-clauses and Clauses 6.1 to 6.4 and all the sub-clauses contained therein and as per Tables 1 to 5 of Appendix II, as per eligibility, shall form part of the service agreement/record.

**16.3 Inter-se seniority between the direct recruited and teachers promoted under CAS**

The inter-se seniority of a direct recruit shall be determined with reference to the date of joining and for the teachers promoted under the CAS with reference to the date of eligibility as indicated in the recommendations of the selection committee of the respective candidates. The rules and regulations of the respective Central/State Government shall apply, for all other matters of seniority.

**17.0 Code of Professional Ethics**

**I. Teachers and their Responsibilities :**

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

**Teacher should:**

- (i) Adhere to a responsible pattern of conduct and demeanor expected of them by the community;
- (ii) Manage their private affairs in a manner consistent with the dignity of the profession;
- (iii) Seek to make professional growth continuous through study and research;
- (iv) Express free and frank opinion by participation at professional meetings, seminars, conferences etc., towards the contribution of knowledge;
- (v) Maintain active membership of professional organisations and strive to improve education and profession through them;
- (vi) Perform their duties in the form of teaching, tutorials, practicals, seminars and research work, conscientiously and with dedication;
- (vii) Discourage and not indulge in plagiarism and other non ethical behaviour in teaching and research;
- (viii) Abide by the Act, Statute and Ordinance of the University and to respect its ideals, vision, mission, cultural practices and tradition;
- (ix) Co-operate and assist in carrying out the functions relating to the educational responsibilities of the college and the university, such as: assisting in appraising applications for admission, advising and counselling students as well as assisting the conduct of university and college examinations, including supervision, invigilation and evaluation; and
- (x) Participate in extension, co-curricular and extra-curricular activities, including the community service.

**II. Teachers and Students**

**Teachers should:**

- (i) Respect the rights and dignity of the student in expressing his/her opinion;
- (ii) Deal justly and impartially with students regardless of their religion, caste, gender, political, economic, social and physical characteristics;
- (iii) Recognise the difference in aptitude and capabilities among students and strive to meet their individual needs;
- (iv) Encourage students to improve their attainments, develop their personalities and at the same time contribute to community welfare;
- (v) Inculcate among students scientific temper, spirit of inquiry and ideals of democracy, patriotism, social justice, environmental protection and peace;
- (vi) Treat the students with dignity and not behave in a vindictive manner towards any of them for any reason;

- (vii) Pay attention to only the attainment of the student in the assessment of merit;
- (viii) Make themselves available to the students even beyond their class hours and help and guide students without any remuneration or reward;
- (ix) Aid students to develop an understanding of our national heritage and national goals; and
- (x) Refrain from inciting students against other students, colleagues or administration.

### III. Teachers and Colleagues

#### Teachers should:

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

### IV. Teachers and Authorities :

#### Teachers should:

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

### V. Teachers and Non-Teaching Staff :

#### Teachers should :

- (i) Treat the non-teaching staff as colleagues and equal partners in a cooperative undertaking, within every educational institution;
- (ii) Help in the functioning of joint-staff councils covering both the teachers and the non-teaching staff.

### VI. Teachers and Guardians

#### Teachers should:

- (i) Try to see through teachers' bodies and organisations, that institutions maintain contact with the guardians, their students, send reports of their performance to the guardians whenever necessary and meet the guardians in meetings convened for the purpose for mutual exchange of ideas and for the benefit of the institution.

### VII. Teachers and Society

#### Teachers should:

- (i) Recognise that education is a public service and strive to keep the public informed of the educational programmes which are being provided;

- (ii) Work to improve education in the community and strengthen the community's moral and intellectual life ;
- (iii) Be aware of social problems and take part in such activities as would be conducive to the progress of society and hence the country as a whole;
- (iv) Perform the duties of citizenship, participate in community activities and shoulder responsibilities of public offices;
- (v) Refrain from taking part in or subscribing to or assisting in any way activities, which tend to promote feeling of hatred or enmity among different communities, religions or linguistic groups but actively work for national integration.

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

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

- (a) Provide inspirational and motivational value-based academic and executive leadership to the university through policy formation, operational management, optimization of human resources and concern for environment and sustainability;
- (b) Conduct himself/herself with transparency, fairness, honesty, highest degree of ethics and decision making that is in the best interest of the university;
- (c) Act as steward of the university's assets in managing the resources responsibility, optimally, effectively and efficiently for providing a conducive working and learning environment;
- (d) Promote the collaborative, shared and consultative work culture in the university, paving way for innovative thinking and ideas;
- (e) Endeavour to promote a work culture and ethics that brings about quality, professionalism, satisfaction and service to the nation and society.
- (f) Refrain from allowing considerations of caste, creed, religion, race, gender or sex in their professional endeavour.

**College Principal should;**

- (a) Provide inspirational and motivational value-based academic and executive leadership to the college through policy formation, operational management, optimization of human resources and concern for environment and sustainability;
- (b) Conduct himself/herself with transparency, fairness, honesty, highest degree of ethics and decision making that is in the best interest of the college;
- (c) Act as steward of the College's assets in managing the resources responsibility, optimally, effectively and efficiently for providing a conducive working and learning environment;
- (d) Promote the collaborative, shared and consultative work culture in the college, paving way for innovative thinking and ideas;
- (e) Endeavour to promote a work culture and ethics that brings about quality, professionalism, satisfaction and service to the nation and society.
- (f) Adhere to a responsible pattern of conduct and demeanor expected of them by the community;
- (g) Manage their private affairs in a manner consistent with the dignity of the profession;
- (h) Discourage and not indulge in plagiarism and other non ethical behaviour in teaching and research;
- (i) Participate in extension, co-curricular and extra-curricular activities, including the community service.
- (j) Refrain from allowing considerations of caste, creed, religion, race, gender or sex in their professional endeavour.

**Director Physical Education and Sports (University/College)/Librarian (University/College) should;**

- (a) Adhere to a responsible pattern of conduct and demeanor expected of them by the community;
- (b) Manage their private affairs in a manner consistent with the dignity of the profession;
- (c) Discourage and not indulge in plagiarism and other non ethical behaviour in teaching and research;
- (d) Participate in extension, co-curricular and extra-curricular activities, including the community service.

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

### **18.0 Maintenance of Standards in Higher-Education Institutions:**

In order to maintain the academic standards in higher education, the following recommendations shall be adopted by the respective Universities/Colleges/Institutions:

- i. The process of evaluation for Ph.D shall be uniform in all the universities in accordance with the respective UGC Regulations and their amendments from time to time, in this regard. The Universities shall adopt these Regulations within six months of their notification.
- ii. There shall be special provision of supernumerary Ph.D seats not exceeding 10% of the total seats available in the department, if there is no vacant seat available with the eligible Supervisors in that department, to the in-service teachers for encouraging the faculty members of colleges and universities for getting a Ph.D. degree.
- iii. In order to encourage research and increase country's research output, Universities shall accord permission and provide need-based facility for college teachers to supervise Ph.D./M.Phil. scholars. Universities shall amend their Statutes and Ordinances accordingly.
- iv. All newly-recruited faculty members shall be provided one-time seed money/start up grant/research grant for establishing a basic research/computational facility as per the provisions laid down in these regulations.
- v. The Ph.D. degree shall be made a mandatory requirement for recruitment and promotions in accordance with the provisions laid down in these Regulations.
- vi. Research clusters shall be created amongst the universities/colleges/research institutions within the state for sharing research facilities, human resources, skills and infrastructure to ensure optimal utilisation of resources and to create synergies among higher education institutions.
- vii. An induction programme of one month shall be introduced for all newly-recruited Assistant Professors in the universities /colleges/institutions ideally before the starting of their teaching work, but definitely within one year of the recruitment of the new faculty member. In addition to the Human Resource Development Centres of the UGC, Universities/Institutions with the Pandit Madan Mohan Malviya National Mission on Teachers and Teaching(PMMMNMTT) scheme shall also organize such induction programmes as per their mandate.
- viii. These induction programmes shall be treated at par with the Orientation Programmes already being run by the Human Resource Development Centres of the UGC for the purpose of the CAS requirements. Universities/Colleges/Institutions shall send the faculty members to such programmes in a phased manner so that the teaching work does not suffer.
- ix. All short-term and long-duration capacity-building programmes for teachers/faculty ranging from one week to one month as well as seminars, workshops in different pedagogic and discipline-specific areas being conducted by centres such as Schools of Education (SoEs), Teaching Learning Centres (TLCs), Faculty Development Centres (FDCs), Centres for Excellence in Science and Mathematics (CESMEs), Centres for Academic Leadership and Education Management (CALEMs) under the PMMMNMTT scheme shall be taken into consideration for fulfilment of the requirements as laid down in Career Advancement Scheme of these Regulations.

### **19.0 Other Terms and Conditions**

#### **19.1 Incentives for Ph.D./M.Phil. and other Higher Qualification**

- i. Five non-compounded advance increments shall be admissible at the entry level of recruitment as Assistant Professor to persons possessing the degrees of Ph.D. awarded in a relevant discipline by the University following the process of admission, registration, course work and external evaluation as prescribed by the UGC.
- ii. M.Phil degree holders at the time of recruitment to the post of Assistant Professor shall be entitled to two non-compounded advance increments.
- iii. Those possessing Post-graduate degree in the professional course such as LL.M./M.Tech/M.Arch./M.E./M.V.Sc./M.D., etc. recognized by the relevant statutory body/ council, shall also be entitled to two non-compounded advance increments at the entry level.
- iv.
  - a) Teachers who complete their Ph.D. degree while in service shall be entitled to three non-compounded increments fixed at increment applicable at entry level only if such Ph.D. is in a relevant discipline of the

discipline of employment and has been awarded by a University complying with the process prescribed by the UGC for enrolment, course work, evaluation, etc.

- b) However, teachers in service who have already been awarded Ph.D. by the time of coming into force of these Regulations or having been enrolled for Ph.D. have already undergone course-work as well as evaluation, if any, and only Notification in regard to the award of Ph.D. is awarded, shall also be entitled to the award of three non-compounded increments fixed at increment applicable at entry level only, even if the university awarding such Ph.D. has not yet been notified by the UGC as having complied with the process prescribed by the Commission.
- v. In respect of every other case, a teacher who is already enrolled for Ph.D. shall avail the benefit of three non-compounded increments fixed at increment applicable at entry level only if the university awarding the Ph.D. has been notified by the UGC to have complied with the process prescribed by the Commission for the award of Ph.D. in respect of either course-work or evaluation or both, as the case may be.
- vi. Teachers in service who have not yet enrolled for Ph.D. shall therefore, derive the benefit of three non-compounded increments fixed at increment applicable at entry level only on award of Ph.D. , while in service only if such enrolment is with a university which complies with the entire process including that of enrolment as prescribed by the UGC.
- vii. Teachers who acquire M.Phil. Degree or a post-graduate degree in a professional course recognised by the relevant Statutory Body / Council, while in service, shall be entitled to one advance increment fixed at increment applicable at entry level only.
- viii. Five non-compounded advance increments shall be admissible to Assistant Librarian / College Librarian who are recruited at entry level with Ph.D. degree in the discipline of library science from a university complying with the process prescribed by the UGC in respect of enrolment, course-work and evaluation process for the award of Ph.D. in Library Science.
- ix. (a) Assistant Librarian/College Librarian acquiring the degree of Ph.D. at any time while in service, in the discipline of library science from a university complying with the process prescribed by the UGC in respect of enrolment, course-work and evaluation shall be entitled to three non-compounded advance increments fixed at increment applicable at entry level only.
- (b) However, persons in posts of Assistant Librarian/College Librarian on higher positions who have already been awarded Ph.D. in library science at the time of coming into force of these Regulations or having already undergone course-work as well as evaluation, if any, and only Notification in regard to the award of Ph.D. is awaited, shall also be entitled to the award of three non-compounded increments fixed at increment applicable at entry level only.
- x. In respect of every other case of persons in the post of Assistant Librarian / College Librarian or higher positions who are already enrolled for Ph.D. shall avail the benefit three non-compounded increments fixed at increment applicable at entry level only if the university awarding the Ph.D. has been notified by the UGC to have complied with the process prescribed by the Commission for the award of Ph.D.in respect of either course-work or evaluation or both as the case may be.
- xi. Assistant Librarian/College librarian and others in higher library positions in service who have not yet enrolled for Ph.D. shall therefore, derive the benefit of three non-compounded increments fixed at increment applicable at entry level only on award of Ph.D. while in service only if such enrolment is with a university which complies with the entire process, including that of enrolment as prescribed by the UGC.
- xii. Two non-compounded advance increments shall be admissible for Assistant Librarian/College Librarian with M.Phil. degree in Library Science at the entry level. Assistant Librarian/College Librarian and those in higher positions acquiring M.Phil degree in library science at any time during the course of their service shall be entitled to one advance increment fixed at increment applicable at entry level only.
- xiii. Five non-compounded advance increments shall be admissible to Assistant Director of Physical Education and Sports / College Director of Physical Education and Sports who are recruited at entry level with Ph.D. degree in the discipline of Physical Education/Physical Education and Sports / Sports Science from a university complying with the process prescribed by the UGC in respect of enrolment, course-work and evaluation process for the award of Ph.D. in Physical Education/Physical Education and Sports / Sports Science.



xiv. Notwithstanding anything in the forgoing clauses, those who have already availed the benefit of advance increments for possessing Ph.D./M.Phil at the entry level or in service once either under this regulation or under the earlier schemes/regulations shall not be entitled to the benefit of advance increments under these Regulations.

xv. Teachers, library and Physical Education and Sports cadres who have already availed the benefits of increments as per the then existing policy for acquiring Ph.D./M.Phil. while in service shall not be entitled to advance increments under these Regulations.

xvi. For posts at the entry level where no such advance increments were admissible for possessing Ph.D./M.Phil. under the earlier schemes/regulations, the benefit of advance of increments for possessing Ph.D./M.Phil shall be available to only those appointments which have been made on or after the coming into force of these Regulations.

### 19.2 Promotion

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

On promotion, the teacher or equivalent position would be given a notional increment in his/her existing Academic Level of Pay, by moving him/her to the next higher Cell at that Level; and the pay shown in this Cell would now be located in the new Academic Level corresponding to the post to which he/she has been promoted. If a Cell identical with that pay is available in the new Level, that Cell shall be the new pay, otherwise the next higher Cell in that Level shall be the new pay of the teacher or equivalent position. If the pay arrived at in this manner is less than the first Cell in the new Level, then the pay shall be fixed at the first Cell of the new Level.

### 19.3 Allowances and Benefits

- I. Other allowances and benefits, such as Hometown Travel Concession, Leave Travel Concession, Special Compensatory Allowances, Children's Education Allowance, Transport Allowance, House Rent Allowance, House Building Allowance, Deputation Allowance, Travelling Allowance, Dearness Allowance, Area-based Special Compensatory Allowance etc. for teachers and Library and Physical Education and Sports Cadres, shall be as applicable to the Central Government employees and be governed by the relevant rules as notified by the Government of India from time to time.
- II. Pension, Gratuity, ex-gratia compensation etc. as applicable to Central/State Government employees shall also be applicable to teachers and Library and Physical Education and Sports Cadres of Central/State Universities and Colleges including affiliated and constituent Colleges as the case may be.
- III. Medical Benefits: All medical benefits for teachers and Library and Physical Education Cadres, shall be as applicable to the Central Government employees. Further, the Teachers and Library and Physical Education Cadres may be placed under Central Government Health Scheme or any other such scheme of the Central Government/ Health Scheme of respective State Government, as the case may be, for Central/State Universities/Colleges respectively.

### APPENDICES

Appendix I	Fitment Tables for fixation of pay of the existing incumbents, who were in position as on 01.01.2016, in various categories of posts indicated in the tables (MHRD Notification MHRD letters No. Corrigendum F.No.1-7/2015-U.II(1) dated 08.11.2017
Appendix II	<u>Assessment Criteria and Methodology</u> <b>Table 1 to 3 - For University and College Teachers</b> <b>Table 4 - For Assistant Librarian, Deputy Librarian, Librarian etc.</b> <b>Table 5 - For Assistant Director/Deputy Director/Director Physical Education and Sports etc.</b>

SANJEEV KUMAR NARAYAN, Under Secy.

[ADVT.-III/4/Exty./147/18]

**Appendix I**

**Fitment Tables for fixation of pay of the existing incumbents, who were in position as on 01.01.2016, in various categories of posts indicated in the tables**

F.No.1-7/2015-U.II(1)  
Government of India  
Ministry of Human Resource Development  
Department of Higher Education  
University-2 Section

Shastri Bhavan, New Delhi  
Dated 2<sup>nd</sup> November, 2017

**Corrigendum**

**Subject:** Scheme of revision of pay of teachers and equivalent cadres in universities and colleges following the revision of pay scales of Central Government employees on the recommendations of the 7<sup>th</sup> Central Pay Commission (CPC).

In the order of the Government of India in the Ministry of Human Resource Development (Department of Higher Education) no. 1-7/2015-U.II(1) dated 2.11.2017 in the Annexure (Page 9) appended to the said order, figures mentioned in

- (a) Cell Academic level 12, row 9 may be read as "24,700" instead of "24,100"  
(b) Cell Academic level 13A, row 16 may be read as "2,04,700" instead of "2,04,100"  
(c) Cell Academic level 14, row 9 may be read as "1,82,700" instead of "1,82,100"

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

K. K. Tripathy  
(Dr. K.K. Tripathy) 21/11/17  
Director

To,

1. The Secretary, University Grants Commission, Bahadurshah Zafar Marg, New Delhi -110 002.
2. Vice Chancellors of all Central Universities/ Institutions Deemed to Be Universities fully funded by the Central Government.
3. Principal Secretary to Prime Minister, South Block, Central Secretariat, New Delhi.
4. Secretary (Coordination), Cabinet Secretariat, Rashtrapati Bhavan, New Delhi.
5. Secretary, Department of Expenditure, North Block, New Delhi.
6. Secretary, Department of Personnel & Training, North Block, New Delhi.
7. Secretary, Department of Agriculture Research and Education, Krishi Bhavan, New Delhi.
8. Secretary, Ministry of Health and Family Welfare (Medical Education), Nirman Bhavan, New Delhi.
9. Member Secretary, All India Council for Technical Education, New Delhi.
10. Chief Secretaries of all State Governments.
11. Web Master, Ministry of Human Resource Development for publication on the website of the Ministry, hosted by the National Informatics Centre.

Annexure-I

## Pay Matrix

Pay Band (Rs.)	15,600-39,100			37,400-67,000		67,000-79,000
Grade Pay (Rs.)	6,000	7,000	8,000	9,000	10,000	0
Index of Rationalization	2.67	2.67	2.67	2.67	2.72	2.72
Entry Pay (Rs.)	21,600	25,790	29,900	49,200	53,000	67,000
Academics Level	10	11	12	13A	14	15
Rationalised Entry Pay (Rs.) 1	57,700	68,600	79,500	1,31,400	1,44,200	1,82,300
2	59,400	71,000	82,200	1,35,200	1,48,500	1,87,700
3	61,200	73,100	84,700	1,39,400	1,53,000	1,93,200
4	63,000	75,200	87,200	1,43,600	1,57,500	1,98,700
5	64,900	77,600	89,800	1,47,900	1,62,300	2,05,100
6	66,800	79,900	92,500	1,52,300	1,67,200	2,11,300
7	68,800	82,300	95,300	1,56,900	1,72,200	2,17,600
8	70,900	84,800	98,200	1,61,600	1,77,400	2,24,100
9	73,000	87,300	1,01,100	1,66,400	1,82,700	
10	75,200	89,900	1,04,100	1,71,400	1,88,200	
11	77,500	92,600	1,07,200	1,76,500	1,93,900	
12	79,800	95,400	1,10,400	1,81,600	1,99,800	
13	82,200	98,300	1,13,700	1,87,000	2,05,800	
14	84,700	1,01,300	1,17,100	1,92,600	2,11,800	
15	87,200	1,04,200	1,20,600	1,98,300	2,18,200	
16	89,800	1,07,300	1,24,200	2,04,100		
17	92,500	1,10,500	1,27,900	2,10,000		

K.K. Tripathi  
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Pay Band (Rs.)	15,600-39,100			37,400-67,000	67,000-79,000
18	95,300	1,13,800	1,31,700	2,17,100	
19	98,200	1,17,200	1,35,700		
20	1,01,100	1,20,700	1,39,800		
21	1,04,100	1,24,300	1,44,000		
22	1,07,200	1,28,000	1,48,300		
23	1,10,400	1,31,800	1,52,700		
24	1,13,700	1,35,800	1,57,300		
25	1,17,100	1,39,900	1,62,000		
26	1,20,600	1,44,100	1,66,900		
27	1,24,200	1,48,400	1,71,900		
28	1,27,900	1,52,800	1,77,100		
29	1,31,700	1,57,300	1,82,400		
30	1,35,700	1,62,200	1,87,900		
31	1,39,800	1,67,100	1,93,500		
32	1,44,000	1,72,100	1,99,300		
33	1,48,300	1,77,300	2,05,300		
34	1,52,700	1,82,600	2,11,500		
35	1,57,300	1,88,100			
36	1,62,000	1,93,700			
37	1,66,900	1,99,500			
38	1,71,900	2,05,500			
39	1,77,100				
40	1,82,400				

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21/11/17

**Appendix II****Table 1****Assessment Criteria and Methodology for University/College Teachers**

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

**Table 2****Methodology for University and College Teachers for calculating Academic/Research Score**

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

S.N.	Academic/Research Activity	Faculty of Sciences /Engineering / Agriculture / Medical /Veterinary Sciences	Faculty of Languages / Humanities / Arts / Social Sciences / Library /Education / Physical Education / Commerce / Management & other related disciplines
1.	<b>Research Papers in Peer-Reviewed or UGC listed Journals</b>	08 per paper	10 per paper
2.	<b>Publications (other than Research papers)</b>		
	<b>(a) Books authored which are published by ;</b>		
	International publishers	12	12
	National Publishers	10	10
	Chapter in Edited Book	05	05
	Editor of Book by International Publisher	10	10
	Editor of Book by National Publisher	08	08
	<b>(b) Translation works in Indian and Foreign Languages by qualified faculties</b>		
	Chapter or Research paper	03	03
	Book	08	08
3.	<b>Creation of ICT mediated Teaching Learning pedagogy and content and development of new and innovative courses and curricula</b>		
	<b>(a) Development of Innovative pedagogy</b>	05	05
	<b>(b) Design of new curricula and courses</b>	02 per curricula/course	02 per curricula/course
	<b>(c) MOOCs</b>		
	Development of complete MOOCs in 4 quadrants (4 credit course)(In case of MOOCs of lesser credits 05 marks/credit)	20	20
	MOOCs (developed in 4 quadrant) per module/lecture	05	05
	Content writer/subject matter expert for each module of MOOCs (at least one quadrant)	02	02
	Course Coordinator for MOOCs (4 credit course)(In case of MOOCs of lesser credits 02 marks/credit)	08	08
	<b>(d) E-Content</b>		
	Development of e-Content in 4 quadrants for a complete course/e-book	12	12
	e-Content (developed in 4 quadrants) per module	05	05
	Contribution to development of e-content module in complete course/paper/e-book (at least one quadrant)	02	02
	Editor of e-content for complete course/ paper /e-book	10	10
4	<b>(a) Research guidance</b>		

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

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

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

- i) Paper in refereed journals without impact factor - 5 Points
  - ii) Paper with impact factor less than 1 - 10 Points
  - iii) Paper with impact factor between 1 and 2 - 15 Points
  - iv) Paper with impact factor between 2 and 5 - 20 Points
  - v) Paper with impact factor between 5 and 10 - 25 Points
  - vi) Paper with impact factor >10 - 30 Points
- (a) Two authors: 70% of total value of publication for each author.
  - (b) More than two authors: 70% of total value of publication for the First/Principal/Corresponding author and 30% of total value of publication for each of the joint authors.

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

**Note:**

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

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

S.N.	Academic Record	Score			
1.	<b>Graduation</b>	80% & Above = 15	60% to less than 80% = 13	55% to less than 60% = 10	45% to less than 55% = 05
2.	<b>Post-Graduation</b>	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.	<b>M.Phil.</b>	60% & above = 07	55% to less than 60% = 05		
4.	<b>Ph.D.</b>	30			
5.	<b>NET with JRF</b>	07			
	<b>NET</b>	05			
	<b>SLET/SET</b>	03			
6.	<b>Research Publications ( 2 marks for each research publications published in Peer-Reviewed or UGC-listed Journals)</b>	10			
7.	<b>Teaching / Post Doctoral Experience (2 marks for one year each)#</b>	10			
8.	<b>Awards</b>				
	International / National Level (Awards given by International Organisations/ Government of India / Government of India recognised National Level Bodies)	03			
	State-Level (Awards given by State Government)	02			

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

**Note:**

- (A) (i) M.Phil + Ph.D Maximum - 30 Marks  
(ii) JRF/NET/SET Maximum - 07 Marks  
(iii) In awards category Maximum - 03 Marks
- (B) Number of candidates to be called for interview shall be decided by the concerned universities.

(C)

Academic Score	-	80
Research Publications	-	10
Teaching Experience	-	10
<b>Total</b>	<b>-</b>	<b>100</b>

(D) Score shall be valid for appointment in respective State SLET/SET Universities/ Colleges/ Institutions only

**Table: 3 B****Criteria for Short-listing of candidates for Interview for the Post of Assistant Professors in Colleges**

S.N.	Academic Record	Score			
		1.	<b>Graduation</b>	80% & Above = 21	60% to less than 80% = 19
2.	<b>Post-Graduation</b>	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.	<b>M.Phil.</b>	60% & above = 07	55% to less than 60% = 05		
4.	<b>Ph.D.</b>	25			
5.	<b>NET with JRF</b>	10			
	<b>NET</b>	08			
	<b>SLET/SET</b>	05			
6.	<b>Research Publications ( 2 marks for each research publications published in Peer-Reviewed or UGC-listed Journals)</b>	06			
7.	<b>Teaching / Post Doctoral Experience (2 marks for one year each)#</b>	10			
8.	<b>Awards</b>				
	International / National Level (Awards given by International Organisations/ Government of India / Government of India recognised National Level Bodies)	03			
	State-Level (Awards given by State Government)	02			

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

Note :

(A)

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



- (B) Number of candidates to be called for interview shall be decided by the college.
- (C) Academic Score - 84  
 Research Publications - 06  
Teaching Experience - 10  
TOTAL - 100
- (D) SLET/SET score shall be valid for appointment in respective State Universities/Colleges/institutions only.

**Table 4**  
**Assessment Criteria and Methodology for Librarians**

S.No.	Activity	Grading Criteria
1	<p>Regularity of attending library (calculated in terms of percentage of days attended to the total number of days he/she is expected to attend)</p> <p>While attending in the library, the individual is expected to undertake, inter alia, following items of work:</p> <ul style="list-style-type: none"> <li>• Library Resource and Organization and maintenance of books, journals and reports.</li> <li>• Provision of Library reader services such as literature retrieval services to researchers and analysis of report.</li> <li>• Assistance towards updating institutional website</li> </ul>	<p>90% and above - Good</p> <p>Below 90% but 80% and above - Satisfactory</p> <p>Less than 80% - Not satisfactory</p>
2.	Conduct of seminars/workshops related to library activity or on specific books or genre of books.	<p>Good – 1 National level seminar/ workshop + 1 State/institution level workshop/Seminar</p> <p>Satisfactory - 1 National level seminar/ workshop or 1 state level seminar/ workshop + 1 institution level seminar/ workshop or 4 institution seminar / workshop</p> <p>Unsatisfactory – Not falling in above two categories</p>
3.	<p>If library has a computerized database then OR If library does not have a computerized database</p>	<p>Good – 100% of physical books and journals in computerized database.</p> <p>Satisfactory – At least 99% of physical books and journals in computerized database.</p> <p>Unsatisfactory – Not falling under good or satisfactory.</p> <p>OR</p> <p>Good – 100% Catalogue database made up to date</p> <p>Satisfactory- 90% catalogue database made up to date</p> <p>Unsatisfactory - Catalogue database not upto mark.</p> <p>(To be verified in random by the CAS Promotion Committee)</p>

4.	Checking inventory and extent of missing books	Good : Checked inventory and missing book less than 0.5% Satisfactory - Checked inventory and missing book less than 1% Unsatisfactory - Did not check inventory Or Checked inventory and missing books 1% or more.
5.	(i) Digitisation of books database in institution having no computerized database. (ii) Promotion of library network. (iii) Systems in place for dissemination of information relating to books and other resources. (iv) Assistance in college administration and governance related work including work done during admissions, examinations and extracurricular activities. (v) Design and offer short-term courses for users. (vi) Publications of at least one research paper in UGC approved journals.	Good : Involved in any two activities Satisfactory : At least one activity Not Satisfactory : Not involved/ undertaken any of the activities.
Overall Grading	Good : Good in Item 1 and satisfactory/good in any two other items including Item 4. Satisfactory : Satisfactory in Item 1 and satisfactory /good in any other two items including Item 4. Not satisfactory : If neither good nor satisfactory in overall grading.	
Note :		
<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> <p>(3) The system of tracking user grievances and the extent of grievances redressal details may also be made available to the CAS promotion committee.</p>		

**Table 5****Assessment Criteria and Methodology for Directors of Physical Education and Sports**

S. No.	Activity	Grading Criteria
1	Attendance calculated in terms of percentage of days attended to the total number of days he is expected to attend.	90 and above - Good Above 80 but below 90- Satisfactory. Less than 80 - Not satisfactory.
2.	Organizing intra college competition	Good - Intra college competition in more than 5 disciplines. Satisfactory - Intra college competition in 3-5 disciplines. Unsatisfactory - Neither good nor satisfactory.

3.	Institution participating in external competitions	<p>Good - National level competition in at least one discipline plus State/District level competition in at least 3 disciplines.</p> <p>Satisfactory- State level competition in at least one discipline plus district level competition in at least 3 disciplines.</p> <p>Or District level competition in at least 5 disciplines.</p> <p>Unsatisfactory - Neither good nor satisfactory.</p>
4.	<p>Up-gradation of sports and physical training infrastructure with scientific and technological inputs.</p> <p>Development and maintenance of playfields and sports and physical Education facilities.</p>	Good/Satisfactory/Not-Satisfactory to be assessed by the Promotion committee.
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><b>Note:</b></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> <p>iii)The system of tracking user grievances and the extent of grievance redressal details may also be made available to the CAS Promotion Committee.</p>		

**Revision of Pay Scales of Teachers in Non-Agricultural Universities, National Law University, Affiliated Colleges, Government Colleges/Institutes as per 7<sup>th</sup> Central Pay Commission and UGC Regulations on minimum qualifications for appointment of teachers and other academic staff in universities and colleges and measure for the maintenance of standards in Higher Education, 2018.**

**GOVERNMENT OF MAHARASHTRA**

**Higher & Technical Education Department**

**Government Resolution No. Misc-2018/C.R.56/18/UNI-1**

Mantralaya Annex, Mumbai – 400 032

Date: 08 March, 2019

**Read:-**

1. Government Resolution, Higher and Technical Education Department No. NGC-2009/(243/09)-Uni.1, dated 12<sup>th</sup> August, 2009.
2. Government of India MHRD letter No. 1-7/2015-U.II (1), dated 2<sup>nd</sup> November, 2017.
3. Government of India MHRD letter No. Corrigendum F.No.1-7/2015-U.II (1), dated 8<sup>th</sup> November, 2017.
4. Government of India MHRD letter No. 1-4/2017-U.II, dated 28<sup>th</sup> January, 2019.
5. UGC letter No. F.No.23-4/2017 (PS), dated 31<sup>st</sup> January, 2018.
6. The Gazette of India: Extraordinary, Part III-Section 4, dated 18<sup>th</sup> July, 2018.
7. The Maharashtra Public University Act, 2016

**Preamble:-**

University Grants Commission vide its letter dated 31<sup>st</sup> January, 2018 mentioned that the Government of India MHRD, Department of Higher Education, New Delhi vide its letter dated 2<sup>nd</sup> November 2017 regarding revision of 7<sup>th</sup> Pay of teachers and equivalent orders in universities and colleges following the revision of pay scales of Central Government employees on the recommendations of the 7<sup>th</sup> Central Pay Commission and to say that the State Government may take action to adopt the Government of India's scheme for State Universities and colleges.

The revision of Pay Scales of teachers and equivalent academic staff shall be subject to provisions of the scheme of revision of Pay scales as contained in letter dated 2<sup>nd</sup> November, 2017 and regulation issued by UGC dated 18<sup>th</sup> July, 2018 and amendments thereof from time to time in this behalf.

**Resolution:**

The question of implementing scheme of revisions of pay scales of universities and college teachers as per letter No. 1-7/2015-U.II (1), Government of India, Ministry of Human Resource Development, Department of Higher Education, dated 2.11.2017, and other relevant guidelines and notifications issued by University Grants Commission (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), dated 18.7.2018 (in short “UGC Regulations, 2018”) was under considerations of State Government. After considering all the aspects, the state government has decided to implement and revise pay scales and terms and conditions of services as detailed below:

**1.0. Coverage**

The revised pay scales and other measures to the improvement of standards in Higher Education are applicable to all categories of full-time teachers/librarians/Director of Physical Education employed by the non-Agricultural Universities, National Law Universities, Deemed to be Universities, non-Government aided/unaided Colleges, in the faculties of Arts, Science, Commerce, Humanities, Law, Education, Social Sciences, Languages, Library Science, Physical Education, Journalism & Mass Communications, Music, Performing Arts, Visual Arts, Other traditional Indian Art forms like Sculpture, etc., Drama and Yoga, etc., in the State, Government Institutes and Colleges.

However, unaided colleges/unaided institutes/unaided deemed to be Universities/Private Universities/Open Universities will not be entitled for any financial assistance from the State Government and similarly in case of aided institutes the Government assistance will only be limited to the posts approved by the Government from time to time.

The revised scales are not applicable to teachers who retired on or before 31<sup>st</sup> December 2015 and who worked on re-employment on that date, including those whose period of re-employment was extended after that date.

The revised scales are not applicable to the Accompanists, Coaches, Tutors and Demonstrators.

**2.0. Date of Implementation**

The date of implementation of the revised pay shall be 1<sup>st</sup> January, 2016, and the date of implementation of terms and conditions shall be the date of issue of these Rules.

**3.0. Designation**

There shall be only three designations in respect of teachers in colleges, namely, Assistant Professors, Associate Professors and Professors. Also, there shall be no change in the present designations in respect of Library and Physical Education Personnel.

There shall be only four designations in respect of teachers in Universities, namely, Assistant

Professors, Associate Professors, Professors and Senior Professors. Also, there shall be no change in the present designations in respect of Library and Physical Education Personnel up to Deputy Librarian/ Assistant Librarian (Selection Grade) and Deputy Director of Physical Education & Sports/ Assistant Director of Physical Education & Sports (Selection Grade) respectively. However, University Librarian is re-designated as Director, Knowledge Resource Center and University Director of Physical Education & Sports is re-designated as Director of Sports & Physical Education.

**4.0. Recruitment and Qualifications**

**4.1.** The direct recruitment to the posts of Assistant Professor in Colleges and Assistant Professor, Associate Professor, Professor and Senior Professor in the Universities, shall be on the basis of merit through an all-India advertisement, followed by selection by a duly-constituted Selection Committee as per the provisions made under these Rules. These provisions shall be incorporated in the statutes/Ordinances of the university concerned. The composition of such a committee shall be as specified in these Rules.

**4.2.** The minimum qualifications required for the post of Assistant Professor, Associate Professor, Professor, Senior Professor, Principal, Assistant Librarian, Deputy Librarian, Librarian, Director, Knowledge Resource Center, Assistant Director of Physical Education and Sports, Deputy Director of Physical Education and Sports, Director of Physical Education and Sports, and Director of Sports & Physical Education shall be as specified by the UGC in its regulations and accepted by State Government time to time.

**4.3. I.** The National Eligibility Test (NET) or State Eligibility Test (SET) shall remain the minimum eligibility for appointment of Assistant Professor and equivalent positions wherever provided in UGC Regulations, 2018.

*Provided* that candidates who have been awarded a Ph.D. Degree in accordance with the University Grants Commission (Minimum Standards and Procedure for Award of M.Phil./Ph.D. Degree) Regulation, 2009, or the University Grants Commission (Minimum Standards and Procedure for Award of M. Phil/Ph.D. Degree) Regulation, 2016, and their subsequent amendments from time to time, as the case may be, shall be exempted from the requirement of the minimum eligibility condition of NET /SET for recruitment and appointment of Assistant Professor or any equivalent position in any University, College or Institution.

*Provided* further that the award of degree to candidates registered for the M. Phil/Ph.D. programme prior to July 11, 2009, shall be governed by the provisions of the then existing Ordinances / Bye-laws / Regulations of the Institutions awarding the degree. All such Ph.D.

candidates shall be exempted from the requirement of NET/ SET for recruitment and appointment of Assistant Professor or equivalent positions in Universities/ Colleges/ Institutions subject to the fulfillment of the following conditions:

- a) The Ph.D. degree of the candidate has been awarded in regular mode only;
- b) The Ph.D. thesis has been evaluated by at least two examiners;
- c) An open Ph.D. viva voce of the candidate has been conducted;
- d) The candidate has published two research papers from his/her Ph.D. work, out of which at least one is in a refereed journal; and
- e) The candidate has presented at least two papers, based on his/her Ph.D. work in conferences/seminars/sponsored/funded/supported by the UGC/ICSSR/CSIR or any similar agency.

*The fulfillment of these conditions is to be certified by the Registrar or the Dean (Academic affairs) of the University concerned.*

**II.** The clearing of NET/SET shall not be required for candidates in such disciplines for which NET/SET has not been conducted. However, Ph.D. degree shall remain the minimum eligibility for appointment of Assistant Professor and equivalent positions in such disciplines wherever provided in UGC Regulations, 2018.

**4.4.** A minimum of 55% marks (or an equivalent grade in a point-scale, wherever the grading system is followed) at the Master's level shall be the essential qualification for direct recruitment of teachers and other equivalent cadres at any level.

I. A relaxation of 5% shall be allowed at the Bachelor's as well as at the Master's level for the candidates belonging to Scheduled Caste/Scheduled Tribe/Other Backward Classes (OBC)(Non-creamy Layer)/Differently-abled ((a) Blindness and low vision; (b) Deaf and Hard of Hearing; (c) Locomotor disability including cerebral palsy, leprosy cured, dwarfism, acid-attack victims and muscular dystrophy; (d) Autism, intellectual disability, specific learning disability and mental illness; (e) Multiple disabilities from amongst persons under (a) to (d) including deaf-blindness) for the purpose of eligibility and assessing good academic record for direct recruitment. The eligibility marks of 55% marks (or an equivalent grade in a point scale wherever the grading system is followed) and the relaxation of 5% to the categories mentioned above are permissible, based only on the qualifying marks without including any grace mark procedure.

**4.5.** A relaxation of 5% shall be provided, (from 55% to 50% of the marks) to the Ph.D. Degree holders who have obtained their Master's Degree prior to 19 September, 1991.

**4.6.** A relevant grade which is regarded as equivalent of 55%, wherever the grading system is followed by a recognized university, at the Master's level shall also be considered valid.

- 4.7. The Ph.D. Degree shall be a mandatory qualification for appointment and promotion to the post of Professor.
- 4.8. The Ph.D. Degree shall be a mandatory qualification for appointment and promotion to the post of Associate Professor.
- 4.9. The Ph.D. Degree shall be a mandatory qualification for promotion to the post of Assistant Professor (Selection Grade/Academic Level 12) in Universities.
- 4.10. The Ph.D. Degree shall be a mandatory qualification for direct recruitment to the post of Assistant Professor in Universities with effect from 01.07.2021.
- 4.11. The time taken by candidates to acquire M.Phil. and / or Ph.D. Degree shall not be considered as teaching/research experience to be claimed for appointment to the teaching positions. Regular faculty members up to twenty per cent of the total faculty strength (excluding faculty on medical / maternity leave) shall be allowed by their respective institutions to take study leave for pursuing Ph.D. degree.

**4.12. Qualifications**

No person shall be appointed to the post of University and College teacher, Librarian, Director, Knowledge Resource Center, Director of Physical Education and Sports or Director of Sports & Physical Education, in any university or in any of institutions including constituent or affiliated colleges recognized under clause (f) of Section 2 of the University Grants commission Act, 1956 or in an institution deemed to be a University under Section 3 of the said Act if such person does not fulfill the requirements as to the qualifications for the appropriate post as provided in the Schedule 1 of UGC Regulations, 2018.

**5.0. Direct Recruitment**

**5.1. For the Disciplines of Arts, Commerce, Humanities, Education, Law, Social Sciences, Sciences, Languages, Library Science, Physical Education, and Journalism & Mass Communication.**

**I. Assistant Professor in Colleges and Universities**

**Eligibility (A or B):**

**A.**

- 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.



- 2) Besides fulfilling the above qualifications, the candidate must have cleared the National Eligibility Test (NET) conducted by the UGC or the CSIR, or a similar test accredited by the UGC, like SET or who are or have been awarded a Ph. D. Degree in accordance with the University Grants Commission (Minimum Standards and Procedure for Award of M.Phil./Ph.D. Degree) Regulations, 2009 or 2016 and their amendments from time to time as the case may be exempted from NET/SET :

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

- a) The Ph.D. degree of the candidate has been awarded in regular mode only;
- b) The Ph.D. thesis has been evaluated by at least two examiners;
- c) An open Ph.D. viva voce of the candidate has been conducted;
- d) The candidate has published two research papers from his/her Ph.D. work, out of which at least one is in a refereed journal; and
- e) The candidate has presented at least two papers, based on his/her Ph.D. work in conferences/seminars, sponsored/funded/supported by the UGC/ICSSR/CSIR or any similar agency.

**Note:**

- 1) *The fulfillment of these conditions is to be certified by the Registrar or the Dean (Academic affairs) of the University concerned.*
- 2) NET/SET shall also not be required for such Masters Programmes in disciplines for which NET/SET is not conducted. However, Ph.D. degree shall remain the minimum eligibility for appointment of Assistant Professor in such disciplines.

**OR**

**B.**

The Ph.D. degree has been obtained from a foreign university/institution with a ranking among top 500 in the World University Ranking (at any time) by any one of the following:

- (i) Quacquarelli Symonds (QS) ;
- (ii) the Times Higher Education (THE) or
- (iii) the Academic Ranking of World Universities (ARWU) of the Shanghai

Jiao Tong University (Shanghai).

*Note: The Academic score as specified in Appendix II (Table 3A) for Universities, and Appendix II (Table 3B) for Colleges, shall be considered for short-listing of the candidates for interview only, and the selections shall be based only on the performance in the interview.*

## **II. Associate Professor in Universities**

### **Eligibility:**

- i) A good academic record, with a Ph.D. Degree in the concerned/allied/relevant disciplines;
- ii) A Master's Degree with at least 55% marks (or an equivalent grade in a point-scale, wherever the grading system is followed); and
- iii) A minimum of eight years of experience of teaching and / or research in an academic/research position equivalent to that of Assistant Professor in a University, College or Accredited Research Institution/industry with a minimum of seven publications in the peer-reviewed or UGC-listed journals and a total research score of Seventy five (75) as per the criteria given in Appendix II, Table 2.

## **III. Professor in Universities**

### **Eligibility (A or B)**

#### **A.**

- i) An eminent scholar having a Ph.D. degree in the concerned/allied/relevant discipline, and published work of high quality, actively engaged in research with evidence of published work with, a minimum of 10 research publications in the peer-reviewed or UGC-listed journals and a total research score of 120 as per the criteria given in Appendix II, Table 2.
- ii) A minimum of ten years of teaching experience in university/college as Assistant Professor/Associate Professor/Professor, and / or research experience at equivalent level at the University/National Level Institutions with evidence of having successfully guided doctoral candidate.

**OR**

#### **B.**

An outstanding professional, having a Ph.D. degree in the relevant/allied/applied disciplines, from any academic institutions (not included in A above) / industry, who has made significant contribution to the knowledge in the concerned/allied/relevant discipline, supported by documentary evidence provided he/she has ten years' experience.

**IV. Senior Professor in Universities**

Up to 10 percent of the existing sanctioned strength of Professors in the university may be appointed as Senior Professor in the universities, through direct recruitment. The scheme shall be applicable to directly recruited professors only.

**Eligibility:**

- i) An eminent scholar with good track record of high-quality research publications in Peer-reviewed or UGC-listed journals, significant research contribution to the discipline, and engaged in research supervision.
- ii) A minimum of ten years of teaching/research experience as Professor or an equivalent grade in a University, College or an institute of national level.
- iii) The selection shall be based on academic achievements, favourable review from three eminent subject experts who are not less than the rank of Senior Professor or a Professor of at least ten years experience.
- iv) The selection shall be based on ten best publications in the Peer-reviewed or UGC - listed journals and award of Ph.D. degrees to at least two candidates under his/her supervision during the last 10 years and interaction with the Selection Committee constituted as per these Rules.

**V. College Principal**

**A. Eligibility:**

- i. Ph.D. degree;
- ii. Professor/ Associate Professor with a total service/ experience of at least fifteen years of teaching/research in Universities, Colleges and other institutions of higher education;
- iii. A minimum of 10 research publications in peer-reviewed or UGC-listed journals; and
- iv. A minimum of 110 Research Score as per Appendix II, Table 2

**B. Tenure:**

A College Principal shall be appointed for a period of five years, extendable for another term of five years on the basis of performance assessment by a Committee appointed by the University, constituted as per these Rules.

**5.2. For the Disciplines of Music, Performing Arts, Visual Arts and Other Traditional Indian Art Forms like Sculpture, etc.**

**I. Assistant Professor in Universities and Colleges**

**Eligibility (A or B):**

**A.**

- 1) A Master's degree with 55% marks (or an equivalent grade in a point-scale wherever the grading system is followed) in the relevant subject or an equivalent degree from an Indian/foreign University.
- 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, like SET or who are or have been awarded a Ph. D. Degree in accordance with the University Grants Commission (Minimum Standards and Procedure for Award of M.Phil./Ph.D. Degree) Regulations, 2009 or 2016 and their amendments from time to time as the case may be.

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

- a) The Ph.D. degree of the candidate has been awarded in regular mode only;
- b) The Ph.D. thesis has been evaluated by at least two examiners;
- c) An open Ph.D. viva voce of the candidate has been conducted;
- d) The candidate has published two research papers from his/her Ph.D. work, out of which at least one is in a refereed journal; and
- e) The candidate has presented at least two papers, based on his/her Ph.D. work in conferences/seminars, sponsored/funded/supported by the UGC/AICTE/ICSSR or any similar agency.

**Note:**

- 1) *The fulfillment of these conditions is to be certified by the Registrar or the Dean (Academic affairs) of the University concerned.*
- 2) NET/SET shall also not be required for such Masters Programmes in disciplines for which NET/SET is not conducted. However, Ph.D. degree shall remain the minimum eligibility for appointment of Assistant Professor in such disciplines.

**OR**

**B.**

A traditional or a professional artist with highly commendable professional achievement in the subject concerned having a Bachelor's degree, who has:

- i. Studied under a noted/reputed traditional Master(s)/Artist(s);
- ii. Has been 'A' grade artist of AIR/Doordarshan;
- iii. Has the ability to explain, with logical reasoning the subject concerned; and
- iv. Has adequate knowledge to teach theory with illustrations in the discipline concerned.

**II. Associate Professor in Universities**

**Eligibility (A or B):**

**A.**

- i. Good academic record, with a doctoral degree;
- ii. Performing ability of a high professional standard;
- iii. Eight year's experience of teaching in a University or College and / or of research in a University/national level institution, equal to that of Assistant Professor in a University/College; and
- iv. Has made a significant contribution to knowledge in the subject concerned, as evidenced by quality publications.

**OR**

**B.**

A traditional or a professional artist with highly-commendable professional achievement having Master's degree in the subject concerned, who has:

- i. been 'A'-grade artist of AIR/Doordarshan;
- ii. eight years' experience of outstanding performing achievement in the field of specialization;
- iii. experience in designing of new courses and /or curricula;
- iv. participated in National level Seminars/Conferences/Concerts in reputed institutions; and
- v. ability to explain, with logical reasoning, the subject concerned and adequate knowledge to teach theory with illustrations in the said discipline.

**III. Professor in Universities**

**Eligibility (A or B):**

**A.**

- 1) An eminent scholar having a doctoral degree;
- 2) 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;
- 3) Minimum of 6 research publications in the peer-reviewed or UGC-listed journals; and
- 4) Has a total research score of 120, as per Appendix II, Table 2.

**OR**

**B.**

A traditional or a professional artist, with highly-commendable professional achievement, in the subject concerned,

1. Having Master's degree, in the relevant subject;
2. Has been 'A'-grade artist of AIR/Doordarshan;
3. Has Ten years of outstanding performing achievements in the field of specialization;
4. Has made significant contributions in the field of specializations and ability to guide research;
5. Has participated in National/International Seminars/Conferences/Workshops/Concerts and/ or recipient of National/International Awards/Fellowships;
6. Has the ability to explain with logical reasoning the subject concerned; and
7. Has adequate knowledge to teach theory with illustrations in the said discipline.

**5.3. Drama Discipline**

**I. Assistant Professor in Universities and Colleges**

**Eligibility (A or B):**

**A.**

- 1) A Master's degree with 55% marks (or an equivalent grade in a point-scale wherever the grading system is followed) in the relevant subject or an equivalent degree from an Indian/foreign University.
- 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, like SET or who are or have been awarded a Ph. D. Degree

in accordance with the University Grants Commission (Minimum Standards and Procedure for Award of M.Phil./Ph.D. Degree) Regulations, 2009 or 2016 and their amendments from time to time as the case may be.

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

- a) The Ph.D. degree of the candidate has been awarded in regular mode only;
- b) The Ph.D. thesis has been evaluated by at least two examiners;
- c) An open Ph.D. viva voce of the candidate has been conducted;
- d) The candidate has published two research papers from his/her Ph.D. work, out of which at least one is in a refereed journal; and
- e) The candidate has presented at least two papers, based on his/her Ph.D. work in conferences/seminars, sponsored/funded/supported by the UGC/CSIR/ICSSR or any similar agency.

**Note:**

- 1) *The fulfillment of these conditions is to be certified by the Registrar or the Dean (Academic affairs) of the University concerned.*
- 2) NET/SET shall also not be required for such Masters Programmes in disciplines for which NET/SET is not conducted. However, Ph.D. degree shall remain the minimum eligibility for appointment of Assistant Professor in such disciplines.

**OR**

**B.**

A traditional or a professional artist with highly commendable professional achievement in the concerned subject, who has:

- i. been a professional artist with three years' Bachelor degree/Post Graduate Diploma, with 55% marks (or an equivalent grade in a point-scale wherever the grading system is followed), from the National School of Drama, or any other such Institution in India or abroad;
- ii. five years of regular acclaimed performance at regional/ national/ international stage, supported by evidence; and

- iii. the ability to explain, with logical reasoning, the subject concerned and adequate knowledge to teach theory with illustrations in the discipline concerned.

**II. Associate Professor in Universities**

**Eligibility (A or B):**

**A.**

- i. A good academic record, having a Ph.D. degree with performing ability of high professional standard as certified by an Expert Committee constituted by the University concerned for the said purpose;
- ii. Eight years experience of teaching in a University/College and/ or research in a University/national- level institutions equal to that of Assistant Professor in a University/College; and
- iii. A significant contribution to knowledge in the subject concerned, as evidenced by the quality publications.

**OR**

**B.**

A traditional or a professional artist, having highly commendable professional achievement in the subject concerned, has a Master's degree, who has:

- i. Been recognized artist of Stage/ Radio/TV;
- ii. Eight years of outstanding performance in the field of specialization;
- iii. Experience of designing new courses and /or curricula;
- iv. Participated in Seminars/Conferences in reputed institutions; and
- v. The ability to explain with logical reasoning the subject concerned and adequate knowledge to teach theory with illustrations in the said discipline.

**III. Professor in Universities**

**Eligibility (A or B):**

**A.**

An eminent scholar, having a doctoral degree, actively engaged in research with ten years of experience in teaching and /or research at a University/National-level institution, including experience of guiding research at the doctoral level, with outstanding performing achievement in the field of specialization, with a minimum of 6 research publications in the peer-reviewed or UGC listed journals, and a total research score of 120, as per Appendix II, Table 2.

**OR**



**B.**

A traditional and a professional artist, having highly commendable professional achievement in the subject concerned, who has:

- i. Master's degree, in the relevant subject;:
- ii. Ten years of outstanding performing achievements in the field of specialization;
- iii. Made significant contribution in the field of specialization;
- iv. Guided research;
- v. Participated in National/International Seminars/Conferences/Workshops and/or recipient of National/International Awards/Fellowships;
- vi. Ability to explain with logical reasoning the subject concerned; and
- vii. Adequate knowledge to teach theory, with illustrations in the said discipline.

**5.4. Yoga Discipline**

**I. Assistant Professor in Universities and Colleges**

**Eligibility (A or B):**

**A.**

- 1) 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.
- 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, like SET or who are or have been awarded a Ph. D. Degree in accordance with the University Grants Commission (Minimum Standards and Procedure for Award of M.Phil./Ph.D. Degree) Regulations, 2009 or 2016 and their amendments from time to time as the case may be.

**OR**

**B.**

A Master's degree in any discipline with at least 55% marks (or an equivalent grade in a point-scale wherever the grading system is followed) and a Ph.D. degree in Yoga\* in accordance with the University Grants Commission (Minimum Standards and Procedure for Award of M.Phil./Ph.D. Degree) Regulations, 2009 or 2016 and their amendments from time to time as the case may be.

**\*Note:** Considering the paucity of teachers in the newly-emerging field of Yoga, this alternative has been provided and shall be valid only for five years from the date of notification of these Rules.

**II. Associate Professor in Universities**

- i. A good academic record, with a Ph.D. degree in the subject concerned or in a relevant discipline;
- ii. A Master's degree with at least 55% marks (or an equivalent grade in a point-scale, wherever the grading system is followed); and
- iii. A minimum of eight years' experience of teaching and/ or research in an academic/research position equivalent to that of Assistant Professor in a University, College or Accredited Research Institutions/Industry with evidence of published work and a minimum of 7 publications as books and / or research/policy papers in peer-reviewed or UGC listed journals and a total research score of at least Seventy five (75), as per the criteria given in Appendix II, Table 2.

**III. Professor in Universities**

**Eligibility (A or B):**

**A.**

- i. An eminent scholar with Ph. D. degree in the subject concerned or in an allied/relevant subject and published work of high quality, actively engaged in research with evidence of published work, with a minimum of 10 publications as books and/ or research/policy papers in the peer-reviewed or UGC listed journals and a total research score of at least 120 as per the criteria given in Appendix II, Table 2.
- ii. A minimum of ten years of teaching experience in a University/College and / or experience in research at the university/National level institution/Industries, with evidence of having successfully guided doctoral candidate.

**OR**

**B.**

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

**5.5. MINIMUM QUALIFICATIONS FOR DIRECT RECRUITMENT TO THE POSTS OF UNIVERSITY ASSISTANT LIBRARIAN/ COLLEGE LIBRARIAN, UNIVERSITY DEPUTY LIBRARIAN AND UNIVERSITY LIBRARIAN (DIRECTOR, KNOWLEDGE RESOURCE CENTER)**

**I. University Assistant Librarian/ College Librarian**

- 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).
- 2) A consistently good academic record, with knowledge of computerization of a library.
- 3) Besides fulfilling the above qualifications, the candidate must have cleared the National Eligibility Test (NET) conducted by the UGC, CSIR, or a similar test accredited by the UGC, like SET or who are or have been awarded a Ph. D. Degree in accordance with the University Grants Commission (Minimum Standards and Procedure for Award of M.Phil./Ph.D. Degree) Regulations, 2009 or 2016 and their amendments from time to time as the case may be.

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

- a) The Ph.D. degree of the candidate has been awarded in regular mode only;
- b) The Ph.D. thesis has been evaluated by at least two examiners;
- c) An open Ph.D. viva voce of the candidate has been conducted;
- d) The candidate has published two research papers from his/her Ph.D. work, out of which at least one is in a refereed journal; and
- e) The candidate has presented at least two papers, based on his/her Ph.D. work in conferences/seminars, sponsored/funded/supported by the UGC/CSIR/ICSSR or any similar agency.

**Note:**

- 1) *The fulfillment of these conditions is to be certified by the Registrar or the Dean (Academic affairs) of the University concerned.*
- 2) NET/SET shall also not be required for such Masters Programmes in disciplines for which NET/SET is not conducted. However, Ph.D. degree shall remain the minimum eligibility for the appointment in such disciplines.

**II. University Deputy Librarian**

- i. A Master's Degree in Library Science/Information Science/Documentation

Science, with at least 55% marks or an equivalent grade in a point –scale, wherever grading system is followed;

- ii. Eight years experience as an Assistant University Librarian/College Librarian;
- iii. Evidence of innovative library services including integration of ICT in library; and
- iv. A Ph.D. Degree in Library Science/ Information Science / Documentation Science/Archives and manuscript keeping/computerization of library.

**III. University Librarian (Director, Knowledge Resource Center)**

- i. A Master’s Degree in Library Science/Information Science/Documentation Science with at least 55% marks or an equivalent grade in a point –scale, wherever grading system is followed;
- ii. At least ten years as a Librarian at any level in University Library or ten years of teaching as Assistant/Associate Professor in Library Science or ten years’ experience as a College Librarian;
- iii. Evidence of innovative library services, including the integration of ICT in a library; and
- iv. A Ph.D. Degree in Library Science/Information Science/Documentation Science /Archives and manuscript-keeping.

**5.6. MINIMUM QUALIFICATIONS FOR THE POSTS OF ASSISTANT DIRECTOR OF PHYSICAL EDUCATION AND SPORTS, DEPUTY DIRECTOR OF PHYSICAL EDUCATION AND SPORTS AND DIRECTOR OF PHYSICAL EDUCATION AND SPORTS (DPES)**

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

**Eligibility (A or B):**

**A.**

- 1) 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).
- 2) Record having represented the University/ College at the inter-university/inter collegiate competitions or the State and /or National championships.
- 3) Besides fulfilling the above qualifications, the candidate must have cleared the National Eligibility Test (NET) conducted by the UGC, CSIR, or a similar test accredited by the UGC, like SET or who are or have been awarded a Ph. D. Degree in

accordance with the University Grants Commission (Minimum Standards and Procedure for Award of M.Phil./Ph.D. Degree) Regulations, 2009 or 2016 and their amendments from time to time as the case may be.

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

- a) The Ph.D. degree of the candidate has been awarded in regular mode only;
- b) The Ph.D. thesis has been evaluated by at least two examiners;
- c) An open Ph.D. viva voce of the candidate has been conducted;
- d) The candidate has published two research papers from his/her Ph.D. work, out of which at least one is in a refereed journal; and
- e) The candidate has presented at least two papers, based on his/her Ph.D. work in conferences/seminars, sponsored/funded/supported by the UGC/CSIR/ICSSR or any similar agency.

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

- 1) NET/SET shall also not be required for such Masters Programmes in disciplines for which NET/SET is not conducted. However, Ph.D. degree shall remain the minimum eligibility for the appointment in such disciplines.
- 2) Passed the physical fitness test conducted in accordance with these Rules.

**OR**

**B.**

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

## **II. University Deputy Director of Physical Education and Sports**

### **Eligibility (A or B):**

**A.**

- i. A Ph.D. in Physical Education or Physical Education and Sports or Sports Science. Candidates from outside the university system, in addition, shall also possess at least

55% marks (or an equivalent grade in a point scale wherever grading system is followed) at the Master's Degree level by the university concerned;

- ii. Eight years experience as University Assistant DPES/College DPES;
- iii. Evidence of organizing competitions and conducting coaching camps of at least two weeks duration;
- iv. Evidence of having produced good performance of teams/athletes for competitions like state/national/inter-university/combined university, etc; and
- v. Passed the physical fitness test in accordance with these Rules.

**OR**

**B.**

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

**III. University Director of Sports and Physical Education**

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

**IV. Physical Fitness Test Norms**

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

<b>Norms For</b>	<b>Run/ Walk Test</b>	<b>Upto 30 Years</b>	<b>Upto 40 Years</b>	<b>Upto 45 Years</b>	<b>Upto 50 Years</b>
<b>Men</b>	12 Minutes Run/ Walk Test	1800 metres	1500 metres	1200 metres	800 metres
<b>Women</b>	8 Minutes Run/ Walk Test	1000 metres	800 metres	600 metres	400 metres

## **6. Constitution of Selection Committees and Guidelines on Selection Procedure**

### **6.1. Selection Committee Composition**

#### **I. Assistant Professor in the University:**

a) The Selection Committee for the post of Assistant Professor in the University shall consist of the following persons :

- i. The Vice-Chancellor or the Pro-Vice-Chancellor upon the directions of the Vice-Chancellor shall be the Chairperson of the Committee;
- ii. One person, not below the rank of professor, nominated by the Chancellor;
- iii. The Dean of the Faculty concerned as a member secretary;
- iv. The Head of the university department or a head of the concerned School of multidisciplinary institution, nominated by the Vice-Chancellor;
- v. Not less than three experts nominated by the Management Council out of a panel of not less than six names of experts not connected with the university recommended by the Academic Council, who have special knowledge of the subject for which the teacher is to be selected;
- vi. One person not below the rank of Professor or Principal belonging to Scheduled Castes or Scheduled Tribes or De-notified Tribes (Vimukta Jatis) or Nomadic Tribes or other Backward Classes, nominated by the Chancellor;
- vii. One principal who is a member of management council to be nominated by the Management Council;
- viii. Director, Higher Education or his nominee not below the rank of Joint Director.

Provided that, a head referred to in clause (iv) above, who is an Associate Professor shall be a member of the Selection Committee for the selection to the post of Assistant Professor.

b) Four members, including two outside subject experts, shall constitute the quorum.

#### **II. Associate Professor in the University**

a) The Selection Committee for the post of Associate Professor in the University shall consist of the following persons :

- i. The Vice-Chancellor or the Pro-Vice-Chancellor upon the directions of the Vice-Chancellor shall be the Chairperson of the Committee;
  - ii. One person, not below the rank of professor, nominated by the Chancellor;
  - iii. The Dean of the Faculty concerned as a member secretary;
  - iv. The Head of the university department or a head of the concerned School of multidisciplinary institution, nominated by the Vice-Chancellor;
  - v. Not less than three experts nominated by the Management Council out of a panel of not less than six names of experts not connected with the university recommended by the Academic Council, who have special knowledge of the subject for which the teacher is to be selected;
  - vi. One person not below the rank of Professor or Principal belonging to Scheduled Castes or Scheduled Tribes or De-notified Tribes (Vimukta Jatis) or Nomadic Tribes or other Backward Classes, nominated by the Chancellor;
  - vii. One principal who is a member of management council to be nominated by the Management Council;
  - viii. Director, Higher Education or his nominee not below the rank of Joint Director.
- b) Four members, including two outside subject experts, shall constitute the quorum.

### **III. Professor in the University**

- a) The Selection Committee for the post of Professor in the University shall consist of the following persons :
  - i. The Vice-Chancellor or the Pro-Vice-Chancellor upon the directions of the Vice-Chancellor shall be the Chairperson of the Committee;
  - ii. One person, not below the rank of professor, nominated by the Chancellor;
  - iii. The Dean of the Faculty concerned as a member secretary;
  - iv. The Head of the university department or a head of the concerned School of multidisciplinary institution, nominated by the Vice-Chancellor;
  - v. Not less than three experts nominated by the Management Council out of a panel of not less than six names of experts not connected with the university recommended by the Academic Council, who have special knowledge of the subject for which the teacher is to be selected;



- vi. One person not below the rank of Professor or Principal belonging to Scheduled Castes or Scheduled Tribes or De-notified Tribes (Vimukta Jatis) or Nomadic Tribes or other Backward Classes, nominated by the Chancellor;
  - vii. One principal who is a member of management council to be nominated by the Management Council;
  - viii. Director, Higher Education or his nominee not below the rank of Joint Director.
- b) Four members, including two outside subject experts, shall constitute the quorum.

**IV. Senior Professor in the University**

- a) The Selection Committee for the post of Senior Professor in the University shall consist of the following persons :
- i. The Vice-Chancellor or the Pro-Vice-Chancellor upon the directions of the Vice-Chancellor shall be the Chairperson of the Committee;
  - ii. One person, not below the rank of professor, nominated by the Chancellor;
  - iii. The Dean of the Faculty concerned as a member secretary;
  - iv. The Head of the university department or a head of the concerned School of multidisciplinary institution, nominated by the Vice-Chancellor;
  - v. Not less than three experts nominated by the Management Council out of a panel of not less than six names of experts not connected with the university recommended by the Academic Council, who have special knowledge of the subject for which the teacher is to be selected;
  - vi. One person not below the rank of Professor or Principal belonging to Scheduled Castes or Scheduled Tribes or De-notified Tribes (Vimukta Jatis) or Nomadic Tribes or other Backward Classes, nominated by the Chancellor;
  - vii. One principal who is a member of management council to be nominated by the Management Council;
  - viii. Director, Higher Education or his nominee not below the rank of Joint Director.
- b) Four members, including two outside subject experts, shall constitute the quorum.

**V. Assistant Professor in Colleges, including Private and Constituent Colleges**

There shall be a selection committee for recommending the names of suitable candidates for appointment for the substantive/permanent post of Assistant Professor in the

College/Institution. The selection committee shall be as per the guidelines prescribed by the State Government in the *Official Gazette*.

**VI. College Principal**

There shall be a selection committee for recommending names of the suitable candidates for appointment for the post of college Principal. The selection committee shall be as per the guidelines prescribed by the State Government in the *Official Gazette*.

- a) The term of appointment of the Principal, shall be five years with eligibility for reappointment for one more term. If the Management intends to re-appoint the existing Principal, the Management shall initiate the process of external peer review at least six months before.
- b) The external peer review committee prescribed in clause (c) above, shall consist of the following members, namely:-

- i. Nominee of the Vice-Chancellor, Chairperson;
- ii. Nominee of the Chairperson of the Management of the College/Institution;

The nominees shall be from the Principals of the Colleges with Excellence/Colleges with Potential for Excellence/Autonomous Colleges/ NAAC A or A+ accredited Colleges/Director or Head of the University Department.

- c) The report of the external peer review committee shall be the main basis for re-appointment of the Principal.
- d) If the external peer review committee recommends for re-appointment of the existing Principal, the Management shall re-appoint such existing Principal for one more term.

**VII. Selection Committees for the posts of Directors of Sports and Physical Education, Deputy Directors, Assistant Directors of Physical Education and Sports, Director, Knowledge Resource Center, 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.

**VIII. The “Screening-cum-Evaluation Committee” for CAS promotions of Assistant Professors/equivalent cadres in Librarians/Physical Education and Sports from one level to the other higher level shall consist of:**

**A. For University teachers:**

- i. The Vice-Chancellor or his/her nominee shall be the Chairperson of the Committee;
- ii. The Dean of the Faculty concerned;
- iii. The Head of the Department /Chairperson of the School;
- iv. One subject expert in the subject concerned nominated by the Vice-Chancellor from the University panel of experts; and
- v. Director Higher Education or his/her nominee not below the rank of Joint Director.

**B. For College teachers:**

- i. The Principal of the college shall be the Chairperson of the committee;
- ii. Head /Teacher-In charge of the department concerned from the college;
- iii. Two subject experts in the subject concerned nominated by the Vice-Chancellor from the university panel of experts; and
- iv. Joint Director Higher Education or his /her nominee not below the rank of Associate Professor.

**C. For University Assistant Librarian:**

- i. The Vice-Chancellor shall be the Chairperson of the Committee;
- ii. The Dean of the Faculty concerned;
- iii. The Librarian, University Library;
- iv. One expert who is a working Librarians nominated by the Vice-Chancellor from the University panel of experts; and
- v. Director Higher Education or his/her nominee not below the rank of Joint Director.

**D. For College Librarian:**

- i. The Principal shall be the Chairperson of the Committee;
- ii. The Librarian, University Library;
- iii. Two expert who are working Librarians nominated by the Vice-Chancellor from the University panel of experts; and
- iv. Joint Director Higher Education or his/her nominee not below the rank of Associate Professor.

**E. For University Assistant Director, Physical Education and Sports:**

- i. The Vice-Chancellor shall be the Chairperson of the Committee;
- ii. The Dean of the Faculty concerned;
- iii. The University Director, Physical Education and Sports;
- iv. One expert in Physical Education and Sports Administration from University System nominated by the Vice-Chancellor from the University panel of experts; and
- v. Director Higher Education or his/her nominee not below the rank of Joint Director.

**F. For College Director, Physical Education and Sports:**

- i. The Principal shall be the Chairperson of the Committee;
- ii. The University Director, Physical Education and Sports;
- iii. Two experts in Physical Education and Sports Administration from University System nominated by the Vice-Chancellor from the University panel of experts; and
- iv. Joint Director Higher Education or his/her nominee not below the rank of Associate Professor.

**Note:** The quorum for these committees in all categories shall be three which will include the Government nominee, one subject expert/university nominee.

**6.2.** The Screening-cum-Evaluation Committee on verification/evaluation of grades secured by the candidate through the Assessment Criteria and Methodology Proforma designed by the respective university based on these Rules and as per the minimum requirement specified:

- a) In Appendix II, Table 1 for each of the cadre of Assistant Professor;
- b) In Appendix II, Table 4 for each of the cadre of Librarian; and
- c) In Appendix II, Table 5 for each of the cadre of Physical Education and Sports

shall recommend to the Syndicate/ Executive Council /Board of Management of the University/College about the suitability for the promotion of the candidate(s) under CAS for implementation.

**6.3.** The selection process shall be completed on the day/last day of the selection committee meeting, wherein the minutes are recorded and recommendation made on the basis of the performance of the interview are duly signed by all members of the selection committee.

- 6.4.** For all Selection Committees specified in these Rules, 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.

**7.0. Selection Procedure:**

- I.** The overall selection procedure shall incorporate transparent, objective and credible methodology of analysis of the merits and credentials of the applicants based on the weightage given to the performance of the candidate in different relevant parameters and his/her performance on a grading system proforma, based on Appendix II, Tables 1, 2, 3A, 3B, 4, and 5.
- In order to make the system more credible, universities may assess the ability for teaching and / or research aptitude through a seminar or lecture in a classroom situation or discussion on the capacity to use the latest technology in teaching and research at the interview stage. These procedures can be followed for both the direct recruitment and the CAS promotions, wherever selection committees are prescribed.
- II.** The universities shall adopt these Rules for selection committees and selection procedure through their respective statutory bodies incorporating Appendix II, Table 1, 2, 3A, 3B, 4, and 5 at the institutional level for University Departments and their Constituent colleges /Conducted colleges/ affiliated colleges (Government/Government- aided/Autonomous/ Private Colleges) to be followed transparently in all the selection processes. The universities may devise their own self-assessment-cum-performance appraisal forms for teachers in strict adherence to the Appendix II, Table 1, 2, 3A, 3B, 4, and 5.
- III.** In all the Selection Committees of direct recruitment of teachers and other academic staff in universities and colleges provided herein, an academician belonging to the Scheduled Caste/Scheduled Tribe/OBC/Minority/Women/Differently-abled categories, if any of candidates belonging to these categories is the applicant and if any of the members of the selection committee does not belong to that category, shall be nominated by the Vice-Chancellor of the University, and in case of a College, Vice-Chancellor of the University to which the college is affiliated to. The academician, so nominated for this purpose, shall be one level above the cadre level of the applicant, and such nominee shall ensure that the norms of the State Government, in relation to the categories mentioned above, are strictly followed during the selection process.
- IV.** The process of selection of a Professor shall involve the inviting of the application developed by the respective university, based on the Assessment Criteria and Methodology

guidelines set out in Appendix II, Table 1 and 2 and reprints of all significant publications of the candidates.

*Provided* that the publications submitted by the candidate shall have been published during the qualifying period.

*Provided* further that such publications shall be made available to the subject experts for assessment before holding the interview. The evaluation of the publications by the experts shall be taken into consideration while finalizing the outcome of selection.

- V. In the case of selection of faculty members who are from outside the academic field and are considered under Clause 5.1 (III.B), 5.2 (I.B, II.B, III.B), 5.3 (I.B, II.B, III.B) and 5.4 (III.B) of these Rules, the university's statutory bodies must lay down clear and transparent criteria and procedure so that only outstanding professionals who can contribute substantially to the university knowledge system are selected.
- VI. In the selection process for the posts involving different nature of responsibilities in certain disciplines/areas, such as Music and Fine Arts, Visual Arts and Performing Arts, Physical Education and Sports, and Library, greater emphasis may be laid on the nature of deliverables indicated against each of the posts in these Rules which need to be taken up by the institution while developing the Proforma for both the direct recruitment and the CAS promotion.
- VII. The Internal Quality Assurance Cell (IQAC) shall be established in all Universities/Colleges as per the UGC/National Assessment Accreditation Council (NAAC) guidelines with the Vice-Chancellor, as Chairperson (in the case of Universities), and Principal, as Chairperson (in case of Colleges). The IQAC shall act as the documentation and record-keeping Cell for the institution, including assistance in the development of Assessment Criteria and Methodology Proforma based on these Rules. The IQAC may also introduce, wherever feasible, the student feedback system as per the NAAC guidelines on institutional parameters without incorporating the component of the students' assessment of individual teachers in the Assessment Criteria and Methodology Proforma.
- A. The Assessment of the performance of College and University teachers for the CAS promotion is based on the following criteria:
- i. **Teaching-Learning and Evaluation:** The commitment to teaching based on observable indicators such as being regular to class, punctuality to class, remedial teaching and clarifying doubts within and outside the class hours, counseling and mentoring, additional teaching to support the college/

university as and when the need arises, etc. Examination and evaluation activities like performing of examination supervision duties, question-papers setting for university/college examinations, participation in the evaluation of examination answer scripts, conducting examinations for internal assessment as per the schedule to be announced by the institution at the beginning of each Academic Session and returning and discussing the answers in the class.

- ii. **Personal Development Related to Teaching and Research Activities:** Attending orientation/refresher/methodology courses, development of e-contents and MOOC's, organizing seminar/conference/ workshop / presentation of papers and chairing of sessions/guiding and carrying out research projects and publishing the research output in national and international journals etc.
- iii. **Administrative Support and Participation in Students' Co- curricular and Extra-curricular Activities.**

#### **B. Assessment Process**

The following **three-step** process is recommended for carrying out assessment for promotion under the CAS at all levels:

**Step 1:** The college/university teachers shall submit to college/university an annual self-appraisal report in the prescribed Proforma to be designed based on Tables 1 to 5 of Appendix II. The report should be submitted at the end of every academic year, within the stipulated time. The teacher will provide documentary evidence for the claims made in the annual self-appraisal report, which is to be verified by the HOD/Teacher- in-charge etc. The submission should be through the Head of the Department (HOD)/teacher-in-charge.

**Step: 2:** After completion of the required years of experience for promotion under CAS and fulfillment of other requirements indicated below, the teacher shall submit an application for promotion under CAS.

**Step 3:** A CAS Promotion shall be granted as mentioned in Clauses 7.4 of these Rules.

#### **7.1. Assessment Criteria and Methodology:**

- a) Tables 1 to 3 of Appendix II are applicable to the selection of Assistant Professors/ Associate Professors/Professors/Senior Professor in Universities and Colleges;

- b) Table 4 of Appendix II is applicable to Assistant Librarians/ College Librarians and Deputy Librarians for promotion under Career Advancement Scheme; and
- c) Table 5 of Appendix II is applicable to Assistant Directors/ College Director of Physical Education sports and Deputy Directors/Directors of Physical Education and Sports for promotions under Career Advancement Scheme.

**7.2.** The constitution of the Selection Committees and Selection Procedure as well as the Assessment Criteria and Methodology for the above cadres, either through direct recruitment or through Career Advancement Scheme, shall be in accordance with these Rules. The constitution of the Selection Committee for Associate Professors and Professors in Colleges under Career Advancement Scheme shall be as specified in University Grants Commission Regulations dated 18.7.2018.

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

**I.** A teacher who wishes to be considered for promotion under the CAS may submit in writing to the university/college, within three months in advance of the due date, that he/she fulfils all the requirements under the CAS and submit to the university/college the Assessment Criteria and Methodology Proforma as evolved by the university concerned supported by all credentials as per the Assessment Criteria and Methodology guidelines set out in these Regulations. In order to avoid any delay in holding the Selection Committee meetings for various positions under the CAS, the University/College may initiate the process of screening/selection, and complete the process within six months from the receipt of application. Further, in order to avoid any hardship, the candidates who fulfill all other criteria mentioned in these Rules, as on and till the date on which these Rules 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 Clauses 6.1 to 6.4 shall be applicable to all direct recruitments of faculty positions and equivalent cadres and Career Advancement promotions from Assistant Professor to Associate Professor, from Associate Professor to Professor, Professor to Senior Professor (in University) and for equivalent cadres.

**III.** The CAS promotion from a lower stage to a higher stage of Assistant Professor shall be conducted through a “Screening-cum-Evaluation Committee”, following the criteria laid



down in Table1 of Appendix II.

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

on Minimum Qualifications for Appointment of Teachers and other Academic Staff in Universities and Colleges and Measures for the Maintenance of Standards in Higher Education 2010 and its amendments with relaxation in the requirements of Academic Performance Indicators (API) based Performance Based Appraisal System (PBAS) up to the date of notification of these Rules.

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

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

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

**VIII.** The requirement for Orientation course and Refresher course for promotions due under the CAS shall not be mandatory up to 31<sup>st</sup> December, 2018.

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

A. The entry-level Assistant Professors (Level 10) shall be eligible for promotion under the Career Advancement Scheme (CAS) through two successive levels (Level 11 and Level 12), provided they are assessed to fulfill the eligibility and performance criteria as laid down in Clause 7.3 of this resolution.

**B. Career Advancement Scheme (CAS) for College teachers**

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

**Eligibility:**

1) 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 L.L.M, M.Tech., M.V.Sc., M.D., or six years of service for those without Ph.D./M.Phil./PG degree in Professional Courses.

2)

i. Attended one Orientation Course of 21 days' duration on teaching methodology; and

ii. **Any one of the following:**

Completed one Refresher / Research Methodology Course

OR

**Any two of the following:**

Workshop, Syllabus Up-gradation Workshop, Training Teaching-Learning-Evaluation, Technology Programmes and Faculty Development Programmes of at least one week (5 days) duration.

OR

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

**CAS Promotion Criteria:**

A teacher shall be promoted if;

i. He/she gets 'satisfactory' or 'good' grade in the annual performance assessment reports of at least three/four/five of the last four/five/six years of the assessment period as the case may be, as specified in Appendix II, Table 1, and;

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

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

**Eligibility:**

- 1) Assistant Professors who have completed five years of service in Academic Level 11/Senior Scale.
- 2) Any two of the following in the last five years of Academic Level-11/ Senior Scale:

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

**CAS Promotion Criteria:**

A teacher shall be promoted if;

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

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

**Eligibility:**

- 1) Assistant Professor who has completed three years of service in Academic Level 12/Selection-Grade.
- 2) A Ph.D. degree in subject concerned /allied/relevant discipline.

- 3) Any one of the following during the last three years: completed one course / programme from amongst the categories of Refresher Courses/ Methodology Workshop/Syllabus Up-gradation Workshop/ Teaching- Learning-Evaluation Technology Programme/ Faculty Development Programme of at least two weeks (ten days) duration (or completed two courses of at least one week (five days) duration in lieu of every single course/programme of at least two weeks (ten days) duration); or completed one MOOCs course (with e-certification); or contribution towards development of e-contents in 4-quadrant(at least one quadrant) minimum of 10 modules of a course/contribution towards development of at least 10 modules of MOOCs course/contribution towards conduct of a MOOCs course during the period of assessment.

**CAS Promotion Criteria:**

A teacher may be promoted if;

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

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

- 1) Associate Professors who have completed three years of service in Academic Level 13A.
- 2) A Ph.D. degree in subject concerned/allied/relevant discipline.
- 3) A minimum of 10 research publications in peer-reviewed or UGC-listed journals out of which three research papers shall be published during the assessment period.
- 4) A minimum of 110 Research Score as per Appendix II, Table 2

**CAS Promotion Criteria:**

A teacher shall be promoted if;

- i) The teacher gets 'satisfactory' or 'good' grade in the annual performance assessment reports of at least two of the last three years of the assessment period, as per Appendix II, Table 1 and at least 110 research score as per Appendix II, Table 2.
- ii) The promotion to the post of Professor is recommended by selection committee constituted in accordance with these Rules.

iii) The date of Promotion shall be the date of selection as Professor by CAS.

**C. Career Advancement Scheme (CAS) for University teachers**

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

**Eligibility:**

- 1) An Assistant Professor who has completed four years of service with a Ph.D. degree or five years of service with a M.Phil. or six years of service in case of those without a Ph.D./M.Phil and satisfies the following conditions:
- 2) Attended one Orientation course of 21 days duration on teaching methodology;
- 3) 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
- 4) Published one research publication in the peer-reviewed journals or UGC-listed journals during assessment period.

**CAS promotion Criteria:**

A teacher shall be promoted if;

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

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

**Eligibility:**

- 1) Assistant Professors who has completed five years of service in Academic Level 11/ Senior Scale.
- 2) A Ph.D. Degree in the subject concerned/allied/relevant discipline.
- 3) 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.

- 4) Published three research papers in the peer-reviewed journals or UGC-listed journals during assessment period.

**CAS promotion Criteria:**

A teacher shall be promoted if;

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

**II Assistant Professor (Selection Grade/Academic Level 12) to Associate Professor**

**I. (Academic Level 13A)**

**Eligibility:**

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

course/ contribution towards conduct of a MOOCs course during the period of assessment.

- 4) A minimum of seven publications in the peer-reviewed or UGC-listed journals out of which three research papers should have been published during the assessment period.
- 5) Evidence of having guided at least one Ph.D. candidate.

**CAS Promotion Criteria:**

A teacher shall be promoted if;

- i. He/she gets a 'satisfactory' or 'good' grade in the annual performance assessment reports of at least two of the last three years of the assessment period as specified in Appendix II, Table 1, and has a research score of at least 70 as per Appendix II, Table 2
- ii. The promotion is recommended by a selection committee constituted in accordance with these Rules.

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

**Eligibility:**

- 1) An Associate Professor who has completed three years of service in Academic Level 13 A
- 2) A Ph.D degree in the subject concerned/allied/relevant discipline.
- 3) A minimum of ten research publications in the peer- reviewed or UGC-listed journals out of which three research papers should have been published during the assessment period.
- 4) Evidence of having successfully guided doctoral candidate.
- 5) A minimum of 110 Research Score as per Appendix II, Table 2.

**CAS Promotion Criteria:**

A teacher shall be promoted if;

- i. He/she gets 'satisfactory' or 'good' grade in the annual performance assessment reports of at least two of the last three years of the assessment period, as per Appendix II, Table 1, and at least 110 research score, as per Appendix II, Table 2.
- ii. The promotion is recommended by a selection committee constituted in accordance with these Rules.

**V. Professor (Academic Level 14) to Senior Professor (Academic Level 15)**

A Professor can be promoted to the post of Senior Professor under the CAS. The promotion shall be based on academic achievement, favourable review from three



eminent subject experts who are not of the rank lower than the rank of a Senior Professor or a Professor having at least ten years' of experience. The selection shall be based on 10 best publications during the last 10 years and interaction with a Selection Committee constituted in accordance with these Rules.

**Eligibility:**

- 1) Ten years' experience as a Professor.
- 2) A minimum of ten publications in the peer-reviewed or UGC-listed journals and Ph.D. degree has been successfully awarded to two candidates under his/her supervision during the assessment period.

**D. Career Advancement Scheme (CAS) for Librarians**

**Note:**

- i. **The following provisions apply only to those persons who are not involved in the teaching of Library Science. Teachers in institutions where Library Science is a teaching department shall be covered by the provisions given under sections 7.4 (B) and 7.4 (C), of these Rules for Colleges/Institutions and for Universities, respectively.**
- ii. **The Deputy Librarian in Universities shall have two levels i.e. Academic Level 13A and Academic Level 14 while College Librarians shall have five levels i.e. Academic Level 10, Academic Level 11, Academic Level 12, Academic Level 13A and Academic Level 14.**

**I. From University Assistant Librarian (Academic level 10)/College Librarian (Academic level 10) to University Assistant Librarian (Senior Scale/Academic level 11)/ College Librarian (Senior Scale/Academic level 11)**

**Eligibility:**

- 1) An Assistant Librarian/ College Librarian who is in Academic Level 10 and has completed four years of service having a Ph.D. degree in Library Science/ Information Science/ Documentation Science or an equivalent degree or five years' of experience, having at least a M.Phil. Degree, or six years of service for those without a M. Phil or a Ph.D. degree.
- 2) He/she has attended at least one Orientation course of 21 days' duration; and
- 3) Training, Seminar or Workshop on automation and digitalization, maintenance and related activities, of at least 5 days, as per Appendix II, Table 4.

**CAS Promotion Criteria:**

An Assistant Librarian/College Librarian may be promoted if:

- i. He/she gets a 'satisfactory' or 'good' grade in the annual performance assessment reports of at least three/four/five out of the last four/five/six years of the assessment period as the case may be as specified in Appendix II, Table 4, and
- ii. The promotion is recommended by a screening-cum-evaluation committee.

**II. From University Assistant Librarian (Senior Scale/Academic level 11)/College Librarian (Senior Scale/Academic level 11) to University Assistant Librarian (Selection Grade/ Academic level 12/ College Librarian (Selection Grade/Academic level 12)**

**Eligibility:**

- 1) He/she has completed five years of service in Academic Level 11/Senior Scale.
- 2) He / she has done any two of the following in the last five years:
  - i. Training/Seminar/Workshop/Course on automation and digitalization,
  - ii. Maintenance and other activities as per Appendix II, Table 4 of at least two weeks (ten days) duration (or completed two courses of at least one week (five days) duration in lieu of every single course/programme of at least two weeks (ten days) duration),
  - iii. Taken/developed one MOOCs course in the relevant subject (with e-certification), or
  - iv. Library up-gradation course.

**CAS Promotion Criteria:**

An individual shall be promoted if:

- i. He/she gets a 'satisfactory' or 'good' grade in the annual performance assessment reports of at least four out of the last five years of the assessment period, as specified in Appendix II, Table 4, and;
- ii. The promotion is recommended by a screening-cum-evaluation committee.

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

**Eligibility:**

- 1) He/she has completed three years of service in Selection Grade/Academic Level 12
- 2) He/she has done any one of the following in the last three years:

- i. Training/Seminar/Workshop/Course on automation and digitalization,
- ii. Maintenance and related activities as per Appendix II, Table 4 of at least two weeks' (ten days) duration,
- iii. Completed two courses of at least one week (five days) duration in lieu of every single course/programme of at least two weeks (ten days) duration),
- iv. Taken/developed one MOOCs course in the relevant subject (with e-certification), and
- v. Library up-gradation course.

**CAS Promotion Criteria:**

An individual shall be promoted if:

- i. He/she gets a 'satisfactory' or 'good' grade in the annual performance assessment reports of at least two out of the last three years of the assessment period, as specified in Appendix II, Table 4; and
- ii. The promotion is recommended by a Selection Committee constituted as per these Rules on the basis of the interview performance.

**IV. From University Deputy Librarian/College Librarians (Academic Level 13A) to University Deputy Librarian /College Librarians (Academic Level 14)**

**Eligibility:**

- 1) He/she has completed three years of service in Academic Level 13A.
- 2) He/she has done any one of the following in the last three years:
  - (i) Training/Seminar/Workshop/Course on automation and digitalization,
  - (ii) Maintenance and related activities as per Appendix II, Table 4 of at least two weeks' (ten days) duration, (iii) Completed two courses of at least one week (five days) duration in lieu of every single course/programme of at least two weeks (ten days) duration), (iv) Taken/developed one MOOCs course in the relevant subject (with e-certification), and (v) Library up-gradation course.
- 3) Evidence of innovative library services, including the integration of ICT in a library.
- 4) A Ph.D. Degree in Library Science/Information Science/Documentation /archives and Manuscript Keeping

**CAS Promotion Criteria:**

- i. He/she gets a 'satisfactory' or 'good' grade in the annual performance assessment reports of at least two out of the last three years of the assessment period, as specified in Appendix II, Table 4; and

- ii. The promotion is recommended by a Selection Committee constituted as per these Rules 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 7.4 (B) and 7.4 (C), of these Rules for Colleges/Institutions and for Universities, respectively.**
- ii) **The Deputy Director Physical Education and Sports in Universities shall have two levels i.e. Academic Level 13A and Academic Level 14 while College Director Physical Education and Sports shall have five levels i.e. Academic Level 10, Academic Level 11, Academic Level 12, Academic Level 13A and Academic Level 14.**

**I. From Assistant Director of Physical Education and Sports (Academic Level 10)/College Director of Physical Education and Sports (Academic Level 10) to Assistant Director of Physical Education and Sports (Senior Scale/Academic Level 11) / College Director of Physical Education and Sports (Senior Scale/Academic Level 11)**

**Eligibility:**

- 1) He/she has completed four years of service with a Ph.D. degree in Physical Education or Physical Education & Sports or Sports Science or five years of service with an M.Phil. Degree or six years of service for those without an M.Phil or Ph.D. degree.
- 2) He/she has attended one Orientation course of 21 days' duration; and
- 3) He/she has done any one of the following: (a) Completed Refresher / Research Methodology Course/ workshop, (b) Training Teaching-Learning-Evaluation Technology Programme/ Faculty Development Programme of at least 5 days duration and (c) Taken/developed one MOOCs course (with e-certification).

**CAS Promotion Criteria:**

An individual may be promoted if:

- i. He/she gets a 'satisfactory' or 'good' grade in the annual performance assessment reports of at least three/four/five of the last four/five/six years of

the assessment period as the case may be, as specified in Appendix II, Table 5;  
and

ii. The promotion is recommended by a screening-cum-evaluation committee.

**II. From Assistant Director of Physical Education and Sports (Senior Scale/Academic Level 11)/ College Director of Physical Education And Sports (Senior Scale/Academic Level 11) to University Assistant Director of Physical Education and Sports (Selection Grade/Academic Level 12) / College Director of Physical Education and Sports (Selection Grade/Academic Level 12)**

**Eligibility:**

- 1) He/she has completed five years of service in Senior Scale/ Academic Level 11.
- 2) He/she has done any two of the following in the last five years: (i) Completed one course / programme from among the categories of refresher courses, research methodology workshops, (ii) Teaching-Learning-Evaluation Technology Programmes / Faculty Development Programmes of at least two weeks (ten days) duration, (iii) Completed two courses of at least one week(five days) duration in lieu of every single course/programme of at least two weeks (ten days) duration, and (iv) Taken/developed one MOOCs course in the relevant subject (with e-certification).

**CAS Promotion Criteria:**

An individual may be promoted if;

- i. He/she gets a ‘satisfactory‘ or ‘good‘ grade in the annual performance assessment reports of at least four out of the last five years’ of the assessment period as specified in Appendix II, Table 5, and;
- ii. The promotion is recommended by a screening-cum-evaluation committee.

**III. From University Assistant Director of Physical Education and Sports (Selection Grade/Academic Level 12)/College Director of Physical Education and Sports (Selection Grade/Academic Level 12) to University Deputy Director of Physical Education and Sports (Academic Level 13 A)/ College Director of Physical Education and Sports (Academic Level 13A).**

**Eligibility:**

- 1) He/she has completed three years of service in Selection Grade/ Academic Level 12.
- 2) He/she has done any one of the following during last three years: (i) Completed one course / programme from among the categories of Refresher

Courses, Research Methodology Workshop, (ii) Teaching-Learning-Evaluation Technology Programmes / Faculty Development Programmes of at least two weeks (ten days) duration (or completed two courses of at least one week (five days) duration in lieu of every single course/programme of at least two weeks (ten days) duration), (iii) Taken / developed one MOOCs course in relevant subject (with e-certification).

**CAS Promotion Criteria:**

An individual may be promoted if;

- i. He/she gets a 'satisfactory' or 'good' grade performance assessment reports of at least two out of the last three years of the assessment period as specified in Appendix II, Table 5, and;
- ii. The promotion is recommended by a selection committee constituted as per these Rules on the basis of the interview performance.

**IV. 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)**

**Eligibility:**

- 1) He/she has completed three years of service in Academic Level 13A.
- 2) He/she has done any one of the following during last three years: (i) Completed one course / programme from among the categories of Refresher Courses, Research Methodology Workshop, (ii) Teaching-Learning-Evaluation Technology Programmes / Faculty Development Programmes of at least two weeks (ten days) duration (or completed two courses of at least one week (five days) duration in lieu of every single course/programme of at least two weeks (ten days) duration), (iii) Taken / developed one MOOCs course in relevant subject (with e-certification).
- 3) Evidence of organizing competitions and coaching camps of at least two weeks' duration.
- 4) Evidence of having produced good performance of teams/athletes for competitions like state/national/inter-university/combined university, etc.
- 5) A Ph.D. in Physical Education or Physical Education and Sports or Sports Science.

**CAS Promotion Criteria:**

An individual may be promoted if;

- i. He/she gets a ‘satisfactory‘ or ‘good‘ grade performance assessment reports of at least two out of the last three years of the assessment period as specified in Appendix II, Table 5, and;
- ii. The promotion is recommended by a selection committee constituted as per these Rules on the basis of the interview performance.

**8.0. SELECTION OF PRO-VICE-CHANCELLOR / VICE -CHANCELLOR OF UNIVERSITIES:**

The Selection of Pro-Vice Chancellor/ Vice Chancellor shall be as per the procedure prescribed in The Maharashtra Public University Act, 2016.

**9.0. Revised Pay for teachers and equivalent positions:**

**(i) Pay Fixation Method**

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

- a) The formula followed by the 7<sup>th</sup> CPC is followed in the academic pay structure, moving from the concept of Pay Band and Academic Grade Pay to that of Academic Levels and Cells.
- b) The First academic level (corresponding to AGP of Rs.6000) is numbered as academic level 10. Similarly, the other academic levels are 11, 12, 13A, 14 and 15.
- c) Each cell in an academic level is at 3% higher than the previous cell in that level.
- d) The Index of Rationalization (IOR) is 2.67 for present AGP less than Rs.10, 000 and 2.72 for the AGP of Rs.10, 000 and above.
- e) The entry pay for each level is as follows:

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

- f) The Pay matrix based on the above propositions on Academic Levels, Cells and Entry Pay is at Appendix -I

g) For fixation of pay of an employee in the Pay Matrix as on 1<sup>st</sup> January, 2016, the existing pay (Pay in Pay Band plus Academic Grade Pay) in the pre-revised structure as on 31<sup>st</sup> December, 2015 shall be multiplied by a factor of 2.57. The figure so arrived at is to be located in the Academic Level corresponding to employee's Pay Band and Academic Grade Pay in the new Pay Matrix. If a Cell identical with the figure so arrived at is available in the appropriate Academic Level, that Cell shall be the revised pay, otherwise the next higher cell in that Academic Level shall be the revised pay of the employee. If the figure arrived at in this manner is less than the first cell in that Academic Level, then the pay shall be fixed at the first cell of that Academic Level.

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

**(ii) Revised Pay for Teachers in Universities and Colleges**

<b>Existing pay</b>	<b>Revised pay</b>
Assistant Professor (at Rs. 6,000 AGP in PB Rs. 15,600-39,100)	Assistant Professor (at Academic Level 10 with rationalized entry pay of Rs.57,700/-)
Assistant Professor (at Rs. 7,000 AGP in PB Rs. 15,600-39,100)	Assistant Professor (at Academic Level 11 with rationalized entry pay of Rs.68,900/-)
Assistant Professor (at Rs. 8,000 AGP in PB Rs. 15,600-39,100)	Assistant Professor (at Academic Level 12 with rationalized entry pay of Rs.79,800/-)
Associate Professor (at Rs. 9,000 AGP in PB Rs. 37,400-67,000)	Associate Professor (at Academic Level 13A with rationalized entry pay of Rs.1,31,400/-)
Professor (at Rs.10,000 AGP in PB Rs. 37,400-67,000)	Professor (at Academic Level 14 with rationalized entry pay of Rs.1,44,200/-)
Professor (HAG Scale/PB of Rs. 67,000-79,000)	Professor (at Academic Level 15 with rationalized entry pay of Rs.1,82,200/-)



**(iii) Revised Pay for Librarians in Universities and Colleges**

<b>Existing pay</b>	<b>Revised pay</b>
Assistant Librarian/College Librarian (at Rs. 6,000 AGP in PB Rs. 15,600-39,100)	Assistant Librarian/College Librarian (at Academic Level 10 with rationalized entry pay of Rs.57,700/-)
Assistant Librarian (Senior Scale)/College Librarian (Senior Scale) (at Rs. 7,000 AGP in PB Rs. 15,600-39,100)	Assistant Librarian (Senior Scale)/College Librarian (Senior Scale) (at Academic Level 11 with rationalized entry pay of Rs.68,900/-)
Deputy Librarian/Assistant Librarian (Selection Grade)/College Librarian (Selection Grade) (at Rs. 8,000 AGP in PB Rs. 15,600-39,100)	Deputy Librarian/Assistant Librarian (Selection Grade)/College Librarian (Selection Grade) (at Academic Level 12 with rationalized entry pay of Rs.79,800/-)
Deputy Librarian/Assistant Librarian (Selection Grade)/College Librarian (Selection Grade) (at Rs. 9,000 AGP in PB Rs. 37,400-67,000)	Deputy Librarian/Assistant Librarian (Selection Grade)/College Librarian (Selection Grade) (at Academic Level 13A with rationalized entry pay of Rs.1,31,400/-)
University Librarian (at Rs. 10,000 AGP in PB Rs. 37,400-67,000)	Director, Knowledge Resource Center (at Academic Level 14 with rationalized entry pay of Rs.1,44,200/-)

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

<b>Existing pay</b>	<b>Revised pay</b>
Assistant Director of Physical Education & Sports/College Director of Physical Education & Sports (at Rs. 6,000 AGP in PB Rs. 15,600-39,100)	Assistant Director of Physical Education & Sports/College Director of Physical Education & Sports (at Academic Level 10 with rationalized entry pay of Rs.57,700/-)
Assistant Director of Physical Education & Sports (Senior Scale)/ College Director of Physical Education & Sports (Senior Scale) (at Rs. 7,000 AGP in PB Rs. 15,600-39,100)	Assistant Director of Physical Education & Sports (Senior Scale)/ College Director of Physical Education & Sports (Senior Scale) (at Academic Level 11 with rationalized entry pay of Rs.68,900/-)
Deputy Director of Physical Education & Sports/Assistant Director of Physical Education & Sports (Selection Grade)/ College Director of Physical Education & Sports (Selection Grade) (at Rs. 8,000 AGP in PB Rs. 15,600-39,100)	Deputy Director of Physical Education & Sports/Assistant Director of Physical Education & Sports (Selection Grade)/ College Director of Physical Education & Sports (Selection Grade) (at Academic Level 12 with rationalized entry pay of Rs.79,800/-)

Deputy Director of Physical Education & Sports/Assistant Director of Physical Education & Sports (Selection Grade)/ College Director of Physical Education & Sports (Selection Grade) (at Rs. 9,000 AGP in PB Rs. 37,400-67,000)	Deputy Director of Physical Education & Sports/Assistant Director of Physical Education & Sports (Selection Grade)/ College Director of Physical Education & Sports (Selection Grade) (at Academic Level 13A with rationalized entry pay of Rs.1,31,400/-)
University Director of Physical Education & Sports (at Rs. 10,000 AGP in PB Rs. 37,400-67,000)	University Director of Sports & Physical Education (at Academic Level 14 with rationalized entry pay of Rs.1,44,200/-)

**10.0. Revised pay of Pro-Vice Chancellor and Vice- Chancellor of universities****I. Pro-Vice Chancellor:**

The Pay of the Pro-Vice Chancellor of a University, presently at existing AGP of Rs. 10,000 in PB Rs. 37,400-67,000/ HAG scale, shall be fixed at Academic Level 14/ Academic Level 15, as the case may be, with the existing special allowance of Rs.9,000/- per month.

**II. Vice-Chancellor:**

The pay of the Vice Chancellor shall be fixed at Rs. 2, 10,000/-(fixed) (Figures obtained by using the IOR of 2.81 on 75,000/- and rounding off the figures to nearest five thousand) with the existing special allowance of Rs.11, 250/- per month.

**11.0. Revised Pay of Principals in Colleges**

The Pay of Principals in Under Graduate and Post Graduate Colleges shall be:

**(i) Under Graduate Colleges:**

The Pay of Principals shall be equivalent to the pay of Associate Professor i.e. at Academic Level 13A with rationalized entry pay of Rs. 1, 31,400/- with the existing special allowance of Rs. 4,500/- per month.

**(ii) Post Graduate Colleges:**

The Pay of Principals shall be equivalent to the pay of Professor i.e. at Academic Level 14 with rationalized entry pay of Rs. 1, 44,200/- with the existing special allowance of Rs. 6,750/- per month.

**Note:**

- i. The existing academic pay scale of a person shall be protected on appointment as principal provided that the person was drawing salary on Government aided post.
- ii. Principals would continue to have lien in their main academic post where they would continue to get notional promotions while they are functioning as Principals. After completion of their tenure as Principal, they would go back to their academic post and draw

salary due in such respective academic posts and would not continue to have the Principal's pay.

- iii. If a person appointed as Principal joins his earlier position in the parent organization without completing his five year term, he shall draw salary of his respective academic post and would not continue to have Principal's pay.

#### **12.0. Incentives for Ph.D./M.Phil. and other Higher Qualification**

The incentive structure is built-in in the pay structure itself, wherein those having Ph.D/M.Phil/ PG Degree in Professional Courses will progress faster under CAS. Therefore, there shall be no incentives in form of advance increments for obtaining these degrees.

#### **13.0. Increment**

- i. The annual increment is given in the Pay Matrix at 3%, with each cell being higher by 3% over the previous cell in the same level, rounded off to nearest 100. The annual increments to each employee would move up in the same academic level, with an employee moving from the existing cell in the academic level to the immediate next cell in the same academic level.
- ii. There shall be two dates for grant of increment namely, 1<sup>st</sup> January and 1<sup>st</sup> July of every year, instead of existing date of 1<sup>st</sup> July, provided that an employee shall be entitled to only one annual increment on either one of these two dates depending on the date of appointment, promotion or grant of financial up-gradation.

#### **14.0. Promotion**

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

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

#### **15.0. Allowances and Benefits**

The rate of allowances to the teachers shall be at par with the state government employees.

**16.0 Leaves**

Study leave, maternity leave, casual leave, medical leave shall be admissible to the teachers at par with the state government employees.

**17.0 Superannuation and Reemployment**

The existing provisions on superannuation and reemployment of teachers shall continue

**18.0 Consultancy Assignments**

The consultancy Rules, terms conditions and the model of revenue sharing between institutions and consultant teachers shall be as per the State Government Rules.

**19.0 Period of Probation and Confirmation**

- a. The minimum period of probation of a teacher shall be one year, extendable by maximum period of one more year in case of unsatisfactory performance.
- 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.
- c. Subject to this Clause, it is obligatory on the part of the university/the concerned institution to issue an order of confirmation to the incumbents within 45 days of completion of the probation period after following the due process of verification of satisfactory performance.
- d. The probation and confirmation Rules shall be applicable only at the initial stage of recruitment, issued from time to time by the State Government.
- e. All other State Government Rules on probation and confirmation shall be applicable *mutatis mutandis*.

**20.0 Creation and Filling-up of Teaching Posts**

Teaching posts in universities, as far as feasible, may be created in a pyramidal order, for instance, for one post Professor, of there shall be two posts of Associate Professors and four posts of Assistant Professor, per department.

**21.0 Service Agreement and Fixing of Seniority**

- a) At the time of recruitment in Universities and Colleges, a service agreement should be executed between the University/College and the teacher concerned and a copy thereof shall be deposited with the Registrar/Principal. Such service agreement shall be duly stamped as per the government rates applicable.
- b) The self-appraisal methodology, as per Tables 1 to 5 of Appendix II, as per eligibility, shall form part of the service agreement/record.

**c) Inter-se seniority between the direct recruited and teachers promoted under CAS**

The inter-se seniority of a direct recruit shall be determined with reference to the date of joining and for the teachers promoted under the CAS with reference to the date of eligibility as indicated in the recommendations of the selection committee of the respective candidates. The Rules and regulations of the State Government shall apply, for all other matters of seniority.

**22.0. Code of Professional Ethics**

**I. Teachers and their Responsibilities:**

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

**Teacher should:**

- i. Adhere to a responsible pattern of conduct and demeanor expected of them by the community;
- ii. Manage their private affairs in a manner consistent with the dignity of the profession;
- iii. Seek to make professional growth continuous through study and research;
- iv. Express free and frank opinion by participation at professional meetings, seminars, conferences etc., towards the contribution of knowledge;
- v. Maintain active membership of professional organizations and strive to improve education and profession through them;
- vi. Perform their duties in the form of teaching, tutorials, practicals, seminars and research work, conscientiously and with dedication;
- vii. Discourage and not indulge in plagiarism and other non ethical behaviour in teaching and research;
- viii. Abide by the Act, Statute and Ordinance of the University and to respect its ideals, vision, mission, cultural practices and tradition;
- ix. Co-operate and assist in carrying out the functions relating to the educational responsibilities of the college and the university, such as: assisting in appraising applications for admission, advising and counselling students as well as assisting the

conduct of university and college examinations, including supervision, invigilation and evaluation; and

- x. Participate in extension, co-curricular and extra-curricular activities, including the community service.

## **II. Teachers and Students**

### **Teachers should:**

- i. Respect the rights and dignity of the student in expressing his/her opinion;
- ii. Deal justly and impartially with students regardless of their religion, cast gender, political, economic, social and physical characteristics;
- iii. Recognise the difference in aptitude and capabilities among students and strive to meet their individual needs;
- iv. Encourage students to improve their attainments, develop their personalities and at the same time contribute to community welfare;
- v. Inculcate among students scientific temper, spirit of inquiry and ideals of democracy, patriotism, social justice, environmental protection and peace;
- vi. Treat the students with dignity and not behave in a vindictive manner towards any of them for any reason;
- vii. Pay attention to only the attainment of the student in the assessment of merit;
- viii. Make themselves available to the students even beyond their class hours and help and guide students without any remuneration or reward;
- ix. Aid students to develop an understanding of our national heritage and national goals; and
- x. Refrain from inciting students against other students, colleagues or administration.

## **III. Teachers and Colleagues**

### **Teachers should:**

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

#### **IV. Teachers and Authorities**

##### **Teachers should:**

- i. Discharge their professional responsibilities according to the existing Rules and adhere to procedures and methods consistent with their profession in initiating steps through their own institutional bodies and / or professional organizations for change of any such Rule detrimental to the professional interest;
- ii. Refrain from undertaking any other employment and commitment, including private tuitions and coaching classes which are likely to interfere with their professional responsibilities;
- iii. Co-operate in the formulation of policies of the institution by accepting various offices and discharge responsibilities which such offices may demand;
- iv. Co-operate through their organizations in the formulation of policies of the other institutions and accept offices;
- v. Co-operate with the authorities for the betterment of the institutions keeping in view the interest and in conformity with 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:**

Try to see through teachers' bodies and organizations, 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. Recognize 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.

## **VIII. The Vice-Chancellor/Pro-Vice-chancellor/Rector**

### **The Vice-Chancellor/Pro-Vice-chancellor/Rector should:**

- a) Provide inspirational and motivational value-based academic and executive leadership to the university through policy formation, operational management, organization of human resources and concern for environment and sustainability;
- b) Conduct himself/herself with transparency, fairness, honesty, highest degree of ethics and decision making that is in the best interest of the university;
- c) Act as steward of the university's assets in managing the resources responsibility, optimally, effectively and efficiently for providing a conducive working and learning environment;
- d) Promote the collaborative, shared and consultative work culture in the university, paving way for innovative thinking and ideas;
- e) Endeavour to promote a work culture and ethics that brings about quality, professionalism, satisfaction and service to the nation and society;
- f) Refrain from allowing consideration of caste, creed, religion, race, gender or sex in their professional Endeavour.



**IX. College Principal**

**College Principal should:**

- a) Provide inspirational and motivational value-based academic and executive leadership to the college through policy formation, operational management, organization of human resources and concern for environment and sustainability;
- b) Conduct himself/herself with transparency, fairness, honesty, highest degree of ethics and decision making that is in the best interest of the college;
- c) Act as steward of the college's assets in managing the resources responsibility, optimally, effectively and efficiently for providing a conducive working and learning environment;
- d) Promote the collaborative, shared and consultative work culture in the college, paving way for innovative thinking and ideas;
- e) Endeavour to promote a work culture and ethics that brings about quality, professionalism, satisfaction and service to the nation and society;
- f) Adhere to a responsible pattern of conduct and demeanor expected of them by the community;
- g) Manage their private affairs in a manner consistent with the dignity of the profession;
- h) Discourage and not indulge in plagiarism and other non ethical behavior in teaching and research;
- i) Participate in extension, co-curricular and extra-curricular activities, including the community service;
- j) Refrain from allowing consideration of caste, creed, religion, race, gender or sex in their professional Endeavour.

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

**Director Physical Education and Sports (University/ College)/ Librarian (University/College) should:**

- a) Adhere to a responsible pattern of conduct and demeanor expected of them by the community;
- b) Manage their private affairs in a manner consistent with the dignity of the profession;
- c) Discourage and not indulge in plagiarism and other non ethical behavior in teaching and research;

- d) Participate in extension, co-curricular and extra-curricular activities, including the community service;
- e) Refrain from allowing consideration of caste, creed, religion, race, gender or sex in their professional Endeavour.

### **23.0. Maintenance of Standards in Higher Education Institutions**

In order to maintain the academic standards in higher education, the following recommendations shall be adopted by the respective Universities/Colleges/Institutions:

- i. The process of evaluation for Ph.D. shall be uniform in all the universities in accordance with the respective UGC Regulations and their amendments from time to time, in this regard. The Universities shall adopt these Rules within six months of their notification.
- ii. There shall be special provision of supernumerary Ph.D. seats not exceeding 10% of the total seats available in the department, if there is no vacant seat available with the eligible Supervisors in that department, to the in-service teachers for encouraging the faculty members of colleges and universities for getting a Ph.D. degree.
- iii. In order to encourage research and increase country's research output, Universities shall accord permission and provide need-based facility for college teachers to supervise Ph.D./M.Phil. Scholars. Universities shall amend their Statutes and Ordinances accordingly.
- iv. All newly-recruited faculty members shall be provided one-time seed money/start up grant/research grant for establishing a basic research/computational facility as per the provisions laid down in these Rules.
- v. The Ph.D. degree shall be made a mandatory requirement for recruitment and promotions in accordance with the provisions laid down in these Rules.
- vi. Research clusters shall be created amongst the universities/colleges/research institutions within the state for sharing research facilities, human resources, skills and infrastructure to ensure optimal utilization of resources and to create synergies among higher education institutions.
- vii. An induction programme of one month shall be introduced for all newly-recruited Assistant Professors in the universities /colleges/institutions ideally before the starting of their teaching work, but definitely within one year of the recruitment of the new faculty member. In addition to the Human Resource Development Centers of the UGC, Universities/Institutions with the Pandit Madan Mohan Malviya National Mission on Teachers and Teaching (PMMMNMTT) scheme shall also organize such induction programmes as per their mandate.

- viii. These induction programmes shall be treated at par with the Orientation Programmes already being run by the Human Resource Development Centres of the UGC for the purpose of the CAS requirements. Universities/Colleges/Institutions shall send the faculty members to such programmes in a phased manner so that the teaching work does not suffer.
- ix. All short-term and long-duration capacity-building programmes for teachers/faculty ranging from one week to one month as well as seminars, workshops in different pedagogic and discipline-specific areas being conducted by centers such as Schools of Education (SoEs), Teaching Learning Centers (TLCs), Faculty Development Centers (FDCs), Centers for Excellence in Science and Mathematics (CESMEs), Centers for Academic Leadership and Education Management (CALEMs) under the PMMMMNMTT scheme shall be taken into consideration for fulfillment of the requirements as laid down in Career Advancement Scheme of these Regulations.

#### **24.0. Option for the Revised Scales of Pay**

1. Within a period of one month from the date of issue of this Government Resolution, the teachers /Librarians /Physical Education Staff and other personnel will have to opt in the prescribed form for the revised pay scales.
2. The teachers opting for the new pay scales will have to enter into an agreement as mentioned with the University/College Managements about their acceptance of terms and conditions mentioned in this Government Resolution. The option once exercised shall be final. Those who do not exercise the option within a period of one month from the date of issue of this Government Resolution shall be deemed to have opted for revised pay scales.
3. The teachers /Librarians /Directors of Physical Education/ other personnel who were in service on 1<sup>st</sup> January 2016 and those who were not in service after 1<sup>st</sup> January 2016 on account of termination, death, discharge on the expiry of the sanction posts, resignation, dismissal or discharge on disciplinary ground and could not exercise the option within the time limit will be deemed to have opted for revised scale of pay with effect from 1<sup>st</sup> January 2016 and should be held entitle to the benefit of these Rules.
4. An undertaking shall be taken from every beneficiary under this Scheme to the effect that any excess payment made on account of incorrect fixation of pay in the revised Pay Level or grant of inappropriate Pay Level and Pay Cells or any other excess payment made shall be adjusted against the future payments due or otherwise to the beneficiary, in the same manner as provided in Ministry of Finance (Department of Expenditure) OM No. 1-5/2016-IC, dated 29<sup>th</sup> July, 2016. (Appendix IV)

**25.0. Procedure to be adopted by the universities and Director of Higher Education**

- i. As per the provisions of the Maharashtra University Act 2016, Universities are primarily responsible for ensuring equitable and quality education in their jurisdiction by adopting all possible measures especially proper selection and appointment of lecturers etc. In view of above, **Universities shall fix the revised pay of all the teachers and equivalent cadres under their jurisdiction as per this scheme and further certify that.**  
“ All the teachers have been lawfully appointed,  
“ The pay of each teacher has been properly fixed as per this scheme and  
“In case it is found that any excess payment has been made on account of incorrect fixation and unlawful appointees the same shall be recovered by the Government from the grants (including salary grants) payable to the Universities and Colleges”.
- ii. The university shall submit these certificates along with the fixation forms etc., to the concerned Regional Joint Director, Higher Education who shall thereafter release the necessary grants after broadly satisfying themselves.
- iii. The Director of Higher Education, Maharashtra State, Pune should send a quarterly statement to the Accountant General, Maharashtra-1, Mumbai, and the Accountant General, Maharashtra II, Nagpur, and claim the grant from the Government of India before the close of every financial year. The Accountant General, Maharashtra –1, Mumbai should be requested to credit the Government of India’s share under receipt head “1601-Grant-in-aid from Central Government –Education.
- iv. The additional expenditure on pay proper, on account of revision of scales of pay of teachers in University, Government and Non Government collages as on 1<sup>st</sup> January, 2016 shall be shared for the period from 1<sup>st</sup> January, 2016 to 31<sup>st</sup> March, 2019 between the Government of India and the State Government in the ratio of 50:50. Thereafter, the entire liability on account of this additional expenditure will be borne by the State Government. Posts which were not lying vacant from more than six months as on 1<sup>st</sup> January 2016 will be treated as post existing as on 1<sup>st</sup> January 2016 shall be borne entirely by the State Government. The Universities and Non-Government colleges should be informed that any additional expenditure on new posts of teachers created hereafter shall be disallowed. If proper sanction of the Director of Education (Higher Education), Maharashtra State, Pune, has not been obtained by them.

**Budget Heads:**

The expenditure on this account should be debited to the following sub-heads and detailed heads of accounts under the budget head Demand No.W02-2202, General Education as under:

**1) 02 Secondary Education**

**105 Teacher's Training (01) Teacher's Training**

A) (01) (01) Government Colleges of Education (Committed) 01 Salary (2202 0291)

B) (02) Assistance to Non-Government Colleges of Education (02) (01) Ordinary Maintenance Grants (committed) 36, Grant in aid (Salary ) (2202 0306)

**2) 03 University & Higher Education**

**102 Assistance to Universities**

A) (00) (01) Grants to Universities for General Education (Committed) 36 Grant in aid (Salary) (2202 0683)

B) (00) (02) Grants for Improvement of Salary Scales (Committed) 36 Grant in aid (Salary) (2202 0692)

C) (00) (05) Assistance to Tilak Maharashtra Vidyapeeth, Pune (Committed) 36, Grant in aid (Salary) (2202 0727)

D) (00) (12) Development of Amravati University (Committed), 36, Grant in aid (Salary) (2202 3477)

E) (00) (13) Development of North Maharashtra University, Talgaon (Committed), 36, Grant in aid (Salary) (2202 3486)

F) (00) (17) Development of New University at Solapur (Committed), 36, Grant in aid (Salary) (2202 3521)

G) Development of Dr. Babashaeb Ambedkar Marathwada University, Aurangabad (Committed), 36, Grant in aid (Salary) (2202 3539)

H) (00) (21) Development of Law University (Scheme), 36, Grant in aid (Salary) (2202 G959)

I) (00) (22) Establishment of Gondwana University, (Committed), 36, Grant in aid (Salary) (2202 H581)

J) (00) (26) Development of Shivaji University, Kolhapur (Committed), 36, Grant in aid (Salary) (2202 H812)

**103 Government Colleges & Institutes**

A) (01) Government Arts Colleges (01) (01) Government Arts Colleges (Committed), 01 Salaries (2202 0772)

B) (02) Government Science Colleges (02) (01) Government Science Colleges (Committed), 01 Salaries (2202 0792)

C) (02) Government Science Colleges (02) (03) Open of New Colleges of Forensic Science / Institute of Forensic Science in the State (Committed), 01 Salaries (2202 H082)

D) (03) Government Law Colleges (03) (01) Government Law Colleges (Committed), 01 Salaries (2202 0816)

E) ) (03) Government Commerce Colleges (04) (01) Government Commerce Colleges (Committed), 01 Salaries (2202 0834)

**104 Assistance to Non Government Colleges and Institute,**

**1) (01) Assistance To Non Government Colleges**

A) (01) (01) Grants to Non Government Arts, Science, commerce & Law Colleges (Committed) 36 Grant in aid (Salary) (2202 0872)

B) (01) (02) Grants for Introduction of U G C Scales (Committed) 36 Grant in aid (Salary) 2202 0881)

C) (01) (03) Grants for Expansion of Deccan College, Pune (Committed) 36 Grant in aid (Salary) (2202 0899)

C) (01) (05) Assistance to Non Government Colleges of Physical Education (Committed) 36 Grant in aid (Salary) (2202 1011)

**2) (02) Assistance To Non Government Colleges and Institutes**

A) (02) (06) Development of Non Government Aided Colleges for Increasing Gross Enrolment Ratio in District having less Gross Enrolment Ratio (Scheme) 36 Grant in aid (Salary) (2202 H055)

B) (02) (07) Opening of New Science Colleges attached to Sainik Schools in the State (Committed) 36 Grant in aid (Salary) (2202 H055)

**3) 80 General**

**1. 001 Direction & Administration**

(00) (03) Constitution of Committee for Fixation of fees chargeable by unaided and permanent unaided education colleges (Scheme) 01 Salary (2202 I022)

**2. 003 Training (02) Training**

A)(02) (01) State Institute of Administrative Careers (Committed) 01 Salaries (2202 1133)

B) (02) (03) Opening of Pre-Indian Administrative Services Training Centers in Government Colleges (Committed) 01 Salaries (2202 H108)

**26.0.** Government orders in respect of the measures required for enhancing and improving the quality of education shall be issued separately.

**27.0.** This Government Resolution is subject to the decision taken by the state Government on the scheme forwarded by Government of India by its letter dated 31.1.2018. Therefore, anomalies, if

any may be brought to the notice of the Department of Higher and Technical Education, Government of Maharashtra through proper channel.

These order issue with the concurrence of the Finance Department vide their unofficial reference No. 67/19/Seva – 9, dated 01 March, 2019.

This Government resolution of Maharashtra Government is available at the website [www.maharashtra.gov.in](http://www.maharashtra.gov.in). Reference no. for this is 201903081456273308. This order has been signed digitally.

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

**(Vijay E. Sable)**  
Under Secretary to Government.

**To,**

The Secretary to the Government Raj Bhavan, Malabar Hill, Mumbai.(By letter  
The Principal Secretary to the Chief Minister.  
The Secretary to the Government of India, MHRD(Department of Education ,New Delhi.  
The Secretary, University Grant Commission, New Delhi.  
The Private Secretary to the Minister, Higher & Technical Education.  
The Director of Higher Education , Maharashtra State, Pune. .  
The Regional Joint Directors of Higher Education Mumbai, Pune, Kolhapur, Nagpur, Aurangabad,  
Amravati, Nanded, Jalgaun.  
The Registrar of all non-Agriculture Universities.  
The Account General (accounts), Maharashtra- I and II Mumbai and Nagpur.  
The Account General (aaudit), Maharashtra- I and II Mumbai and Nagpur  
The Pay and Account Officer, Mumbai  
All District Treasury Officer.  
The Planning Department.  
The Finance Department.  
The Personal Assistant to Chief Secretary.  
All Desk to Higher & Technical Education Department.  
The Director General of Information & Publicity, Mumbai . (with request to issue a suitable press note  
and send 25 copies to the Department.  
Select File UNI-1.

**Accompaniment to Government Resolution,  
Higher and Technical Education Department No. Resolution No. Misc- 2018/ C.R.56 / 18 /  
UNI-1, dated 08 March, 2019.**

**Appendix I**

**Pay Matrix**

<b>Pay Band (Rs.)</b>	<b>15,600-39,100</b>			<b>37,400-67,000</b>		<b>67,000-79,000</b>
<b>Grade Pay (Rs.)</b>	<b>6,000</b>	<b>7,000</b>	<b>8,000</b>	<b>9,000</b>	<b>10,000</b>	<b>0</b>
<b>Index of Rationalization</b>	<b>2.67</b>	<b>2.67</b>	<b>2.67</b>	<b>2.67</b>	<b>2.72</b>	<b>2.72</b>
<b>Entry Pay (Rs.)</b>	<b>21,600</b>	<b>25,790</b>	<b>29,900</b>	<b>49,200</b>	<b>53,000</b>	<b>67,000</b>
<b>Academic Level</b>	<b>10</b>	<b>11</b>	<b>12</b>	<b>13A</b>	<b>14</b>	<b>15</b>
<b>Rationalized Entry Pay (Rs.)</b>						
<b>1</b>	57,700	68,900	79,800	1,31,400	1,44,200	1,82,200
<b>2</b>	59,400	71,000	82,200	1,35,300	1,48,500	1,87,700
<b>3</b>	61,200	73,100	84,700	1,39,400	1,53,000	1,93,300
<b>4</b>	63,000	75,300	87,200	1,43,600	1,57,600	1,99,100
<b>5</b>	64,900	77,600	89,800	1,47,900	1,62,300	2,05,100
<b>6</b>	66,800	79,900	92,500	1,52,300	1,67,200	2,11,300
<b>7</b>	68,800	82,300	95,300	1,56,900	1,72,200	2,17,600
<b>8</b>	70,900	84,800	98,200	1,61,600	1,77,400	2,24,100
<b>9</b>	73,000	87,300	1,01,100	1,66,400	1,82,700	
<b>10</b>	75,200	89,900	1,04,100	1,71,400	1,88,200	
<b>11</b>	77,500	92,600	1,07,200	1,76,500	1,93,800	
<b>12</b>	79,800	95,400	1,10,400	1,81,800	1,99,600	
<b>13</b>	82,200	98,300	1,13,700	1,87,300	2,05,600	
<b>14</b>	84,700	1,01,200	1,17,100	1,92,900	2,11,800	
<b>15</b>	87,200	1,04,200	1,20,600	1,98,700	2,18,200	
<b>16</b>	89,800	1,07,300	1,24,200	2,04,700		
<b>17</b>	92,500	1,10,500	1,27,900	2,10,800		
<b>18</b>	95,300	1,13,800	1,31,700	2,17,100		
<b>19</b>	98,200	1,17,200	1,35,700			
<b>20</b>	1,01,100	1,20,700	1,39,800			



<b>21</b>	1,04,100	1,24,300	1,44,000			
<b>22</b>	1,07,200	1,28,000	1,48,300			
<b>23</b>	1,10,400	1,31,800	1,52,700			
<b>24</b>	1,13,700	1,35,800	1,57,300			
<b>25</b>	1,17,100	1,39,900	1,62,000			
<b>26</b>	1,20,600	1,44,100	1,66,900			
<b>27</b>	1,24,200	1,48,400	1,71,900			
<b>28</b>	1,27,900	1,52,900	1,77,100			
<b>29</b>	1,31,700	1,57,500	1,82,400			
<b>30</b>	1,35,700	1,62,200	1,87,900			
<b>31</b>	1,39,800	1,67,100	1,93,500			
<b>32</b>	1,44,000	1,72,100	1,99,300			
<b>33</b>	1,48,300	1,77,300	2,05,300			
<b>34</b>	1,52,700	1,82,600	2,11,500			
<b>35</b>	1,57,300	1,88,100				
<b>36</b>	1,62,000	1,93,700				
<b>37</b>	1,66,900	1,99,500				
<b>38</b>	1,71,900	2,05,500				
<b>39</b>	1,77,100					
<b>40</b>	1,82,400					

**Accompaniment to Government Resolution,  
Higher and Technical Education Department No. Resolution No. Misc- 2018/ C.R.56 / 18 /  
UNI-1, dated 08 March, 2019.**

**Appendix II**

**Table 1**

**Assessment Criteria and Methodology for University/College Teachers**

S. No.	Activity	Grading Criteria
1.	Teaching: (Number of classes taught/total classes assigned)x100%  (Classes taught includes sessions on tutorials, lab and other teaching related activities)	80% & above - Good  Below 80% but 70% & above- Satisfactory  Less than 70% - Not satisfactory
2	Involvement in the University/College students related activities/research activities: (a) Administrative responsibilities such as Head, Chairperson/ Dean/ Director/ Co-ordinator, Warden, etc. (b) Examination and evaluation duties assigned by the college / university or attending the examination paper evaluation. (c) Student related co-curricular, extension and field based activities such as student clubs, career counselling, study visits, student seminars and other events, cultural, sports, NCC, NSS and community services. (d) Organising seminars/ conferences/ workshops, other college/university activities. (e) Evidence of actively involved in guiding Ph.D. students. (f) Conducting minor or major research project sponsored by national or international agencies. (g) At least one single or joint publication in peer- reviewed or UGC list of Journals.	Good - Involved in at least 3 activities Satisfactory - 1-2 activities Not-satisfactory - Not involved/undertaken any of the activities.  <b>Note:</b> Number of activities can be within or across the broad categories of activities

**Overall Grading:**

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

Or

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

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

**Note:** For the purpose of assessing the grading of Activity at Serial No. 1 and Serial No. 2, all such periods of duration which have been spent by the teacher on different kinds of paid leaves such as Maternity Leave, Child Care Leave, Study Leave, Medical Leave, Extraordinary Leave and Deputation shall be excluded from the grading assessment. The teacher shall be assessed for the remaining period of duration and the same shall be extrapolated for the entire period of assessment to arrive at the grading of the teacher. The teacher on such leaves or deputation as mentioned above shall not be put to any disadvantage for promotion under CAS due to his/her absence from his/her teaching responsibilities subject to the condition that such leave/deputation was undertaken with the prior approval of the competent authority following all procedures laid down in these regulations and as per the acts, statutes and ordinances of the parent institution.

**Table 2**

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

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

S. N.	Academic/Research Activity	Faculty of Sciences /Engineering / Agriculture / Medical /Veterinary Sciences	Faculty of Languages / Humanities / Arts / Social Sciences / Library /Education /Physical Education / Commerce / Management & other related disciplines
1.	<b>Research Papers in Peer-Reviewed or UGC listed Journals</b>	08 per paper	10 per paper
2.	<b>Publications (other than Research papers)</b>		
	<b>(a) Books authored which are published by:</b>		
	International publishers	12	12
	National Publishers	10	10
	Chapter in Edited Book	05	05
	Editor of Book by International Publisher	10	10
	Editor of Book by National Publisher	08	08
	<b>(b) Translation works in Indian and Foreign Languages by qualified faculties</b>		
	Chapter or Research paper	03	03
	Book	08	08
3.	<b>Creation of ICT mediated Teaching Learning pedagogy and content and development of new and innovative courses and curricula</b>		
	<b>(a) Development of Innovative pedagogy</b>	05	05
	<b>(b) Design of new curricula and courses</b>	02 per curricula/course	02 per curricula/course
	<b>(c) MOOCs</b>		
	Development of complete MOOCs in 4 quadrants (4 credit course) (In case of MOOCs of lesser credits 05 marks/credit)	20	20
	MOOCs (developed in 4 quadrant) per module/lecture	05	05

	Content writer/subject matter expert for each module of MOOCs (at least one quadrant)	02	02
	Course Coordinator for MOOCs (4 credit course)(In case of MOOCs of lesser credits 02 marks/credit)	08	08
	<b>(d) E-Content</b>		
	Development of e-Content in 4 quadrants for a complete course/e-book	12	12
	e-Content (developed in 4 quadrants) per module	05	05
	Contribution to development of e-content module in complete course/paper/e-book (at least one quadrant)	02	02
	Editor of e-content for complete course/ paper /e-book	10	10
4.	<b>(a) Research guidance</b>		
	Ph.D.	10 per degree awarded 05 per thesis submitted	10 per degree awarded 05 per thesis submitted
	M.Phil./P.G dissertation	02 per degree awarded	02 per degree awarded
	<b>(b) Research Projects Completed</b>		
	More than 10 lakhs	10	10
	Less than 10 lakhs	05	05
	<b>(c) Research Projects Ongoing :</b>		
	More than 10 lakhs	05	05
	Less than 10 lakhs	02	02
	<b>(d) Consultancy</b>	03	03
5.	<b>(a) Patents</b>		
	International	10	10
	National	07	07
	<b>(b) *Policy Document (Submitted to an International body/organisation like UNO/UNESCO/World Bank/International Monetary Fund etc. or Central Government or State Government)</b>		
	International	10	10
	National	07	07
	State	04	04
	<b>(c) Awards/Fellowship</b>		
	International	07	07
	National	05	05

6.	<b>*Invited lectures / Resource Person/ paper presentation in Seminars/ Conferences/full paper in Conference Proceedings (Paper presented in Seminars/Conferences and also published as full paper in Conference Proceedings will be counted only once)</b>		
	International (Abroad)	07	07
	International (within country)	05	05
	National	03	03
	State/University	02	02

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

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

- i) Paper in refereed journals without impact factor - 5 Points
- ii) Paper with impact factor less than 1 - 10 Points
- iii) Paper with impact factor between 1 and 2 - 15 Points
- iv) Paper with impact factor between 2 and 5 - 20 Points
- v) Paper with impact factor between 5 and 10 - 25 Points
- vi) Paper with impact factor >10 - 30 Points
  - a) Two authors: 70% of total value of publication for each author.
  - b) More than two authors: 70% of total value of publication for the First/Principal/Corresponding author and 30% of total value of publication for each of the joint authors.

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

**Note:**

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

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

<b>S.N.</b>	<b>Academic Record</b>	<b>Score</b>			
1.	<b>Graduation</b>	80% & Above = 15	60% to less than 80% = 13	55% to less than 60% = 10	45% to less than 55% = 05
2.	<b>Post Graduation</b>	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.	<b>M.Phil.</b>	60% and above = 07	55% to less than 60% = 05		
4.	<b>Ph.D.</b>	30			
5.	<b>NET with JRF</b>	07			
	<b>NET</b>	05			
	<b>SET</b>	03			
6.	<b>Research Publications (2 marks for each research publication published in Peer- Reviewed or UGC- listed Journals)</b>	10			
7.	<b>Teaching/Post Doctoral Experience (2 marks for one year each)#</b>	10			
8.	<b>Awards</b>				
	International/ National Level (Award given by International Organizations/ Government of India/ Government of India recognized National Level Bodies)	03			
	State Level (Awards given by State Government)	02			

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

**Note:**

- A) (i) M.Phil + Ph.D : Maximum - 30 Marks  
(ii) JRF/NET/SET : Maximum - 07 Marks  
(iii) In awards category: Maximum - 03 Marks

B) Number of candidates to be called for interview shall be decided by the concerned universities.

C) Academic Score	-	80
Research Publications	-	10
Teaching Experience	-	10
<b>TOTAL</b>	<b>-</b>	<b>100</b>

**Table: 3 B**

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

S.N.	Academic Record	Score			
		1.	<b>Graduation</b>	80% & Above = 21	60% to less than 80% = 19
2.	<b>Post Graduation</b>	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.	<b>M.Phil.</b>	60% and above = 07	55% to less than 60% = 05		
4.	<b>Ph.D.</b>	25			
5.	<b>NET with JRF</b>	10			
	<b>NET</b>	08			
	<b>SET</b>	05			
6.	<b>Research Publications (2 marks for each research publication published in Peer-Reviewed or UGC-listed Journals)</b>	06			
7.	<b>Teaching/Post Doctoral Experience (2 marks for one year each)#</b>	10			
8.	<b>Awards</b>				
	International/ National Level (Award given by International Organizations/ Government of India/ Government of India recognized National Level Bodies)	03			
	State Level (Awards given by State Government)	02			



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

**Note:**

A) (i) M.Phil + Ph.D	:	Maximum - 25 Marks
(ii) JRF/NET/SET	:	Maximum - 10 Marks
(iii) In awards category:		Maximum - 03 Marks
B) Number of candidates to be called for interview shall be decided by the college.		
C) Academic Score	-	84
Research Publications	-	06
Teaching Experience	-	10
<hr/>		
<b>TOTAL</b>	<b>-</b>	<b>100</b>
<hr/>		

**Table 4**

**Assessment Criteria and Methodology for Librarians**

<b>Sr. No.</b>	<b>Activity</b>	<b>Grading Criteria</b>
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>

3.	<p>If library has a computerized database then 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 up to mark.</p> <p>(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>
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:**

Good: Good in Item 1 and satisfactory/good in any two other items including Item 4.

Satisfactory: Satisfactory in Item 1 and satisfactory /good in any other two items including Item 4.

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

**Note:**

- 1) It is recommended to use ICT technology to monitor the attendance of library staff and compute the criteria of assessment.
- 2) The Librarian must submit evidence of published paper, participation certificate for refresher or methodology course, successful research guidance from Head of Department of the concerned department, project completion
- 3) The system of tracking user grievances and the extent of grievances redressal details may also be made available to the CAS promotion committee.

**Table 5****Assessment Criteria and Methodology for Directors of Physical Education and Sports**

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

4.	Up-gradation of sports and physical training infrastructure with scientific and Technological inputs.  Development and maintenance of playfields and sports and physical Education facilities.	Good/Satisfactory/Not-Satisfactory to be assessed by the Promotion committee.
5	i)At least one student of the institution participating in national/ state/ university (for college levels only) teams. Organizing state/national/inter university/inter college level competition.  ii) Being invited for coaching at state/national level.  iii) Organizing at least three workshops in a year.  iv) Publications of at least one research paper in UGC approved journal. Assistance in college administration and governance related work including work done during admissions, examinations and extracurricular college activities.	Good: Involved in any two activities. . Satisfactory: 1 activity  Not Satisfactory: Not involved/undertaken any of the activities.
Overall Grading	Good: Good in Item 1 and satisfactory/good in any two other items.  Satisfactory: Satisfactory in Item 1 and satisfactory/good in any other two items.  Not Satisfactory: If neither good nor satisfactory in overall grading.	
<p><b>Note:</b></p> <ol style="list-style-type: none"> <li>1) It is recommended to use ICT technology to monitor the attendance of sports and physical education and compute the criteria of assessment.</li> <li>2) 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.</li> <li>3) The system of tracking user grievances and the extent of grievance redressal details may also be made available to the CAS Promotion Committee.</li> </ol>		

**Accompaniment to Government Resolution,  
Higher and Technical Education Department No. Resolution No. Misc- 2018/ C.R.56 / 18 /  
UNI-1, dated 08 March, 2019.**

**Appendix III**

**TABLE – A**

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

<b>S.No.</b>		<b>Assistant Professor (Stage1/ AGP Rs. 6000 to Stage 2/ AGP Rs. 7000)</b>	<b>Assistant Professor (Stage2/ AGP Rs. 7000 to Stage 3/ AGP Rs. 8000)</b>	<b>Assistant Professor (Stage3/ AGP Rs. 8000) to Associate Professor (Stage 4/ AGP Rs. 9000)</b>	<b>Associate Professor (Stage4/ AGP Rs. 9000) to Professor (Stage 5/ AGP Rs. 10000)</b>
1.	Research and Academic Contribution (Category III)	40/ assessment period	100/ assessment period	90/ assessment period	120/ assessment period
2.	Expert assessment System	Screening Committee	Screening Committee	Selection Committee	Selection Committee

**TABLE – B**

**(Minimum API requirement for the promotion of teachers under CAS in colleges UG & PG))**

<b>S.No.</b>		<b>Assistant Professor (Stage1/ AGP Rs. 6000 to Stage 2/ AGP Rs. 7000)</b>	<b>Assistant Professor (Stage2/ AGP Rs. 7000 to Stage 3/ AGP Rs. 8000)</b>	<b>Assistant Professor (Stage3/ AGP Rs. 8000) to Associate Professor (Stage 4/ AGP Rs. 9000)</b>	<b>Associate Professor (Stage4/ AGP Rs. 9000) to Professor (Stage 5/ AGP Rs. 10000)</b>
1.	Research and Academic Contribution (Category III)	20/ assessment period	50/ assessment period	45/ assessment period	60/ assessment period
2.	Expert assessment System	Screening Committee	Screening Committee	Selection Committee	Selection Committee

**TABLE – C****(Minimum API requirement for the promotion of Library staff under CAS in Universities)**

<b>S.No.</b>		<b>Assistant Librarian (Stage1/ AGP Rs. 6000 to Stage 2/ AGP Rs. 7000)</b>	<b>Assistant Librarian (Stage2/ AGP Rs. 7000 to Stage 3/ AGP Rs. 8000)</b>	<b>Assistant Librarian (Selection Grade/ Deputy Librarian) (Stage3/ AGP Rs. 8000) to Deputy Librarian (Stage 4/ AGP Rs. 9000)</b>	<b>Deputy Librarian (Stage4/ AGP Rs. 9000) to Deputy Librarian (Stage 5/ AGP Rs. 10000)</b>
1.	Research and Academic Contribution (Category III)	40/ assessment period	100/ assessment period	90/ assessment period	120/ assessment period
2.	Expert assessment System	Screening Committee	Screening Committee	Selection Committee	Selection Committee

**TABLE – D****(Minimum API requirement for the promotion of Library staff under CAS in Colleges)**

<b>S.No.</b>		<b>Assistant Librarian (Stage1/ AGP Rs. 6000 to Stage 2/ AGP Rs. 7000)</b>	<b>Assistant Librarian (Stage2/ AGP Rs. 7000 to Stage 3/ AGP Rs. 8000)</b>	<b>Assistant Librarian (Selection Grade/ Deputy Librarian) (Stage3/ AGP Rs. 8000) to Deputy Librarian (Stage 4/ AGP Rs. 9000)</b>
1.	Research and Academic Contribution (Category III)	20/ assessment period	50/ assessment period	45/ assessment period
2.	Expert assessment System	Screening Committee	Screening Committee	Selection Committee

**TABLE – E**

**(Minimum API requirement for the promotion of University Director/Deputy Director, Assistant Director, Physical Education and Sports)**

<b>S.No.</b>		<b>Assistant Director (Stage1/ AGP Rs. 6000 to Stage 2/ AGP Rs. 7000)</b>	<b>Assistant Director (Stage2/ AGP Rs. 7000) to Assistant Director (Selection Grade/ Deputy Director) (Stage 3/ AGP Rs. 8000)</b>	<b>Assistant Director (Selection Grade/ Deputy Director) (Stage3/ AGP Rs. 8000) to Deputy Director (Stage 4/ AGP Rs. 9000)</b>	<b>Deputy Director (Stage4/ AGP Rs. 9000) to Deputy Director (Stage 5/ AGP Rs. 10000)</b>
1.	Research and Academic Contribution (Category III)	40/ assessment period	100/ assessment period	90/ assessment period	120/ assessment period
2.	Expert assessment System	Screening Committee	Screening Committee	Selection Committee	Selection Committee

**TABLE – F**

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

<b>S.No.</b>		<b>Assistant Director (Stage1/ AGP Rs. 6000 to Stage 2/ AGP Rs. 7000)</b>	<b>Assistant Director (Stage2/ AGP Rs. 7000 to Assistant Director (Selection Grade/ Deputy Director) (Stage 3/ AGP Rs. 8000)</b>	<b>Assistant Director (Selection Grade/ Deputy Director) (Stage3/ AGP Rs. 8000) to Deputy Director (Stage 4/ AGP Rs. 9000)</b>
1.	Research and Academic Contribution (Category III)	20/ assessment period	50/ assessment period	45/ assessment period
2.	Expert assessment System	Screening Committee	Screening Committee	Selection Committee

**Accompaniment to Government Resolution,  
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**Appendix IV**

**Form of Option**

1. I, \_\_\_\_\_ substantive / officiating  
holder of the post \_\_\_\_\_ in the scale of Rs. \_\_\_\_\_,  
AGP \_\_\_\_\_, in the College / Institution \_\_\_\_\_ hereby:

\*(i) elect the revised scale of the post with effect from 1st January, 2016.

\*(ii) elect to continue on the existing scale of pay of my substantive / officiating post mentioned  
below until:

\* the date of my next increment

\*the date of my subsequent increment

\*raising my pay to Rs. \_\_\_\_\_

\*I vacate or cease to draw pay in that scale.

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

Date :

Signature :

Place :

Signed before me

Signature

(Principal of College)

(Received the above declaration)

Date :

Signature

( Head of the Institution)

\*To be scored out, if not applicable.



**Accompaniment to Government Resolution,  
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**UNDERTAKING**

[As per Ministry of Finance (Department of Expenditure) order O.M. No. 1-5/2016-IC dated 29<sup>th</sup> July, 2016]

I hereby undertake that any excess payment that may be found to have been made on account of incorrect fixation of pay in the revised Pay Level or grant of inappropriate Pay Level and Pay Cells or any other excess payment made to me shall be refunded by me to the Government either by adjustment against future payments due to me or otherwise.

Date :-

Signature:

Station:-

Name:

Designation:

College/Institution:

**Accompaniment to Government Resolution,  
Higher and Technical Education Department No. Resolution No. Misc- 2018/ C.R.56 / 18 /  
UNI-1, dated 08 March, 2019.**

**AGREEMENT**

THIS AGREEMENT made this \_\_\_\_\_ day of \_\_\_\_\_ two thousand nineteen between Shri/Smt/Kum \_\_\_\_\_ Assistant Professor/Associate Professor/ Professor/Assistant Librarian/Deputy Librarian/Librarian/Assistant Director, Physical Education and Sports/Deputy Director, Physical Education and Sports/Director , Physical Education and Sports/ Principal of \_\_\_\_\_ College/University. Established by \_\_\_\_\_ hereinafter referred to as “the Employee” (which expression shall unless the context does not so admit include his/her heirs, executors and administrators of the One Part and \_\_\_\_\_ College/University hereinafter referred to as “the said College/University” of the other part.

WHEREAS the Employee has been working as a Assistant Professor/Associate Professor/ Professor/Assistant Librarian/Deputy Librarian/Librarian/Assistant Director, Physical Education and Sports/Deputy Director, Physical Education and Sports/Director, Physical Education and Sports/ Principal of the said college/University from the \_\_\_\_\_ day of \_\_\_\_\_.

AND WHEREAS the Government of Maharashtra has by Government Resolution, Higher and Technical Education Department, being No. \_\_\_\_\_ (hereinafter referred to as “the said Resolution: a copy whereof is annexed hereto) sanctioned a scheme for revision of the pay-

scales of the University and College teachers and other measures for improving standards in Higher Education.

AND WHEREAS accordingly the said College/University has agreed to revised the pay scale of the Employee on the

Employee agreeing to accept and duly comply with the terms and conditions laid down by the Government of Maharashtra by the said resolution which the Employee has agree to do.

Now this Agreement witness and it is hereby agreed and decided by and between Parties hereto as follows:-

1. Agree, accept and duly comply with the terms and conditions specified in the said Government Resolution;
2. Agree to have these conditions, inserted in the contract of his appointment which he has already executed or which he may have to execute hereafter;
3. Agree that in the event of his failure to abide by these conditions he shall ceased to derive benefits of revised pay scales.

In witness whereof Shri/Smt/Kum\_\_\_\_\_the employee above named has hereto set his/her hand and seal of University has been unto affixed.

Members of the Managing Committee/Governing Body of\_\_\_\_\_have set their respective hands the day and year first hereinabove written.

Signed and Delivered by

Shri/Smt/Kum\_\_\_\_\_ the Employee above named in the presence of

1.\_\_\_\_\_ 2.\_\_\_\_\_

OR

Signed and delivered by

1.\_\_\_\_\_ 2.\_\_\_\_\_

5. Elc. the present Members\_\_\_\_\_of the Managing Committee/Governing body of \_\_\_\_\_

In the presence of-----

1.\_\_\_\_\_ 2.\_\_\_\_\_

**Accompaniment to Government Resolution,  
Higher and Technical Education Department No. Resolution No. Misc- 2018/ C.R.56 / 18 /  
UNI-1, dated 08 March, 2019.**

**PROFORMA FOR FIXATION OF PAY**

Name of the College/Institution: \_\_\_\_\_

Name of the teacher: Shri/Smt. \_\_\_\_\_

Sr. No.	Description	Relevant Information
1.	Designation of the post in which pay is to be fixed as on January 1, 2016 or on _____ (latter date)	
2.	Status (Substantive/officiating)	
3.	Pre-revised Pay Band and Academic Grade Pay or Scale	
4.	Existing Emoluments as on 01.01.2016 (as per pre-revised scale)	
	a. Basic Pay (Pay in applicable Pay Band plus applicable Academic Grade Pay or Basic Pay)	
	b. Dearness Allowance	
	c. Existing emoluments (a + b)	
5.	Basic Pay (Pay in applicable Pay Band plus applicable Academic Grade Pay or Basic Pay) in the pre-revised structure as on January 1, 2016	
6.	Applicable Level in Pay Matrix corresponding to Pay Band and Grade Pay or Scale shown at Sr. No. 3	
7.	Amount arrived at by multiplying basic pay as at Sr. No. 5 by 2.57	
8.	Applicable Cell in the Level either equal to or just above the Amount at Sr. No. 7	
9.	Revised Basic Pay (as per Sr. No. 8)	
10.	Stepped up pay with reference to the revised pay of Junior, if applicable. Name and pay of the junior also to be indicated distinctly.	
11.	Revised pay with reference to the Substantive Pay in case where the pay fixed in the officiating post is lower than the pay fixed in the substantive post, if applicable.	
12.	Personal Pay, if any	
13.	Date of next increment and pay after grant of increment	

**Date of Increment**

**Pay after increment in applicable Level of Pay Matrix**

14. Any other relevant information:

Date:

Signature & Designation of Head of Institution

Place:

## Accompaniment to Government Resolution,

Higher and Technical Education Department No. Resolution No. Misc- 2018/ C.R.56 / 18 / UNI-1, dated 08 March, 2019.

### Appendix VI

#### Fixation of Pay in the Revised Pay Structure: Illustrations

##### Illustration -1

An Assistant Professor drawing a Basic Pay of Rs. 22,250/- as on 01.07.2015 in the existing Pay Band Rs. 15,600-39,100, AGP Rs. 6,000. His date of appointment is 02.10.2014. His pay in the revised pay matrix as on 01.01.2016 shall be fixed as follows:

1.	Existing Basic Pay (Pay in PB + AGP)	=	Rs. 22, 250
2.	2.57 × Basic Pay	=	Rs. 57,182.50
3.	Rounding off the resultant figure to the nearest Rs. 100	=	Rs. 57,200
4.	Level corresponding to AGP Rs. 6,000	:	Level 10
5.	Revised pay in Pay Matrix (Either equal to or next cell higher to Rs.57,200)	=	Rs. 57,700

He shall be fixed at Basic Pay of Rs. 57,700/- The next date of annual increment shall be 1<sup>st</sup> July, 2016 and pay after increment is Rs. 59, 400/-

##### Illustration -2

An Assistant Professor drawing a Basic Pay of Rs. 23,610/- as on 01.07.2015 in the existing Pay Band Rs. 15,600-39,100, AGP Rs. 6,000. His date of appointment is 05.02.2012. His pay in the revised pay matrix as on 01.01.2016 shall be fixed as follows:

1.	Existing Basic Pay (Pay in PB + AGP)	=	Rs. 23,610
2.	2.57 × Basic Pay	=	Rs. 60,677.70
3.	Rounding off the resultant figure to the nearest Rs. 100	=	Rs. 60,700
4.	Level corresponding to AGP Rs. 6,000	:	Level 10
5.	Revised pay in Pay Matrix (Either equal to or next cell higher to Rs.60,700)	=	Rs. 61,200

He shall be fixed at Basic Pay of Rs. 61,200/- . His successive dates of increment and the basic pay shall be as under:

Date of Increment	Basic Pay (Rs.)
1.7.2016	63,000
1.7.2017	64,900

He is eligible for promotion under CAS (AGP Rs. 6,000 to AGP Rs. 7,000/ Level 10 to Level 11) on 05.02.2018. On promotion, he shall be given a notional increment in Level 10 and his basic pay would be Rs. 66,800/-. Locating this figure Rs. 66,800 in Academic level 11, a cell identical to Rs. 66,800 or next higher cell in level 11 is cell no.1 with entry Rs. 68,900/-.

His revised basic pay as on 05.02.2018 shall be Rs. 68,900/- and date of increment shall be 1<sup>st</sup> January, 2019, and pay after increment is Rs. 71,000/-

### Illustration -3

An Assistant Professor drawing a Basic Pay of Rs. 28,480/- as on 01.07.2015 in the existing Pay Band Rs. 15,600-39,10, AGP Rs. 7,000. His pay in the revised pay matrix as on 01.01.2016 shall be fixed as follows:

1. Existing Basic Pay (Pay in PB + AGP)	=	Rs. 28,480
2. $2.57 \times$ Basic Pay	=	Rs. 73,193.60
3. Rounding off the resultant figure to the nearest Rs. 100	=	Rs. 73,200
4. Level corresponding to AGP Rs. 7,000	:	Level 11
5. Revised pay in Pay Matrix (Either equal to or next cell higher to Rs.73,200)	=	Rs. 75,300

He shall be fixed at Basic Pay of Rs. 75,300/- . His successive dates of increment and the basic pay shall be as under:

Date of Increment	Basic Pay (Rs.)
1.7.2016	77,600
1.7.2017	79,900

He is eligible for promotion under CAS (AGP Rs. 7,000 to AGP Rs. 8,000/ Level 11 to Level 12) on 12.08.2017. On promotion, he shall be given a notional increment in Level 11 and his basic pay would be Rs. 82,300/-. Locating this figure Rs. 82,300 in Academic level 12, a cell identical to Rs. 82,300 or next higher cell in level 12 is cell no.3 with entry Rs. 84,700/-.

His revised basic pay as on 12.08.2017 shall be Rs. 84,700/- and date of increment shall be 1<sup>st</sup> July, 2018, and pay after increment is Rs. 87, 200/-

#### Illustration -4

An Assistant Professor drawing a Basic Pay of Rs. 31,250 as on 01.07.2015 in the existing Pay Band Rs. 15,600-39,100, AGP Rs. 8,000. His pay in the revised pay matrix as on 01.01.2016 shall be fixed as follows:

1.	Existing Basic Pay (Pay in PB + AGP)	=	Rs. 31,250
2.	$2.57 \times$ Basic Pay	=	Rs. 80,312.50
3.	Rounding off the resultant figure to the nearest Rs. 100	=	Rs. 80,300
4.	Level corresponding to AGP Rs. 8,000	:	Level 12
5.	Revised pay in Pay Matrix (Either equal to or next cell higher to Rs.80,300)	=	Rs. 82,200

He shall be fixed at Basic Pay of Rs. 82,200/- The next date of annual increment shall be 1<sup>st</sup> July, 2016 and pay after increment is Rs. 84,700/-

He is eligible for promotion under CAS (AGP Rs. 8,000/- to AGP Rs. 9,000/- Level 12 to Level 13A) on 12.03.2018. On promotion, he shall be re-designated as Associate Professor, he shall be given a notional increment in Level 12 and his basic pay would be Rs. 92,500/-. Locating this figure Rs. 92,500 in Academic level 13A, a cell identical to Rs. 92,500 or next higher cell in level 13A is cell no.1 with entry Rs. 1,31,400/-.

His revised basic pay as on 12.03.2018 shall be Rs. 1, 31,400/- and date of increment shall be 1<sup>st</sup> January, 2019, and pay after increment is Rs. 1, 35,300/-

#### Illustration -5

An Associate Professor drawing a Basic Pay of Rs. 53,820/- as on 01.07.2015 in the existing Pay Band Rs.37,400-67,000, AGP Rs. 9,000. His pay in the revised pay matrix as on 01.01.2016 shall be fixed as follows:

1.	Existing Basic Pay (Pay in PB + AGP)	=	Rs. 53,820/-
2.	$2.57 \times$ Basic Pay	=	Rs. 1,38,317.40
3.	Rounding off the resultant figure to the nearest Rs. 100	=	Rs. 1,38,400
4.	Level corresponding to AGP Rs. 9,000	:	Level 13A
5.	Revised pay in Pay Matrix (Either equal to or next cell higher to Rs. 1,38,400)	=	Rs. 1,39,400

He shall be fixed at Basic Pay of Rs. 1, 39,400/-. The next date of annual increment shall be 1<sup>st</sup> July, 2016 and pay after increment is Rs. 1, 43,600/-

He is eligible for promotion under CAS (AGP Rs. 9,000 to AGP Rs. 10,000/ Level 13A to Level 14) on 10.12.2018. On promotion, he shall be re-designated as Professor, he shall be given a notional increment in Level 13A and his basic pay would be Rs. 1,56,900/-. Locating this figure Rs. 1,56,900 in Academic level 14, a cell identical to Rs. 1,56,900 or next higher cell in level 14 is cell no.4 with entry Rs. 1,57,600/-.

His revised basic pay as on 10.12.2018 shall be Rs. 1, 57,600/- and the date of increment shall be 1<sup>st</sup> July, 2019, and pay after increment is Rs. 1, 62,300/-

### Illustration -6

College Principal drawing a Basic Pay of Rs. 61,890/- as on 01.07.2015 in the existing Pay Band Rs.37,400-67,000, AGP Rs. 10,000. His pay in the revised pay matrix as on 01.01.2016 shall be fixed as follows:

1. Existing Basic Pay (Pay in PB + AGP)	=	Rs. 61,890/-
2. 2.57 × Basic Pay	=	Rs. 1,59,057.30
3. Rounding off the resultant figure to the nearest Rs. 100	=	Rs. 1,59,000
4. Level corresponding to AGP Rs. 10,000	:	Level 14
5. Revised pay in Pay Matrix (Either equal to or next cell higher to Rs. 1,59,000)	=	Rs. 1,62,300

He shall be fixed at Basic Pay of Rs. 1, 62,300. The next date of annual increment shall be 1<sup>st</sup> July, 2016 and pay after increment is Rs. 1, 67,200/-.

### Illustration -7

A Senior Professor drawing a Basic Pay of Rs. 75,420/- as on 01.07.2015 in the HAG Scale of Rs.67, 000-79,000. His pay in the revised pay matrix as on 01.01.2016 shall be fixed as follows:

1. Existing Basic Pay	=	Rs. 75,420
2. $2.57 \times$ Basic Pay	=	Rs. 1,93,829.40
3. Rounding off the resultant figure to the nearest Rs. 100	=	Rs. 1,93,900
4. Level corresponding to AGP Rs. 10,000	:	Level 15
5. Revised pay in Pay Matrix (Either equal to or next cell higher to Rs. 1,93,900)	=	Rs. 1,99,100

He shall be fixed at Basic Pay of Rs. 1, 99,100. The next date of annual increment shall be 1<sup>st</sup> July, 2016 and pay after increment is Rs. 2, 05,100/-.

### Illustration -8

An Associate Professor drawing a Basic Pay of Rs. 58,660/- as on 01.07.2015 in the existing Pay Band Rs.37,400-67,000, AGP Rs. 9,000. His pay in the revised pay matrix as on 01.01.2016 shall be fixed as follows:

1. Existing Basic Pay (Pay in PB + AGP)	=	Rs. 58,660
2. $2.57 \times$ Basic Pay	=	Rs. 1, 50,756.20
3. Rounding off the resultant figure to the nearest Rs. 100	=	Rs. 1,50,800
4. Level corresponding to AGP Rs. 9,000	:	Level 13A
5. Revised pay in Pay Matrix (Either equal to or next cell higher to Rs. 1,50,800)	=	Rs. 1,52,300

He shall be fixed at Basic Pay of Rs. 1, 52, 300/-. The next date of annual increment shall be 1<sup>st</sup> July, 2016 and pay after increment is Rs. 1, 56, 900/-

He is appointed as under graduate college Principal as on 15.7.2019 when he was drawing a basic pay of Rs. 1, 71,400/- in Academic Level 13A. On appointment, he shall remain in Level 13A with a basic pay of Rs. 1, 71,400/-.





पी. के. ठाकुर  
सचिव

**P. K. Thakur**  
IP&TAFS  
Secretary



विश्वविद्यालय अनुदान आयोग  
**University Grants Commission**

(मानव संसाधन विकास मंत्रालय, भारत सरकार)  
(Ministry of Human Resource Development, Govt. of India)

बहादुरशाह ज़फ़र मार्ग, नई दिल्ली-110002  
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**By Speed Post**

**F.No.23-4/2017 (PS)**

**31<sup>st</sup> January, 2018**

The Education Secretary  
All the State Governments (As per list attached)

**Subject :- Scheme of revision of pay of (a) teachers and equivalent cadres and (b) administrative posts in universities and colleges following the revision of pay scales of Central Government employees on the recommendations of the 7<sup>th</sup> Central Pay Commission (CPC).**

Sir/Madam,

The Commission has received orders from the Government of India, Ministry of Human Resource Development, Department of Higher Education, New Delhi vide (a) letter No.F.1-7/2015-U.II (1) dated 2<sup>nd</sup> November, 2017 and subsequent corrigendum dated 8<sup>th</sup> November, 2017 regarding revision of pay of teachers and equivalent cadres in universities and colleges, (b) letter No.F.1-7/2015-U.II (2) dated 2<sup>nd</sup> November, 2017 and subsequent corrigendum dated 8<sup>th</sup> November, 2017 (**copies enclosed**) regarding revision of pay for the posts of Registrar, Deputy Registrar, Assistant Registrar, Controller of Examination, Deputy Controller of Examination, Assistant Controller of Examination, Finance Officer, Deputy Finance Officer and Assistant Finance Officer following the revision of pay scales of Central Government employees on the recommendations of the 7<sup>th</sup> Central Pay Commission (CPC) and to say that the State Government may take action to adopt the above Government of India scheme for State Universities and Colleges. The Commission is in the process of finalizing Regulations in consultation with the stakeholders.

2. An undertaking shall be taken from every beneficiary under this Scheme to the effect that any excess payment made on account of incorrect fixation of pay in the revised Pay Level or grant of inappropriate Pay Level and Pay Cells or any other excess payment made shall be adjusted against the future payments due or otherwise to the beneficiary, in the same manner as provided in Ministry of Finance (Department of Expenditure) OM NO.1-5/2016-IC dated 29<sup>th</sup> July, 2016. **A specimen form of undertaking is also enclosed at Annexure.**

3. The State Governments may initiate immediate action so that the implementation of this scheme may be done in a time bound manner.

Yours faithfully,

( P.K.Thakur )  
Secretary

**Encl: As above**

**Copy to:**

- The Secretary (HE), Ministry of Human Resource Development, Department of Higher Education, Shastri Bhawan, New Delhi-110 001
- Additional Secretary-1, UGC, New Delhi.
- PS to Chairman, UGC, New Delhi.
- ✓ The Publication Officer, UGC, New Delhi for uploading on UGC website.

( P.K.Thakur )  
Secretary

No.1-7/2015-U.II(1)  
Government of India  
Ministry of Human Resource Development  
Department of Higher Education

New Delhi, dated the 2<sup>nd</sup> November, 2017

To,  
The Secretary,  
University Grants Commission,  
Bahadurshah Zafar Marg,  
New Delhi – 110 002.

Subject:- Scheme of revision of pay of teachers and equivalent cadres in universities and colleges following the revision of pay scales of Central Government employees on the recommendations of the 7<sup>th</sup> Central Pay Commission (CPC).

Sir,

I am directed to say that the Government of India have decided, after taking into consideration the recommendations made by the Pay Review Committee (PRC), constituted by the University Grants Commission (UGC), and decision of the UGC taken at the meeting of the Commission held on 22<sup>nd</sup> February, 2017, to revise the pay scales of teachers in the Higher Educational Institutions under the purview of the UGC. The revision of pay scales of teachers and equivalent academic staff shall be subject to various provisions of the Scheme of revision of pay scales as contained in this letter and Regulations issued by UGC and amendments thereof from time to time in this behalf. The revised pay scales and other provisions of the Scheme are as under:-

**1. Designation**

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

**2. Revised Pay for teachers and equivalent positions:**

**(i) Pay Fixation method**

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

- a) The formula followed by the 7<sup>th</sup> CPC is followed in the academic pay structure, moving from the concept of Pay Band and Academic Grade Pay to that of Academic Levels and Cells.
- b) The first academic level (corresponding to AGP of Rs.6000) is numbered as academic level 10. Similarly, the other academic levels are 11, 12, 13A, 14 and 15.
- c) Each cell in an academic level is at 3% higher than the previous cell in that level.
- d) The Index of Rationalisation (IOR) is 2.67 for present AGP less than Rs.10,000 and 2.72 for the AGP of Rs.10,000 and above.



e) The entry pay for each level is as follows:

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

f) The Pay Matrix based on the above propositions on Academic Levels, Cells and Entry Pay is at **Annexure-I**.

g) For fixation of pay of an employee in the Pay Matrix as on 1<sup>st</sup> January, 2016, the existing pay (Pay in Pay Band plus Academic Grade Pay) in the pre-revised structure as on 31<sup>st</sup> December, 2015 shall be multiplied by a factor of 2.57. The figure so arrived at is to be located in the Academic Level corresponding to employee's Pay Band and Academic Grade Pay in the new Pay Matrix. If a Cell identical with the figure so arrived at is available in the appropriate Academic Level, that Cell shall be the revised pay; otherwise the next higher cell in that Academic Level shall be the revised pay of the employee. If the figure arrived at in this manner is less than the first cell in that Academic Level, then the pay shall be fixed at the first cell of that Academic Level.

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

(ii) **Revised pay for Teachers in Universities and Colleges**

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



(iii) Revised pay for Librarians in Universities and Colleges

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

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

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



Existing pay	Revised pay
University Director of Physical Education & Sports (at Rs.10000 AGP in PB Rs.37,400-67,000)	University Director of Physical Education & Sports (at Academic Level 14 with rationalized entry pay of Rs.1,44,200/-)

### 3. Revised pay of Pro-Vice Chancellor and Vice Chancellor of Universities

- (i) Pro-Vice Chancellor: The pay of the Pro Vice Chancellor of a University, presently at existing AGP of Rs.10,000 in PB Rs.37,400-67,000/ HAG scale, shall be fixed at Academic Level 14/ Academic Level 15, as the case may be, with the existing special allowance of Rs.4000/- per month.
- (ii) Vice Chancellor: The pay of the Vice Chancellor shall be fixed at Rs.2,10,000/- (fixed) (Figures obtained by using the IOR of 2.81 on 75,000/- and rounding off the figures to nearest five thousand), with the existing special allowance of Rs.5000/- per month.

### 4. Revised pay of Principals in Colleges

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

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

#### Note:

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

### 7. Date of Implementation

The date of implementation of the above revised pay shall be 1<sup>st</sup> January, 2016.

### 8. Incentive increment for higher qualification

The incentive structure is built-in in the pay structure itself wherein those having M.Phil or Ph.D. degree will progress faster under CAS. Therefore, there shall be no incentives in form of advance increments for obtaining the degrees of M.Phil or Ph.D.

K. K. T. Aditya  
24/1/17

## 9. Increment

- (i) The annual increment is given in the Pay Matrix at 3%, with each cell being higher by 3% over the previous cell in the same level, rounded off to nearest 100. The annual increments to each employee would move up in the same academic level, with an employee moving from the existing cell in the academic level to the immediate next cell in the same academic level.
- (ii) There shall be two dates for grant of increment namely, 1<sup>st</sup> January and 1<sup>st</sup> July of every year, instead of existing date of 1<sup>st</sup> July, provided that an employee shall be entitled to only one annual increment on either one of these two dates depending on the date of appointment, promotion or grant of financial up-gradation.

## 10. Promotion

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

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

## 11. Allowances

The decision on allowances of teachers and other equivalent academic staff of Universities and Colleges will be taken after consultation with the Ministry of Finance. Till a final decision on Allowances is taken after consultation with the Ministry of Finance based on the decision of the Government of India for Central Government employees, all allowances will continue to be paid at existing pay structure, as if the pay had not been revised with effect from 01.01.2016.

## 12. Superannuation and Reemployment

The existing provisions on superannuation and reemployment of teachers shall continue.

## 13. Consultancy Assignments:

University Grants Commission shall study the consultancy guidelines prevalent in educational institutions like IITs & IIMs, CSIR and other such institutions, and formulate detailed guidelines for consultancies including revenue sharing mechanism between the institution and the individual(s).

## 14. Anomalies of the last PRC:

The final decision on anomalies, due to implementation of recommendations of the last Pay Review Committee, will be taken after consultation with the Ministry of Finance.



**15. Other recommendations of Pay Review Committee and UGC**

The Pay Review Committee (PRC) has recommended certain other measures on methods of recruitment, promotion, New Performance Assessment System, attracting & retaining talent, use of ICT in teaching, etc. These recommendations of PRC shall be considered appropriately by the University Grants Commission and necessary regulations will be issued by the University Grants Commission with the approval of the Central Government within a period of 3 months from the date of the approval/ decision of the Cabinet.

**16. Applicability of the Scheme:**

- (i) This Scheme shall be applicable to teachers and other equivalent academic staff in all the Central Universities and Colleges there-under and the Institutions Deemed to be Universities whose maintenance expenditure is met by the UGC. The implementation of the revised scales shall be subject to the acceptance of all the conditions mentioned in this letter as well as Regulations to be framed by UGC and amendments thereof in this behalf. Universities implementing this Scheme shall be advised by UGC to amend their relevant statutes and ordinances in line with the UGC Regulations within three months from the date of issue of this letter.
- (ii) This Scheme does not extend to the cadres of Registrar, Finance Officer and Controller of Examinations for which a separate Scheme is being issued separately.
- (iii) This Scheme does not extend to the Accompanists, Coaches, Tutors and Demonstrators. Pay of the said categories of employees shall be fixed in the appropriate relative Level to their existing Pay in each university/ institution corresponding to such fixation in respect of Central Government employees as approved by the Central Government on the basis of the recommendations of 7<sup>th</sup> Central Pay Commission.
- (iv) This Scheme may be extended to universities, Colleges and other higher educational institutions coming under the purview of State legislatures, provided State Governments wish to adopt and implement the Scheme subject to the following terms and condition:
  - (a) Financial assistance from the Central Government to State Governments opting to revise pay scales of teachers and other equivalent cadre covered under the Scheme shall be limited, by way of reimbursement, to the extent of 50% (fifty percent) of the additional expenditure involved in the implementation of the pay revision, for the universities, colleges and other higher educational institutions funded by the State Government.
  - (b) The State Government opting for revision of pay shall meet the remaining 50% (fifty percent) of the additional expenditure from its own sources.
  - (c) The proposal for reimbursement on account of pay revision in State funded universities, colleges and other higher educational institutions shall be submitted in the prescribed format by the State Governments. The state bills preferred by the State Governments for reimbursement during 2017-18 and 2018-19 would be met to the extent of 50% of additional financial impact during these two years. There would be no central assistance thereafter.



- (d) Financial assistance referred to in sub-clause (a) above shall be provided for the period from 01.01.2016 to 31.03.2019.
- (e) The entire liability on account of revision of pay scales etc. of university and college teachers shall be taken over by the State Government opting for revision of pay scales with effect from 01.04.2019.
- (f) Financial assistance from the Central Government shall be restricted to revision of pay scales in respect of only those posts which were in existence and had been filled up as on 01.01.2016.
- (g) State Governments, taking into consideration other local conditions, may also decide in their discretion, to introduce pay higher than those mentioned in this Scheme, and shall give effect to the revised bands/ scales of pay from 01.01.2016; however, in such cases, the details of modifications proposed shall be furnished to the Central Government and Central assistance shall be restricted to the Pay as approved by the Central Government and not to any higher pay fixed by the State Government(s).
- (h) Payment of Central assistance for implementing this Scheme is also subject to the condition that the entire Scheme of revision of pay scales, together with all the conditions to be laid down by the UGC by way of Regulations and other guidelines shall be implemented by State Governments and Universities and Colleges coming under their jurisdiction as a composite scheme without any modification except in regard to the date of implementation and pay scales mentioned herein above.

**17. Date of implementation of revised pay and allowance and payment of arrears:**

- (i) The revised Pay and revised rates of Dearness Allowance under this Scheme shall be effective from 01.01.2016.
- (ii) Payment of arrears may be released by Central Universities and Centrally funded Deemed Universities after the funds for the purpose is provided by the Ministry of Finance and released to the Universities through the UGC.
- (iii) Payment of arrears up to 40% of total arrears shall be made to State Governments for State funded Universities, colleges and other higher educational institutions during the current financial year 2017-18.
- (iv) An undertaking shall be taken from every beneficiary under this Scheme to the effect that any excess payment made on account of incorrect fixation of pay in the revised Pay Level or grant of inappropriate Pay Level and Pay Cells or any other excess payment made shall be adjusted against the future payments due or otherwise to the beneficiary.
- (v) The revised pay in the relevant Level and Cell together with the applicable allowances including arrears of salary as mentioned above shall be paid to all eligible beneficiaries under this Scheme pending issue of Regulations by the UGC.

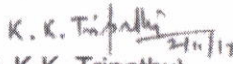
18. This Scheme is subject to the guidelines issued by the Ministry of Finance (Department of Expenditure) vide OM No.1/1/2016-E.III(A) dated 13<sup>th</sup> January, 2017.



19. Anomalies, if any, in the implementation of this Scheme may be brought to the notice of the Department of Higher Education, Ministry of Human Resource Development, for clarification/ decision of the Central Government.


20. This issues with the concurrence of Internal Finance Division vide Dy. No.3738/IFD dated 2<sup>nd</sup> November, 2017.

Yours faithfully,

  
(Dr. K.K. Tripathy)  
Director

Copy to:

1. Vice Chancellors of all Central Universities/ Institutions Deemed to be Universities fully funded by the Central Government.
2. Principal Secretary to Prime Minister, South Block, Central Secretariat, New Delhi
3. Secretary (Coordination), Cabinet Secretariat, Rashtrapati Bhavan, New Delhi
4. Secretary, Department of Expenditure, North Block, New Delhi
5. Secretary, Department of Personnel & Training, North Block, New Delhi
6. Secretary, Department of Agriculture Research and Education, Krishi Bhavan, New Delhi.
7. Secretary, Ministry of Health and Family Welfare (Medical Education), Nirman Bhavan, New Delhi.
8. Member Secretary, All India Council for Technical Education, New Delhi
9. Chief Secretaries of all State Governments.
10. Web Master, Ministry of Human Resource Development for publication on the website of the Ministry, hosted by the National Informatics Centre.

  
(Dr. K.K. Tripathy)  
Director

## Pay Matrix

Pay Band (Rs.)	15,600-39,100			37,400-67,000			67,000-79,000
	6,000 2.67	7,000 2.67	8,000 2.67	9,000 2.67	10,000 2.72	11,000 2.72	
Grade Pay (Rs.)							
Index of Rationalization							
Entry Pay (Rs.)	21,600	25,790	29,900	49,200	53,000	67,000	
Academic Level	10	11	12	13A	14	15	
Rationalised Entry Pay (Rs.) 1	57,700	68,900	79,800	1,31,400	1,44,200	1,82,200	
2	59,400	71,000	82,200	1,35,300	1,48,500	1,87,700	
3	61,200	73,100	84,100	1,39,400	1,53,000	1,93,300	
4	63,000	75,300	87,200	1,43,600	1,57,600	1,99,100	
5	64,900	77,600	89,800	1,47,900	1,62,300	2,05,100	
6	66,800	79,900	92,500	1,52,300	1,67,200	2,11,300	
7	68,800	82,300	95,300	1,56,900	1,72,200	2,17,600	
8	70,900	84,800	98,200	1,61,600	1,77,400	2,24,100	
9	73,000	87,300	1,01,100	1,66,400	1,82,100		
10	75,200	89,900	1,04,100	1,71,400	1,88,200		
11	77,500	92,600	1,07,200	1,76,500	1,93,800		
12	79,800	95,400	1,10,400	1,81,800	1,99,600		
13	82,200	98,300	1,13,700	1,87,300	2,05,600		
14	84,700	1,01,200	1,17,100	1,92,900	2,11,800		
15	87,200	1,04,200	1,20,600	1,98,700	2,18,200		
16	89,800	1,07,300	1,24,200	2,04,100			
17	92,500	1,10,500	1,27,900	2,10,800			

K. S. Tripathy  
21/11/17



Pay Band (Rs.)	15,600-39,100		37,400-67,000		67,000-79,000
18	95,300	1,13,800	1,31,700	2,17,100	
19	98,200	1,17,200	1,35,700		
20	1,01,100	1,20,700	1,39,800		
21	1,04,100	1,24,300	1,44,000		
22	1,07,200	1,28,000	1,48,300		
23	1,10,400	1,31,800	1,52,700		
24	1,13,700	1,35,800	1,57,300		
25	1,17,100	1,39,900	1,62,000		
26	1,20,600	1,44,100	1,66,900		
27	1,24,200	1,48,400	1,71,900		
28	1,27,900	1,52,900	1,77,100		
29	1,31,700	1,57,500	1,82,400		
30	1,35,700	1,62,200	1,87,900		
31	1,39,800	1,67,100	1,93,500		
32	1,44,000	1,72,100	1,99,300		
33	1,48,300	1,77,300	2,05,300		
34	1,52,700	1,82,600	2,11,500		
35	1,57,300	1,88,100			
36	1,62,000	1,93,700			
37	1,66,900	1,99,500			
38	1,71,900	2,05,500			
39	1,77,100				
40	1,82,400				

K. S. Tripathy  
21/11/17

F.No.1-7/2015-U.II(1)  
Government of India  
Ministry of Human Resource Development  
Department of Higher education  
University-2 Section

Shastri Bhavan, New Delhi  
Dated 8<sup>th</sup> November, 2017

Corrigendum

Subject: Scheme of revision of pay of teachers and equivalent cadres in universities and colleges following the revision of pay scales of Central Government employees on the recommendations of the 7<sup>th</sup> Central Pay Commission (CPC).

In the order of the Government of India in the Ministry of Human Resource Development (Department of Higher Education) no. 1-7/2015-U.II(1) dated 2.11.2017 in the Annexure (Page 9) appended to the said order, figures mentioned in

- (a) Cell Academic level 12, row 3 may be read as "84,700" instead of "84,100"
- (b) Cell Academic level 13A, row 16 may be read as "2,04,700" instead of "2,04,100"
- (c) Cell Academic level 14, row 9 may be read as "1,82,700" instead of "1,82,100"

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

K. K. Tripathy  
(Dr. K.K. Tripathy) 8/11/17  
Director

To,

1. The Secretary, University Grants Commission, Bahadurshah Zafar Marg, New Delhi - 110 002.
2. Vice Chancellors of all Central Universities/ Institutions Deemed to be Universities fully funded by the Central Government.
3. Principal Secretary to Prime Minister, South Block, Central Secretariat, New Delhi
4. Secretary (Coordination), Cabinet Secretariat, Rashtrapati Bhavan, New Delhi
5. Secretary, Department of Expenditure, North Block, New Delhi
6. Secretary, Department of Personnel & Training, North Block, New Delhi
7. Secretary, Department of Agriculture Research and Education, Krishi Bhavan, New Delhi.
8. Secretary, Ministry of Health and Family Welfare (Medical Education), Nirman Bhavan, New Delhi.
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11. Web Master, Ministry of Human Resource Development for publication on the website of the Ministry, hosted by the National Informatics Centre.



## Pay Matrix

Pay Band (Rs.)	15,600-39,100		37,400-67,000		67,000-79,000
	6,000 2.67	7,000 2.67	8,000 2.67	9,000 2.67	
Grade Pay (Rs.)					
Index of Rationalization					
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2	59,400	71,000	82,200	1,35,300	1,48,500
3	61,200	73,100	84,700	1,39,400	1,53,000
4	63,000	75,300	87,200	1,43,600	1,57,600
5	64,900	77,600	89,800	1,47,900	1,62,300
6	66,800	79,900	92,500	1,52,300	1,67,200
7	68,800	82,300	95,300	1,56,900	1,72,200
8	70,900	84,800	98,200	1,61,600	1,77,400
9	73,000	87,300	1,01,100	1,66,400	1,82,700
10	75,200	89,900	1,04,100	1,71,400	1,88,200
11	77,500	92,600	1,07,200	1,76,500	1,93,800
12	79,800	95,400	1,10,400	1,81,800	1,99,600
13	82,200	98,300	1,13,700	1,87,300	2,05,600
14	84,700	1,01,200	1,17,100	1,92,900	2,11,800
15	87,200	1,04,200	1,20,600	1,98,700	2,18,200
16	89,800	1,07,300	1,24,200	2,04,700	
17	92,500	1,10,500	1,27,900	2,10,800	

K. V. Tripathy  
21/1/10

67,000-  
79,000

37,400-67,000

15,600-39,100

Pay Band (Rs.)

18	96,300	1,13,800	1,31,700	2,17,100
19	98,200	1,17,200	1,35,700	
20	1,01,100	1,20,700	1,39,800	
21	1,04,100	1,24,300	1,44,000	
22	1,07,200	1,28,000	1,48,300	
23	1,10,400	1,31,800	1,52,700	
24	1,13,700	1,35,800	1,57,300	
25	1,17,100	1,39,900	1,62,000	
26	1,20,600	1,44,100	1,66,900	
27	1,24,200	1,48,400	1,71,900	
28	1,27,900	1,52,900	1,77,100	
29	1,31,700	1,57,500	1,82,400	
30	1,35,700	1,62,200	1,87,900	
31	1,39,800	1,67,100	1,93,500	
32	1,44,000	1,72,100	1,99,300	
33	1,48,300	1,77,300	2,05,300	
34	1,52,700	1,82,600	2,11,500	
35	1,57,300	1,88,100		
36	1,62,000	1,93,700		
37	1,66,900	1,99,500		
38	1,71,900	2,05,500		
39	1,77,100			
40	1,82,400			

K. K. T. [Signature]

UNDERTAKING

I hereby undertake that any excess payment made that may be found to have been made as a result of incorrect fixation of pay in the revised scales or grant of inappropriate pay band/grade pay or any excess payment detected in the light of discrepancies notices subsequently will be refunded by me to the institute either by adjustment against future payments due to me or otherwise.

Signature \_\_\_\_\_

Name \_\_\_\_\_

Designation \_\_\_\_\_

Date: \_\_\_\_\_





No.1-7/2015-U.II(2)  
Government of India  
Ministry of Human Resource Development  
Department of Higher Education

New Delhi, dated the 2<sup>nd</sup> November, 2017

To,  
The Secretary,  
University Grants Commission,  
Bahadurshah Zafar Marg,  
New Delhi – 110 002.

Subject:- Scheme of revision of pay for the posts of Registrar, Deputy Registrar, Assistant Registrar, Controller of Examination, Deputy Controller of Examination, Assistant Controller of Examination, Finance Officer, Deputy Finance Officer and Assistant Finance Officer following the revision of pay scales of Central Government employees on the recommendations of the 7<sup>th</sup> Central Pay Commission (CPC).

Sir,

I am directed to say that following the revision of pay scales of Central Government employees on recommendations of the 7<sup>th</sup> Central Pay Commission, the Ministry of Finance (Department of Expenditure) had issued guidelines regarding the pay revision of the employees of Quasi-Government Organizations, Autonomous Organizations, Statutory Bodies, etc. set up by and funded/controlled by the Central Government, vide their OM No.1/1/2016-E.III(A) dated 13<sup>th</sup> January, 2017. The Central Government has decided to revise the pay scales of the officers, as given in the subject mentioned above, of the Central Universities and Centrally funded Deemed to be Universities. The revision of pay shall be subject to various provisions as contained herein, and Regulations to be framed by the UGC in this behalf. University Grants Commission will issue necessary regulations in this regard.

1. Registrar/ Finance Officer/ Controller of Examination

- (i) Registrar/ Finance Officer/ Controller of Examination, presently in the Pay Band of Rs.37,400-67,000/- with Grade Pay of Rs.10,000/-, shall be placed at Level 14 with Rationalised Entry Pay of Rs.1,44,200/- as per 7<sup>th</sup> CPC Pay Matrix given at Annexure-I and pay of these officers shall be fixed at the appropriate cell in the Pay Matrix in accordance with the guidelines issued by the Ministry of Finance, based on the recommendation of 7<sup>th</sup> Central Pay Commission.
- (ii) The posts of Registrar/ Finance Officer/ Controller of Examination shall continue to be filled through direct recruitment as per the existing criteria.



(iii) The existing minimum qualification for direct recruitment to the post of Registrar/ Finance Officer/ Controller of Examination shall continue. Consequent to this Ministry's order No.1-7/2015-U.II(1) dated 2<sup>nd</sup> November, 2017, the minimum qualification for direct recruitment of Registrar/ Finance Officer/ Controller of Examination shall be as follows:

- a) Master's Degree with at least 55% of the marks or an equivalent grade in a point scale wherever grading system is followed
- b) At least 15 years of experience as Assistant Professor in the Academic Level 11 and above or with 8 years of service in the Academic Level 12 and above including as Associate Professor along with experience in educational administration or
- c) Comparable experience in research establishment and/ or other Institutions of higher education, or
- d) 15 years of administrative experience, of which 8 years shall be as Deputy Registrar or an equivalent post.

(iv) The age of superannuation, as at present, shall continue to be 62 (sixty two) years for Registrar/ Finance Officer/ Controller of Examination.

## **2. Deputy Registrar/ Deputy Finance Officer/ Deputy Controller of Examination**

(i) On appointment as Deputy Registrar/ Deputy Finance Officer/ Deputy Controller of Examination, presently in the Pay Band of Rs.15,600-39,100/- with Grade Pay of Rs.7,600/-, pay shall be fixed at Level 12 with Rationalised Entry Pay of Rs.78,800/- as per 7<sup>th</sup> CPC Pay Matrix given at Annexure-I.

After completion of 5 years of service as Deputy Registrar or equivalent, the Deputy Registrar/ Deputy Finance Officer/ Deputy Controller of Examination shall be placed at Level 13 with Rationalised Entry Pay of Rs.1,18,500/- as per 7<sup>th</sup> CPC Pay Matrix given at Annexure-I and pay of these officers shall be fixed at the appropriate cell in the Pay Matrix in accordance with the guidelines issued by the Ministry of Finance, based on the recommendation of 7<sup>th</sup> Central Pay Commission.

(ii) The pay of all incumbent Deputy Registrar/ Deputy Finance Officer/ Deputy Controller of Examination, who are presently in Pay Band of Rs.15,600-39,100/- with Grade Pay of Rs.7,600/-, shall be fixed at the appropriate cell in Level 12 of the Pay Matrix in accordance with the guidelines issued by the Ministry of Finance, based on the recommendation of 7<sup>th</sup> Central Pay Commission, as the case may be. The pay of all those who have completed 5 years of service as Deputy Registrar/ Deputy Finance Officer/ Deputy Controller of Examination and are presently in pre-revised pay scale of Rs.37,400-67,000/- with Grade Pay of Rs.8,700/-, shall be fixed at the appropriate cell in Level 13 of the Pay Matrix in accordance with the guidelines issued by the Ministry of Finance, based on the recommendation of 7<sup>th</sup> Central Pay Commission, as the case may be.



2

(iii) The existing minimum qualification for direct recruitment to the post of Deputy Registrar/ Deputy Finance Officer/ Deputy Controller of Examination shall continue. Consequent to this Ministry's order No.1-7/2015-U.II(1) dated 2<sup>nd</sup> November, 2017, the minimum qualification for direct recruitment of Registrar/ Finance Officer/ Controller of Examination shall be as follows:

- a) Master's Degree with at least 55% of the marks or an equivalent grade in a point scale wherever grading system is followed
- b) Nine years of experience as Assistant Professor in the Academic Level 10 and above with experience in educational administration, or
- c) Comparable experience in research establishment and/ or other institutions of higher education, or
- d) 5 years of administrative experience as Assistant Registrar or in equivalent post

(iv) Teachers appointed to the post of Deputy Registrar/ Deputy Finance Officer/ Deputy Controller of Examination shall be entitled to appropriate Level for these categories of posts and shall not retain Academic Level of the teaching post held.

(v) Seventy five percent of the posts of Deputy Registrar/ Deputy Finance Officer/ Deputy Controller of Examination, as the case may be, shall be filled by direct recruitment, as at present.

(vi) There shall be no change in the designation of Deputy Registrar/ Deputy Finance Officer/ Deputy Controller of Examination on movement to higher level from Level 12 to Level 13.

(vii) Twenty five percent of the posts of Deputy Registrar/ Deputy Finance Officer/ Deputy Controller of Examination shall be filled by promotion from among eligible Assistant Registrar/ Assistant Finance Officer/ Assistant Controller of Examination, as the case may be.

(viii) The age of superannuation, as at present, shall continue to be 60 (sixty) years for Deputy Registrar/ Deputy Finance Officer/ Deputy Controller of Examination.

### **3. Assistant Registrar/ Assistant Finance Officer/ Assistant Controller of Examination**

(i) Assistant Registrar/ Assistant Finance Officer/ Assistant Controller of Examination, presently in the Pay Band of Rs.15,600-39,100/- with Grade Pay of Rs.5,400/-, shall be placed at Level 10 with Rationalised Entry Pay of Rs.56,100/- as per 7<sup>th</sup> CPC Pay Matrix given at Annexure-I and pay of these officers shall be fixed at the appropriate cell in the Pay Matrix in accordance with the guidelines issued by the Ministry of Finance, based on the recommendation of 7<sup>th</sup> Central Pay Commission.

(ii) The existing minimum qualifications for direct recruitment for the post of Assistant Registrar/ Assistant Finance Officer/ Assistant Controller of Examination, which are Master's Degree with at least 55% of the marks or an equivalent grade in a point scale wherever grading system is followed, shall continue to be in force.

(iii) All direct recruitment to posts of Assistant Registrar and equivalent posts shall be made as per existing procedure.

(iv) The existing pattern of 50% of the posts at this level being filled through promotion from the lower grades shall continue. The minimum educational qualifications mentioned above shall not apply in the case of promotion.

(v) Assistant Registrar and equivalent posts shall be eligible for the higher Level 11 after 8 years of service provided, as currently required, they have participated in two training programmes on Education Administration, each of approximately four weeks duration and their performance appraisal reports are as per the benchmark scores/ grades in UGC regulations/ guidelines. The higher Level 11 shall be restricted, as at present, in the case of promotion to senior scale of these posts, to 50% of total strength of Assistant Registrars or equivalent grades, as the case may be.

(vi) The age of superannuation, as at present, shall continue to be 60 (sixty) years for Assistant Registrar/ Assistant Finance Officer/ Assistant Controller of Examination.

#### **4. Pay Fixation formula**

The formula followed by the 7<sup>th</sup> CPC, moving from the concept of Pay Band and Grade Pay to that of Levels and Cells, shall be adopted.

#### **5. Allowances**

The decision on allowances of teachers and other equivalent academic staff of Universities and Colleges will be taken after consultation with the Ministry of Finance. Till a final decision on Allowances is taken after consultation with the Ministry of Finance based on the decision of the Government of India for Central Government employees, all allowances will continue to be paid at existing pay structure, as if the pay had not been revised with effect from 01.01.2016.

#### **6. Date of implementation of revised pay and allowance and payment of arrears:**

(i) The revised Pay and revised rates of Dearness Allowance under this Scheme shall be effective from 01.01.2016.

K. K. Tripathi  
21/1/17



- (ii) Payment of arrears may be released by Central Universities and Centrally funded Deemed Universities after the funds for the purpose is provided by the Ministry of Finance and released to the Universities through the UGC.
- (iii) An undertaking shall be taken from every beneficiary under this Scheme to the effect that any excess payment made on account of incorrect fixation of pay in the revised Pay Bands or grant of inappropriate Pay Band/ Academic Grade Pay or any other excess payment made shall be adjusted against the future payments due or otherwise to the beneficiary.
- (iv) The revised pay in the relevant Level and Cell with the applicable allowances including arrears of salary as mentioned above shall be paid to all eligible beneficiaries under this Scheme pending issue of Regulations by the UGC.
7. This order shall be applicable in all Central Universities and Centrally funded Deemed to be Universities. Universities may be advised to amend their statutes and ordinances in line with the Regulations within three months from the date of issue of this letter.
8. This Scheme is subject to the guidelines issued by the Ministry of Finance (Department of Expenditure) vide OM No.1/1/2016-E.III(A) dated 13<sup>th</sup> January, 2017.
9. Anomalies, if any, in the implementation of this Scheme may be brought to the notice of the Department of Higher Education, Ministry of Human Resource Development, for clarification/ decision of the Central Government.
10. This issues with the approval of Internal Finance Division vide Dy. No.3738/IFD dated 2<sup>nd</sup> November, 2017.

Yours faithfully,

*K. K. Tripathy* 21/11/17  
(Dr. K.K. Tripathy)  
Director

Copy to:

1. Vice Chancellors of all Central Universities/ Institutions Deemed to be Universities fully funded by the Central Government.
2. Principal Secretary to Prime Minister, South Block, Central Secretariat, New Delhi
3. Secretary (Coordination), Cabinet Secretariat, Rashtrapati Bhavan, New Delhi
4. Secretary, Department of Expenditure, North Block, New Delhi

5. Secretary, Department of Personnel & Training, North Block, New Delhi
6. Secretary, Department of Agriculture Research and Education, Krishi Bhavan, New Delhi.
7. Secretary, Ministry of Health and Family Welfare (Medical Education), Nirman Bhavan, New Delhi.
8. Member Secretary, All India Council for Technical Education, New Delhi
9. Chief Secretaries of all State Governments.
10. Web Master, Ministry of Human Resource Development for publication on the website of the Ministry, hosted by the National Informatics Centre.

*K. K. Tripathy*  
24/11/17  
(Dr. K.K. Tripathy)  
Director



Annexure-I

Pay Matrix for Registrars/ Finance Officers/ Controllers of Examination

Pay Band (Rs.)	15,600-39,100			37,400-67,000	
Grade Pay (Rs.)	5,400	6,600	7,600	8,700	10,000
Academic Level	10	11	12	13	14
Rationalised Entry Pay (Rs.) I	56,100	67,700	78,800	1,18,500	1,44,200
2	57,800	69,700	81,200	1,22,100	1,48,500
3	59,500	71,800	83,600	1,25,800	1,53,000
4	61,300	74,000	86,000	1,29,600	1,57,600
5	63,100	76,200	88,700	1,33,500	1,62,300
6	65,000	78,500	91,400	1,37,500	1,67,200
7	67,000	80,900	94,100	1,41,600	1,72,200
8	69,000	83,300	96,900	1,45,800	1,77,400
9	71,100	85,800	99,800	1,50,200	1,82,100
10	73,200	88,400	1,02,800	1,54,700	1,88,200
11	75,400	91,100	1,05,900	1,59,300	1,93,800
12	77,700	93,800	1,09,100	1,64,100	1,99,600
13	80,000	96,600	1,12,400	1,69,000	2,05,600
14	82,400	99,500	1,15,800	1,74,100	2,11,800
15	84,900	1,02,500	1,19,300	1,79,300	2,18,200
16	87,400	1,05,600	1,22,900	1,84,700	
17	90,000	1,08,800	1,26,600	1,90,200	
18	92,700	1,12,100	1,30,400	1,95,900	
19	95,500	1,15,500	1,34,300	2,01,800	
20	98,400	1,19,000	1,38,300	2,07,900	
21	1,01,400	1,22,600	1,42,400	2,14,100	
22	1,04,400	1,26,300	1,46,700		
23	1,07,500	1,30,100	1,51,100		
24	1,10,700	1,34,000	1,55,600		
25	1,14,000	1,38,000	1,60,300		
26	1,17,400	1,42,100	1,65,100		
27	1,20,900	1,46,400	1,70,100		
28	1,24,500	1,50,800	1,75,200		
29	1,28,200	1,55,300	1,80,500		
30	1,32,000	1,60,000	1,85,900		

K. K. Tripathy  
4/11/17

Pay Band (Rs.)	15,600-39,100			37,400-67,000	
Grade Pay (Rs.)	5,400	6,600	7,600	8,700	10,000
31	1,36,000	1,64,800	1,91,500		
32	1,40,100	1,69,700	1,97,200		
33	1,44,300	1,74,800	2,03,100		
34	1,48,600	1,80,000	2,09,200		
35	1,53,100	1,85,400			
36	1,57,700	1,91,000			
37	1,62,400	1,96,700			
38	1,67,300	2,02,600			
39	1,72,300	2,08,700			
40	1,77,500				

K.K.T.S. Pathy  
21/11/17



Corrigendum

**Subject:** Scheme of revision of pay for the posts of Registrar, Deputy Registrar, Assistant Registrar, Controller of Examination, Deputy Controller of Examination, Assistant Controller of Examination, Finance Officer, Deputy Finance Officer and Assistant Finance Officer following the revision of pay scales of Central Government employees on the recommendations of the 7<sup>th</sup> Central Pay Commission (CPC).

In the order of the Government of India in the Ministry of Human Resource Development (Department of Higher Education) no. 1-7/2015-U.II(2) dated 2.11.2017 in the Annexure (Page 7) appended to the said order, figures mentioned in

- (a) Cell Academic level 12, row 4 may be read as "86,100" instead of "86,000"
- (b) Cell Academic level 14, row 9 may be read as "1,82,700" instead of "1,82,100"

2. Further, the contents of this Ministry's order in the paras mentioned below may be read as "Revised Contents" as indicated against the respective paras:-

S.No	Para No.	Contents of the Existing Para:-	Revised Contents:-
1.	2.(iii)	"The existing minimum qualification for direct recruitment to the post of Deputy Registrar/ Deputy Finance Officer/ Deputy Controller of Examination shall continue. Consequent to this Ministry's order No.1-7/2015-U.II(1) dated 2 <sup>nd</sup> November, 2017, the minimum qualification for direct recruitment of Registrar/ Finance Officer/ Controller of Examination shall be as follows..."	"The existing minimum qualification for direct recruitment to the post of Deputy Registrar/ Deputy Finance Officer/ Deputy Controller of Examination shall continue. Consequent to this Ministry's order No.1-7/2015-U.II(1) dated 2 <sup>nd</sup> November, 2017, the minimum qualification for direct recruitment of Deputy Registrar/ Deputy Finance Officer/ Deputy Controller of Examination shall be as follows..."
2.	5.	"The decision on allowances of teachers and other equivalent academic staff of Universities and Colleges will be taken after consultation with the Ministry of Finance. Till a final decision on Allowances....."	"The decision on allowances of Registrar, Deputy Registrar, Assistant Registrar, Finance Officer, Deputy Finance Officer, Assistant Finance Officer, Controllers of Examination, and Deputy Controllers of Examination of Universities and Colleges will be taken after consultation with the Ministry of Finance. Till a final decision on Allowances....."

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 11/11/17  
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K. K. Thakur  
 11/11/17

11/11/17



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

K. K. Tripathy  
(Dr. K.K. Tripathy) Director

To,

1. The Secretary, University Grants Commission, Bahadurshah Zafar Marg, New Delhi - 110 002.
2. Vice Chancellors of all Central Universities/ Institutions Deemed to be Universities fully funded by the Central Government.
3. Principal Secretary to Prime Minister, South Block, Central Secretariat, New Delhi
4. Secretary (Coordination), Cabinet Secretariat, Rashtrapati Bhavan, New Delhi
5. Secretary, Department of Expenditure, North Block, New Delhi
6. Secretary, Department of Personnel & Training, North Block, New Delhi
7. Secretary, Department of Agriculture Research and Education, Krishi Bhavan, New Delhi.
8. Secretary, Ministry of Health and Family Welfare (Medical Education), Nirman Bhavan, New Delhi.
9. Member Secretary, All India Council for Technical Education, New Delhi
10. Chief Secretaries of all State Governments.
11. Web Master, Ministry of Human Resource Development for publication on the website of the Ministry, hosted by the National Informatics Centre.

## Annexure-I

Pay Matrix for Registrars/Finance Officers/Controllers of Examination and other subordinate Cadres.

Pay Band (Rs.)	15,600-39,100			37,400-67,000	
	Grade Pay (Rs.)				
Academic Level	10	11	12	13	14
Rationalised Entry Pay (Rs.) I	56,100	67,700	78,800	1,18,500	1,44,200
2	57,800	69,700	81,200	1,22,100	1,48,500
3	59,500	71,800	83,600	1,25,800	1,53,000
4	61,300	74,000	86,100	1,29,600	1,57,600
5	63,100	76,200	88,700	1,33,500	1,62,300
6	65,000	78,500	91,400	1,37,500	1,67,200
7	67,000	80,900	94,100	1,41,600	1,72,200
8	69,000	83,300	96,900	1,45,800	1,77,400
9	71,100	85,800	99,800	1,50,200	1,82,700
10	73,200	88,400	1,02,800	1,54,700	1,88,200
11	75,400	91,100	1,05,900	1,59,300	1,93,800
12	77,700	93,800	1,09,100	1,64,100	1,99,600
13	80,000	96,600	1,12,400	1,69,000	2,05,600
14	82,400	99,500	1,15,800	1,74,100	2,11,800
15	84,900	1,02,500	1,19,300	1,79,300	2,18,200
16	87,400	1,05,600	1,22,900	1,84,700	
17	90,000	1,08,800	1,26,600	1,90,200	
18	92,700	1,12,100	1,30,400	1,95,900	
19	95,500	1,15,500	1,34,300	2,01,800	
20	98,400	1,19,000	1,38,300	2,07,900	
21	1,01,400	1,22,600	1,42,400	2,14,100	
22	1,04,400	1,26,300	1,46,700		
23	1,07,500	1,30,100	1,51,100		
24	1,10,700	1,34,000	1,55,600		
25	1,14,000	1,38,000	1,60,300		
26	1,17,400	1,42,100	1,65,100		
27	1,20,900	1,46,400	1,70,100		
28	1,24,500	1,50,800	1,75,200		
29	1,28,200	1,55,300	1,80,500		
30	1,32,000	1,60,000	1,85,900		

K. K. Talwar  
27/11/11

Pay Band (Rs.)	15,600-39,100			37,400-67,000	
Grade Pay (Rs.)	5,400	6,600	7,600	8,700	10,000
31	1,36,000	1,64,800	1,91,500		
32	1,40,100	1,69,700	1,97,200		
33	1,44,300	1,74,800	2,03,100		
34	1,48,600	1,80,000	2,09,200		
35	1,53,100	1,85,400			
36	1,57,700	1,91,000			
37	1,62,400	1,96,700			
38	1,67,300	2,02,600			
39	1,72,300	2,08,700			
40	1,77,500				

K. K. Tripathy  
11/17



UNDERTAKING

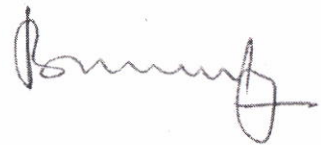
I hereby undertake that any excess payment made that may be found to have been made as a result of incorrect fixation of pay in the revised scales or grant of inappropriate pay band/grade pay or any excess payment detected in the light of discrepancies noticed subsequently will be refunded by me to the institute either by adjustment against future payments due to me or otherwise.

Signature\_\_\_\_\_

Name\_\_\_\_\_

Designation\_\_\_\_\_

Date\_\_\_\_\_

A handwritten signature in black ink, appearing to be 'B. S. Singh', written in a cursive style.

**Revision of Pay Scales of Teachers in Non- Agricultural Universities, National Law universities Affiliated Colleges, Government Colleges/Institutions as per 7<sup>th</sup> Central Pay Commission and 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.**

**GOVERNMENT OF MAHARASHTRA  
Higher & Technical Education Department  
Corrigendum No : Misc-2018/C.R.56/18/UNI-1  
Mantralaya Annex, Mumbai- 400 032.  
Dated – 10 May, 2019.**

- Read:**
1. Government Resolution, Higher and Technical Education Department No. NGC-2009/ (243/09)-Uni.1, dated 12th August, 2009.
  2. Government of India MHRD letter No. 1-7/2015-U.II (1), dated 2nd November, 2017
  3. Government of India MHRD letter No. Corrigendum F.No.1- 7/2015-U.II (1), dated 8th November, 2017.
  4. Government of India MHRD letter No. Corrigendum F.No.1 7/2015-U.II (1), dated 8th November, 2017.
  5. UGC letter No. F.No.23-4/2017 (PS), dated 31st January, 2018
  6. The Gazette of India: Extraordinary, Part III-Section 4, dated 18th July, 2018
  7. The Maharashtra Public University Act, 2016
  8. Government Resolution, Higher and Technical Education Department No. MISC-2018/C.R.56/18/UNI-1 dated 08 March, 2019

Government has implemented 7<sup>th</sup> pay revision vide Resolution referred 8. The following amendments and additions are being issued.

Para	Particulars in G.R. dated 8.3.2019	Amendment
Preamble	University Grants Commission vide its letter dated 31st January, 2018 mentioned that the Government of India MHRD, Department of Higher Education, New Delhi vide its letter dated 2nd November 2017 regarding revision of 7 <sup>th</sup> Pay of teachers and equivalent <u>orders</u> in universities and colleges following the revision of pay scales of Central Government employees on the recommendations of the 7th Central Pay Commission and to say that the State Government may take action to adopt the Government of India's scheme for State Universities and colleges.	University Grants Commission vide its letter dated 31st January, 2018 mentioned that the Government of India MHRD, Department of Higher Education, New Delhi vide its letter dated 2nd November 2017 regarding revision of 7 <sup>th</sup> Pay of teachers and equivalent cadres in universities and colleges following the revision of pay scales of Central Government employees on the recommendations of the 7th Central Pay Commission and to say that the State Government may take action to adopt the Government of India's scheme for State Universities and colleges

<p>6.1 V</p>	<p>There shall be a selection committee for recommending the names of suitable candidates for appointment for the substantive/permanent post of Assistant Professor in the College/Institution. The selection committee shall be as per the guidelines prescribed by the State Government in the Official Gazette.</p>	<p>There shall be a selection committee for recommending the names of suitable candidates for appointment for the substantive/permanent post of Assistant Professor in the College/Institution. The selection committee shall be as under:</p> <ul style="list-style-type: none"> <li>i) Chairperson of the Governing Body of the college or his/her nominee from amongst the members of the Governing body, who shall be the Chairperson of the Committee.</li> <li>ii) The Principal of the College.</li> <li>iii) Head of the Department/Teacher-incharge of the subject concerned in the College.</li> <li>iv) Two nominees of the Vice-Chancellor of the affiliating university, of whom one should be a subject-expert. In case of colleges notified/declared as a minority educational institution, two nominees of the Chairperson of the college from out of a panel of five names, preferably from the minority community, recommended by the Vice-Chancellor of the affiliating university, from the list of experts suggested by the relevant statutory body of the college, of whom one should be a subject-expert.</li> <li>v) Two subject-experts not connected with the college who shall be nominated by the Chairperson of the College governing body out of a panel of five names recommended by the Vice-Chancellor from the list of subject experts approved by the relevant statutory body of the university concerned. In case of colleges notified/declared as minority educational Institutions, two subject experts not connected with the University nominated by the Chairperson of the Governing Body of the College out of the panel of five names, preferably from the minority communities, recommended by the Vice-Chancellor from the list of subject experts approved by the relevant statutory body of the College.</li> </ul>
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		<p>vi) An academican representing SC/ST/ OBC/Minority/ Women/Differently-abled categories, if any of candidates belonging to any of these categories is the applicant, to be nominated by the Vice-Chancellor, if any of the above members of the selection committee does not belong to that category.</p> <p>vii) The Joint Director, Higher Education of the region or his nominee not below the rank of Associate Professor, if the post is on grant-in aid basis.</p> <p>(b) The quorum for the meeting shall be five members, of whom at least two shall be from out of three subject expert and Joint Director, Higher Education or his/her nominee.</p>
<p>6.1 VI</p>	<p>There shall be a selection committee for recommending names of the suitable candidates for appointment for the post of college Principal. The selection committee shall be as per the guidelines prescribed by the State Government in the Official Gazette</p>	<p>There shall be a selection committee for recommending names of the suitable candidates for appointment for the post of college Principal. The selection committee shall be as under:</p> <p>i) Chairperson of the Governing Body to be the Chairperson.</p> <p>ii) Two members of the Governing Body of the college to be nominated by the Chairperson of whom one shall be an expert in academic administration.</p> <p>iii) Two nominees of the Vice-Chancellor who shall be Higher Education experts in the subject/field concerned out of which at least one shall be a person not connected in any manner with the affiliating University. In case of Colleges notified/declared as minority educational institutions, one nominee of the Chairperson of the College from out of a panel of five names, preferably from minority communities, recommended by the Vice-Chancellor o the affiliation university of whom one should be a subject expert.</p> <p>iv) Three Higher Education experts consisting of the Principal of a College, a Professor and an accomplished educationist not below the rank of a Professor (or be nominated by the</p>

		<p>Governing Body of the college out of a panel of six experts approved by the relevant statutory body of the university concerned).</p> <p>v) An academician representing SC/ST/OBC/ Minority/ Women/Differently-abled categories, if any of candidates representing these categories is the applicant, to be nominated by the Vice-Chancellor, if any of the above members of the selection committee does not belong to that category.</p> <p>vi) Two subject-experts not connected with the college to be nominated by the Chairperson of the governing body of the college out of a panel of five names recommended by the Vice Chancellor from the list of subject experts approved by the relevant statutory body of the university concerned. In case of colleges notified/declared as minority educational institutions, two subject experts not connected with the University nominated by the Chairperson of the College governing body out of the panel of five names, preferably from minority communities, recommended by the Vice Chancellor from the list of subject experts approved by the relevant statutory body.</p> <p>vii) The Director, Higher Education or his nominee not below the rank of Professor/Principal, in Case of post is on grant-in-aid basis;</p> <p>(b) The quorum for the meeting shall be five members, of whom at least two shall be from out of three experts and Director, Higher Education or his/her nominee.</p>
6.1.VII	Selection Committees for the Posts of Directors of Sports and Physical Education, Deputy Directors, Assistant Directors of Physical Education and Sports, Director, Knowledge Resource Center, Deputy Librarians and Assistant	Selection Committees for the Posts of Directors of Sports and Physical Education, Deputy Directors, Assistant Directors of Physical Education and Sports, Director, Knowledge Resource Center, Deputy Librarians and Assistant Librarians in universities shall be the same as that of Professor, Associate Professor and Assistant Professor, respectively, except that in



	<p>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>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>Selection committee for the post of college Librarian &amp; College Director of Physical Education &amp; Sports shall be the same as that of Assistant Professor in colleges, Except that in Library &amp; Physical Education &amp; Sports respectively practicing librarian /Director Physical Education &amp; Sports, as the case may be, shall be associated with the selection committee as one of the subject experts.</p>
<p>7.2.</p>	<p>The constitution of the Selection Committees and Selection Procedure as well as the Assessment Criteria and Methodology for the above cadres, either through direct recruitment or through Career Advancement Scheme, shall be in accordance with these Rules. The constitution of the Selection Committee for Associate Professors and Professors in Colleges under Career Advancement Scheme shall be as specified in University Grants Commission Regulations dated 18.7.2018.</p>	<p>The constitution of the Selection Committees and Selection Procedure as well as the Assessment Criteria and Methodology for the above cadres, either through direct recruitment or through Career Advancement Scheme, shall be in accordance with these Rules. The constitution of the Selection Committee for Associate Professors and Professors in Colleges, including private and constituent Colleges through Career Advancement Scheme shall be as specified in University Grants Commission Regulations dated 18.7.2018. In addition Government nominee shall be member of these committees.</p> <p>The quorum for these committees in all categories shall be three which will include one subject expert/university nominee and Government nominee.</p>
<p>7.3. VI. i.</p>	<p>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.</p>	<p>If a candidate applies for promotion from Level 10 to Level 11 and Level 11 to Level 12 on completion of the minimum eligibility period and is successful, the date of promotion shall be from that of minimum period of eligibility for both Colleges and Universities.</p> <p>If a candidate applies for promotion from <u>level 12 to 13 A and Level 13A to Level 14</u> on completion of the minimum eligibility period and is successful, the date of promotion shall be the date of selection by CAS for both Colleges and Universities.</p> <p>If a candidate applies for promotion from Level 14 to Level 15 in Universities on completion of the minimum eligibility</p>

		period and is successful, the date of promotion shall be the date of selection by CAS.
7.3. VIII.	The requirement for Orientation course and Refresher course for promotions due under the CAS shall not be mandatory up to 31 <sup>st</sup> December, 2018.	The date for requirement of Orientation course and Refresher course for promotions due under the CAS <u>shall not be</u> extended up to 31 <sup>st</sup> December, 2018.
9.0. g)	<p>For fixation of pay of an employee in the Pay Matrix as on 1<sup>st</sup> January, 2016, the existing pay (Pay in Pay Band plus Academic Grade Pay) in the pre-revised structure as on 31<sup>st</sup> December, 2015 shall be multiplied by a factor of 2.57. The figure so arrived at is to be located in the Academic Level corresponding to employee's Pay Band and Academic Grade Pay in the new Pay Matrix. If a Cell identical with the figure so arrived at is available in the appropriate Academic Level, that Cell shall be the revised pay, otherwise the next higher cell in that Academic Level shall be the revised pay of the employee. If the figure arrived at in this manner is less than the first cell in that Academic Level, then the pay shall be fixed at the first cell of that Academic Level.</p> <p>If a situation arises whenever more than two stages are bunched together, one additional increment equal to 3 percent may be given for every two stages bunched, and pay fixed in the subsequent cell in the pay matrix.</p>	<p>For fixation of pay of an employee in the Pay Matrix as on 1<sup>st</sup> January, 2016, the existing pay (Pay in Pay Band plus Academic Grade Pay) in the pre-revised structure as on 31<sup>st</sup> December, 2015 shall be multiplied by a factor of 2.57. The figure so arrived at is to be located in the Academic Level corresponding to employee's Pay Band and Academic Grade Pay in the new Pay Matrix. If a Cell identical with the figure so arrived at is available in the appropriate Academic Level, that Cell shall be the revised pay, otherwise the next higher cell in that Academic Level shall be the revised pay of the employee. If the figure arrived at in this manner is less than the first cell in that Academic Level, then the pay shall be fixed at the first cell of that Academic Level.</p>

10.0.I.	The Pay of the Pro-Vice Chancellor of a University, presently at existing AGP of Rs. 10,000 in PB Rs. 37,400-67,000/ HAG scale, shall be fixed at Academic Level 14/ Academic Level 15, as the case may be, with the existing special allowance of Rs.9,000/- per month.	The Pay of the Pro-Vice Chancellor of a University, presently at existing AGP of Rs. 10,000 in PB Rs. 37,400-67,000/ HAG scale, shall be fixed at Academic Level 14/ Academic Level 15, as the case may be, with a special allowance of Rs.9,000/- per month.
10.0. II.	The pay of the Vice Chancellor shall be fixed at Rs. 2, 10,000/- (fixed) (Figures obtained by using the IOR of 2.81 on 75,000/- and rounding off the figures to nearest five thousand) with the existing special allowance of Rs.11, 250/- per month.	The pay of the Vice Chancellor shall be fixed at Rs. 2, 10,000/- (fixed) (Figures obtained by using the IOR of 2.81 on 75,000/- and rounding off the figures to nearest five thousand) with a special allowance of Rs.11, 250/- per month.
11.0.(i)	The Pay of Principals shall be equivalent to the pay of Associate Professor i.e. at Academic Level 13A with rationalized entry pay of Rs. 1, 31,400/- with the existing special allowance of Rs. 4,500/- per month.	The Pay of Principals shall be equivalent to the pay of Associate Professor i.e. at Academic Level 13A with rationalized entry pay of Rs. 1, 31,400/- with a special allowance of Rs. 4,500/- per month.
11.0. (ii)	The Pay of Principals shall be equivalent to the pay of Professor i.e. at Academic Level 14 with rationalized entry pay of Rs. 1, 44,200/- with the existing special allowance of Rs. 6,750/- per month.	The Pay of Principals shall be equivalent to the pay of Professor i.e. at Academic Level 14 with rationalized entry pay of Rs. 1, 44,200/- with a special allowance of Rs. 6,750/- per month.
12.0.	The incentive structure is built-in in the pay structure itself, wherein those having Ph.D/M.Phil/ PG Degree in Professional Courses will progress faster under CAS. Therefore, there shall be no incentives in form of advance increments for obtaining these degrees.	The incentive structure is built-in in the pay structure itself, wherein those having Ph.D/M.Phil/ PG Degree in Professional Courses will progress faster under CAS. Therefore, there shall be no incentives in form of advance increments for obtaining these degrees with effect from 1.1.2016.
16.0.	Study leave, maternity leave, casual leave, medical leave shall be admissible to the teachers at par with the state government employees.	Study leave, maternity leave and casual leave, shall be admissible to the teachers at par with the state government employees.

25.0. i.	<p>As per the provisions of the Maharashtra University Act 2016, Universities are primarily responsible for ensuring equitable and quality education in their jurisdiction by adopting all possible measures especially proper selection and appointment of lecturers etc. In view of above, Universities shall fix the revised pay of all the teachers and equivalent cadres under their jurisdiction as per this scheme and further certify that.</p> <p>“ All the teachers have been lawfully appointed,</p> <p>“ The pay of each teacher has been properly fixed as per this scheme and</p> <p>“In case it is found that any excess payment has been made on account of incorrect fixation and unlawful appointees the same shall be recovered by the Government from the grants (including salary grants) payable to the Universities and Colleges”.</p>	<p>As per the provisions of the Maharashtra University Act 2016, Universities are primarily responsible for ensuring equitable and quality education in their jurisdiction by adopting all possible measures especially proper selection and appointment of lecturers etc. In view of above, Universities shall fix the revised pay of all the teachers and equivalent cadres under their jurisdiction as per this scheme and further certify that.</p> <p>“ The pay of each teacher has been properly fixed as per this scheme” and</p> <p>“In case it is found that any excess payment has been made on account of incorrect fixation and unlawful appointees the same shall be recovered by the Government from the grants (including salary grants) payable to the Universities and Colleges”.</p>
Illustration 5	<p>An Associate Professor drawing a Basic Pay of Rs. 53,820/- as on 01.07.2015 in the existing Pay Band Rs.37,400-67,000, AGP Rs. 9,000. His pay in the revised pay matrix as on 01.01.2016 shall be fixed as follows:</p>	<p>An Associate Professor drawing a Basic Pay of Rs. 53,820/- as on 01.07.2015 in the existing Pay Band Rs.37,400-67,000, AGP Rs. 9,000. His pay in the revised pay matrix as on 01.01.2016 shall be fixed as follows:</p>

	<p>1.Existing Basic Pay (Pay in Basic PB+AGP) = Rs 53,820 2.2.57 x Basic Pay = Rs 138317.40 3. Rounding off the resultant figure to= Rs 1,38,400 the nearest Rs 100= 4.level corresponding to AGP Rs 9000 = Level 13 A 5.Revised Pay in Pay Matric (Eigher = Rs 1,39,400 Equal to or next cell higher to Rs 138400)</p>	<p>1.Existing Basic Pay (Pay in Basic PB+AGP) = Rs 53,820 2.2.57 x Basic Pay = Rs 138317.40 3. Rounding off the resultant figure to= Rs 1,38,300 the nearest Rs 100= 4.level corresponding to AGP Rs 9000 = Level 13 A 5.Revised Pay in Pay Matric (Either = Rs 1,39,400 Equal to or next cell higher to Rs 138400)</p>
	<p>He shall be fixed at Basic Pay of Rs. 1, 39,400/-. The next date of annual increment shall be 1<sup>st</sup> July, 2016 and pay after increment is Rs. 1, 43,600/- He is eligible for promotion under CAS (AGP Rs. 9,000 to AGP Rs. 10,000/ Level 13A to Level 14) on 10.12.2018. On promotion, he shall be re-designated as Professor, he shall be given a notional increment in Level 13A and his basic pay would be Rs. 1,56,900/-. Locating this figure Rs. 1,56,900 in Academic level 14, a cell identical to Rs. 1,56,900 or next higher cell in level 14 is cell no.4 with entry Rs. 1,57,600/- His revised basic pay as on 10.12.2018 shall be Rs. 1, 57,600/- and the date of increment shall be 1<sup>st</sup> July, 2019, and pay after increment is Rs. 1, 62,300/-</p>	<p>He shall be fixed at Basic Pay of Rs. 1, 39,400/-. The next date of annual increment shall be 1<sup>st</sup> July, 2016 and pay after increment is Rs.1,43,600/-</p>
<p>Illustration 7</p>	<p>1.Existing Basic Pay (Pay in Basic PB+AGP) = Rs 75, 420 2.2.57 x Basic Pay = Rs 1,93,829.40 3. Rounding off the resultant figure to the nearest Rs. 100 = Rs 1,93,900 4.level corresponding to AGP Rs 10,000 = Level 15</p>	<p>1.Existing Basic Pay (Pay in Basic PB+AGP) = Rs 75, 420 2.2.57 x Basic Pay = Rs 1,93,829.40 3. Rounding off the resultant figure to the nearest Rs. 100 = Rs 1,93,800 4.level corresponding to AGP Rs 10,000 = Level 15 5.Revised Pay in Pay Matric (Eigher = Rs 1,99,100 Equal to or next cell higher to Rs 1,93,800)</p>

	5.Revised Pay in Pay Matric (Eigher = Rs 1,99,100 Equal to or next cell higher to Rs 1,93,900)	
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2. This Government Corrigendum of Maharashtra Government is available at the website [www.maharashtra.gov.in](http://www.maharashtra.gov.in). Reference no. for this is 201905101154016508. This corrigendum has been signed digitally.

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

**( Vijay E. Sable )**  
Under Secretary to Government

**To,**

1. The Secretary to the Governor Raj Bhavan, Malabar Hill, Mumbai,
2. The principal Secretary to the Chief Minister,
3. The Secretary to the Government of India, MHRD (Department of Education New Delhi),
4. The Secretary to University Grant Commission, New Delhi,
5. The Private Secretary to the Minister, Higher and Technical Education,
6. The Director, Higher Education, Maharashtra State, Pune,
7. All Regional Joint Director of Higher Education,
8. The Registrar of all Non-Agricultural Universities,
9. The Account General (Accounts) Maharashtra-I and II, Mumbai and Nagpur,
10. The Account General (audit), Maharashtra-I and II, Mumbai and Nagpur,
11. The pay and Account Officer Mumbai,
12. All District Treasury Officer,
13. The planning Department, Mantralaya, Mumbai,
14. The Finance Department, Mantralaya, Mumbai,
15. The personal Assistant to the Chief Secretary,
16. All Desk Officer , Higher and Technical Education Department,
17. The Director General of Information & Publicity, Mumbai (with request to issue a suitable press note and send 25 copies to the Department)
18. Select file UNI-1.