



ESTD - 1928

SNJB

Shri. Neminath Jain Brahmacharyashram (Jain Gurukul's)
**Karmveer Keshavlalji Harakchandji Abad Arts, Shriman Motilalji Girdharilalji Lodha Commerce
and Shriman P. H. Jain Science College,**
Neminagar, Chandwad-423101, Dist- Nashik.

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M.Sc., A.D.C.S.A&A, Ph.D.
Member-B.O.S.(Physics) Savitribai Phule Pune University

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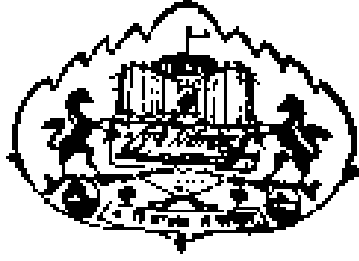
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University of Poona Act 1974



UNIVERSITY OF POONA STATUTES

Statues Governing Terms and Conditions of Service of
Teachers appointed in the University/Colleges and
Institutions conducted by the University/Affiliated
Colleges/Constituent Colleges/ Recognized Institutions of
the University of Poona

(Under Section 42 and / or 73 of the Poona University Act, 1974)

(As modified up to the 01.04.1992)

Price : Rs. 15/-

1992

UNIVERSITY OF PUNE

Statutes Governing Terms and Condition of Service of the Teachers appointed in the University/Colleges and Institutions conducted by the University/Affiliated Colleges/Constituent Colleges/Recognized Institutions of the University of Poona.

(Under Section 42 and / or 73 of the Poona University Act, 1974)

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UNIVERSITY OF POONA

Statutes Governing Terms and Conditions of Service of the Teachers appointed in the University/Colleges and Institutions conducted by the University/Affiliated Colleges/ Constituent Colleges/Recognized Institutions of the University of Poona

(Under Section 42 and / or 73 of the Poona University Act, 1974)

¹**Statute 411.** The definitions given in the Act and in the Statutes shall be applicable to these Statutes, unless there is anything repugnant in the subjects or context

(1) "Act" means the Poona University Act, 1974.

(2) "Appointing Authority" means the authority competent to make appointments to the different posts specified therein. The Appointing Authority for the University/Colleges and Institutions conducted by the University shall be the Executive Council. The Appointing Authority for the Affiliated College/Recognized Institution, shall be the Management of the College/Recognized Institution or the authority constituted by the Management as per its constitution.

(3) "Competent Authority" means the authority competent to exercise different powers in the Act and Statutes specified therein.

(4) "Continuous service" means a service rendered by the teacher without any break under the same competent authority.

*Explanation:-*Leave of any kind granted to the teacher while in service does not constitute a break under the definition.

(5) (a) "Contract", in the case of teacher of the University means the contract entered into in writing between the Teacher and the Registrar or Competent Authority or Officer or Person to whom the power is delegated by the Executive Council.

(b) "Contract" in the case of teacher other than of the University means a contract entered into in writing between the Teacher of the Affiliated College/Recognized Institution and the Chairman/President of the Governing Body/Managing Committee or Person to whom the power is delegated.

(6) "Executive Council" means the Executive Council specified as authority of the University under Section 19 of the Act and constituted under Section 23.

(7) "Honorarium" means payment granted to the teachers as remuneration for special work or work of an occasional character.

(8) "Lien" means the title of the teacher to hold, substantively either immediately or on termination of period or periods of absence, to the permanent post.

(9) "Management" means a Body or a Society or an Institution which has applied for starting/running of a college or recognized institution and which has been duly started/recognized as such; and includes the Governing Body or the Managing Committee or any other body by whatever name it is designated which actually conducts.

1. Statute 411 came into force w.e.f. 23.12.1981.

The affairs of the college/institution and which has been so recognized by the University for the purpose of these statutes as employer.

(10) "Personal pay" means additional pay granted to save the teacher from loss of substantive pay in respect of permanent post due to revision of pay or to any reduction of such substantive pay otherwise than as a disciplinary measure; and in exceptional circumstances, on other personal considerations.

(11) "Probation" means an appointment made on trial on specified condition for a stipulated period to a post for determining one's fitness for eventual substantive appointment to the post.

(12) "Registrar" means the Registrar of the University.

(13) "Temporary appointment" means appointment made on purely temporary basis either in a permanent post or tenure post or against a temporary post.

(14) "Time scale of pay" means a scale in which pay rises, subject to the conditions prescribed in the statutes, by periodical increments, from a minimum to maximum.

(15) "Vice-Chancellor" means the Vice-Chancellor of the University.

¹ **Statute 411-A.**

“The teacher of the University, Professor, Associate Professor, Assistant Professor, Reader, Lecturer, Demonstrator, Tutor, Master of Method, Director of Physical Education, Principal (including acting or officiating), Vice-Principal" Assistant Director of Physical Education, Director or Dean of Students' Welfare, Librarian, Deputy-Librarian, Assistant Librarian, Senior Assistant-cum-Lecturer, Lecturer-Instructor, Research Associate whether full-time, part-time or honorary, in the University/College/ Recognized Institution shall be the teacher for the purpose of sub-section (30) of section 2 of the Act.”

Statute 411-B.

The Professor, Associate Professor, Reader, Lecturer, Demonstrator, Tutor, Research Associate, Research Assistant, whether full-time, part-time or honorary appointed or recognized, for imparting instructions or guiding research, in the University or in any College or Institution conducted by the University, or in the Post-graduate Centre conducted by the University in an affiliated college or recognized institution shall be the teacher of the University for the purpose of sub-section 31 of section 2 of the Act.

²Statute 412. Pay Scales:

(A) (I) Pay scales of different categories of the teachers in the University Departments shall be as follows:

1. Professor:

Rs. 1500-60-1800-100-2000-Assessment-125 /2-2500

2. Librarian:

Rs. 1500-60-1800-100-2000-Assessment-I 25/2-2500

3. Reader:

Rs. 1200-50-1300-60-1600-Assessment-60-1900

4. Deputy Librarian:

Rs. 1200- 50-1300-60-1900

1. Statute 411-A and 411-B came into force w.e.f. 27.04.1981.

2. Statute 412 came into force w.ef. 15.07.1985.

5. Lecturer:

Rs. 700-40-1100-50-1300-Assessment-50-1600

6. Assistant Librarian:

Rs. 700-40-1100-50-1600

7. Demonstrator/Tutor:
Rs. 500-20-700-25-900
8. Director of Physical Education:
Rs. 700-40-1100-50-1300-Assessment-50-1600
9. Assistant Director of Physical Education/P.T.I./Instructor in Physical Education:
Rs. 700-40-1100-50-1300-Assessment-50-1600

(II) Teachers in the Conducted/Constituent/Affiliated Colleges:

1. Principal:
 - (a) Rs. 1500-60-1800-100-2000-Assessment-125-2-2500 (Scale for Principal of College having enrolment of students more than the number as may be determined by the Government from time to time).
 - (b) Rs. 1200-50-1300-60-1600-Assessment-60-1900 (Scale for Principal of College having enrolment of students less than the number as may be determined by the Government from time to time).
2. Lecturer:
Rs. 700-40-1100-50-1300- Assessment- 50-1600
3. Librarian:
Rs. 700-40-1100-50-1300-Assessment-50-1600
4. Director of Physical Education:
Rs. 700-40-1100- 50-1300- Assessment- 50-1600
5. Assistant Director of Physical Education / P.T.I. / Instructor in Physical Education:
Rs. 700-40-1100-50-1600
6. Demonstrator/Tutor/Master of Method:
Rs. 500-20-700-25-900

Scales of posts of teachers not covered above shall be fixed as and when such posts are instituted by the competent authority.

Provided the employees mentioned in above categories shall be treated as teachers only if they are imparting instructions or guiding research at the University or College level.

2.The scales of pay of University Teachers and Principals and Teachers in Colleges who elect to retain their scales of pay existing prior to 01.01.1973 in accordance with Government Resolution,

Education and Youth Services Department No. USG/ 1177(129387/(XXXII) (CELL), dated 25.10.1977 shall be as follows:

University Teachers:

| | | |
|-----|--------------------------|----------------------------|
| (1) | Professor (Senior Scale) | ..Rs. 1600-100-1800 |
| (2) | Professor | ..Rs. 1100-50-1300-60-1600 |
| (3) | Reader | ..Rs. 700-50-1250 |
| (4) | Lecturer | ..Rs. 400-40-800-50-950 |
| (5) | Demonstrator/Tutor | ..Rs. 300-20-400 |

College Teacher:

| | | |
|-----|---|---|
| (1) | Principal | ..Rs. 800-50-1250 |
| (2) | Principal | ..Rs. 700-40-1100 plus Principal's Allowance ..Rs. 100/- p.m. |
| (3) | Senior Lecturer | ..Rs: 700-40-1100 |
| (4) | Lecturer (Senior Scale) | ..Rs. 400-30-640-40-800 |
| (5) | Lecturer (Junior Scale) | ..Rs. 300-25-600 |
| (6) | Demonstrator/Tutor/ Master of Method | ..Rs. 250-15-400 |

Note:—The scales of pay mentioned at (A) (1) above are the revised scales of pay recommended by the University Grants Commission and approved by the State Government for implementation with retrospective effect from 01.01.1973 vide Government Resolution, Education and Youth Services Department No. USG/1177/129387/XXXII/(CELL)/dated 25.10.1977 and No.UGC/1177/XXXII/CELL/ dated 13.01.1978 and other Government Resolutions and Government order, issued from time to time in the respect. The formula and principles for fixation of pay of teachers who were in service in the University/College on 01.01.1973, shall be as shown in Appendix 'A' statutes.

Explanation 1: (a) The Demonstrator/Tutor in the Department of University recruited on or before 03.10.1975 who did not possess at the time of his initial recruitment the minimum qualifications prescribed for the post of Demonstrator/Tutor by the University shall be eligible for the revised scale of Rs. 500-900. However, he shall be required to attain the said qualifications within a period of five years from 13.01.1978. If he fails to do so, his future increments will be withheld till he acquires the said qualifications.

The Demonstrator/Tutor in the University recruited after 3.10.1975 and who does not possess the minimum qualifications prescribed by the University for the post shall, however, continue to draw pay in the unrevised scale of pay i.e. Rs. 300-20-400, be appointed as Lecturer in the upgraded post of Lecturer as per norms laid down in the aforesaid Government Resolution of 25.10.1977 but who possesses at the time of his initial appointment as Demonstrator/Tutor/Master of Method qualifications prescribed by the University for the post of Demonstrator/Tutor/Master of Method shall be eligible for the revised scale i.e. Rs. 500-900.

However, the Demonstrator/Tutor/Master of Method working in College who does not possess at the time of his initial appointment as Demonstrator/Tutor/Master of Method qualifications prescribed by the University for the post of Demonstrator/ Tutor/

Master of Method shall continue in the unrevised scale of pay i.e. Rs. 250-15-400.

(c) Posts of Demonstrators/Tutors in the University Departments/Colleges are to be upgraded into those of Lecturers and in order to help the process of progressive abolition of the cadre of Demonstrator/Tutors, no new recruitment to his cadre shall be made by the University/College hereafter.

Explanation 2:

The principal of the College possessing qualifications prescribed by the University for the post of Lecturer with 10 years' degree teaching experience or a Doctorate Degree with five years' degree teaching experience shall be entitled or get the scale of Rs. 1500-2500.

Explanation 3:

The revised pay-scales are inclusive of dearness allowance admissible on 01.01.1973. The teacher who elects to retain the old scale shall continue to get the dearness allowance admissible on the old scale prior to 01.01.1973.

Explanation 4:

The teacher shall be eligible to get the dearness allowance equal to the increases in dearness allowance sanctioned and made effective by the State Govt. for its employees from time to time after 01.01.1973. Similarly he shall also be eligible to get the house rent allowance and other allowances as may be sanctioned by the State Govt. from time to time.

Explanation 5:

The above scales shall be applicable to all teachers except those in the Faculties of Medicine (excluding Ayurvedic Medicine) and Engineering.

(B) Fixation of pay at the time of appointment:

Unless otherwise recommended by the Selection Committee and approved by the Appointing Authority and subject to the directives of the University Grants Commission and the State Government in this behalf the pay of a teacher on appointment shall be fixed as shown below:

(a) Where an appointee had been employed earlier as a teacher in a University, in India or a College affiliated to it-

- (i) When the appointment is against a post carrying an identical scale of pay; the last pay drawn only be allowed and the date of increment retained.
- (ii) When the appointment is in a higher scale of pay, the pay of the appointee shall be fixed at the minimum of the higher scale. If his pay in his earlier appointment is more than the minimum of the scale, the pay of the appointee shall be fixed in the higher scale at the next stage above his last pay. If during the period of the next 12 months the pay of the teacher in the lower post becomes higher than the pay fixed in the higher post his pay be refixed on such date at the next stage in the higher post with reference to the enhanced pay in the lower post.

(b) When an appointee was not employed in a University or its affiliated Colleges, normally he be given the minimum of the scale of pay.

A statement showing the pay admissible under (a) above on the basis of the last pay drawn shall invariably be placed before the Selection Committee and the Competent Authority for information.

¹**Statute 413. Appointment of Head of the University Department/ Principal/Vice-Principal:**

(A) Appointment of the Head of the University Department:

The Vice-Chancellor shall appoint the Head of the Department. If there is only one Professor in the University Department, he shall be designated as Head of the University Department, and if there is no Professor and only one Reader, such Reader shall be designated as Head of the Department. If there are more than one Professor/Reader the Vice-Chancellor may nominate one of them as Head of the Department for a period of three years.

(B) Appointment of Principal :

1. Principal of the College may be appointed from amongst the teachers of the College or by direct recruitment through selection, and this post shall be considered as non-vacation post.

2. The appointment of Principal of the College shall be made by the Competent Authority on the recommendations of the Selection Committee consisting of the following :

- (a)* Chairman, Governing Body of the College;
- (b)* One member of the Governing Body;
- (c)* Two nominees of the Vice-Chancellor;
- (d)* One nominee of the Director of Higher Education.

The recommendation of the Selection Committee shall be subject to the approval of the Vice-Chancellor. If the Vice-Chancellor does not approve the decision of the Selection Committee, he shall record his reasons in writing thereof and return it to the Selection Committee for reconsideration. After reconsideration, if the Selection Committee desires to pursue its original proposal, it shall refer the matter again to the Vice-Chancellor for his decision, which shall be final.

3. *(a)* The Principal who desires to relinquish his post, for personal or other reasons, shall give six months' notice and in lieu thereof six months' total salary to the Competent Authority. If he so desires within first two years of his appointment, the period of notice shall be three months and in lieu thereof he shall pay three months' total salary. He shall ordinarily not give such notice terminating the notice period in the middle of the term. The Competent Authority may waive the notice period.

(b) The Principal who is selected from amongst the teachers or by direct recruitment and desires to relinquish the post within the first two years of his appointment as Principal, shall do so by giving three months' notice or three-months' salary in lieu thereof and shall have an option to go back to post in the department which he represents. In case of the Principal who is appointed from amongst the teachers of the same college, on going back to his original post, his pay as a teacher shall be fixed in his original scale as if he had continued in the post. In the case of the Principal who was not a teacher of the college at the time of his appointment as Principal, his pay as a teacher shall be fixed in his previous scale as teacher as if he had continued in the post.

1. Statute 413 came into force w.e.f. 23.12.1981.

¹4. *In the event of the vacancy of the post of Principal, occurring due to illness, leave, retirement, leaving the service, or by any other reason, the current duties of the post of Principal, shall be assigned by the management of the College to the senior most teacher in the college in addition to his own duties as an alternate arrangement in respect of temporary vacancy, till the Principal resumes, and as an alternate arrangement in respect of permanent vacancy, till the post is filled in by, usual procedure.*

²Statute 414. Responsibilities of the Head of the University Department/ Principal:

Subject to the supervision and general control of the University/Governing Body, the Head of the University Department/Principal as an administrative and academic Head of the University Department/College shall be responsible for:

- (a) Academic growth of the University Department/College.
- (b) Participation in the teaching work, research, and training programmes of the University Department/College.
- (c) Assisting in planning and implementation of academic programmes such as orientation courses, seminars, in service and other training programmes organised by the University Department/College, for academic competence of the Faculty Members.
- (d) Admission of students and maintenance of discipline of the University Department/College.
- (e) Management of University Department Library/College Libraries, Laboratory, Gymkhana and Hostels, if any.
- (f) Receipts, expenditures and maintenance of accounts and submission of quarterly statement of accounts to the Management and to the Local Managing Committee.
- (g) Observance of provisions of Accounts Code.
- (h) Correspondence relating to the administration of the University Department/ College.
- (i) Administration and supervision of curricular, co-curricular/extra-curricular or extra-mural activities, and welfare of the University Department/College, and maintenance of records.
- (j) Observance of the Act, Statutes, Ordinances, Regulations, Rules and other Orders issued thereunder from time to time.
- (k) Supervision of University Department/College and University Examinations, setting of question papers, for the University Department/ College and University Examinations, moderation and assessment of answer papers and such other work pertaining to the Examinations as assigned.
- (l) Assessing reports of teachers and maintenance of Service Books.
- (m) Any other work relating to the University Department/College as may be assigned to him by the Competent Authority from time to time.

1. **Statute 413 (B) (4)** came into force w.e.f. 24.02.1984.

2. **Statute 414** came into force w.e.f. 23.12.1981.

- (n) Assessing reports of members of the non-teaching staff, maintenance of their Service Books and looking after the general welfare of the non-teaching staff.
- (o) Observance and implementation of directives issued by Government, authorities viz. Director of Education / Higher Education / University and other concerned authorities.

- (p) Safe-guard the interests of teachers/non-teaching staff members and the Management.
- (q) Timely submission of information/returns to different authorities viz. Government/University/University Grants Commission/Management etc. especially regarding Accounts matters.

¹Statute 415. Recruitment of Teachers of Constituent and Affiliated Colleges/

Recognized Institutions.

1. There shall be Selection Committee for making recommendations to the Management for appointment of teachers.

Every Selection Committee shall consist of:

- (a) Chairman, Governing Body of the College or/his Institution nominee from amongst members of the Governing Body.
- (b) A nominee of the Vice-Chancellor.
- (c) One Expert to be nominated by the Vice-Chancellor.
- (d) One nominee of the Director of Higher Education, not below the rank of Deputy Director of Higher Education.
- (e) Principal of the College/Head of the Recognized Institution.
- (f) Head of the concerned Department of the College/Institution.
- ²(g) If the post is reserved one, the Vice- Chancellor shall nominate one additional member, belonging to Scheduled Caste or Scheduled Tribe or Denotified or Nomedic Tribe who should preferably an expert on the subject.

2. Procedure:

- (a) All posts of the teachers shall be widely advertised with particulars of minimum and other qualifications, if any, and emoluments. Reasonable time shall be allowed to applicants, to submit their applications.
- (b) The date of the meeting of the Selection Committee shall be so fixed as to allow the notice of fifteen days to each member and to the candidates. The particulars of each candidate called for interview; in consultation with the Head of the Department/Principal of the College, Head of the Recognized Institution, shall be supplied to each member, so as to reach him seven days before the date of the meeting.

- (c) The quorum to constitute a meeting of the Selection Committee shall be four members of whom, one being an expert nominated by the University.

1. **Statute 415** came into force w.e.f. 23.12.1981.

2. **Statute 415** (1) (g) was inserted w.e.f. 10.01.1990.

- (d) The Selection Committee shall interview and adjudge the merits of each candidate in accordance with the qualifications advertised, and report to the Competent Authority the names arranged in order of merits giving reasons for the order of preference. If no person is selected a report to that effect be made. The Committee may recommend only one name if others are not found suitable.

- (e) The Competent Authority, with the approval of the Vice-Chancellor, shall appoint from amongst the persons so recommended the number of persons required to fill in the posts.

Provided that where the Appointing Authority proposes to make an appointment otherwise than in accordance with the order of merit arranged by the Selection Committee, it shall record its reasons in writing and refer back to the matter to the Selection Committee for reconsideration within fifteen days from the date of report. Thereafter the decision of the Competent Authority, if approved by the Vice-Chancellor, shall be final.

3. *Filling in of Temporary Vacancy:*

Where vacancy of a teacher is to be filled in temporarily but not exceeding one term (i.e. six months), the Appointing Authority on the recommendation of the Principal/ Head of the Constituent/Affiliated College/Recognized Institution shall fill in the temporary vacancy.

If the vacancy exceeds a period of a term but does not exceed more than a year the vacancy will be filled in by the Appointing Authority on the recommendations of the Local Selection Committee constituted as follows and information of the same will be given to the Competent Authority:

- (a) The Chairman of the Governing Body or his nominee.
- (b) The Principal of the College/Head of the Recognized Institution concerned.
- (c) The Head of the Department of the College/Head of the Recognized Institution, in the subject concerned, if any.
- (d) One expert in the subject concerned nominated by the Chairman of the Governing Body out of a panel suggested by the University.

The Principal of the College/Head of the Recognized Institution shall be the Secretary of the Committee.

4. The teacher (already in service or newly appointed) shall sign the deed of contract in the form given in Appendix "B".

¹Statute 415. (A) Deed of Contract:

The University teacher (already in Service or newly appointed) shall sign the deed of contract in the form given in Appendix "B"

¹Statute 416. Reservation of Posts:

Reservation of posts for Scheduled Castes (SC), Scheduled Tribes (ST), Denotified Tribe and Nomedic Tribes (DTNT).

1. Statute 415 (A) and Statute 416 came into force w.e.f. 24.02.1984.

(1) The University, Affiliated Colleges and Recognized Institutions shall reserve the posts out of the total number of posts to be filled in by selection, for the members of the reserved categories as under:

| | | | |
|-----|-------------------------------------|----|-----|
| (a) | Scheduled Castes | .. | 13% |
| (b) | Scheduled Tribes | .. | 7% |
| (c) | Denotified Tribe and Nomedic Tribes | .. | 4% |

(2) If a candidate belonging to any of the reserved categories above, is selected on merit, he shall be counted against the general (unreserved) post, provided that the total number of candidates from all the three categories together with those selected on merit do not exceed 40 % of the total vacancies to be filled in on any occasion of recruitment.

(3) Subject to the general orders issued by the State Government, from time to time, in respect of recruitment of candidates from the reserved categories, vacancies reserved for a particular category shall be filled in by a candidate belonging to any other categories, if the candidate belonging to that particular category is not available for appointment. If no candidate is available out of any of the three categories, the post may be kept vacant for six months and readvertised for the reserved category. Even after readvertising the post three times at an interval of six months each in such a manner a suitable candidate belonging to any of the reserved categories is not available, the post may be filled in by advertising the same for open category.

Provided that the post shall be filled in temporarily by a suitable candidate belonging to open category, if the candidate belonging to reserved category does not become available in response to the advertisement.

¹Statute 417. Probation:

1. The period of probation of the teacher shall in no case be more than 24 months, on the expiry of which he will be deemed to be confirmed unless after assessment of this work by the Committee, his services are terminated by giving him one month's notice or one month's salary in lieu of notice.

2. The Principal of the conducted College or the Head of the University Department concerned shall maintain Assessment Reports of the teacher on probations in the performa prescribed for the

purpose by the Vice-Chancellor, for every six month, and complete it at the end of each term of the academic year. The Principal of the conducted College or the Head of the University Department under whom the teacher is working shall send to the Registrar at least two months before the date of expiry of the period of probation, his assessment report with definite recommendations for confirmation in service or otherwise. In case the teacher appointed on probation for a period of less than 24 months is not to be confirmed at the end of his probationary period or his probationary period is to be extended, a confidential report justifying the decision should be attached and such cases be referred to the Vice-Chancellor for further instruction. The Executive Council shall be the deciding authority in these cases. In the case of teachers of Affiliated Colleges, the Principal will maintain Assessment Reports in a similar manner and forward the recommendations to the Chairman, Governing Body for further instructions. The Governing Body shall be the deciding authority in these cases.

1. Statute 417 came into force w.e.f. 23.12.1981

3. The Assessment Report of the Principal of Conducted College/Head of the University Department on probation shall be maintained by the Vice-Chancellor, or the Principal of Affiliated College by the Chairman of the Governing Body and will be placed before the Competent Authority at least two months before the date of expiry of the period of probation with definite recommendations of confirmation in service or extension of probationary period or otherwise.

4. If the University/Governing Body terminates the services of the teacher on probation on the ground of reduction in work-load or abolition of the post and if he is reemployed by the same College or a College under the same management subsequently within a year, the period spent by a teacher on probation during his first appointment shall be counted towards the total period of probation of 24 months. He shall be eligible for annual increment, condonation of break-in-service and confirmation, subject to his carrying good Assessment Report.

¹Statute 418. Service Book:

A service book shall be maintained by the Registrar or any other officer duly authorized by him/Principal/Head of Recognized Institution for the teacher of the University /College/Recognized Institution and shall contain such information regarding date of birth, date of appointment, qualifications, scale of pay, increments, probation, particulars of leave and such other information as the Competent Authority may prescribe. The entries in the service book shall be brought to the notice of the teacher concerned after the end of each academic year and his signature obtained.

¹Statute 420. Assessment of Teachers Work:

1. In order to evaluate the work of the teacher, he should prepare an out-line of his academic programme in consultation with the Head of the Department at the beginning of a session and then at the end of the academic year prepare a report of the work done by him which should be submitted to the Head of the University Department/Principal/Head of the Recognized Institution by the end of the year.

In addition, the Assessment Report of the teachers shall be maintained by the Head of the University Department/Principal/Head of the Recognized Institution for the following purposes:

- (a) For evaluation of six monthly report during the period of probation.
- (b) For confirmation in service.
- (c) For Assessment at the time of crossing Assessment Bar in ²[pay scales.]
- (d) For consideration at the time of interview for a higher post.
- (e) Once every three years for determining whether the teacher continues to take his work seriously.
- (f) On other occasions when required for specific purposes.

2. The adverse remarks as well as remarks of appreciation of any outstanding work shall be brought to the notice of the person concerned by Head of the University Department/Principal or Vice-Chancellor/Chairman, Governing Body in the case of Heads of University Departments/Principals with a view to making improvement in the work, by the person concerned, if the report is adverse.

- 1. Statutes 418,420 came into force w.e.f. 23.12.1981.
- 2. These words were substituted for the original w.e.f. 07.10.1987.

The teacher aggrieved by any adverse remarks may represent to the Competent Authority which shall deal with such representation suitably.

3.The assessment report referred to above shall be made by the persons indicated hereinbelow on the recommendations of the immediate Head under whom the member

of the staff is working :

| <i>Assessing Authority</i> | <i>Person to be assessed</i> |
|---|---|
| (i) Vice-Chancellor | ..Head of the University Department /Principal of the conducted College. |
| (ii) Head of the University Department and Principal of conducted college | ..The teacher working in the Department Conducted College concerned.. |
| (iii) Chairman, Governing Body | ..Principal of Affiliated College/Head of Recognized Institution. |
| (iv) Principal of Affiliated College/ Head of Recognized Institution | ..Head of the Department in Affiliated College/Recognized Institution. |
| (v) Principal/Head of Recognized Institution in consultation with the Heads of the Departments in the Affiliated Colleges/Recognized Institutions respectively. | ..The Teacher in the Department of Affiliated College/Recognized Institution. |

4 The Committee consisting of the following members shall consider the Assessment Report for various purposes laid down in Statute 420 (1) and will also recommend the crossing of the Assessment Bar in the case of the teacher.

- (a) *University Department:*
 - (i) the Vice-Chancellor.

(ii) the Head of the University Department/expert in the subject nominated by the Vice-Chancellor.

(iii) the nominee of the Executive Council.

(b) Conducted College:

(i) the Vice-Chancellor.

(ii) Principal of the College concerned.

(c) Affiliated College/Recognized Institution:

(i) the Chairman, Governing Body or his nominee.

(ii) the Principal of the College concerned/Head of the Recognized Institution.

(iii) the Head of the Department in the subjects, if any, or an expert in the subject nominated by the Chairman/Governing Body.

(iv) Two experts in the subject nominated by the Vice-Chancellor.

However, in case where assessment of the Head of the Department/Principal/Head of the Institution is concerned, in place of the Head of the Department/Principal/Head of Institution, the words "an outside expert nominated by the Competent Authority" be substituted.

5. On the recommendation of the Committee referred to above the Executive Council/Governing Body shall permit the teacher to cross the Assessment Bar in the scale prescribed. If the report is adverse, he will not cross the Assessment Bar till the authorities concerned recommend that he be permitted to cross the Assessment Bar.

¹Statute 421. Increment:

1 An increment shall be drawn as a matter of course unless it is withheld under Statute 433.

2. Service as laid down in the following clauses and in such other manner, as the Competent Authority may determine from time to time, shall count for increments in a time scale:

(a) Service in a time-scale post shall count for increment in that time-scale, provided that service rendered in post carrying lower time-scale will not be counted for increment in the higher post.

(b) Leave, other than extra-ordinary leave without pay, shall count for increment in the time-scale of the post in which the teacher has been confirmed.

(c) The teacher while holding one post if appointed to officiate in a higher post, his officiating or temporary service in the higher post shall, if he is reappointed to the lower post, count for increment in the time-scale applicable to such lower post.

(d) The service rendered in a time-scale post during the period of probation shall count for increment.

- (e) The service rendered in a temporary time-scale post shall count for increment.
- (f) Where a person who is allowed to keep a lien reverts to his original post, that period of lien shall count for increment.

¹Statute 422. Seniority of Teachers:

Seniority of the teachers in the University/Affiliated Colleges/Recognized Institutions shall be determined as under:

1. (a) Seniority of the teacher in the University in a cadre shall be determined on the basis of the date of continuous appointment.
- (b) Seniority of the teacher in College/Recognized Institution shall be determined on the basis of the date of appointment and length of continuous service in the same College /Institution run by the same Management. Provided, however if the teacher accepts appointment in some other University/College/Recognized Institution keeping his lien on the original post, that period shall be counted for purpose of seniority as the period of his continuous service in the University/College/Institution in which he has kept lien.
2. The Life Member or Life Worker, if any, shall be treated on par with other teachers while determining their seniority.
3. The Head of the University Department/Principal of the College/Head of the Recognized Institution shall be considered senior to other teachers only for the period during which he holds the said post.
4. As between the permanent teacher and the temporary teacher, the permanent teacher shall be considered senior irrespective of the length of service.

1. Statute 421 and 422 came into force w.e.f. 23.12.1981.

5. (a) The teacher appointed on probation in a permanent vacancy shall be treated as senior to one who is appointed on a temporary basis.
- (b) Seniority among temporary teachers shall be determined on the basis of their dates of joining duties and length of service.
6. In respect of teachers whose length of continuous service is the same the teacher drawing higher salary will be treated as senior and as between two teachers whose length of service and the salary are the same, the teacher senior in age shall be treated as senior.
7. However, the seniority of teachers who have changed the College/Institutions before 04.10.1975, shall not be disturbed provided they have been duly appointed and confirmed in their respective posts.

8 Notwithstanding anything contained in the aforesaid clauses of the Statute, a Professor shall always be considered senior to an Associate Professor, an Associate Professor senior to a Reader, a Reader senior to a Lecturer, a Lecturer senior to a Demonstrator/Tutor/Master of Methods.

¹Statute 423. Vacation:

The teacher is entitled to ninety days vacation during the period of 12 months commencing from the beginning of the academic year. The teacher shall be expected to undertake such work in the University/College during the vacation, relevant to his duties as a teacher, as may be assigned to him by the Competent Authority.

Provided however, that the teacher shall not be assigned such work by the Competent Authority for more than 30 days of vacation, and for the period for which he is required, to undertake this work he shall earn leave at the rate of one-third of the days spent.

Provided further that such work does not yield extra remuneration to him.

The teacher shall remain present on the first and the last day of each term unless otherwise permitted by the Vice-Chancellor/Principal/Head of the Recognized Institution.

²Statute 424. Leave:

(1) *Special Leave:*

- (a) The teacher attending the meeting/conference/seminar/any other non-remunerative official business of the University/College/Institution provided prior sanction is obtained thereof shall be treated on duty.³University Grants Commission (U.G.C.) or any other Central Body like Department of Science and Technology, Government of India (DST), Council of Scientific and Industrial Research (CSIR), Indian Council of Agricultural Research (ICAR), and Indian Council of Medical Research (ICMR) etc.

1. Statute 423 came into force w.e.f. 23.12.1981.

2. Statute 424 came into force w.e.f. 03.01.1986.

3. Amendment to Statute 424 (1) (a) came into force w.e.f. 19.02.1990.

- (b) The teacher attending such business of other University/Central or State Government Bodies/Other Statutory Bodies in India/College/Institution shall be entitled to special leave not exceeding 15 days in a year.
- (c) The teacher attending the examination work of the University shall be treated to be on special leave.
- (d) The teacher who is deputed/sponsored by the University/College/Institution for any special training/teaching/academic visit to other places of country /countries, or is to be away from his place of duty for work on behalf of UNESCO or similar other organisation or under Colombo Plan or Cultural Exchange Scheme or Collaboration Schemes or under similar schemes of the University Grants Commission or of Government of India or of the State Government or of similar other bodies, or has to attend national or inter-national conference, symposium or seminar on invitations from organizers of conference etc. shall be treated on special leave for the period of his absence from duty.

(2) *Casual Leave:*

- (a) The teacher shall be entitled to 15 days casual leave in an academic year.
- (b) The application for casual leave shall ordinarily be sent before the date from which casual leave is required, an ex-post-facto sanction for the casual leave shall be ordinarily obtained by the teacher in exceptional circumstances where application of casual leave could not be sent before leave is enjoyed. Record of casual leave of the teacher shall be maintained.
- (c) The teacher shall not be entitled for more than seven days casual leave at a time together with prefix and suffix sundays/holidays. It could be extended to 10 days at a time only in exceptional circumstances. Holidays or Sundays falling between the period of casual leave shall not be counted as casual leave. The casual leave shall not be prefixed or suffixed to vacation or other type of leave except to special leave.

(3) *Earned Leave:*

- (a) The confirmed non-vacation teacher shall be entitled to earned leave at the rate of one-eleventh of the period spent on duty subject to his accumulating maximum of 180 days of leave.
- (b) The teacher other than the one included in (a) above shall be entitled to one twenty seventh of the period spent on duty and the period of earned leave as provided in the proviso to S. 423 subject to his accumulation of maximum of 80 days. For this purpose the period of working days only shall be considered.

(4) *Study Leave:*

- (a) The permanent whole-time teacher (other than Professor of the University) with more than five years continuous service may be granted study leave on full pay and allowances, together with leave due and admissible up to 28 months to pursue study in special line of research in India or outside directly related to his work in the University/College/Institution. If the teacher with the permission of the competent authority extends the study leave it shall be debited to his leave account or shall be treated as an extra-ordinary leave.
- (b) The teacher shall not be entitled for another study leave unless he has spent more than five years of duty since his return from study leave granted to him.
- (c) The teacher may alter substantively the course of study or the programme of research only with the prior permission of the Competent Authority.
- (d) In case the teacher completes his Study/Research Programmes prior to the expiry of the study leave sanctioned, he shall resume duty immediately unless he obtains prior approval of the Competent Authority. In case the teacher does not complete Study/Research Programme within the period of study leave sanctioned, the teacher shall with prior approval of the Competent Authority, avail of earned leave to his account to extra-ordinary leave.
- (e) The teacher who is granted study leave shall avail the same within six months of its sanction, otherwise it shall be deemed to have been cancelled, and the teacher shall have to apply for the same again.
- (f) The teacher availing the study leave shall undertake that he shall serve the University/College/Institution continuously for double the period of study leave subject to a minimum of three years from the date of his resuming duty after expiry of the study leave.

After the leave has been sanctioned, the teacher shall, before availing the same, execute the bond in favour of the University/College/Institution in the prescribed form.

(g) The teacher who has been sanctioned study leave for his Doctorate, shall submit to the Registrar/Principal/Head of the Institution, six monthly reports of his progress in his studies through his supervisor/Head of the Institution. In case of others, teacher shall send the report of the work done by him directly to the Registrar/Principal/Head of Institution. The report shall reach the Registrar/Principal/Head of the Institution within one month of expiry of every six months of the study leave. If the report does not reach the Registrar/ /Principal /Head of the Institution within the time specified, payment of study leave salary may be deferred till receipt of such report.

(h) *The teacher:*

(a) who is unable to complete his studies within the period of study leave granted to him, or

(b) who fails to rejoin the service of the University/College/Institution on the expiry of his study leave, or

(c) who rejoins the service of the University/College/Institution 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/College/Institution as per the procedure provided in the Statutes elsewhere,

shall be liable to refund to the University/College/Institution the amount of leave salary and allowances and other expenses, incurred on the teacher or paid to him or on his behalf in connection with the course of study;

Provided that if the teacher has served in the University/College/Institution for a period not less than half the period of service under the Bond on return from study leave, he shall refund to the University half of amount calculated as above.

In case the teacher has been granted study leave without pay and allowances, he shall be liable to pay to the University/College/Institution as amount of equivalent to his four months' pay and allowances last drawn as well as other expenses incurred by the University/College/Institution in connection with the courses of study.

Provided further that if the teacher on study leave fails to fulfil the purpose for which he was granted study leave or leaves the service of the University/ College/Institution without completing the prescribed period of service, he will be required, in addition to refunding the amount as above, pay the University/ College/Institution by way of penalty a sum of Rs. 2000/- if the study leave is for one year or less and Rs. 3000/- if the study leave is for more than a year.

Explanation:

If the teacher asks for extension of study leave and is not granted the extension but does not rejoin duty on the expiry of the leave originally sanctioned, he will be deemed to have failed to rejoin the service on the expiry of his leave for the purposes of recovery of dues under these Statutes.

- (e) Notwithstanding the above, the Competent Authority may order that nothing in these rules shall apply to the 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/ Governing Body may, in any other exceptional case, waive or reduce for reasons to be recorded, the amount refundable by a teacher under these rules.
- (i) The period of study leave shall count as service for the purpose of retirement benefits if the teacher rejoins the University/ College/Institution on the expiry of study leave and serves for the Bond period.

¹(5) *Sabbatical Leave:*

The Professor of the University shall be entitled to Sabbatical Leave, on full pay and allowances, for a period of one semester, at the end of continuous service of six semesters, or two semesters after continuous service of twelve semesters, on the post of Professor in the University,

1. Statute 424 (5) came into force w.e.f. 01.04.1986.

for undertaking study/research and/or writing purpose, within the country or abroad. The Professor shall not be entitled to the Sabbatical Leave if he has less than three years of service in the University before the age of superannuation. The Professor shall be allowed to draw the normal increments on the due dates and the period of leave shall count as continuous service for purpose of pension/retirement benefits, provided that the Professor rejoins the University on the expiry of his leave. The Professor shall report to the University on return from such leave the nature of study/research/writing-work undertaken during such leave.

(6) *Leave to teachers elected to the Parliament or the State Legislature:*

The teacher elected to the Parliament or State Legislature shall be entitled to the leave during the Session of the Parliament or the Legislature of which he is a member. He shall not be entitled to pay during this period. This leave shall not be debited to any other kind of leave and shall not affect the date of increment. This period will be considered as continuous service for the purposes of normal benefits.

(7) *Medical Leave:*

- (a) The teacher shall be entitled to leave on medical ground for 10 days on commutation basis or 20 days on half of pay for each year of completed service. The medical leave

shall be granted on the production of medical certificate from the Registered Medical Practitioner. The teacher shall produce another certificate at the time of rejoining the duty that he is medically fit.

- (b) Teacher suffering from disease like Tuberculosis/Cancer/ Paralysis/Leprosy etc. shall be entitled to special medical leave to the extent of one year in his entire career on full pay, in case he has exhausted all his earned leave and medical leave admissible. The teacher shall produce a Medical Certificate from the Medical Board appointed by the University/College/Recognized Institution or from any specialised Medical Institute/Hospital/Clinic /Sanitorium/Civil Surgeon for the purpose of availing special medical leave, and before resumption of duty from such leave that he is medically fit. Special leave for T.B. etc. may be granted two times in ordinary course, and for third time after the teacher is examined by the Medical Board.

(8) *Maternity Leave:*

- (a) The confirmed lady teacher or the lady teacher with the minimum two years' continuous service, having not more than two living children, shall be entitled to maternity leave on full pay and allowances, for a maximum period of 90 days, subject to production of Medical Certificate.
- (b) The lady teacher with minimum one year's continuous service, and having not more than two living children, shall be entitled to maternity leave on half pay and allowance for a maximum period of 90 days, subject to production of medical certificate.
- (c) In case of miscarriage, abortion, including medical termination of pregnancy, the teacher shall be entitled to maternity leave for maximum period of six weeks.
- (d) The teacher may prefix or suffix this leave to other leave to her credit.

(9) *Extra-Ordinary Leave:*

- (a) The permanent teacher shall be granted extra-ordinary leave without pay if no other leave by rule is admissible and available to his credit. The Extra-ordinary leave may be granted in combination with any other leave admissible and available except casual leave and shall not be debited to any leave account.
- (b) The temporary teacher shall be granted extra ordinary leave without pay if no other leave is by rule admissible to his credit, subject to following:
 - (i) maximum for 3 months at a time;
 - (ii) maximum for 6 months including 3 months, as above, on medical ground where the teacher has completed 3 years of continuous service.
 - (iii) maximum for 12 months, on medical ground where the teacher has completed 5 years of continuous service.

- (iv) maximum for 12 months, for undergoing treatment for cancer or mental illness where the teacher has completed one year of continuous service.
- (v) maximum for 18 months, for undergoing treatment on T.B., Leprosy, etc. where the teacher has completed one year of continuous service.
- (vi) maximum for 24 months, for prosecution of higher studies which are in the public interest.

¹(10) *Leave Preparatory to Retirement:*

The teacher shall be entitled to avail, leave to his credit, prior to the date of his retirement. The teacher shall, however, proceed on such leave before the new academic session begins. He shall apply for such leave at least three months prior to the date on which he proposes to proceed on leave. In no case this leave shall be granted to the teachers beyond the date of superannuation.

(11) *Combination of Leave:*

Except otherwise provided, the teacher may be granted any kind of leave after these statutes in combination with or in continuation of any other kind of leave or vacation except casual leave up to a limit to be decided by the Competent Authority.

1. Statute 424 (10) came into force w.e.f. 11.08.1987.

(12) *Leave Sanctioning Authority:*

The sanctioning authority for different kinds of leaves to teachers shall be as under:–

(A) For the teacher in the University Department/Conducted College:

| <i>Type of leave</i> | <i>Sanctioning Authority</i> |
|---|---|
| 1. (a) All types of leave to Head of University Department/Principal of Conducted College except where otherwise specified. | ..The Vice-Chancellor |
| (b) Duty leave and Casual Leave to Head of the University | ..The Vice-Chancellor |
| 2. Study leave, Sabbatical leave, Deputation Leave, Special Medical Leave, Leave Without Pay, Leave Preparatory to Retirement to Heads of the Department Principal/Teacher. | ..The Executive Council |
| 3. All types of leaves to teacher except as specified at (2) above. | ..The Head of the University Department /Principal. |

(B) For teachers in Affiliated Colleges and Recognized Institutions:

| | |
|---|--------------------------------|
| 1. Duty leave and Casual leave to Principal/Head of the Recognized Institution. | ..The Chairman, Governing Body |
| 2. Study leave, Sabbatical leave, Special Medical leave, Deputation leave, Extra-ordinary leave without pay, leave prior to | ..The Governing Body |

- retirement to teacher.
3. All types of leaves to teacher other than specified at (2) above. ..The Principal of affiliated College/Head of the Recognized Institution.

Provided that the authority to sanction leave may further be delegated to the Vice-Chancellor/Registrar/Chairman/Principal/Head of the Recognized Institution by the-Competent Authority.

¹Statute 424 (A): Special Disability Leave:

The teacher disabled by injury or illness caused on in consequence of the due performance of his official duty or in consequence of his official position shall be entitled to Special Disability Leave on full pay only when the injury or illness is sustained as a result of a risk which is beyond the ordinary risk, attached to the post. Such leave not exceeding 4 months at a time shall be sanctioned by the Competent Authority on production of a certificate covering the requirements from Medical Board constituted by the Competent Authority and shall not be debited to any other kind of leave.

1. Statute 424 (A), (B), (C) came into force w.e.f. 11.08.1987.

Statute 424 (B) Surrender Leave:

The teacher shall be entitled to encash earned leave up to 30 days on full pay and allowances except house rent allowance along with not less than 30 days of earned leave actually availed at a time, out of normal accumulation of earned leave not exceeding 180 days.

Statute 424 (C) Encashment of Unutilised Earned Leave on Superannuation:

The teacher shall be entitled to encash earned leave in balance to his credit on the date of his superannuation subject to a maximum of 180 days.

In case the teacher is required to serve till the end of academic session beyond the date of his superannuation he shall be entitled to encash the balance of earned leave to his credit on the date of his actual retirement from service.

¹Statute 426. Application for a post or Examinership elsewhere:

(1) The Teacher, who wishes to apply for a post or examinership elsewhere, shall forward his application through the Competent Authority. Ordinarily, the forwarding authority shall not withhold such application.

(2) If the teacher of the University who wishes to accept the invitation for a post elsewhere or for a examinership in other University, he shall accept the invitation extended to him only after he has obtained permission of the Competent Authority.

(3) The teacher shall be entitled to examination remuneration only in respect of external examination conducted by the University/College at present or which may be introduced as a measure of examination reforms (including semesters system). No remuneration shall be payable to the teacher for internal assessment irrespective of the fact whether the marks obtained by a student in such internal assessment/home examination are decided to be taken into account while declaring the final result of the student.

²(4) *The remuneration admissible to the teacher under 1, 2 and 3 above is limited to Rs. 1800/-in a single financial year. If the amount of remuneration is more than Rs. 1800/-the 50% of the excess amount shall be credited to University/College/Recognized Institution's Account.*

³Statute 427. Superannuation:

The age of superannuation of the teacher shall be sixty years and thereafter no further extension in service shall be given.

However the University/Management may re-employ teacher, who is due to superannuate in the middle of the academic year, on attaining the age of 60 years till the end of the academic year only. During the period of re-employment which will be deemed as temporary service, the teacher shall not earn increment and shall not contribute to the Provident Fund. The period of re-employment shall also not count for the purpose of payment of gratuity.

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1. Statute 426 came into force w.e.f. 23.12.1981.
 2. Statute 426 (4) came into force w.e.f. 24.02.1984.
 3. Statute 427 came into force w.e.f. 23.12.1981.

¹Statute 428. (A) Leave Travel Concession:

The teacher proceeding to his home-town or otherwise and back shall be entitled to Leave Travel Concession (allowance) as per the rules and at the rates prescribed by the government for their servants from time to time, and as adopted by the Competent Authority.

²Statute 429. Seeking Release:

(1) (a) The teacher shall not leave the service of the University/College/ Recognized Institution without giving to the University/Governing Body three months notice, if he is confirmed, or one month's notice if he is on probation or in lieu thereof pay to the University/Governing Body an amount equivalent to three months' or one month's salary, as the case may be.

(b) The Principal appointed in a College conducted by or affiliated to the University or Head of the Recognized Institution shall not leave the service without giving three months' notice if on probation or six months' notice if confirmed to the University/Management or in lieu of notice pay to the University/Governing Body an amount equivalent to three months' or six months' salary as the case may be.

(c) Where a teacher is appointed on a specific contract, the period and conditions of contract shall not be inconsistent with the conditions as laid down herein.

(d) The University/Governing Body, at its discretion may waive the above notice period in part or in full.

(2) *Handing Over Charge:*

The teacher before leaving service shall hand over the charge of his post to a duly authorised person and shall return to the University/College/Recognized Institution/Library/Department, all books, furniture, etc. issued to him and shall pay up in full all charges due from him for occupation of residential quarters, municipal taxes, water and electricity charges, etc. If he fails to do so, the Registrar/Principal/Head of the Recognized Institution shall recover the amount due from such teacher on account of the above items from his last salary. The last salary will not be paid to the teacher concerned until a clearance certificate is issued by the Head of the Department/Principal/Head of the Recognized Institution concerned

(3) *Discharge Certificate :*

The Registrar/Principal/Head of the Recognized Institution will give a discharge certificate to the teacher who leaves service after due notice or to the teacher whose services are terminated after making sure that the teacher leaving service, has paid off all amounts due from his to the University/College/Recognized Institution.

The discharge certificate shall be given to the teacher within a period of 15 days .of his application, unless a written statement of any amount or equipments or books due from the teacher concerned is delivered to him.

1. Statute 428 (A) came into force w.e.f. 24.02.1984.

2. Statute 429 came into force w.e.f. 23.12.1981.

¹Statute 431. Grounds for taking any disciplinary action against a teacher:

No disciplinary action shall be taken or punishment inflicted on the teacher confirmed in service except on one or more of the following grounds :

(i) Misconduct

(ii) Act or omission involving moral turpitude.

(iii) Willful and persistent neglect of duty.

(iv) Incompetence.

²(v) Engaging in/and or conducting private tuitions/coaching.

Provided that the ground of incompetence shall not be used against the teacher after he has served the University/College/Institution for a period of five years or more including the period of probation.

Explanation:

I. Misconduct shall include breach of the prescribed terms and conditions of service and violation of the provisions of the Act, Statutes, Ordinances, Regulations and Rules relating to the duties and responsibilities of teachers and violation of code of conduct.

II. Moral turpitude shall carry the same meaning as under the general law.

III. Willful negligence of duty shall include dereliction of duty, habitual absence from duty without previous permission; and failure to discharge any of the duties prescribed under Act, Statutes, Ordinances, Rules and Regulations.

IV. Incompetence shall include failure to keep his knowledge up-to-date inspite of repeated written instructions in that behalf and despite the availability of requisite facilities and failure to complete the teaching work because of inability to teach.

³Statute 432. Penalties:

1. The penalties that can be inflicted on one or more of the grounds mentioned in S. 431 shall be the following and shall be classified into minor and major penalties,

(I) *Minor Penalties:*

- (i) Reprimand, Warning or Censure,
- (ii) Withholding of Increments

(II) *Major Penalties:*

- (i) Reduction to a post in the lower pay-scale to a lower stage of increment in the employees' own pay-scale.
- (ii) Termination of service,
- (iii) Compulsory retirement.
- (iv) Removal from the service of the University/College/Recognized Institution
- (v) Dismissal from the service of the University/College/Recognized Institution

1. Statute 431 came into force w.e.f. 09.10.1981

2. Amendment to Statute 431 (v) came into force w.e.f. 03.07.1989

3. Statute 432 came into force w.e.f. 09.10.1981

Provided however that the following shall not amount to penalty for the purposes of these statutes:

(i) Stoppage of increment of the teacher at the assessment bar in the time-scale of pay on the ground of his unfitness to cross the bar.

(ii) Non-promotion of the teacher, whether in a substantive or officiating capacity, after consideration of his case for promotion to a grade or post for which the teacher is eligible.

(iii) Reversion of the teacher appointed on probation in any other grade or post to his permanent grade or post during or at the end of the period of probation, in accordance with the terms of his appointment, or the rules and order governing such probation.

(iv) Reversion of the teacher officiating in a higher grade or post, to a lower grade or post, on the ground that the teacher is considered to be unsuitable for such higher grade or post or on any administrative ground unconnected with this conduct.

(v) Recall of the services of the teacher whose services had been borrowed from or lent to some outside authority at the disposal of such authority.

(vi) Termination of the services-

(a) of the teacher appointed on probation during of at the end of the period of his probation, in accordance with the terms of his appointment or the rules and orders governing such probation, or

(b) of the temporary teacher in accordance with the rules made in that behalf by the University; or

(c) of the teacher employed under an agreement, in accordance with term of such agreement.

2. Specification of details of the penalties—

(i) Withholding of increment (s).

When an increment or increments of the teacher is/are withheld the authority imposing the punishment shall specify in its order—

(a) the increment/number of increment (s) withheld.

(b) the period for which they are withheld.

(c) Whether the stoppage of increments shall have effect on the future increments, and

(d) Whether the period for which the increments are withheld shall be exclusive of the leave (except casual leave and other leave taken on valid grounds) taken during the period.

(ii) Reduction to a post in the lower pay-scale or to a lower stage of increment in the teacher's own pay scale.

The authority imposing this punishment shall specify in its order—

(a) The period for which such reduction shall be effective, and

(b) Whether on restoration the order of reduction shall have effect on future increments.

3. Notwithstanding anything contained in the Statutes and in other Rules of the University/College/Recognized Institution, if any, the teacher who is reverted to a lower stage of increment in his own time-scale of pay as a measure of punishment shall not ordinarily be restored to his original pay-scale from which he was reverted or to the original incremental stage in his own time-scale of pay unless the period stipulated in his order of punishment is completed.

¹Statute 433. Authorities competent to inflict penalties:

The power to inflict penalties on the teacher of University Department/Conducted College shall vest in the Executive Council and in case of teacher in the affiliated College/Recognized Institutions in its Management.

¹Statute 433-A. (1) Procedure for inflicting Penalties:

On a complaint being received against a teacher or *suo moto*, the competent authority as specified in S. 433 shall first determine itself and record in writing or have it determined by any person or committee appointed by it for the purpose, if there is a *prima facie* case against the teacher for infliction of either minor penalty/penalties or major penalty/penalties.

(2) *Procedure for infliction of minor penalty/penalties:*

In case it is found that a *prima facie* case for the infliction of a minor penalty/penalties against the teacher exists, the competent authority or an officer authorised by it for the purpose shall give in writing to the teacher concerned, the grounds thereof and a fair opportunity to explain, either on his own or through his representative, why such penalty/penalties be not inflicted on him.

The Competent Authority or officer authorised shall hear and receive the explanation of the teacher, personally or through his representative, and shall offer him fair opportunity to present his case.

The Competent Authority or officer authorised shall determine the quantum of punishment, by taking into consideration explanation furnished by the teacher, which shall bear reasonable relation to the lapse or omission of the teacher.

(3) *Procedure for infliction of major penalties:*

(A) *Suspension:*

(i) If the teacher is alleged to be guilty of an offence of a criminal nature involving moral turpitude and if there are reasons to believe that in the event of the offence being proved against him he would deserve to be removed or dismissed from service, the Competent Authority as specified in S. 433 shall first decide whether the person concerned should be placed under suspension.

(ii) The Competent Authority shall issue order of suspension of the teacher, the order of appointment of the Inquiry Officer/Committee, charge-sheet (including statement of allegations) and list of evidence, simultaneously.

(iii) The Inquiry Authority shall commence inquiry and complete the same expeditiously.

1. Statute 433 and 433-A came into force w.e.f. 09.10.1981.

(iv) The teacher under suspension shall be paid the salary at half the pay and allowances admissible thereon for period of first three months of suspension, at the rate of 75 % of the pay and allowances admissible thereon for the period of next three months, and at the rate of full pay and allowances admissible thereon, thereof.

(B) *Appointment of an Inquiry Officer/Committee:*

The Competent Authority as specified in S. 433 above shall appoint an Officer or a Committee to hold the departmental inquiry into the conduct of the teacher concerned.

The Officer/Committee to be so appointed shall not be the person who has made any preliminary investigation into the conduct of the teacher.

(C) *Charge-Sheet and Statement of defence:*

The Competent Authority shall prepare the charge-sheet and serve it on the teacher concerned. The charges shall be very specific and shall also be accompanied by the statement of allegations on which the charges are based. Copies of relevant documents which have been relied upon while framing the charges shall also be supplied to the teacher concerned. A reasonable time (not less than three weeks) shall be allowed to the teacher concerned for submitting his written statement of defence and list of documents and persons, he desires to examine in his defence and to state whether he desires to be heard in person and whether he desires to defend himself personally or through representative.

(D) *Oral Hearing:*

If the teacher concerned so desires, an oral hearing shall be held.

(i) On receipt of the written statement of defence of the teacher charged, the inquiry Authority shall fix a suitable date for the oral hearing at which the teacher concerned shall be heard in person. The Inquiry Authority shall examine at the oral hearing the witnesses, if any, on behalf of the University/College/Recognized Institution in the presence of the teacher charged. He shall be allowed to cross-examine the witnesses, if he so desires.

The teacher charged shall also be allowed to present at the oral hearing his own witnesses, if any. In that case, however, the teacher charged shall give an advance intimation regarding his intention to produce witnesses on his behalf, on failure to do so the hearing will proceed further without hearing the witnesses of the teacher charged. Such witnesses may be cross-examined by the Competent Authority or its representative.

(ii) The deposition of the teacher charged and of the witnesses examined at the oral hearing shall be recorded in writing in a narrative form and not in the form of question and answers. The depositions thus recorded shall be read out on the spot to the teacher charged or the witnesses, as the case may be, and their signatures taken on each deposition in token of having been read out to him. A certified copy of such depositions shall be supplied to the teacher concerned on request.

Explanation: Even if the teacher charged does not specifically or otherwise express a desire to be heard in person, an oral hearing shall be held to record the statement of witnesses, if any, on behalf of the University/College/Recognized Institution and to corroborate the evidence on hand. The teacher charged shall be informed of the date and time fixed for the oral inquiry, and shall also be told that witnesses on behalf of the University/College/Recognized Institution will be examined at the oral hearing and that he may, if he so desires, remain present and examine them.

(E) *Final statement of defence of the teacher charged:*

Immediately after the oral hearing is over, the Inquiry Authority shall ask in writing the teacher charged, to state within a week's time whether he has anything further to state in the light of the proceedings at the oral hearing.

(F) *Report of the Inquiry Officer/Committee:*

(i) After the oral hearing is over and the teacher charged has given his final statement of defence, the Inquiry Authority shall prepare his inquiry report on the basis of the evidence (both documentary and otherwise) before him. He shall submit his report in triplicate to the Competent authority within one month of conclusion of the enquiry together with the following accompaniments:

- (1) Statement of defence given by the teacher charged in reply to the charge sheet.
- (2) Proceedings of the oral hearing.
- (3) Final statement of defence, if any, given by the teacher charged.
- (4) Copies of other documents, if any, relied upon by the Inquiry Officer/Committee.

(ii) Besides, the above records, the report shall contain a statement of findings on each charge and the grounds thereof.

(G) *Action to be taken on the Inquiry Report:*

On receipt of the Inquiry Reports the Competent Authority shall decide within one month the action to be taken in the light of the findings of the Inquiry Authority. In case any of the charges against the teacher concerned are held as proved, the Competent Authority shall decide the punishment to be inflicted on him and shall give him notice asking him to show cause within two weeks, why the proposed punishment should not be inflicted on him. The person concerned shall invariably be supplied with a copy of the Inquiry Report along with the show cause notice, if any.

Explanation: Although this Statute contains the procedure to be followed before inflicting a penalty classified as major, it shall be open to the Competent Authority to inflict one of the minor penalties if it so decides.

(H) *Final action:*

On receipt of a reply to the show cause notice from the teacher charged, the penalty/penalties shall be finally decided and communicated within two weeks, by the Competent Authority, taking into consideration the reply given and his previous service record.

- (l) 1 (a) If the teacher is fully exonerated, the period of suspension shall be treated as duty for all purposes, and the teacher shall be reinstated in his post forthwith.
- (b) If suspension of a teacher is followed by any punishment according to the provisions mentioned above, the competent authority shall make a specific order regarding recovery, if any, that might be made out of the pay and allowances already paid to him during his period of suspension.

2. The period of suspensions of the teacher shall be mentioned in the service book of the teacher. The final decision of the inquiry shall also be recorded in the service book.

¹Statute 433-B. Infliction of major penalty without holding enquiry under S. 433-A:

If the teacher is convicted of an offence of a criminal nature involving moral turpitude by a Court of Law, he shall be dismissed or removed from the service of the University/College/Recognized Institution, immediately on receipt of the official copy of the decision of the Court of Law, without following the procedure laid down in Statute 433-A.

Explanation: Conviction within the meaning of this Statute shall mean conviction by a Court of Law from whose order no appeal is preferred by the party, or conviction by a final court of appeal.

¹Statute 435. Expenses for Arbitration under Section 74 of the Act:

All expenses of the umpire/member appointed by the Chancellor/University under Section 74 of the Poona University Act shall be borne by the University and the expenses of the members nominated by the teacher shall be borne by the teacher concerned.

The expenses of conduct of proceedings shall be borne by the University/College/ Institution.

²Statute 436. Life Worker:

Where there exists in a College or in an Institution a cadre of life members, such life member will be free to serve on terms voluntarily accepted by him subject to terms and conditions prescribed by the University. However, the other terms and conditions will be applicable to him as applicable to other Teachers, Principals, etc. under these Statutes. The age limit for retirement and rules of superannuation mentioned in Statute 427 above shall be applicable to him.

²Statute 438. Contractual Appointment:

The service conditions and leave rules given below will apply to the temporary teacher appointed in the University/College/Recognized Institution on a contract basis for a specific period or purpose.

1. *Temporary Teacher:*

The temporary teacher is ordinarily one who is appointed to a temporary post, on a full-time basis, may be in a temporary leave vacancy or to a permanent post when a permanent appointment is not made. Such appointment shall be for a fixed period or for duration of a particular project or work which normally should not exceed one year, except in special circumstances, such as Research Project or

a project of an academic nature, if permitted by the Executive Council/Governing Body. He may be considered as vacation or non-vacation staff as per the nature of work.

2. *Termination of Service, etc.:*

(a) The services of the temporary teacher whose appointment is for less than six months may be terminated at any time by the University/Governing Body without giving any notice or without assigning any reason therefor.

If the temporary teacher who has served for less than six months wishes to resign from the service he may do so without giving notice.

1. Statute 433 B-and 435 came into force w.e.f. 09.10.1981.

2. Statute 436, 438 came into force w.e.f. 23.12.1981.

(b) If the services of the temporary teacher exceed six months he can be relieved by the University/Governing Body by giving one month's notice and in lieu thereof pay one month's salary.

In case the temporary teacher wishes to leave the service, he shall have to give one month's notice and in lieu thereof pay one month's salary.

3. *Increment:* Service rendered in a temporary post on a graded scale shall account for increment, provided the post carries such graded salary scale.

4. *Provident Fund:* The temporary teacher shall not be entitled to subscribe to the Provident Fund of the University/College/Recognized Institution.

5. *Application for a post or examinership elsewhere and acceptance of the same:*

If the temporary teacher who wishes to apply for a post or examinership elsewhere he shall forward his application for the post or examinership through the Registrar/ Principal of the College/Head of the Recognized Institution in which he is serving. He will also accept the same after obtaining the permission of the concerned authority.

6. *Handing Over Charge:*

The temporary teacher before leaving service shall hand over the charge of his post to a duly authorised person and shall return to the University/College/Recognized Institution/Library/Department, all books, furniture etc., issued to him and shall pay in full all charges due by him for occupation of residential quarters, municipal taxes, water and electricity charges, etc. If he fails to do so, the Registrar/Principal/Head of the Recognized Institution shall recover the amount due by such teacher on account of the above items from his last salary. The last salary will not be paid to the teacher concerned until a clearance certificate is issued by the Head of the University Department/College/Institution concerned.

7. *Discharge Certificate:*

The Registrar/Principal/Head of the Recognized Institution shall give a Discharge Certificate, to a temporary teacher who leaves service after due notice, or to a teacher whose services are terminated after making sure that the teacher leaving service, had paid of all amounts due by him to the University/College/Recognized Institution.

8. *Leave Rules:*

(a) *General:* Leave cannot be claimed as a right. Discretion to refuse or revoke leave is reserved with the Vice-Chancellor, Chairman, Governing Body or his nominee.

(b) *Casual Leave:* The teacher appointed on temporary basis will be entitled to casual leave as per rules prescribed under Statute 424.

(c) *Extra-Ordinary Leave Without Pay:* Extra-Ordinary Leave Without Pay may be granted under special circumstances up to a period of 15 days at a time and such leave will not be granted for more than once during the term of services.

(d) *Other Leave:* The teacher who is appointed to a temporary post for a period exceeding one year, will be entitled to the benefits of sick leave and other leaves as approved for permanent teacher but only after he completes one year's continuous and active service.

(e) *Sanctioning Authority:* The sanctioning authority for granting Casual Leave and other leave, except as specified under Statute 438 will be the Head of the University Department/Principal/Head of the Institution under whom he is working.

9. *Vacations:* The temporary teacher holding a teaching post only will be entitled to vacations as prescribed under Statute 423. Non-vacation person will be eligible to earned leave, as per Statutes, if they complete one year's active service.

10. *Other Conditions:* (a) The temporary teacher will be bound by Statutes of Conduct and Discipline applicable to permanent teachers and will follow the Statutes related to duties laid down for permanent teachers.

(b) The temporary teacher shall be allotted supervision and other examination work as allotted to permanent teachers.

(c) The temporary teacher shall be assigned co-curricular, administrative work related to training programme and other extra-curricular activities, besides actual teaching as assigned to permanent teachers.

(d) The mode of recruitment will be the same as laid down in the Act, and Statutes.

¹Statute 439. Minority Institutions:

Notwithstanding anything contained in the provisions of the foregoing statutes, any affiliated college or recognized institution which satisfies the University authorities as regards its minority

character within the meaning of article 30 (1) of the Constitution of India, shall stand exempted from the application of such Statutes from 411 to 438, as determined by the University authorities not to be applicable to minority institutions or may be governed by such separate Statutes which the University might frame for minority institutions only, in this regard, from time to time.

²Statute 551. Travelling and Daily Allowance for Examiner

- (1) In this statute unless there is anything repugnant in the subject or context the term "Examiner" means and includes paper-setter, moderator, supervisor or any other person entrusted with the work relating to examination for which separate University remuneration is paid as per prescribed rules.
- (2) The examiners undertaking journey for examination work shall be entitled to the same rates of travelling and daily allowances and be subjected to the same rules as are applicable to the corresponding categories of Government servants as modified by the State Government, from time to time.

Note 1: Professionals/practitioners/part-time teachers appointed as examiners shall be eligible for travelling and daily allowances at the rates applicable to Government servants drawing pay in the pay slab of Rs. 1000 to Rs. 1999.

Note 2: The daily allowances for days of journey and for performance of examination work shall be calculated on the minimum time normally required for journey and for such work.

Note 3: The current rates of travelling and daily allowances applicable to Government servants are mentioned in Appendix C, to this statute.

- (3) Whenever an examiner attends to examination work and/or any other University work in continuation thereof on consecutive days only travelling allowance will be paid.

1. Statute 439 came into force w.e.f. 09.10.1981.

2. Statute 551 came into force w.e.f. 01.04.1984.

- (4) Whenever the same examiner has to attend the meeting or meetings to transact examination work continuously for five days with an interval of one day between them, only one travelling allowance shall be paid by payment of daily allowance for intervening day by travelling it as a continuous halt.
- (5) If an examiner has received or claimed Travelling Allowance for whole or part of the journey from any other body or authority, that journey or part thereof shall be excluded from the total distance travelled by him.

- (6) The Kilometreage allowance admissible to an examiner travelling in his own car/hired car or motor cycle/scooter with the prior permission of the Dy. Registrar (Exams.) will be at applicable rates limited to the rail fare of the class of accommodation to which he is entitled to travel between the places connected by rail. If the places are so connected such examiner shall be entitled to Kilometreage for journey from residence to the nearest railway station and an amount equal to First Class railway fares between the nearest railway station and the place of examination work. The vehicle number under which the journey is performed shall be furnished in all such cases.
- (7) In all cases travelling allowance including the conveyance allowance shall be calculated from the Head Quarters/Registered Address of the examiner to the place where he is required to perform examination work. The registered address shall be his normal place of actual duty, provided however, that the examiner performing journey from a place other than his registered address shall be entitled to the travelling (conveyance) allowance either from his Registered address or from the place of his actual journey which-ever is less.
- (Note: The Registered address of the part-time lecturer who is appointed as examiner shall be his residential address.)
- (8) The journey between places having circuitous railway routes i.e. Dhule, Amalner, Dondaicha, Dharangaon, Nardana, Nandurbar, Shindkheda, etc. and which are directly connected by road will be calculated only by the shortest and direct road routes and paid accordingly.
- (9) When two or more examiners travel in one and the same conveyance only one examiner who owns conveyance or has hired it, shall be paid road kilometreage as per provision of this Statute. The other examiners shall draw daily allowances as admissible.
- (10) When an examiner travels by a vehicle supplied at the expenses of the University, he shall be paid daily allowance at the rates prescribed in the provision of this Statute.
- (11) Notwithstanding anything contained in the provisions of this statute the Vice-Chancellor shall have power to sanction,
- (a) The usual daily allowance and travelling allowance amounting to actual fare for sea travel and Air travel.

OR

- (b) The actual travelling and halting expenditure incurred by the examiner for examination purposes in special circumstances looking to the needs of each case.
- (12) If the viva-voce of the Ph.D. candidate is held at a place other than Pune, the candidate shall be paid IInd class rail fare or actual S.T. fare each way from Pune or from the place of his residence to the venue of the viva-voce whichever is less.
- (13) (a) The examiners required to attend to examination work at their normal place of duty shall not be entitled to travelling allowance and D.A. If the examination work is to be done at any other place at the same station a Local Conveyance Allowance @ Rs. 15/-

per day shall be admissible at Pune and Nasik including Nasik Road and Rs. 8/- at other places (to an external examiner from his registered address to the place than his normal place of duty for conducting practical examination, attending meeting/s or doing any other examination work).

- (b) Local conveyance allowance shall be admissible to the external examiner who has drawn Travelling Allowance and D.A. from any other sources but who is required to attend examination meeting/s or to do any examination work.
 - (c) The examiner shall be entitled to another conveyance allowance if he attends more than one meeting in a day with an interval of more than two hours between the conclusion of the first meeting and the beginning of the next meeting.
- (14) No claim for travelling and daily allowance shall be entertained if it is submitted after the lapse of 6 months from the date on which it was due, provided, however, that any time barred claim, if otherwise admissible may be entertained for payment with a deduction of 5% up to one year only. No claim shall be entertained after the period of one year.
- (15) Whenever the same person attends two consecutive meetings, one as an examiner and second as a member of the University authority he will be paid travelling allowance, as per rules, applicable to Examiners only, in addition he shall be entitled to daily allowance applicable to member for the day of the University meeting.
- (16) The claims for Travelling and Daily Allowances, shall become due after expiry of one month from the date of the completion of journey in connection with the examination. The examiners attending University Office for examination meeting or for any other examination work may draw the travelling allowance for their return journey before the completion of such journey.
- (17) In regard to matters not covered by the provisions of this Statute all restrictions imposed on the concessions allowed to Government servants, under the B.C.S. Travelling Allowance Rules as amended from time to time; shall be applicable in case of examiners.

¹Statute 552: Travelling and Daily Allowance for University Employees.

The member of the teaching and/or non-teaching staff of the University undertaking tour of University business, shall be entitled to the same rates of travelling and daily allowances and be subjected to the same rules as are applicable to the corresponding categories of Government servants, as modified by the State Government from time to time

1. Statute 552 came into force w.e.f. 30.06.1982.

UNIVERSITY OF POONA



ORDER

The Government of Maharashtra had approved the implementation of revised pay-scales for University and College teachers with effect from 01.01.1973 by Government Resolution Education and Youth Services Department, No. USG. 1177/129387/XXXII (CELL), dated 25.10.1977, and for Librarians and Physical Education staff by Government Resolution, Education and Employment Department, No. USG. 4280/ 157972/(275)/UNI-4, dated 18.04.1984. After appointment of the Fourth Pay Commission for Central Government employees, the University Grants Commission had appointed a Committee under the Chairmanship of Professor Mehrotra to examine the present structure of emoluments and conditions of service of University and College teachers. After considering the Mehrotra Committee's Report, the University Grants Commission submitted its recommendations to the Government of India in February 1987. After examination of the Report, the Government of India evolved a scheme of pay revision for the University and College teachers and other measures for improvement of standards in higher education. By their letter, dated 17.06.1987, and subsequent letters dated 07.09.1987 and 22.07.1988, the Government of India recommended to the State Government to implement this scheme. The question of implementing this Government of India's scheme of revision of pay-scales of University and College teachers, and other relevant guidelines and notifications issued by U.G.C. from time to time, was under consideration of the State Government of Maharashtra. After careful consideration of the Government of India's package scheme 1986 for maintenance of standards in Higher Education, and after an agreement with the Maharashtra Federation of University and College Teachers' Organisation, the Government of Maharashtra has now decided to implement the terms and conditions of service as detailed in the Government Resolution, Education and Employment Department No. N.G.C. 1286/1224/UNI-4 dated 27.02.1989.

AND WHEREAS the terms and conditions of service of the teachers, including the Principals of Colleges, are to be laid down by the Statutes made under Sections 42 (1) and 73 of the Poona University Act, 1974, and their qualifications laid down by the directions of the authorities or the University;

AND WHEREAS these Statutes and directions have not so far been repealed by the Senate and the authorities of the University as the case may be;

AND WHEREAS the Academic Council and the Executive Council will consider and recommend to the Senate the draft Statutes and the Academic Council will make recommendations to the Executive Council in the matter of prescribing qualifications for teachers in the University and in the affiliated colleges and recognized institutions including Principals, having regard to the provisions of the said Government Resolution dated 27.02.1989, in course of time, and it will be quite some time before the Senate of the University approves these draft Statutes and the Chancellor's assent is received;

AND WHEREAS Section 24 (1) (xxx) and (xxx-a) of the Poona University Act, 1974, empowers the Executive Council of the University to ensure that appointments of teachers in the University and in the Affiliated Colleges and Recognized Institutions are made in accordance with the qualifications and subject to the terms and conditions of service and discipline and duties prescribed by or under the Statutes or Ordinances;

AND WHEREAS the scales of pay recommended by the University Grants Commission, as accepted by the Government of India and approved by the State Government, are to be made effective from 01.01.1986 as laid down in the Government Resolution dated 27.02.1989, and can be implemented only after the Statutes are made with regard to the revised scales of pay and other measures for improvement of standards in Higher Education in all categories of full-time teachers employed in the

University and affiliated Colleges and recognized institutions of Arts, Science, Commerce and Education, other than those managed and maintained by the State Government.

THEREFORE, I, Professor Shridhar Chandrashekhar Gupte, Vice-Chancellor of the University of Poona in exercise of the powers conferred upon me under Section 1 (6) (b) of the Poona University Act, 1974, hereby direct that—

Coverage:

1. The revised scales and other measures for improvement of standards in higher education are applicable to all categories of full-time teachers employed by the University of Poona and by non-Government Colleges and Recognized Institutions, in the faculties of Arts, Science, Commerce and Education that are affiliated to University of Poona. The revised scales of pay are also applicable to the Teachers, Principals, Librarians, Instructors of Physical Education, Directors of Physical Education in the affiliated unaided Colleges and Recognized Institutions in Arts, Science, Commerce and Education faculties affiliated to University of Poona. However, these Colleges will not be entitled for any financial assistance from the State Government and the same will be the case with the unapproved (not covered under 100% salary grant) posts in the University, affiliated aided Colleges and Recognized Institutions.

The revised scales are not applicable to teachers who retired on or before 31.12.1985 and who worked on re-employment on that date including those whose period of re-employment was extended after that date.

Date of Effect:

2. The revised scales of pay shall be implemented with effect from 01.01.1986 and made applicable to the existing teachers in the University and affiliated Colleges & Recognized Institutions and Principals in the non-Government affiliated Colleges in Arts, Science, Commerce and Education, other than those managed and maintained by the State Government who exercised option for revised scales of pay, as well as to the teachers and Principals appointed hereafter in the said Colleges.

Pay Scales:

3. The revised scales of pay which shall be made effective from 01.01.1986 are as shown in Appendix I.

Manner of Fixation of Pay:

4 The formula and principles for fixation of pay of teachers in the revised. scales shall be as indicated in Appendix II. The pay of the individual teachers and the date of increment shall be fixed in accordance with the formula and principles stated therein.

Option for the Revised Scales of Pay:

5 Within a period of three months from the date of the issue of the Government Resolution the teachers/Librarian/Physical Education staff of the University Departments, affiliated Colleges (aided and unaided) and Recognized Institutions will have

to opt in the prescribed form (Appendix III) for the revised pay scale. The teachers opting for the new scales will have to enter into an agreement as mentioned in Appendix IV with the University/College/Managements/Managements of Recognized institutions, about their acceptance of terms and conditions mentioned in the said Government Resolution. The option once exercised shall be final. Those who do not exercise the option within the period of three months from the date of issue of the Government Resolution shall be deemed to have opted for the revised scale.

Note 1:— The teachers/Librarians/Directors of Physical Education/Instructors of Physical Education who were in service on 01.01.1986 and who were not in service after 01.01.1986 on account of termination, death, discharge on the expiry of the sanctioned posts, resignation, dismissal or discharge

on disciplinary grounds and could not exercise the option within the time-limit will be deemed to have opted for the revised scales of pay with effect from 01.01.1986 and should be held entitled to the benefit of these rules.

Recruitment and Qualifications:

6. Recruitment to the posts of Lecturers, Readers and Professors, Librarians and of Physical Education staff in the existing scale of pay of Rs. 700-1600 in the University and that of Lecturer/Librarian/Physical Education staff in affiliated Colleges and Recognized Institutions shall be on the basis of merit through All India Advertisement and selection, provided that the incumbents who fulfil the criteria prescribed in this Government Resolution/directions will be eligible for promotion to the post of Reader.

7. The minimum qualifications required for appointment to the post of Lecturers, Readers and Professors, Librarians and of Physical Education staff in the existing pay scale of Rs. 700-1600 will be those prescribed by the University Grants Commission from time to time. Generally the minimum qualifications for appointment to the post of Lecturer in the scale of pay of Rs. 2200-4000 shall be Master's degree in the relevant subject with at least 55% marks, or its equivalent grade, and good academic record as defined by the University Grants Commission.

8. Only those candidates who, besides fulfilling the minimum qualifications prescribed for the post of Lecturer, Librarian & Physical Education Staff have qualified in a comprehensive test to be conducted for the purpose will be eligible for appointment. The detailed scheme for conducting the test including its design, the agencies to be employed in the conduct of the test, content, administration, etc. will be worked out by the University Grants Commission keeping in view the requirement of the media of instruction followed by the different Universities and Colleges & other relevant considerations. For purpose of recruitment to the post of Lecturer/ Librarian/ Director/Instructor of Physical Education in Colleges and Principals of Colleges, the composition of the Selection Committee has already been laid down in Appendix accompanying Government Resolution, Education and Youth Services Department No. USG. 1177/129387/XXXII (Cell), dated 25.10.1977. The same procedure should continue to be in operation till it is suitably replaced by the Comprehensive test to be prescribed by the University Grants Commission. In order to enable all the members of the Selection Committee to attend the meeting a minimum notice of fifteen days from the date of issue of letter is necessary. The existing system of evaluation for the purpose of selection to the post of Lecturer/Librarian/Director of Physical Education/Instructor of Physical Education and Principal will remain in force till the details of the comprehensive test are received from the University Grants Commission. This evaluation system shall be followed by the aforesaid Selection Committees to ensure minimum standards.

Similarly, selection of Teachers/Asstt. Librarians/Deputy Librarian/Director/Deputy Director/Asstt. Director of Physical Education in the University shall continue to be made in accordance with the provisions in the Poona University Act, 1974 and the Statutes made thereunder, till University Grants Commission communicates aforesaid procedure.

9. In order to encourage research, in continuation of Post-graduate studies, candidates, who, at the time of their recruitment as Lecturers/Librarian/Physical Education Staff possess Ph.D. or M.Phil. degree will be sanctioned three and one advance increments respectively in the scale of Rs. 2200-4000 along with the benefit of corresponding years of service for the purpose of promotion. The existing incumbents without research degree and those similarly situated recruited in future will be eligible for a similar benefit in service for the purpose of promotion as and when they acquire research degrees, but

will not be eligible for advance increments. Existing incumbents with research degrees will also be eligible for a similar benefit.

10. The revised scale of pay of tutors and demonstrators is for the existing incumbents of the position in the University and affiliated Colleges and Recognized Institutions. There shall be no future recruitment to this category.

Career Advancement:

11. Every Lecturer/Assistant Librarian/Librarian/Director/Instructor of Physical Education/Assistant Director of Physical Education, in the existing scale of Rs. 700-1600 will be placed in a senior scale of Rs. 3000-5000 if he has:

- (a) completed 8 years of service after regular appointment with relaxation as provided in para 9 above;
- (b) participated in two refresher courses/summer institutes, each of approximately 4 weeks' duration or engaged in other appropriate continuing education programmes of comparable quality as may be specified by the University Grants Commission;
- (c) consistently satisfactory performance appraisal reports.

Explanation:—All such incumbents in the existing scale of Rs. 700-1600, who have completed 8 years of service on 01.01.1986, will be placed through a process of screening, selection as indicated below in the scale of Rs. 3000-5000. The benefit of service provided in para 9 will be available for the initial placement also.

12. Every Lecturer, Library and Physical Education staff in the senior scale will be eligible for promotion to the post of Lecturer (Selection Grade/Reader/Deputy Librarian/Deputy Director of Physical Education in the scale of pay of Rs. 3700-5700, if he has:

- (a) completed 8 years of service in the senior scale provided that the requirement of 8 years will be relaxed if the total service of the lecturer is not less than 16years;
- (b) Obtained a Ph.D. degree, or an equivalent published work;
- (c) made some mark in the areas of scholarship and research as evidenced by self-assessment, reports of referees, quality of publications contribution to educational renovation, design of new courses and curricula, etc.

OR

- (c) made significant contribution to the development of Library Services/Physical Education in the University/College as evidenced by self-assessment, reports of referees, professional improvement in the Library Services/Physical Education activities, etc. as the case may be.
- (d) participated in two refresher courses/summer institutes each of approximately 4 weeks' duration or engaged in other appropriate continuing education programmes of comparable quality as may be specified by the University Grants Commission, after placement in the senior scale;

and

(e) consistently good performance appraisal reports.

13. Promotion to the post of Lecturer (Selection Grade)/Reader/Deputy Librarian/Deputy Director of Physical Education will be through a process of selection by a Selection Committee to be set up under the Statutes of this University in accordance with the guidelines to be laid down by the University Grants Commission. The posts of Lecturers (Selection Grade)/Readers/Deputy Librarians/Deputy Directors of Physical Education, will be created for this purpose by upgrading a corresponding number of lecturers in the University and Colleges.

14. Those incumbents in the senior scale who do not have Ph.D. degree or equivalent published work and who do not meet the scholarship and research standards or other criteria of a Reader/Deputy Librarian/Deputy Director of Physical Education, but fulfil the other criteria mentioned in para 12 above and have a good record in teaching and/or participation in extension activities, will be placed in the grade of Rs. 3700-5700, subject to the recommendations of the Committee mentioned above. They will be designated as Lecturers/Assistant Librarians/Assistant Directors of Physical Education in the Selection Grade. Posts in the Selection Grade will be created for this purpose by upgrading the posts held by them. They could offer themselves for a fresh assessment after obtaining Ph.D. and/or fulfilling other requirements for promotion as Reader & if found suitable, could be given the designation of Reader/Deputy Librarian/Deputy Director of Physical Education, as the case may be.

The University Grants Commission would evolve suitable criteria for creation of more posts of Professors and Readers in the University and Colleges. These guidelines, as and when communicated by the U.G.C. will be considered by the State Government.

15. The Librarians who were in service on or before 31.12.1972 and who are not fulfilling the condition of qualifications as prescribed by the University Grants Commission but who are entitled to the revised pay scale of Rs. 2200-4000 with effect from 01.01.1986 shall not be allowed to count their service prior to 01.01.1986 for the purpose of promotion to the post in senior scale or in selection grade.

16. The number of posts of Lecturers/Assistant Director/Deputy Director/ Director/Instructor of Physical Education/Assistant Librarian/Librarian in the pay scale of Rs. 700-1600 held by persons who are assessed to be suitable for the senior scale, or promoted through process of selection as designated Reader/Lecturer (Selection Grade, or equivalent designation as mentioned in the Government of India's scheme will depend upon the availability of suitable persons in a particular category. The number of posts will vary from year to year on account of resignation, death, superannuation, promotion

and fulfilment of conditions by the persons yet to be assessed/selected for the respective pay scale. The University and Colleges shall take annual review and take further action as per the procedure prescribed in the Government Resolution.

Continuing Education and Appraisal of Performance

17. Participation of teachers at regular intervals in appropriate continuing education programme is envisaged as an integral part of the professional development of teachers. The University Grants Commission, the Indira Gandhi National Open University, the State Government and other appropriate agencies will be advised to take steps to introduce programme of continuing education for this purpose through a variety of means. While there cannot and need not be any rigid requirement of participation in formal programmes, evidence of commitment of continuing education of any recognized means, as may be specified by the University Grants Commission, will be an essential requirement for career

advancement. Pending the organisation of such programmes of the quality and on the scale required for giving effect to the implementation of the measures envisaged in para 21 of Appendix I of the Government of India Scheme, relaxation from the requirement of participation in such programmes for specified periods & for specific categories of posts will be granted by the University in accordance with guidelines to be laid down by the University Grants Commission.

Performance Appraisal of Teachers:

18. Regular and systematic appraisal of performance of teachers shall be considered as an essential element in the management of Education and this has been taken into account in the design for the career development of teachers. Under Government Resolution, Education, Employment and Youth Services Department No. MES 1080/ USG/1177/I29387/XXXII (Cell), dated 29.05.1980, Government had prescribed the self-assessment form for teachers, to be used as a regular feature every year for their self-assessment. Until the University has framed, as per the guidelines issued by the University Grants Commission, the necessary statutes relating to the procedure (including the composition of screening/selection committee) for promotion to the senior scale/selection grade, existing Assessment Committees (constituted to assess the performance of a teacher before he is allowed to draw the increment after the stage of Rs. 1300 in the existing pay scale of Rs. 700-1600) including a representative of the Director of Education (Higher Education), Maharashtra State, Pune, will be entrusted with the implementation of the process of Selection for promotion to the Senior scale as well as Selection Grade. While considering the placement of lecturers in Senior Scale and Selection Grade, the Assessment Committee/Selection Committee concerned would take into consideration the performance of the teacher as reflected in this self-assessment form and all such recommendations shall be forwarded by the University to the Director of Education (Higher Education), Maharashtra State, Pune.

19. The evaluation of the performance of teachers will be done in accordance with the report of the task force appointed by the University Grants Commission for Performance Appraisal of Teachers (1988) (Appendix V). However, till it becomes operational the existing screening mechanism/selection procedure or those prescribed on a provisional basis by the University/State Government will apply to all placement promotions to the senior scale/Selection Grade Lecturers and Readers.

20. Work-load:

- (A) Teacher in the University/College will have a work-load of not less than 40 clock hours in a week.
- (B) (a) Out of the 40 clock hours mentioned in (A) above, a teacher in an affiliated college should be present on the official premises of the college for about 20 to 24 clock hours in a week (about four clock hours on an average).
- (b) Out of the time that a teacher in an affiliated college is present on the official premises of the college as mentioned in (a), above, the time spent on lecturing, tutorials, practicals, demonstrations would be as follows:
 - (i) 17 lectures + 3 tutorials/ = 20 x 50 minutes, 1,000 minutes.

In case of subjects under the Science Faculty, 20 periods of 50 minutes each would include both lectures and practicals as well as tutorials, if any.

- (ii) If, unfortunately, tutorials are not held, then 18 lectures of 50 minutes each = 900 minutes.

21. In case of demonstrators/tutors, if any, doing purely practicals/demonstration work or tutorials, the norm regarding work-load will be 20 practicals/demonstrations or tutorials of 50 minutes each.

22. The residual time for which a lecturer, demonstrator/tutor in an affiliated college should be present on the official premises of the college (vide B (a) above) should be devoted to seminars, co-curricular activities, extension work, testing/internal examinations, etc. as will be decided by the University.

23. Keeping in view the regulation of the U.G.C. vide F. 1-17/83 (CP) dated, 25.11. 1985 and guidelines circulated by their letter No. F. 1-28/84 (CPP) Vol. III, dated 18-25.11.1988 the University has prepared and circulated a suitable pattern of work-load for University teachers from the academic year 1989-90.

24. The rate of remission in work-load of a teacher who is teaching both under-graduate and post-graduate classes and work-load for the Principal/Vice-Principal and Head of Department shall be the same as prescribed vide Government Resolution dated 01.06.1981 and 01.09.1981 except that duration of a period will be 50 minutes. In other words, the total number of periods prescribed for a post of Principal/Vice-Principal/Head of the Department shall remain the same.

25. The staffing pattern (work-load pattern) for Colleges of Education prescribed vide Government letter No. STC 2279/104723/(407/79)/XXVII, dated 01.07.1980, will continue to operate. As per the staffing pattern, one teacher is admissible for every 10 students duly permitted by the State Government, in addition to the post of Principal.

Protection to teachers:

26. The above revised work-load should be implemented without additional staff. It should also be ensured that the services of permanently approved full-time or part-time teachers or similar teachers who have been approved on hourly basis, working in clear vacancies, are not terminated merely on the ground that they were rendered surplus as a result of the revised work-load. Such permanently approved surplus full-time or part-time or hourly basis teachers, will be absorbed as such, in course of time in the same college or any other affiliated college in the District against any fresh vacancies or additional work-load which may be created in future. The detailed mechanism regarding operation of absorption of such surplus staff will be communicated separately.

Vacation:

27. The illustrative calendar for an academic year as laid down in sub-para (VII) of para 1 of Government Resolution, Education and Youth Services Department No. USG. 1177/129387/XXXII (CELL), dated 25.10.1977 would continue to be in operation in future also. The number of actual teaching days in an academic year in the University or in affiliated colleges of the University shall not, however, be below 180 days excluding the preparation days and examination days. The teaching days shall be those days on which classes-such as lectures, tutorials, seminars, laboratory work are conducted. The admission work as well as the examination work will be so arranged by the University so as to enable the Principals to complete the same, during the vacations.

Other conditions of service:

28. The period of probation of a teacher shall not exceed a period of 24 months of continuous service. A lecturer appointed on probation should ordinarily be confirmed only after he has completed appropriate short-term orientation programmes and his performance appraisal reports are satisfactory. The University Grants Commission has been requested by the State Government to make arrangements to ensure that facilities are available for organising orientation programmes to cover all lecturers appointed in and after the academic year 1988-89.

Superannuation and re-employment:

29. The age of superannuation for teachers shall be 60 years and thereafter no extension in service shall be given. However, it is open to the University or a College to re-employ a superannuated teacher according to the existing guidelines framed by the University Grants Commission, up to the age of 65 years. However, salary expenditure for such re-employed period beyond 60 years of age will not be held admissible for purpose of grant-in-aid.

Grievance Redressal Mechanism:

30. Appropriate mechanism for the redressal of teachers' grievances will be established in the University and Colleges, according to the guidelines to be issued, separately.

Code of Conduct:

31. The Code or Professional Ethics for University and College Teachers (1989) that has been adopted by the University Grants Commission (Appendix VI) shall be applicable to the teachers (including Principals, Librarians, Directors of Physical Education and Instructors of Physical Education) of the University, the affiliated Colleges and the Recognized Institutions.

Fixation of pay and preferring claim for payment of arrears:

32. The University will take action to frame suitable statutes under relevant provisions of the Poona University Act, 1974, with a view to implementing the scheme of revision of scales of pay of teachers in the University and in its affiliated colleges and Recognized Institutions, after keeping in view the provisions contained in Government Resolution, Education and Employment Department No. NGC/1286/1224/UNI-4, dated 27.02.1989.

33. The authorities of the University and affiliated colleges and the Recognized Institutions shall initiate action for fixing the pay of every individual teacher holding any of the positions mentioned in Appendix I after completing the necessary formalities of

obtaining an agreement and an option from each teacher for coming over to the revised scale vide para 5 above. The pay of a teacher, as well as the arrears that would be due to him, shall then be worked out in the forms to be prescribed by the Director of Education (Higher Education), Maharashtra State, Pune.

This pay fixation including the amount of arrears payable to a teacher shall, be got approved from the concerned Regional Administrative Officers, Higher Education Grants. Since the revised scales of pay will be implemented with effect from 01.01.1986, 50% of the arrears on account of implementation of revised scales of pay will be given to the teachers in cash and the remaining 50% will be credited to the General Provident Fund accounts of the respective teachers. The concerned teachers will be allowed to withdraw this amount credited to General Provident Fund accounts, after a period of 3 years, except in cases of retirement, death and resignation.

34. The University/College/Recognized Institution shall submit a statement of expenditure every month on account of revision of scales of pay of University/College/s Recognized Institution teachers to the Director of Education (Higher Education), Maharashtra State, Pune in the prescribed form.

35. As provided in the Government Resolution Education and Employment Department No. NGC 1286/1224/UNI-4, dated 27.02.1989, this scheme of revised scales of pay

for University/College/Recognized Institution teachers/Librarians, Directors of Physical Education/Instructors of Physical Education, is to be implemented by the Director of Education (Higher Education). The Regional Administration Officers, Higher Education Grants of the concerned region, will be the authority for fixation of pay and authority for recommending arrears claims to the office of the Director of Education (Higher Education). The Director of Education (Higher Education) will also prescribe a procedure for keeping separate account of the expenditure on account of revision of pay scales for the purpose of claiming central assistance.

These directions shall remain operative till such time as the Statutes made in these respects replace them.

| | | |
|-------------------|---|-----------------|
| No. VC/375. | } | |
| Ganeshkhind, | } | S C Gupte |
| Pune-411 007 | } | Vice-Chancellor |
| Dated: 22.05.1989 | } | |

Accompaniments to Order dated 22.05.1989 of the Vice-Chancellor, University of Poona

APPENDIX I

Pay-Scales:—The existing and revised scales of pay sanctioned for different categories of University and college teachers shall be as shown below:

| Sr.N o. | Designation of the post | Existing scale of pay | Revised scale of pay |
|--------------------------------|-------------------------------|--------------------------------------|------------------------|
| 1. | 2. | 3 | 4 |
| I. University Teachers: | | | |
| 1. | Lecturer | 700-40-1100-50-1600 | 2200-75-2800-100-4000 |
| 2. | Lecturer (Senior Scale) | — | 3000-100-3500-125-5000 |
| 3. | Lecturer (Selection Grade) | — | 3700-125-4950-150-5700 |
| 4. | Reader | 1200-50-1300-60-1900 | 3700-125-4950-150-5700 |
| 5. | Professor | 1500-60-1800-100-2000- 125/2-2500 | 4500-150-5700-200-7300 |
| II College Teachers: | | | |

| | | | |
|----|--|---------------------|-------------------------|
| 1. | Lecturer | 700-40-1100-50-1600 | 2200-75-2800-100-4000 |
| 2. | Lecturer (Senior Scale) | — | 3000-100-3500-125-5000 |
| 3. | Lecturer (Selection Grade) | — | 3700-125-4950-150-5700 |
| 4. | Demonstrator/Tutor (Existing incumbents only) | 500-20-700-25-900 | 1740-60-2700-EB-75-3000 |

III. Government Institutes of Science/Management Studies/Social Sciences:

| | | | |
|----|-------------------------------|--------------------------------------|------------------------|
| 1. | Professor | 1500-60-1800-100-2000- 125/2-2500 | 4500-150-5700-200-7300 |
| 2. | Reader | 1200-50-1300-60-1900 | 3700-125-4950-150-5700 |
| 3. | Lecturer | 700-40-1100-50-1600 | 2200-75-2800-100-4000 |
| 4. | Lecturer (Senior Scale) | — | 3000-100-3500-125-5000 |
| 5. | Lecturer (Selection Grade) | — | 3700-125-4950-150-5700 |

IV. College Principals:

| Sr. No. | Total enrolment of Junior-Senior Colleges as on 31.12.1988 | Experience | Pay Scale (Rs) | |
|---------|--|---|----------------------|------------------------|
| | | | Existing pay scale | Revised pay Scale |
| 1 | 2 | 3 | 4 | 5 |
| 1. | 1000 or less | Minimum experience of 10 years of teaching Under-graduate/Post-Graduate classes | 1200-50-1300-60-1900 | 3700-125-4950-150-5700 |

Note:—(1) Principal not fulfilling the condition of experience will draw pay in an equivalent scale of Rs. 3200-100-3750-125-4700 till the date he/she fulfills the condition of experience. Afterwards he/she will be held eligible for the pay scale mentioned in column 5 above.

(2) In case some Universities have prescribed less than 10 years of teaching experience, the same should be made 10 year as the minimum condition for future recruitment. The persons

whose appointments as per such old condition of experience are approved by the concerned Universities shall be held eligible for the revised scales of pay as indicated in column 5 above.

| 1 | 2 | 3 | 4 | 5 |
|----|-----------|---|----------------------------------|------------------------|
| 2. | 1001-3999 | Minimum experience of 10 years of teaching Under-graduate classes | 1500-60-1800-100-2000-125/2-2500 | 4500-150-5700-200-6300 |

Note:--(1) Principal not fulfilling the condition of experience will draw pay in an equivalent scale of Rs. 4500-150-5700 till the date he/she fulfills the condition of experience. Afterwards, he/she will be held eligible to draw the pay in the pay scale mentioned in column 5 above.

(2) In case some Universities have prescribed less than 10 years of teaching experience, the same should be made 10 years as the minimum condition for future recruitment. The persons whose appointments as per such old condition of experience are approved by the concerned Universities shall be held eligible for the revised scales of pay as indicated in column 5 above.

| 1 | 2 | 3 | 4 | 5 |
|----|----------------|---|-----------------------------|------------------------|
| 3. | 4000 and above | Minimum experience of 10 years of teaching Under-graduate classes | 1500-60-1800-100-125/2-2500 | 4500-150-5700-200-7300 |

Note:--(1) Principal not fulfilling the condition of experience will draw pay in an equivalent scale of Rs. 4500-150-5700-200-6300 till the date he fulfills the condition of experience. Afterwards he will be held eligible to draw the pay in the pay scale mentioned in column 5 above.

(2) In case some Universities have prescribed less than 10 years of teaching experience, the same should be made 10 years as the minimum condition for future recruitment. The persons whose appointments as per such old condition of experience are approved by the concerned Universities shall be held eligible for the revised scales of pay as indicated in column 5.

4. The respective pay scales will be admissible to the concerned incumbent so long as he holds particular post admissible as per stabilised strength of students as indicated under column 2 above.

5. The strength of students as on 31.12.1988 shall be treated as stabilised strength and shall be reviewed only at the time of next revision of pay scale.

6. The Principal must have minimum weekly workload of actual teaching as specified in these orders.

V. Librarians and Physical Education Teachers University:

(a) Library Staff:

| Sr. No | Designation of the post | Existing scale of pay | Revised scale of pay |
|--------|-------------------------|-----------------------|----------------------|
| 1 | 2 | 3 | 4 |

| | | | |
|---|--|---------------------|------------------------|
| 1 | Assistant Librarian | 700-40-1100-50-1600 | 2200-75-2800-100-4000 |
| 2 | Assistant Librarian (Senior Scale) | — | 3000-100-3500-125-5000 |
| 3 | Assistant Librarian (Selection Grade) | — | 3700-125-4950-150-5700 |
| 1 | 2 | 3 | 4 |

Note:—The existing incumbents of the posts of Librarians who were in service on or before 31.12.1972 and who do not satisfy the qualifications laid down by the U.G.C. for the posts should be held entitled to the pay scale of Rs. 2200-75-2800-100-4000 w.e.f. 1.1.1986.

| | | | |
|---|---------------|--------------------------------------|------------------------|
| 4 | Dy. Librarian | 1200-50-1300-60-1900 | 3700-125-4950-150-5700 |
| 5 | Librarian | 1500-60-1800-100-2000- 125/2-2500 | 4500-150-5700-200-7300 |

(b) Physical Education Staff:

| | | | |
|---|---|---------------------|------------------------|
| 1 | Director of Physical Education | 700-40-1100-50-1600 | 2200-75-2800-100-4000 |
| 2 | Director of Physical Education (Sr. Scale) | — | 3000-100-3500-125-5000 |
| 3 | Director of Physical Education (Selection Grade) | — | 3700-125-4950-150-5700 |

Colleges:

(a) Library Staff:

| | | | |
|---|-----------------------------|---------------------|------------------------|
| 1 | Librarian | 700-40-1100-50-1600 | 2200-75-2800-100-4000 |
| 2 | Librarian (Senior Scale) | — | 3000-100-3500-125-5000 |
| 3 | Librarian (Selection Grade) | — | 3700-125-4950-150-5700 |

Note:—The existing incumbents of the posts of Librarians who were in service on or before 31.12.1972 and who do not satisfy the qualifications laid down by the U.G.C. for the posts should be held entitled to the pay scale of Rs. 2200-75-2800-100-4000 w.e.f. 01.01.1986.

(b) Physical Education Staff:

| | | | |
|---|---|---------------------|------------------------|
| 1 | Director/Instructor of Physical Education | 700-40-1100-50-1600 | 2200-75-2800-100-4000 |
| 2 | Director/Instructor of Physical Education (Senior Scale) | — | 3000-100-3500-125-5000 |
| 3 | Director/Instructor of Physical Education (Selection Grade) | — | 3700-125-4950-150-5700 |

(C) Directors/Instructors of Physical Education and Librarians who are not fulfilling the qualifications as laid down for those posts in the pay scale of Rs. 700-1600 vide

Government Resolution dated 18.04.1984 at the time of their appointments made on or after 1.1.1973 shall be held eligible for the equivalent pay scales as shown below:

| Sr.N | Designation of the post | Existing Scale of pay | Equivalent scale |
|------|---|---------------------------------|---------------------------------|
| 1. | 2 | 3 | 4 |
| 1 | Librarian/Director of Physical Education/ | (1) 425-15-500-EB-15-560-20-700 | 1400-40-1800-EB-50-2300 |
| | Instructor of Education | (2) 550-25-750-EB-30-900 | 1640-60-2600-EB-75-2900 |
| | | (3) 700-40-1100 | 200-60-2300-EB-75-3200-100-3500 |
| | | (4) 700-40-1100-50-1300 | 2200-75-2800-EB-100-3700 |

Accompaniment to Government Resolution, Education and Employment Department No. UGC. 1286/(1224)/UNI-4, dated 27.02.1989)

APPENDIX II

I. Rules for Fixation of Pay in the Revised Scales:

1. The initial pay of a teacher who elects or is deemed to have elected the revised scale of pay from 1st day of January, 1986 shall be fixed in the following manner, viz.:

(a) In the case of all teachers:

- (i) An amount representing 20% of the basic pay in the existing scale subject to the minimum of Rs. 75 shall be added to the existing emoluments of a teacher;
- (ii) After the existing emoluments have been so increased, the pay shall thereafter be fixed in the revised scale at the stage next, above the amount thus computed: Provided that—
 - (a) if the minimum of the revised scale is more than the amount so arrived at the pay shall be fixed at the minimum of the revised scale.
 - (b) if the amount so arrived at is more than the maximum of the revised scale, the pay shall be fixed at the maximum of that scale.

Note 1:—Basic pay means the pay which has been sanctioned for the post held by a teacher substantively or in an officiating capacity or to which he is entitled to by reason of his position in a cadre.

Note 2:—Existing emoluments shall include:

- (a) The basic pay in the existing scale;
- (b) Dearness Allowance and ad-hoc Dearness Allowance admissible as on 01.01.1986 on the basic pay; and
- (c) the amount of 1st Interim Relief (revised under G.R., F.D. No. osiqj 1286/599/Isok—10, dt. 10.11.1986) and 2nd Interim Relief admissible on the basic pay in the existing scale.

The table showing the various stages in the existing pay-scales; D.A. and ad-hoc D.A., 1st and 2nd I. Rs. and 20% of the basic pay subject to the minimum of Rs. 75/-admissible thereon, is given in Appendix II.

Note 3:—Revised emoluments means the basic pay of a teacher in the revised scale admissible to him.

Note 4:—Where the existing emoluments exceeds the revised emoluments in the case of any teacher, the difference shall be allowed as personal pay to be adsorbed in future increases in pay.

Note 5:—Where in the fixation of pay under this rule the pay of a teacher drawing pay at more than 5 consecutive stages in an existing stage gets bunched i.e. pay gets fixed in the revised scale at the same stage, the pay in the revised scale of such of

these teachers who are drawing pay beyond the first five consecutive stages in the existing scale shall be stepped up as under by the grant of increment(s) in the revised scale in the following manner, viz.:

- (a) For teachers drawing pay from the 6th upto the 10th stage in the existing scale—by one increment,
- (b) For teacher drawing pay from the 11th upto the 15th stage in the existing scale, if there is bunching beyond the 10th stage—by 2 increments.
- (c) For teachers drawing pay from the 16th upto the 20th stage in the existing scale if there is bunching beyond the 15th stage—by 3 increments.

If by stepping up of the pay as above, the pay of a teacher gets fixed at a stage in the revised scale which is higher than the stage in the revised scale at which the pay of a teacher who was drawing pay at the next higher stage or stages in the same existing scale is fixed, the pay of the latter shall also be stepped up only to the extent by which it falls short of that of the former.

Note 6:—Where in the fixation of pay under this rule pay of a teacher who in the existing scale was drawing immediately before the first day of January, 1986 more pay than another teacher junior to him in the same cadre, gets fixed in the revised scale at a stage lower than that of such junior, his pay shall be stepped up to the same stage in the revised scale as that of the junior.

Note 7:—Where a teacher is in receipt of personal pay on 1st day of January, 1986 which together with his existing emoluments as calculated in accordance with above exceeds the revised emoluments, then the difference representing such excess shall be allowed to such a teacher as personal pay to be absorbed in future increases in pay.

Note 8:—In the case of a teacher promoted to a higher post on or after 01.01.1986, the pay of the lower post in the revised scale shall be fixed first under these rules and then the pay fixed in the revised scale of the higher post under normal rules.

Note 9:—In the case of a teacher who is drawing reduced pay as on 01.01.1986 in the existing scale on account of imposition of penalty under the relevant statutes of the University, the pay in such cases should be fixed as under:

- (a) On the basis of pay actually drawn on 01.01.1986, and
- (b) On the basis of pay which would have been drawn but for the penalty.

The revised pay as fixed at (a) above may be allowed from 01.01.1986 to the date of expiry of penalty and the revised pay fixed as at (b) from the date following the date of expiry of the penalty after allowing increment if any that might have notionally fallen due in the revised scale during the period from 01.01.1986 to the date of expiry of the penalty. The next increment in the revised scale will be regulated in accordance with Rule II of these rules.

(b) *Physical Education Staff:*

| | | | |
|----|---|---------------------|------------------------|
| 1. | Director/Instructor of Physical Education | 700-40-1100-50-1600 | 2200-75-2800-100-4000 |
| 2. | Director/Instructor of Physical Education (Senior Scale) | — | 3000-100-3500-125-5000 |
| 3. | Director/Instructor of Physical Education (Selection Grade) | — | 3700-125-4950-150-5700 |

(C) Directors/Instructors of Physical Education and Librarians who are not fulfilling the qualifications as laid down for those posts in the pay scale of 700-1600 vide Government Resolution dated 18.04.1984 at the time of their appointments made on or after 01.01.1973 shall be held eligible for the equivalent pay scales as shown below.

| Designation of the Post | | Existing scale of pay | Equivalent scale |
|-------------------------|---|--------------------------------------|-----------------------------|
| 1. | Librarian/Director of Physical Education/ Instructor of Physical Education | (1) 425-15-500-EB- 15-560-20-700 | 1400-40-1800-EB- 50-2300 |
| | | (2) 550-25-750-EB- 30-900 | 1640-60-2600-EB- 75-2900 |
| | (3) 700-40-1100 | 2000-60-2300-EB- 75-3200-100-3500 | |
| | (4) 700-40-1100-50-1300 | 2200-75-2800-EB-100-3700 | |

2. Date of Next Increment in the Revised Scale:

The next increment of a teacher whose pay has been fixed in the revised scale in accordance with Rule-1 shall be granted on the date he would have drawn his increment, had he continued in the existing scale;

Provided that in cases where the pay of a teacher is stepped up in terms of Note-5 or Note-6 or Note-7 to rule (i) the next increment shall be granted on the completion of qualifying service of 12 months from the date of stepping up of the pay in the revised scale.

Provided further that in cases xx other than those covered by the preceding proviso the next increment of a teacher whose pay is fixed on 1st day of January, 1986 at the same stage as the one fixed for another teacher junior to him in the same cadre and drawing pay at a lower stage than his, in the existing scale, shall be granted on the same date as admissible to his junior if the date of increment of the junior happens to be earlier.

Provided also that in the case of teachers who had being drawing maximum of the existing scale for more than 'year, as on 1st day of January, 1986 the next increment in the revised scale shall be allowed on the 1st day of January, 1986.

Provided that in cases where a teacher reached the maximum of the pre-revised scale (having annual increment) after the 01.01.1985, the next increment in the revised scale be granted on the completion of service for the full incremental period counting from the date on which he reached the maximum of the existing scale.

Provided further that in cases where the teacher drawing pay in the existing pay scale having biennial increment, reached the maximum of the prerevised scale after 01.01.1985 the next increment in the revised scale shall be admissible on completion of service for the full incremental period counting from the date of election of revised scale of day.

Note 1:—Where a teacher who is held up at the stage of assessment viz. Rs. 1300 in the pay scale of Rs. 700-1600 elects or is deemed to have elected the revised scale, his initial pay in the revised scale

should be fixed under these rules and he should be granted the next increment on the date on which it is due in the revised scale, provided that if the authority competent to allow the teacher to cross the assessment stage certifies that the teacher would have been allowed to draw the increment in the existing scale at an earlier date, the next increment should be granted on such earlier date.

Note 2:—In the case of a teacher who was borne on a prerevised scale of pay having biennial increments and who opts for revised scale of pay, the next date of increment shall be as under:

- (a) where the biennial increment in the prerevised scale was due for payment in 1986, it would be payable on the due date of 1986.
- (b) where the biennial increment in the prerevised scale was due for payment later than 1986, the increment would be admissible on the anniversary of election for the revised scale of pay.

Note 3:—(a) In the case of a teacher whose increment accrued in the prerevised scale on 01.01.1986, such increment should be allowed first on that date and pay fixed in the revised scale thereafter.

- (b) Where increment has been allowed under the third proviso to this rule, the next increment in such a case would accrue on 01.01.1978 subject to the maximum of the revised scale not being exceeded.

3. Fixation of Pay in the Revised Scale subsequent to the First Day of January, 1986:

Where a teacher continues to draw pay in the existing scale and elects to come over to the revised scale from a date later than the 1st day of January 1986, his pay in the revised scale from such date shall be fixed as under:

- (a) In respect of a teacher who draws his increment annually biennially and who opts to switch over to the revised scale of pay from the date of his next increment falling after 01.01.1986 but not later than 31.12.1987 in respect of the post held by him on 01.01.1986, his pay shall be fixed in accordance with the provisions of Rule 1 above. However, such a teacher shall not be eligible for 20% of basic pay subject to minimum of Rs. 75 p.m. for a period from a 01.01.1986 till the date on which he switches over to the revised scale.
- (b) In the case of a teacher who elects to come over to the revised scale later than 31.12.1987, his pay from that date shall be fixed under the normal pay fixation rules and for this purpose his pay in the existing scale shall have the same meaning as of existing emoluments as calculated in accordance with subclause (a) of Rule 1 above, except that the basic pay to be taken into account for calculation of those emoluments will be the basic pay on the later date aforesaid. Such a teacher shall not, however, be eligible for 20% of basic pay in the existing scale subject to a minimum of Rs. 75 per month for fixation of pay in the revised scale.

**Accompaniment to Government Resolution, Education and Employment Department No. NGC
1286/1224-UNI-4, dated 27.02.1989**

STATEMENT NO. 1 to 8

STATEMENT 1

Existing Scale : Rs. 700-40-1100-50-1600

Revised Scale : Rs. 2200-75-2800-100-4000

| Basic Pay as on 01.01.1986 | D.A. as on 01.01.1986 | Interim Relief I | Interim Relief II | Ad-hoc increase of 20% (Minimum Rs. 75) to be added | Total of Columns 1 to 5 | Pay in the Revised Scale |
|-------------------------------|--------------------------|---------------------|----------------------|--|-------------------------------|-----------------------------|
| Rs. | Rs. | Rs. | Rs. | Rs. | Rs. | Rs. |
| 1 | 2 | 3 | 4 | 5 | 6 | 7 |
| 700 | 1053-50 | 70-00 | 70-00 | 140-00 | 2033-50 | 2200-00 |
| 740 | 1113-70 | 70-00 | 74-00 | 148-00 | 2145-70 | 2200-00 |
| 780 | 1173-90 | 70-00 | 78-00 | 156-00 | 2257-90 | 2275-00 |
| 820 | 1231-60 | 70-00 | 82-00 | 164-00 | 2367-60 | 2425-00 |
| 860 | 1286-80 | 70-00 | 86-00 | 172-00 | 2474-80 | 2500-00 |
| 900 | 1342-00 | 70-00 | 90-00 | 180-00 | 2582-00 | 2650-00 |
| 940 | 1385-20 | 70-00 | 94-00 | 188-00 | 2677-20 | 2725-00 |
| 980 | 1428-40 | 70-00 | 98-00 | 196-00 | 2772-40 | 2800-00 |
| 1020 | 1450-00 | 70-00 | 102-00 | 204-00 | 2846-00 | 2900-00 |
| 1060 | 1450-00 | 70-00 | 106-00 | 212-00 | 2898-00 | 2900-00 |
| 1100 | 1450-00 | 70-00 | 110-00 | 220-00 | 2950-00 | 3000-00 |
| 1150 | 1450-00 | 70-00 | 115-00 | 230-00 | 3015-00 | 3100-00 |
| 1200 | 1450-00 | 70-00 | 120-00 | 240-00 | 3080-00 | 3100-00 |
| 1250 | 1450-00 | 70-00 | 125-00 | 250-00 | 3145-00 | 3200-00 |
| 1300 | 1450-00 | 70-00 | 130-00 | 260-00 | 3210-00 | 3300-00 |
| 1350 | 1450-00 | 70-00 | 135-00 | 270-00 | 3275-00 | 3300-00 |
| 1400 | 1450-00 | 70-00 | 140-00 | 280-00 | 3340-00 | 3400-00 |
| 1450 | 1450-00 | 70-00 | 145-00 | 290-00 | 3405-00 | 3500-00 |
| 1500 | 1450-00 | 70-00 | 150-00 | 300-00 | 3470-00 | 3500-00 |
| 1550 | 1470-00 | 70-00 | 155-00 | 310-00 | 3555-00 | 3600-00 |
| 1600 | 1500-00 | 80-00 | 160-00 | 320-00 | 3660-00 | 3700-00 |

STATEMENT No. 2

Existing Scale: Rs. 700-40-1100-50-1600

Revised Scale: Rs.3000-100-3500-125-5000

| Basic Pay as on 01.01.1986 | D.A. as on 01.01.1986 | Interim Relief I | Interim Relief II | Ad-hoc increase of 20% (Minimum Rs. 75) to be added | Total of Columns 1 to 5 | Pay in the Revised Scale |
|----------------------------------|--------------------------|---------------------|----------------------|--|-------------------------------|--------------------------------|
| Rs. | Rs. | Rs. | Rs. | Rs. | Rs. | Rs. |
| 1 | 2 | 3 | 4 | 5 | 6 | 7 |
| 700 | 1053-50 | 70-00 | 70-00 | 140-00 | 2033-50 | 3000-00 |
| 740 | 1113-70 | 70-00 | 74-00 | 148-00 | 2145-70 | 3000-00 |
| 780 | 1173-90 | 70-00 | 78-00 | 156-00 | 2257-90 | 3000-00 |
| 820 | 1231-60 | 70-00 | 82-00 | 164-00 | 2367-60 | 3000-00 |
| 860 | 1286-80 | 70-00 | 86-00 | 172-00 | 2474-80 | 3000-00 |
| 900 | 1342-00 | 70-00 | 90-00 | 180-00 | 2582-00 | 3000-00 |
| 940 | 1385-20 | 70-00 | 94-00 | 188-00 | 2677-20 | 3000-00 |
| 980 | 1428-40 | 70-00 | 98-00 | 196-00 | 2772-40 | 3000-00 |
| 1020 | 1450-00 | 70-00 | 102-00 | 204-00 | 2846-00 | 3000-00 |
| 1060 | 1450-00 | 70-00 | 106-00 | 212-00 | 2898-00 | 3000-00 |
| 1100 | 1450-00 | 70-00 | 110-00 | 220-00 | 2950-00 | 3000-00 |
| 1150 | 1450-00 | 70-00 | 115-00 | 230-00 | 3015-00 | 3100-00 |
| 1200 | 1450-00 | 70-00 | 120-00 | 240-00 | 3080-00 | 3100-00 |
| 1250 | 1450-00 | 70-00 | 125-00 | 250-00 | 3145-00 | 3200-00 |
| 1300 | 1450-00 | 70-00 | 130-00 | 260-00 | 3210-00 | 3300-00 |
| 1350 | 1450-00 | 70-00 | 135-00 | 270-00 | 3275-00 | 3300-00 |
| 1400 | 1450-00 | 70-00 | 140-00 | 280-00 | 3340-00 | 3400-00 |
| 1450 | 1450-00 | 70-00 | 145-00 | 290-00 | 3405-00 | 3500-00 |
| 1500 | 1450-00 | 70-00 | 150-00 | 300-00 | 3470-00 | 3500-00 |
| 1550 | 1470-00 | 70-00 | 155-00 | 310-00 | 3555-00 | 3625-00 |
| 1600 | 1500-00 | 80-00 | 160-00 | 320-00 | 3660-00 | 3750-00 |

STATEMENT No. 3

Existing Scale: Rs. 700-40-1100-50-1600

Revised Scale: Rs. 3700-125-4950-150-5700

| Basic Pay as on 01.01.1986 | D.A. as on 01.01.1986 | Interim Relief I | Interim Relief II | Ad-hoc increase of 20% (Minimum Rs. 75) to be added | Total of Columns 1 to 5 | Pay in the Revised Scale |
|----------------------------------|--------------------------|---------------------|----------------------|--|-------------------------------|--------------------------------|
| Rs. | Rs. | Rs. | Rs. | Rs. | Rs. | Rs. |
| 1 | 2 | 3 | 4 | 5 | 6 | 7 |
| 700 | 1053-50 | 70-00 | 70-00 | 140-00 | 2033-50 | 3700-00 |
| 740 | 1113-70 | 70-00 | 74-00 | 148-00 | 2145-70 | 3700-00 |
| 780 | 1173-90 | 70-00 | 78-00 | 156-00 | 2257-90 | 3700-00 |
| 820 | 1231-60 | 70-00 | 82-00 | 164-00 | 2367-60 | 3700-00 |
| 860 | 1286-80 | 70-00 | 86-00 | 172-00 | 2474-80 | 3700-00 |
| 900 | 1342-00 | 70-00 | 90-00 | 180-00 | 2582-00 | 3700-00 |
| 940 | 1385-20 | 70-00 | 94-00 | 188-00 | 2677-20 | 3700-00 |
| 980 | 1428-40 | 70-00 | 98-00 | 196-00 | 2772-40 | 3700-00 |
| 1020 | 1450-00 | 70-00 | 102-00 | 204-00 | 2846-00 | 3700-00 |
| 1060 | 1450-00 | 70-00 | 106-00 | 212-00 | 2898-00 | 3700-00 |
| 1100 | 1450-00 | 70-00 | 110-00 | 220-00 | 2950-00 | 3700-00 |
| 1150 | 1450-00 | 70-00 | 115-00 | 230-00 | 3015-00 | 3700-00 |
| 1200 | 1450-00 | 70-00 | 120-00 | 240-00 | 3080-00 | 3700-00 |
| 1250 | 1450-00 | 70-00 | 125-00 | 250-00 | 3145-00 | 3700-00 |
| 1300 | 1450-00 | 70-00 | 130-00 | 260-00 | 3210-00 | 3700-00 |
| 1350 | 1450-00 | 70-00 | 135-00 | 270-00 | 3275-00 | 3700-00 |
| 1400 | 1450-00 | 70-00 | 140-00 | 280-00 | 3340-00 | 3700-00 |
| 1450 | 1450-00 | 70-00 | 145-00 | 290-00 | 3405-00 | 3700-00 |
| 1500 | 1450-00 | 70-00 | 150-00 | 300-00 | 3470-00 | 3700-00 |
| 1550 | 1470-00 | 70-00 | 155-00 | 310-00 | 3555-00 | 3700-00 |

1600

1500-00

80-00

160-00

320-00

3660-00

3700-00

STATEMENT No. 4**Existing Scale: Rs. 1200-50-1300-60-1900****Revised Scale: Rs. 3200-100-3700-125-4700**

| Basic Pay as on 1.1.1986 | D.A. as on 1.1.1986 | Interim Relief I | Interim Relief II | Ad-hoc increase of 20% (Minimum Rs. 75) to be added | Total of Columns 1 to 5 | Pay in the Revised Scale |
|--------------------------------|------------------------|---------------------|----------------------|--|-------------------------------|--------------------------------|
| Rs. | Rs. | Rs. | Rs. | Rs. | Rs. | Rs. |
| 1 | 2 | 3 | 4 | 5 | 6 | 7 |
| 1200 | 1450-00 | 70-00 | 120-00 | 240-00 | 3080-00 | 3200-00 |
| 1250 | 1450-00 | 70-00 | 125-00 | 250-00 | 3145-00 | 3200-00 |
| 1300 | 1450-00 | 70-00 | 130-00 | 260-00 | 3210-00 | 3300-00 |
| 1360 | 1450-00 | 70-00 | 136-00 | 272-00 | 3288-00 | 3300-00 |
| 1420 | 1450-00 | 70-00 | 142-00 | 284-00 | 3366-00 | 3400-00 |
| 1480 | 1450-00 | 70-00 | 148-00 | 296-00 | 3444-00 | 3500-00 |
| 1540 | 1464-00 | 70-00 | 154-00 | 308-00 | 3536-00 | 3600-00 |
| 1600 | 1500-00 | 80-00 | 160-00 | 320-00 | 3660-00 | 3700-00 |
| 1660 | 1543-80 | 80-00 | 166-00 | 332-00 | 3781-80 | 3825-00 |
| 1720 | 1599-60 | 80-00 | 172-00 | 344-00 | 3915-60 | 3950-00 |
| 1780 | 1655-40 | 80-00 | 178-00 | 356-00 | 4049-40 | 4075-00 |
| 1840 | 1711-20 | 80-00 | 184-00 | 368-00 | 4183-20 | 4200-00 |
| 1900 | 1767-00 | 80-00 | 190-00 | 380-00 | 4317-00 | 4325-00 |

STATEMENT No. 5**Existing Scale: Rs. 1200-50-1300-60-1900****Revised Scale: Rs. 3700-125-4950-150-5700**

| Basic Pay as on 1.1.1986 | D.A. as on 1.1.1986 | Interim Relief I | Interim Relief II | Ad-hoc increase of 20% (Minimum of Rs. 75) to be added | Total of Columns 1 to 5 | Pay in the Revised Scale |
|--------------------------------|------------------------|---------------------|----------------------|---|-------------------------------|--------------------------------|
| Rs. | Rs. | Rs. | Rs. | Rs. | Rs. | Rs. |
| 1 | 2 | 3 | 4 | 5 | 6 | 7 |
| 1200 | 1450-00 | 70-00 | 120-00 | 240-00 | 3080-00 | 3700-00 |
| 1250 | 1450-00 | 70-00 | 125-00 | 250-00 | 3145-00 | 3700-00 |
| 1300 | 1450-00 | 70-00 | 130-00 | 260-00 | 3210-00 | 3700-00 |
| 1360 | 1450-00 | 70-00 | 136-00 | 272-00 | 3288-00 | 3700-00 |
| 1420 | 1450-00 | 70-00 | 142-00 | 284-00 | 3366-00 | 3700-00 |
| 1480 | 1450-00 | 70-00 | 148-00 | 296-00 | 3444-00 | 3700-00 |
| 1540 | 1464-00 | 70-00 | 154-00 | 308-00 | 3536-00 | *3700-00 |
| 1600 | 1500-00 | 80-00 | 160-00 | 320-00 | 3660-00 | *3700-00 |
| 1660 | 1543-80 | 80-00 | 166-00 | 332-00 | 3781-80 | *3825-00 |
| 1720 | 1599-60 | 80-00 | 172-00 | 344-00 | 3915-60 | 3950-00 |
| 1780 | 1655-40 | 80-00 | 178-00 | 356-00 | 4049-40 | 4075-00 |
| 1840 | 1711-20 | 80-00 | 184-00 | 368-00 | 4183-20 | 4200-00 |
| 1900 | 1767-00 | 80-00 | 190-00 | 380-00 | 4317-00 | 4325-00 |

*Pay to be stopped up to Rs. 3825 under Note 5 of rule 1.

STATEMENT No. 6

Existing Scale: Rs. 1500-60-1800-100-2000-125/2-2500

Revised Scale: Rs. 4500-150-5700

| Basic Pay as on 1.1.1986 | D.A. as on 1.1.1986 | Interim Relief I | Interim Relief II | Ad-hoc Increase of 20% (Minimum of Rs. 75) to be added | Total of Columns 1 to 5 | Pay in the Revised Scale |
|--------------------------------|------------------------|---------------------|----------------------|---|-------------------------------|--------------------------------|
| Rs. | Rs. | Rs. | Rs. | Rs. | Rs. | Rs. |
| 1 | 2 | 3 | 4 | 5 | 6 | 7 |
| 1500 | 1450-00 | 70-00 | 150-00 | 300-00 | 3470-00 | 4500-00 |

| | | | | | | |
|------|---------|--------|--------|--------|---------|----------|
| 1560 | 1476-00 | 80-00 | 156-00 | 312-00 | 3574-00 | 4500-00 |
| 1620 | 1512-00 | 80-00 | 162-00 | 324-00 | 3698-00 | 4500-00 |
| 1680 | 1562-40 | 80-00 | 168-00 | 336-00 | 3826-40 | 4500-00 |
| 1740 | 1618-20 | 80-00 | 174-00 | 348-00 | 3960-20 | 4500-00 |
| 1800 | 1674-00 | 80-00 | 180-00 | 360-00 | 4094-00 | *4500-00 |
| 1900 | 1767-00 | 80-00 | 190-00 | 380-00 | 4317-00 | *4500-00 |
| 2000 | 1860-00 | 80-00 | 200-00 | 400-00 | 4540-00 | 4650-00 |
| 2125 | 1976-30 | 80-00 | 213-00 | 425-00 | 4819-30 | 4950-00 |
| 2250 | 2092-50 | 100-00 | 225-00 | 450-00 | 5117-50 | 5250-00 |
| 2375 | 2208-80 | 100-00 | 238-00 | 475-00 | 5396-80 | 5400-00 |
| 2500 | 2325-00 | 100-00 | 250-00 | 500-00 | 5675-00 | 5700-00 |

*Pay to be stopped up to Rs. 4650 under Note 5 of rule 1.

STATEMENT No. 7

Existing Scale: Rs. 1500-60-1800-100-2000-125/2-2500

Revised Scale: Rs. 4500-150-5700-200-6300

| Basic Pay as on 1.1.1986 | D.A. as on 1.1.1986 | Interim Relief I | Interim Relief II | Ad-hoc Increase of 20% (Minimum of Rs. 75) to be added | Total of Columns 1 to 5 | Pay in the Revised Scale |
|--------------------------------|------------------------|---------------------|----------------------|---|-------------------------------|--------------------------------|
| Rs. | Rs. | Rs. | Rs. | Rs. | Rs. | Rs. |
| 1 | 2 | 3 | 4 | 5 | 6 | 7 |
| 1500 | 1450-00 | 70-00 | 150-00 | 300-00 | 3470-00 | 4500-00 |
| 1560 | 1476-00 | 70-00 | 156-00 | 312-00 | 3574-00 | 4500-00 |
| 1620 | 1512-00 | 80-00 | 162-00 | 324-00 | 3698-00 | 4500-00 |
| 1680 | 1562-40 | 80-00 | 168-00 | 336-00 | 3826-40 | 4500-00 |
| 1740 | 1618-20 | 80-00 | 174-00 | 348-00 | 3960-20 | 4500-00 |
| 1800 | 1674-00 | 80-00 | 180-00 | 360-00 | 4094-00 | *4500-00 |
| 1900 | 1767-00 | 80-00 | 190-00 | 380-00 | 4317-00 | *4500-00 |
| 2000 | 1860-00 | 80-00 | 200-00 | 400-00 | 4540-00 | 4650-00 |
| 2125 | 1976-30 | 80-00 | 213-00 | 425-00 | 4819-30 | 4950-00 |
| 2250 | 2092-50 | 100-00 | 225-00 | 450-00 | 5117-50 | 5250-00 |
| 2375 | 2208-80 | 100-00 | 238-00 | 475-00 | 5396-80 | 5400-00 |
| 2500 | 2325-00 | 100-00 | 250-00 | 500-00 | 5675-00 | 5700-00 |

*Pay to be stopped up to Rs. 4650 under Note 5 of rule 1.

STATEMENT No. 8

Existing Scale: Rs. 1500-60-1800-100-2000-125/2-2500

Revised Scale: Rs. 4500-150-5700-200-7300

| Basic Pay as on 1.1.1986 | D.A. as on 1.1.1986 | Interim Relief I | Interim Relief II | Ad-hoc Increase of 20% (Minimum of Rs. 75) to be added | Total of Columns 1 to 5 | Pay in the Revised Scale |
|--------------------------------|------------------------|---------------------|----------------------|---|-------------------------------|--------------------------------|
| Rs. | Rs. | Rs. | Rs. | Rs. | Rs. | Rs. |
| 1 | 2 | 3 | 4 | 5 | 6 | 7 |
| 1500 | 1450-00 | 70-00 | 150-00 | 300-00 | 3470-00 | 4500-00 |
| 1560 | 1476-00 | 70-00 | 156-00 | 312-00 | 3574-00 | 4500-00 |
| 1620 | 1512-00 | 80-00 | 162-00 | 324-00 | 3698-00 | 4500-00 |
| 1680 | 1562-00 | 80-00 | 168-00 | 336-00 | 3826-00 | 4500-00 |
| 1740 | 1618-00 | 80-00 | 174-00 | 348-00 | 3960-00 | 4500-00 |
| 1800 | 1674-00 | 80-00 | 180-00 | 360-00 | 4094-00 | *4500-00 |
| 1900 | 1767-00 | 80-00 | 190-00 | 380-00 | 4317-00 | *4500-00 |
| 2000 | 1860-00 | 80-00 | 200-00 | 400-00 | 4540-00 | 4650-00 |
| 2125 | 1976-30 | 80-00 | 213-00 | 425-00 | 4819-30 | 4950-00 |
| 2250 | 2092-50 | 100-00 | 225-00 | 450-00 | 5117-50 | 5250-00 |
| 2375 | 2208-80 | 100-00 | 238-00 | 475-00 | 5396-80 | 5400-00 |
| 2500 | 2325-00 | 100-00 | 250-00 | 500-00 | 5675-00 | 5700-00 |

*Pay to be stopped up to Rs. 4650 under Note 5 of rule 1.

STATEMENT No. 9

Existing Scale: Rs. 425-15-500-EB-15-560-20-700-(16-Years)

Revised Scale: Rs. 1400-40-1800-EB-50-2300-(20 Years)

| Basic Pay as on 1.1.1986 | D.A. as on 1.1.1986 | Interim Relief I | Interim Relief II | Ad-hoc increase of 20% (Minimum Rs. 75) | Total of Columns 1 to 5 | Pay in the Revised Scale |
|--------------------------------|------------------------|---------------------|----------------------|---|-------------------------------|--------------------------------|
| Rs. | Rs. | Rs. | Rs. | Rs. | Rs. | Rs. |

| 1 | 2 | 3 | 4 | 5 | 6 | 7 |
|-----|---------|-------|-------|--------|---------|---------|
| 425 | 756-60 | 60-00 | 50-00 | 85-00 | 1376-60 | 1400-00 |
| 440 | 763-00 | 60-00 | 50-00 | 88-00 | 1401-00 | 1400-00 |
| 455 | 769-40 | 60-00 | 50-00 | 91-00 | 1425-40 | 1400-00 |
| 470 | 775-80 | 60-00 | 50-00 | 94-00 | 1449-80 | 1480-00 |
| 485 | 782-10 | 60-00 | 50-00 | 97-00 | 1474-10 | 1480-00 |
| 500 | 788-50 | 60-00 | 50-00 | 100-00 | 1498-50 | 1520-00 |
| 515 | 794-90 | 60-00 | 52-00 | 103-00 | 1524-90 | 1560-00 |
| 530 | 801-30 | 60-00 | 53-00 | 106-00 | 1550-30 | 1560-00 |
| 545 | 820-20 | 60-00 | 55-00 | 109-00 | 1589-20 | 1600-00 |
| 560 | 842-80 | 60-00 | 56-00 | 112-00 | 1630-80 | 1640-00 |
| 580 | 872-90 | 60-00 | 58-00 | 116-00 | 1686-90 | 1720-00 |
| 600 | 903-00 | 60-00 | 60-00 | 120-00 | 1743-00 | 1760-00 |
| 620 | 933-10 | 60-00 | 62-00 | 124-00 | 1799-10 | 1800-00 |
| 640 | 963-20 | 60-00 | 64-00 | 128-00 | 1855-20 | 1900-00 |
| 660 | 993-30 | 60-00 | 66-00 | 132-00 | 1911-30 | 1950-00 |
| 680 | 1023-40 | 60-00 | 68-00 | 136-00 | 1967-40 | 2000-00 |
| 700 | 1053-50 | 70-00 | 70-00 | 140-00 | 2033-50 | 2050-00 |

Note:-Column Nos. 8 to 12 are not applicable to this revised scale.

STATEMENT No. 10

Existing Scale: Rs. 550-25-750-EB-30-900-(13 Years)

Revised Scale: Rs. 1640-60-2600-EB-75-2900-(20 Years)

| Basic Pay as on 1.1.1986 | D.A. as on 1.1.1986 | Interim Relief I | Interim Relief II | Ad-hoc increase of 20% (Minimum Rs. 75) | Total of Columns 1 to 5 | Pay in the Revised Scale |
|--------------------------------|------------------------|---------------------|----------------------|---|-------------------------------|--------------------------------|
| Rs. | Rs. | Rs. | Rs. | Rs. | Rs. | Rs. |
| 1 | 2 | 3 | 4 | 5 | 6 | 7 |
| 550 | 827-80 | 60-00 | 55-00 | 110-00 | 1602-80 | 1840-00 |
| 575 | 865-40 | 60-00 | 58-00 | 115-00 | 1673-40 | 1700-00 |
| 600 | 903-00 | 60-00 | 60-00 | 120-00 | 1743-00 | 1760-00 |
| 625 | 940-60 | 60-00 | 63-00 | 125-00 | 1813-60 | 1820-00 |
| 650 | 978-30 | 60-00 | 65-00 | 130-00 | 1883-30 | 1940-00 |
| 675 | 1015-90 | 60-00 | 68-00 | 135-00 | 1953-90 | 2000-00 |
| 700 | 1053-50 | 70-00 | 70-00 | 140-00 | 2033-50 | 2060-00 |

| | | | | | | |
|-----|---------|-------|-------|--------|---------|---------|
| 725 | 1091-10 | 70-00 | 73-00 | 145-00 | 2104-10 | 2120-00 |
| 750 | 1128-80 | 70-00 | 75-00 | 150-00 | 2173-80 | 2180-00 |
| 780 | 1173-90 | 70-00 | 78-00 | 156-00 | 2257-90 | 2300-00 |
| 810 | 1217-80 | 70-00 | 81-00 | 162-00 | 2340-80 | 2360-00 |
| 840 | 1259-20 | 70-00 | 84-00 | 168-00 | 2421-20 | 2480-00 |
| 870 | 1300-60 | 70-00 | 87-00 | 174-00 | 2501-60 | 2540-00 |
| 900 | 1342-00 | 70-00 | 90-00 | 180-00 | 2582-00 | 2600-00 |

Note:—Column Nos. 8 to 12 are not applicable to this revised scale.

STATEMENT No. 11

Existing Scale: Rs. 700-40-1100-(10 Years)

Revised Scale: Rs. 2200-75-2800-EB-100-3700-(17 Years)

| Basic Pay as on 1.1.1986 | D.A. as on 1.1.1986 | Interim Relief I | Interim Relief II | Ad-hoc increase of 20% (Minimum Rs. 75) | Total of Columns 1 to 5 | Pay in the Revised Scale |
|--------------------------------|------------------------|---------------------|----------------------|---|-------------------------------|--------------------------------|
| Rs. 1 | Rs. 2 | Rs. 3 | Rs. 4 | Rs. 5 | Rs. 6 | Rs. 7 |
| 680 | 1023-40 | 60-00 | 68-00 | 136-00 | 1967-40 | 2200-00 |
| 720 | 1083-60 | 70-00 | 72-00 | 144-00 | 2089-60 | 2200-00 |
| 760 | 1143-80 | 70-00 | 76-00 | 152-00 | 2201-80 | 2275-00 |
| 800 | 1204-00 | 70-00 | 80-00 | 160-00 | 2314-00 | 2350-00 |
| 840 | 1259-20 | 70-00 | 84-00 | 168-00 | 2421-20 | 2425-00 |
| 880 | 1314-40 | 70-00 | 88-00 | 176-00 | 2528-40 | 2575-00 |
| 920 | 1363-60 | 70-00 | 92-00 | 184-00 | 2629-60 | 2650-00 |
| 960 | 1406-80 | 70-00 | 96-00 | 192-00 | 2724-80 | 2725-00 |
| 1000 | 1450-00 | 70-00 | 100-00 | 200-00 | 2820-00 | 2900-00 |
| 1050 | 1450-00 | 70-00 | 105-00 | 210-00 | 2885-00 | 2900-00 |
| 1100 | 1450-00 | 70-00 | 110-00 | 220-00 | 2950-00 | 3000-00 |
| 1150 | 1450-00 | 70-00 | 115-00 | 230-00 | 3015-00 | 3100-00 |
| 1200 | 1450-00 | 70-00 | 120-00 | 240-00 | 3080-00 | 3100-00 |
| 1250 | 1450-00 | 70-00 | 125-00 | 250-00 | 3145-00 | 3200-00 |

STATEMENT No. 12

Existing Scale: Rs. 700-40-1100-50-1300

Revised Scale: Rs. 2200-75-2800-EB-100-3700-(17 Years)

| Basic Pay as on 1.1.1986 | D.A. as on 1.1.1986 | Interim Relief I | Interim Relief II | Ad-hoc increase of 20% Minimum (Rs. 75) | Total of Columns 1 to 5 | Pay in the Revised Scale |
|--------------------------------|------------------------|---------------------|----------------------|---|-------------------------------|--------------------------------|
| Rs. 1 | Rs. 2 | Rs. 3 | Rs. 4 | Rs. 5 | Rs. 6 | Rs. 7 |
| 680 | 1023-40 | 60-00 | 68-00 | 136-00 | 1967-40 | 2200-00 |
| 720 | 1083-60 | 70-00 | 72-00 | 144-00 | 2089-60 | 2200-00 |
| 760 | 1143-80 | 70-00 | 76-00 | 152-00 | 2201-80 | 2275-00 |
| 800 | 1204-00 | 70-00 | 80-00 | 160-00 | 2314-00 | 2350-00 |
| 840 | 1259-20 | 70-00 | 84-00 | 168-00 | 2421-20 | 2425-00 |
| 880 | 1314-40 | 70-00 | 88-00 | 176-00 | 2528-40 | 2575-00 |
| 920 | 1363-60 | 70-00 | 92-00 | 184-00 | 2629-60 | 2650-00 |
| 960 | 1406-80 | 70-00 | 96-00 | 192-00 | 2740-80 | 2725-00 |
| 1000 | 1450-00 | 70-00 | 100-00 | 200-00 | 2820-00 | 2900-00 |
| 1050 | 1450-00 | 70-00 | 105-00 | 210-00 | 2885-00 | 2900-00 |
| 1100 | 1450-00 | 70-00 | 110-00 | 220-00 | 2950-00 | 3000-00 |
| 1150 | 1450-00 | 70-00 | 115-00 | 230-00 | 3015-00 | 3100-00 |
| 1200 | 1450-00 | 70-00 | 120-00 | 240-00 | 3080-00 | 3100-00 |
| 1250 | 1450-00 | 70-00 | 125-00 | 250-00 | 3145-00 | 3200-00 |

**Accompaniment to Government Resolution, Education and Employment Department, No. NGC
1286/(1224)/UNI-4, dated 27.02.1989**

APPENDIX III

FORM OF OPTION

I,Substantive holder of the post of
.....
in the scale of Rs.in the College.....hereby.

- (i) elect the revised scale of the post with effect from 1.1.1986;
- (ii) elect to retain the existing/Pre Jan. 86 scale of pay of the post 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

Signed before me

Date:

Signature

(Principal of the College)

(Reviewed the above declaration)

Date:

Signature

(Head of the Institution)

Note:—The option should be exercised separately in respect of substantive and officiating appointments. To be scored out if not applicable.

Accompaniment to Government Resolution, Education and Employment Department No. NGC 1286/(1224)/UNI-4, dated 27.02.1989

APPENDIX IV

FORM OF AGREEMENT

THIS AGREEMENT made thisday of One thousand Nine hundred and Eighty nine between Shri./Smt./Kum. Demonstrator/Tutor/Reader/Senior/Junior Lecturer/Professor of Principal ofCollege/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 andCollege/University hereinafter referred to as “the said College/University” of the Other Part.

WHEREAS the Employee has been working as a Demonstrator/Tutor/Reader/ Senior/Junior Lecturer/Professor of.....Principal of the said College/University from theday of 198

AND WHEREAS the Government of Maharashtra has by Government Resolution Education and Youth Services Department bearing No. NGC 1286/(1224)/UNI-4, dated the 27.02.1989 (hereinafter referred to as “the said Resoluton” 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 statement in Higher Education.

AND WHEREAS accordingly the said College/University has agreed to revise 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 agreed to do.

NOW THIS AGREEMENT WITNESSTH AND IT IS HEREBY AGREED AND DECIDED by and between Parties hereto as follows:

In consideration of the said College/University agreeing to revise the pay scale of the Employee and to pay to him/her the remuneration as may be payable to him/her as per the said relevant revised scale applicable to him/her as specified in the said Resolution, not with standing anything to contrary in

that regard contained in his/her contract of service and/or conditions of service the Employee both hereby:

- (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 cease to derive benefits of revised pay scales.

IN WITNESS WHEREOF Shri./Smt./Kum. the Employee above-names has hereto set his/her hand and

Common seal of University has been here unto affixed.

.....

Members of the Managing Committee/Governing Body of have set their respective hands the day and year first hereinabove written.

Signed and deliver by

Shri./Smt./Kum.....

the Employee above named in the presence of

1.....

2.....

3.

OR

Signed and delivered by:

1.....

2.....

3.....

4..... 5 Etc. the present Members
..... of the Managing Committee/Governing Body of
..... in the presence
of

1.....

2.....

APPENDIX V

Performance Appraisal Report–I*

Self Appraisal

A. General Information

- (a) Name
(b) Address (Residential) Ph. No.
(c) Designation
(d) Department
(e) Date of Birth
(f) Area of Specialization

B. Academic Qualifications

| Exam. Passed | Board/University | Subjects Year | Division/Grade Merit etc. |
|---|------------------|---------------|------------------------------|
| High School | | | |
| Higher Secondary or Pre-degree | | | |
| Bachelor's degree(s) | | | |
| Master's degree(s) | | | |
| Research degree(s) | | | |
| Others (Diplomas/ Certificates etc.) | | | |

C. Research Experience and Training

| Research Stage | Title of Work/Theses | University where the work was carried out |
|--|----------------------|--|
| M. Phil. or equivalent | | |
| Ph.D. | | |
| Post-Doctoral | | |
| Publications (give a list separately) | | |
| Research Guidance (Give names of students guided successfully) | | |
| Training (please specify) | | |

*For teachers already in employment at the time of introduction of the scheme and for new entrants at the time of joining of the institution.

D. Research Projects carried out

| Title of the Project | Name of the Funding Agency | Duration | Remarks |
|----------------------|----------------------------|----------|---------|
|----------------------|----------------------------|----------|---------|

E. Seminar, Conference, Symposia, Workshops etc. attended

| Name of the Seminar/Conference/Symposia Workshop etc. | Name of the Sponsoring Agency | Place and Date |
|---|-------------------------------|----------------|
|---|-------------------------------|----------------|

F. Teaching Experience

| Courses Taught | Name of University/College/Institution | Duration |
|---|--|----------|
| (i) U.G. (B.A./B.Sc., etc. Pass) (B.A./B.Sc. etc. Hons.) | | |
| (ii) P.G. (M.A./M.Sc., etc.) | | |
| (iii) M.Phil. | | |
| (iv) Any other | | |

Total Teaching Experience:.....

- (a) ... Under-graduate (Pass) :.....
- (b) Under-graduate (Hons.) :.....
- (c) Post-graduate :.....

G. Innovations/Contribution in Teaching

- (a) Design of curriculum :
- (b) Teaching methods :
- (c) Laboratory experiment :
- (d) Evolution methods :
- (e) Preparation of resource :
material including books,
reading materials, laboratory
manuals etc.
- (f) Remedial Teaching/Student Counselling
(academic)
- (g) Any other.

H. Extension Work/Community Service:

- (a) Please give a short account of your contribution to:
 - (i) Community work such as values of National integration, secularism, democracy, socialism,

humanism, peace, scientific temper, flood or drought relief, small family norms etc.

(ii) National Literacy Mission.

(b) Positions held/Leadership role played in organization linked with Extension Work and National Service Scheme (NSS), or NCC or any other similar activity.

I Participation in Corporate Life:

Please give a short account of your contribution to:

- (a) College/University/Institution
- (b) Co-curricular Activities
- (c) Enrichment of Campus Life
(Hostels, sports, games, cultural activities)
- (d) Students Welfare and Discipline
- (e) Membership/Participation in Bodies/
Committees on Education and National Development.
- (f) Professional Organization of Teachers

J. (a) Membership of Professional Bodies,
Societies etc.

(b) Editorship of Journals

K. Any other information.

(Signature of the Teacher).

Performance Appraisal Report-II*

Self Appraisal

A. General Information

- (a) Name
- (b) Date of Birth
- (c) Address (Residential)
- (d) Designation
- (e) Department
- (f) Area of Specialization
- (g) Date of Appointment
 - (i) in the Institution
 - (ii) in the Present Post
- (h) Honours Conferred

Ph. No.

B. Teaching

(a) Class Taught

| Class | Periods |
|-------|---------|
|-------|---------|

| | Assigned per week | | Taught in the year | | Steps taken for the teaching of periods missed during absence of leave |
|-------|---|-----|--------------------|-----|--|
| | **L | T/F | L | T/F | |
| | (1) | | (2) | | (3) |
| (i) | U.G. (B.A./B.Sc. etc., Pass) (B.A./B.Sc. etc. Hons.) | | | | |
| (ii) | PG (M.A./M.Sc., etc.) | | | | |
| (iii) | M.Phil. | | | | |
| (iv) | Any other | | | | |

* (To be filled at the end of every academic year)

** L = Lecture T = Tutorial P = Practical

(b) Regularity and Punctuality

(c) Details of course teaching plan synopses of lectures, and reading lists supplied to students.

(d) Details of participation in the following:

(i) University
Evaluation

(ii) Internal
Evaluation

(iii) Paper Setting

(iv) Assessment of
Home assignments

(v) Conduct of Examinations

(vi) Evaluation of Dissertation etc.

C. Details of Innovations/Contribution in Teaching during the year:

(a) Design of curriculum:

(b) Teaching methods

(c) Laboratory experiments:

(d) Evaluation methods:

(e) Preparation of resource material
including books, reading materials,
laboratory manuals etc.

(f) Remedial Teaching/Student
Counselling (academic)

(g) any other

D. Improvement of Professional Competence

(a) Details regarding refresher course/orientation attended,
participation in summer schools, workshops, seminars, symposia

etc. including open university courses/M.Phil., Ph.D.

E. Research contributions:

- (a) Number of students (M.Phil./Ph.D.)
- | At the beginning of the year | Registered during the year | Completed during the year |
|------------------------------|----------------------------|---------------------------|
| M.Phil. | | |
| Ph.D. | | |
- (b) No. of research papers published (Please enclose list)
- (c) Research Projects
- | Title of the Project | Name of the funding agency | Duration |
|----------------------|----------------------------|----------|
|----------------------|----------------------------|----------|
- (d) Details of Seminars, Conferences, Symposia organised.
- (e) Patents taken, if any, give a brief description.
- (f) Membership of Professional Bodies.
Editorship of Journals etc.

F. Extension Work/Community Service.

- (a) Please give a short account of your contribution to:
- Community work such as values of National integration, Secularism, democracy, socialism, humanism, peace, scientific temper, flood or drought relief, small family norms etc.
 - National Literacy Mission
- (b) Positions held/Leadership role played in organizations linked with Extension work and National Service Scheme (NSS) or NCC or any other similar activity.

G. Participation in Corporate Life:

Please give a short account of your contribution to:

- College/University/Institution
- Co-Curricular activities
- Enrichment of Campus Life
(hostels, sports, games, cultural activities)
- Students' Welfare and Discipline
- Membership/Participation in Bodies/
Committees on Education and National Development.

(f) Professional organization of Teachers.

H. Assessment

(a) Steps taken by you for the evaluation of the course programme taught

I. General Data

State brief assessment of your performance indicating

(a) achievements, (b) difficulties faced and

(c) suggestions for improvement.

Signature of the Teacher

J. *Verification of factual data:

A. General Information.

B. Teaching.

C. Details of Innovations/Contribution in Teaching, during the year.

D. Improvement of Professional Competence.

E. Research contributions.

F. Extension Work/Community Service.

G. Participation in Corporate Life.

Signature of the Person authorised

* By a person to be nominated by Principal/Vice-Chancellor.

APPENDIX VI

Code of Professional Ethics for University and College Teachers Preamble

I. Goal of Higher Education in our Country:

The basic purpose of education is to create skill and knowledge and awareness of our glorious national heritage and the achievements of human civilisation, possessing a basic scientific outlook and commitment to the ideals of patriotism, democracy, secularism and peace, and the principles enunciated in the Preamble to our constitution.

Higher education has to produce leaders of society and economy in all areas of manifold activities with a commitment to the aforesaid ideals.

Higher education should strive for academic excellence, and progress of arts and science. Education, research and extension should be conducted in conformity with our national needs and priorities and ensure that our best talents make befitting contributions to international endeavour on societal needs.

II. Teachers and their Rights:

Teachers should enjoy full civic and political rights of our democratic country Teachers have a right to adequate emoluments, social position, just conditions of service professional independence and adequate social insurance.

The Code of Professional Ethics

I. Teachers and Their Responsibilities:

Whoever adopts teaching as a profession assumes the obligation to conduct himself in accordance with the ideals 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 teachers should be calm, patient and communicative by temperament and amiable in disposition.

Teachers should:

- (i) adhere to a responsible pattern of conduct and demeanour 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, conference 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, tutorial, practical and seminar work conscientiously and with dedication;
- (vii) co-operate and assist in carrying out 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 in the conduct of university and college examinations, including supervision, invigilation and evaluation; and
- (viii) participate in extension, co-curricular and extra-curricular activities including community Service.

II. Teachers and the Students:

Teachers should:

- (i) respect the right and dignity of the student in expressing his/her opinion;

- (ii) deal justly and impartially with students regardless of their religion, caste, 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 outlook and respect for physical labour and ideals of democracy, patriotism and peace;
- (vi) be affectionate to the students and not behave in a vindictive manner towards and 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 Colleges:

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 lodging unsubstantiated allegations against colleagues to higher authorities;
- (iv) refrain from allowing considerations of caste, creed, religion, race or sex in their professional endeavour.

IV. Teachers an 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 dignity of the profession;
- (vi) should adhere to the conditions of contract;
- (vii) give and expect due notice before a change of position is made; 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:

- (i) Teachers should treat the non-teaching staff as colleagues and equal partners in a co-operative undertaking, within every educational institution;
- (ii) Teachers should help in the function of joint staff-councils covering both teachers and the non-teaching staff.

VI. Teachers and Guardians:

Teachers should:

Try to see through teachers bodies and organisations that institutions maintain contact with the guardians of 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.

APPENDIX "A"

(S. 412)

Formula for Fixation of Pay in the Revised Scales

I. The initial pay in the revised scale shall be fixed in the following manner:

(A) In the case of the teacher drawing basic pay not more than Rs. 1,800/- in the existing scale.

(a) An amount representing five per cent of the basic pay subject to a minimum of Rs. 15/- and a maximum of Rs. 50/- shall be added to the existing emolument of the teacher.

Explanation I:—Existing emoluments means a basic pay plus dearness allowance as on 31.12.1972 plus interim relief, if any, sanctioned during 01.03.1970 and January 1973 and not any other allowance.

Explanation II:—If the amount so computed includes a part of a rupee, then if such part is fifty paise or more, it shall be increased to one complete rupee and if such part is less than fifty paise, it shall be ignored.

(b) After the existing emoluments have been increased and computed as specified in clause (a) the pay shall be fixed in the revised scale at the stage equal to the amount so computed or, if there is no such stage in the revised scale, at the stage next above the amount so computed.

Provided that:

(i) If the amount as computed under clause (a) is less than the minimum of the revised scale, the pay shall be fixed at the minimum of that scale.

(ii) If the amount as computed under clause (a) is more than the maximum of the revised scale, the pay shall be fixed at the maximum of that scale.

Provided further that, except in case where the pay is fixed at the minimum of the revised scale, if the revised emoluments as determined under this sub-rule, exceeds the existing emolument by more than Rs. 100/- the initial pay shall be fixed at the highest stage in the revised scale at which the revised emolument payable does not exceed the existing emolument by Rs. 100/- and the difference, if any, between the existing emoluments plus Rs. 100/- and the revised emoluments so payable shall be allowed as personal pay to be absorbed in future increment(s).

Explanation:—Revised emolument means the basic pay of the teacher in the revised scale.

(B) In the case of a teacher drawing basic pay exceeding Rs. 1,800/- in the existing scale, the initial pay in the revised scale shall be fixed under the provisions of B.C.S.R. 41, 44 and 57 and for this purpose his pay in the existing scale shall be deemed to include the dearness allowance, if any, drawn by him.

Note 1:— Where the teacher is holding a permanent post and is officiating in a higher post and the scale applicable to these two posts are merged into one scale, the pay shall be fixed under this sub-rule with reference to the officiating post only, provided he has continuously officiated in that post for not less than one year as on 01.01.1973 and the pay so fixed shall be treated as substantive pay. Where such teacher has not completed one year's continuous service in the higher officiating post as on 01.01.1973

his pay in the revised scale shall be fixed separately with reference to his substantive pay and officiating pay in the existing scale and his pay in the revised scale fixed with reference to the officiating pay shall be treated as substantive pay in that scale either on confirmation in the higher officiating post or after rendering service for the period by which it fell short of one year on 01.01.1973, whichever is earlier, provided that in the latter case, it is certified by the appointing authority that he would have continued to officiate in the higher post during this period had the revised scale not been introduced. If, however, the appointing authority certifies that he would have reverted to the lower post during this period, his pay in the revised scale would, from the date on which he would have reverted, be regulated on the basis of the pay fixed on 01.01.1973 with reference to his substantive pay in the lower post.

Note 2:— Where the existing emolument exceeds the revised emolument the difference shall be allowed as personal pay to be absorbed in future increment(s).

Note 3:— Where in the fixation of pay under clause (b) of paragraph (A) or under paragraph (B) the pay of the teacher drawing pay at more than five consecutive stages in the existing scale gets bunched, that is to say, gets fixed in the revised scale at the same stage the pay in the revised scale of such of the teacher who is drawing pay beyond the first five consecutive stages in the existing scale shall be stepped upto the stage where such bunching occurs, as under, by the grant of increment(s) in the revised scale in the following manner, namely:

- (a) for teacher drawing pay from the 6th upto 10th stage in the existing scale—by one increment.
- (b) for teacher, drawing pay from the 11th upto the 15th stage in the existing scale, if there is bunching beyond the 10th stage—by two increments.
- (c) for teacher drawing pay from the 16th upto 20th stage in the existing scale, if there is bunching beyond the 15th stage—by three increments.

If by stepping up of the pay as above, the pay of one teacher gets fixed at a stage in the revised scale which is higher than the stage in the revised scale at which the pay of another teacher who was drawing pay to the next higher stages in the same existing scale is fixed, the pay of the latter shall also be stepped upto only to the extent by which it falls short that of the former.

Note 4:— Where in the fixation of pay under clause (b) of paragraph (A) or paragraph (B) the pay of a teacher, who in the existing scale was drawing immediately before 01.01.1973 more pay than another teacher junior to him in the same cadre, gets fixed in the revised scale at a stage lower than that of such junior his pay shall be stepped upto the same stage in the revised scale as that of the junior.

Note 5:— Where as on 01.01.1973, the teacher is in receipt of personal pay which together with his existing emolument exceeds the revised emoluments then, the difference representing such excess shall be allowed to such teacher as personal pay to be absorbed in future increments.

II. Date of next increment in the revised scale.

The next increment of the teacher whose pay has been fixed in the revised scale in accordance with rule I shall be granted on the date he would have drawn his increment had he continued in the existing scale;

Provided that in cases where the pay of a teacher is stepped up in terms of Note 3 of the rule I the next increment shall be granted on the completing of qualifying service of twelve months from the date of the stepping up of the pay in the revised scale;

Provided further that, in cases other than those covered by the preceding proviso, the next increment of a teacher whose pay is fixed on the 1st day of January, 1973 at the same stage as the one fixed for another teacher junior to him in the same cadre and drawing pay at a lower stage than his in the existing scale, shall be granted on the same date as admissible to his junior, if the date of increment of the junior happens to be earlier.

*Explanation:—*For the purpose of this rule, increment shall be construed to mean stage in the time scale and not necessarily actual increases in pay (that is to say, where an increment in any scale is not annual, the increment shall be construed as carrying as many as the number of years of service required to be rendered for earning an increment).

APPENDIX "B"

Statute (415) (4)

DEED OF CONTRACT OF SERVICE

This agreement made on the.....day of19.....between Shri./Smt./Kum./Prof./Dr.....hereinafter referred to as "the Teacher" of the first part and the University of Poona a University being a body corporate and constituted under the Poona University Act, 1974, being Maharashtra Act No. XXIII of 1974 hereinafter called "the University or the Management of the affiliated college or recognized institution" of the second part

It is hereby agreed by and between the parties hereto as under:

1. That the University/Management of the affiliated College/Recognized Institution hereby appoints Shri./Smt./Kum./Prof./Dr..... as ainin the scale of Rs..... (Post).....in the University Department of (subject)..... In...../College/..... Institution with effect from the date when the said..... takes charge of the duties of his office and the said..... hereby agrees to abide by the conditions of service, leave rules and conduct, discipline and appeal rules as are prescribed and will be prescribed hereafter by the Statutes.

2. That the said parties agree and undertake to be bound by the Act, Statutes, Ordinances, Regulations, Rules and Orders of the University/Management for the time being in force and as may be

amended and/or modified from time to time and brought into force at a later date and which shall be deemed to form part of the agreement.

3. That the said parties agree that this agreement shall continue in force till the date of superannuation of the Teacher or until determined by notice in writing as required under the Statutes relating to the conditions of service for the University/College/ Recognized Institution teacher.

IN WITNESS Whereof the parties hereto have set their hands and seals on the date of the month and year above mentioned.

Date:

Place:

Signed by the said

Signed and sealed on behalf
of the University/College/
Recognized Institution

.....

.....

(Teacher)

Registrar/Chairman/Director,
University/Management

In the presence of

- 1.
- 2.

APPENDIX "C"

Statute (551) (2)

1. B.C.S.R. 377. Gradation of Government Servants:

For the purpose of calculating travelling allowance Government servants are divided into three grades as follows:

| | |
|--------------|----------------------------|
| First Grade | .. Rs. 1000/- and above. |
| Second Grade | .. Rs. 425/- to Rs. 999/-. |
| Third Grade | .. Below Rs. 425/-. |

2. B.C.S.R. 400. Railway Journeys:

Officers of grade I and II shall be entitled to travel by rail by first class and those of grade III by second class. The first and the second grade Officers will be paid 1st class fares for their rail journey each way only if they mention the serial number of the 1st class rail ticket and the date marked on the ticket in their Travelling Allowance bill, they will, otherwise be paid rail fare by second class only.

3. B.C.S.R. 414. I and II—Road Kilometrage:

- (i) The kilometreage allowance admissible to Government servant travelling in a State Transport motor vehicle will be the cost of a single seat only.
- (ii) The rates of road kilometreage for journeys in owned or hired vehicles shall be as follows:–

| Grade of Govt. Servants | Owned/hired car | | Owned/hired Jeep | | Assigned Car | | Assigned Jeep | | Motor Cycle Scooter | Other means |
|-------------------------|-----------------|--------|--------------------------------------|--------|--------------|--------|---------------|--------|---------------------|-------------|
| | Petrol | Diesel | Petrol | Diesel | Petrol | Diesel | Petrol | Diesel | | |
| I and II | 125 | 95 | (Figures are in Paisa per kilometer) | | | | | | | |
| | | | 150 | 95 | 110 | 80 | 135 | 80 | 50 | 10 |
| III | – | – | – | – | – | – | – | – | 50 | 10 |

- (iii) The kilometreage allowance admissible to Government servants travelling by hiring a seat in service taxies, which have been authorised by the R.T.O. to run between different places, connected or not connected by rail, will be the actual charge for a single seat paid limited to the railway fare of the class of accommodation to which the Government servant is entitled to travel between the places connected by the rail or limited to road kilometreage applicable to him between the places not so connected.
- (iv) Road Kilometreage for the road journey incidental to Rail/Steamer/Air Journey shall be permitted if the sum of such journeys performed in one calendar day exceeds 5 kilometres.

4. B.C.S.R. 403, 409, 414 II A. Incidental charges for journey period:

Daily allowance shall be held admissible for the entire period of absence from the normal place of duty i.e. including the period taken for journey. For calculating the period of absence, a grace period of 2 hours in the case of Air Journey and one hour in the case of Railway/Steamer/Bus Journeys before the Scheduled departure and a similar grace period after the scheduled arrival time of Train/Steamer/Bus shall be allowed. No such grace period shall be allowed for journey performed in the hired/owned/Government vehicles. Daily allowance payable for journey period including grace period shall be at the ordinary rates.

5. B.C.S.R. 420 and 422. Daily Allowance:

| Grade | Pay slab | Ordinary rate | Special rate at Bombay, Pune, Nagpur, Aurangabad, Nasik and Amravati | Rate for staying in Hotels charging scheduled tariff | |
|-------|----------------|---------------|--|--|--|
| | | | | Ordinary rate | Special rate at Bombay, Pune, Nagpur, Aurangabad, Nasik and Amravati |
| 1 | 2 | 3 | 4 | 5 | 6 |
| I | 2000 and above | 37 | 45 | 58 | 70 |
| | 1000-1990 | 35 | 42 | 58 | 70 |
| II | 750-999 | 23 | 32 | 40 | 54 |
| | 425-749 | 18 | 23 | 32 | 40 |
| III | Below Rs. 425 | 15 | 19 | 24 | 32 |

(for claiming D.A. for staying at Hotels receipt is necessary.)

- (ii) The Officer who is provided with free lodging or boarding or both, shall be allowed D.A. at reduced rates as shown below—

When only lodging is provided $\frac{3}{4}$ th of the admissible rate.

When only boarding is provided $\frac{1}{2}$ of the admissible rate.

When both lodging and boarding are provided $\frac{1}{4}$ th of the admissible rate.

- (iii) Daily Allowance at full rate shall be admissible for every 24 hours of absence, payment, for fraction of 24 hours being regulated as under:

| <i>Duration of Absence</i> | <i>Daily Allowance</i> |
|----------------------------|--------------------------------------|
| Upto 6 hours | ..30 percent of the admissible rate. |
| 6 to 12 hours | ..50 percent of the admissible rate. |
| More than 12 hours | ..Full D.A. |

- (iv) Daily Allowance for prolonged halts shall be admissible at full rate for the first 30 days and at $\frac{3}{4}$ th of the full rate for the remaining period.

Journey on Excursion Tours:

B.C.S.R. 517: Government servants belonging to Educational Institutions who are required to accompany parties of their students on excursion tours should be allowed to draw travelling allowances as on tour.

B.C.S.R. 518: Students in all Educational Institutions may, at the discretion of the competent authority be allowed T. A. as shown below at Government expenses when they go on excursion tours conducted for their benefit.

Rail: Second Class single fare.

Steamer: Second Class single fare.

Road: Actual expenditure not exceeding the rate of kilometreage admissible to Government servants of the third grade.



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SNJB

UGC RULES FOR APPOINTMENTS 2010

**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**

*To be published in the Gazette of India
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**University Grants Commission
Bahadur Shah Zafar Marg
New Delhi-110002.**

No.F.3-1/2009

30 June, 2010

In exercise of the powers conferred under clause (e) and (g) of sub-section (1) of Section 26 of University Grants Commission Act, 1956 (3 of 1956), and in pursuance of the MHRD O.M.No.F.23-7/2008-IFD dated 23rd October, 2008, read with Ministry of Finance (Department of Expenditure) O.M.No.F.1-1/2008-IC dated 30th August, 2008, and in terms of the MHRD Notification No.1-32/2006-U.II/U I(1) issued on 31st December, 2008 and in supersession of the University Grants Commission (Minimum Qualifications Required for the Appointment and Career Advancement of Teachers in Universities and Institutions affiliated to it) Regulations, 2000, issued by University Grants Commission vide Regulation No. F.3-1/2000 (PS) dated 4th April, 2000, 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, 2010.
- 1.2 They 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 (f) 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 They shall come into force with immediate effect.

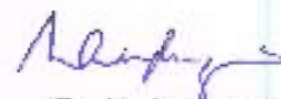
Provided that in the event, any candidate becomes eligible for promotion under Career Advancement Scheme in terms of these Regulations on or after 31st December, 2008, the promotion of such a candidate shall be governed by the provisions of these Regulations.

Provided further that notwithstanding anything contained in these Regulations, in the event any candidate became eligible for promotion under Career Advancement Scheme

prior to 31st December, 2008, the promotion of such a candidate under Career Advancement Scheme shall be governed by the University Grants Commission (Minimum Qualifications Required for the Appointment and Career Advancement of Teachers in Universities and institutions affiliated to it) Regulations, 2000 notified *vide* Notification No. F.3-1/2000 (PS) dated 4 April, 2000, as amended from time to time, read with notifications and guidelines issued by the University Grants Commission (UGC) from time to time, in this regard.

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. **Consequences of failure of the Universities to comply with the recommendations of the Commission, as provision of Section 14 of the University Grants Commission Act, 1956:**

If any University grants affiliation in respect of any course of study to any college referred to in sub-section (5) of Section 12-A in contravention of the provisions of the sub-section, or fails within a reasonable time to comply with any recommendations made by the Commission under Section 12 or Section 13, or contravenes the provisions of any rule made under clause (f) of sub-section (2) of Section 25 or of any regulations made under clause (e) or clause (f) or clause (g) of Sub-Section (1) of Section 26, 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.


(Dr. N. A. Kazmi)
Secretary

To

The Assistant Controller
Publication Division
Government of India
Urban Development Ministry
Civil Lines
Delhi -110054

**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**

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

1.0.0 COVERAGE

1.1.1 For teachers in the Faculties of Agriculture and Veterinary Science, the norms /Regulations of Indian Council of Agricultural Research; for Faculty of Medicine, Dentistry, Nursing and AYUSH, the norms/Regulations of Ministry of Health and Family Welfare, Government of India; for Faculty of Education, the norms/Regulations formulated in consultations with National Council of Teacher Education; for Engineering and Technology, Pharmacy and Management/Business Administration, the norms/Regulations formulated in consultations with All India Council for Technical Education; and the qualifications in the field of rehabilitation and special education at Degree, PG Diploma and Masters level, the norms/Regulations formulated in consultations with Rehabilitation Council of India, shall apply.

2.0.0 PAY SCALES, PAY FIXATION FORMULA AND AGE OF SUPERANNUATION, ETC.

2.1.0 The revised scales of pay and other service conditions including age of superannuation in central universities and other institutions maintained and/or funded by the University Grants Commission (UGC), shall be strictly in accordance with the decision of the Central Government, Ministry of Human Resource Development (Department of Education), as contained in **Appendix-I**.

2.2.0 The pay scale shall, in the central universities and other institutions maintained and/or funded by the UGC, be fixed in accordance with the pay “fixation formula” developed by the UGC and approved by the Ministry of Human Resource Development (MHRD), as contained in **Appendix-II**.

2.3.0 The pay fixation formula for teachers shall apply for other positions in the Library and Physical Education and Sports cadres in the Central Universities and Colleges thereunder and Institutions Deemed to be Universities whose maintenance expenditure is met by the UGC.

2.3.1. The revised scales of pay and age of superannuation as provided in Clause 2.1.0 above, may also be extended to Universities, colleges and other higher educational institutions coming under the purview of the State Legislature and maintained by the State Governments, subject to the implementation of the scheme as a composite one in adherence of the terms and conditions laid down in the MHRD notifications provided as Appendix I and in the MHRD letter No.F.1-7/2010-U II dated 11 May, 2010 with all conditions specified by the UGC in these Regulations and other Guidelines.

2.3.2. Subject to the availability of vacant positions and fitness, teachers such as Assistant Professor, Associate Professor and 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.

2.3.3. All other aspects which are not covered in these Regulations, on applicability, financial assistance, date of implementation of revised pay and allowances and payment of arrears, etc. shall be as laid down in the MHRD Notifications provided as Appendix-I of these Regulations and the MHRD letter No.F.1-7/2010-U II dated 11 May, 2010.

3.0.0. RECRUITMENT AND QUALIFICATIONS

3.1.0 The direct recruitment to the posts of Assistant Professors, Associate Professors and Professors in the Universities and Colleges shall be on the basis of merit through all India advertisement and selections by the duly constituted Selection Committees as per the provisions made under these Regulations to be incorporated under the Statutes/Ordinances of the concerned university. The composition of such committees should be as prescribed by the UGC in these Regulations.

3.2.0 The minimum qualifications required for the post of Assistant Professors, Associate Professors, Professors, Principals, Assistant Directors of Physical Education and Sports, Deputy Directors of Physical Education and Sports, Directors of Physical Education and Sports, Assistant Librarians, Deputy Librarians, Librarians will be those as prescribed by the UGC in these Regulations.

3.3.0 The minimum requirements of a good academic record, 55% marks (or an equivalent grade in a point scale wherever grading system is followed) at the master's level and qualifying in the National Eligibility Test (NET), or an accredited test (State Level Eligibility Test - SLET/SET), shall remain for the appointment of Assistant Professors.

3.3.1. NET/SLET/SET shall remain the minimum eligibility condition for recruitment and appointment of Assistant Professors in Universities / Colleges / Institutions.

Provided however, that candidates, who are or have been awarded a Ph. D. Degree in accordance with the University Grants Commission (Minimum Standards and Procedure for Award of Ph.D. Degree) Regulations, 2009, shall be exempted from the requirement of the minimum eligibility condition of NET/SLET/SET for recruitment and appointment of Assistant Professor or equivalent positions in Universities / Colleges / Institutions.

- 3.3.2** NET/SLET/SET shall not be required for such Masters Degree Programmes in disciplines for which NET/SLET/SET accredited test is not conducted.
- 3.4.0** A minimum of 55% marks (or an equivalent grade in a point scale wherever grading system is followed) will be required at the Master's level for those recruited as teachers at any level from industries and research institutions and at the entry level of Assistant Professors, Assistant Librarians, Assistant Directors of Physical Education and Sports.
- 3.4.1** A relaxation of 5% may be provided at the graduate and master's level for the Scheduled Caste/Scheduled Tribe/Differently-abled (Physically and visually differently-abled) categories for the purpose of eligibility and for assessing good academic record during direct recruitment to teaching positions. The eligibility marks of 55% marks (or an equivalent grade in a point scale wherever grading system is followed) and the relaxation of 5% to the categories mentioned above are permissible, based on only the qualifying marks without including any grace mark procedures.
- 3.5.0** A relaxation of 5% may be provided, from 55% to 50% of the marks to the Ph.D. Degree holders, who have obtained their Master's Degree prior to 19 September, 1991.
- 3.6.0** Relevant grade which is regarded as equivalent of 55% wherever the grading system is followed by a recognized university shall also be considered eligible.
- 3.7.0** The Ph.D. Degree shall be a mandatory qualification for the appointment of Professors and for promotion as Professors.
- 3.8.0** The Ph.D. Degree shall be a mandatory qualification for all candidates to be appointed as Associate Professor through direct recruitment.
- 3.9.0.** The period of 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.

4.0.0 DIRECT RECRUITMENT

4.1.0 PROFESSOR

- A. (i) An eminent scholar with Ph.D. qualification(s) in the concerned/allied/relevant discipline and published work of high quality, actively engaged in research with evidence of published work with a minimum of 10 publications as books and/or research/policy papers.
- (ii) A minimum of ten years of teaching experience in university/college, and/or experience in research at the University/National level institutions/industries, including experience of guiding candidates for research at doctoral level.
- (iii) Contribution to educational innovation, design of new curricula and courses, and technology – mediated teaching learning process.

- (iv) A minimum score as stipulated in the Academic Performance Indicator (API) based Performance Based Appraisal System (PBAS), set out in this Regulation in Appendix III.

OR

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

4.2.0. PRINCIPAL

- i. A Master's Degree with at least 55% marks (or an equivalent grade in a point scale wherever grading system is followed) by a recognized University.
- ii. A Ph.D. Degree in concerned/allied/relevant discipline(s) in the institution concerned with evidence of published work and research guidance.
- iii. Associate Professor/Professor with a total experience of fifteen years of teaching/research/administration in Universities, Colleges and other institutions of higher education.
- iv. A minimum score as stipulated in the Academic Performance Indicator (API) based Performance Based Appraisal System (PBAS), as set out in this Regulation in Appendix III for direct recruitment of Professors in Colleges.

4.3.0 ASSOCIATE PROFESSOR

- i. 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 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 excluding the period of Ph.D. research with evidence of published work and a minimum of 5 publications as books and/or research/policy papers.
- iv. Contribution to educational innovation, design of new curricula and courses, and technology – mediated teaching learning process with evidence of having guided doctoral candidates and research students.
- v. A minimum score as stipulated in the Academic Performance Indicator (API) based Performance Based Appraisal System (PBAS), set out in this Regulation in Appendix III.

4.4.0 ASSISTANT PROFESSOR

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

- i. Good academic record as defined by the concerned university with at least 55% marks (or an equivalent grade in a point scale wherever grading system is followed) at the Master's Degree level in a relevant subject from an Indian University, or an equivalent degree from an accredited foreign university.
- 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.
- iii. Notwithstanding anything contained in sub-clauses (i) and (ii) to this Clause 4.4.1, candidates, who are, or have been awarded a Ph. D. Degree in accordance with the University Grants Commission (Minimum Standards and Procedure for Award of Ph.D. Degree) Regulations, 2009, shall be exempted from the requirement of the minimum eligibility condition of NET/SLET/SET for recruitment and appointment of Assistant Professor or equivalent positions in Universities/Colleges/Institutions.
- iv. NET/SLET/SET shall also not be required for such Masters Programmes in disciplines for which NET/SLET/SET is not conducted.

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

4.4.2.1. MUSIC AND DANCE DISCIPLINE

1. ASSISTANT PROFESSOR:

- i. Good academic record with at least 55% marks (or an equivalent grade in a point scale wherever grading system is followed) at the Master's Degree level, in the relevant subject or an equivalent degree from an Indian/Foreign University.
- ii. Besides fulfilling the above qualifications, candidates must have cleared the National Eligibility Test (NET) for lecturers conducted by the UGC, CSIR, or similar test accredited by the UGC. Notwithstanding anything contained in the sub-clauses (i) and (ii) to this Clause 4.4.2.1, candidates, who are, or have been awarded Ph. D. Degree in accordance with the University Grants Commission (Minimum Standards and Procedure for Award of Ph.D. Degree) Regulations, 2009, shall be exempted from the requirement of the minimum eligibility condition of NET/SLET/SET for recruitment and appointment of Assistant Professor or equivalent positions in Universities / Colleges / Institutions.

- iii. NET/SLET/SET shall also not be required for such Masters Programmes in disciplines for which NET/SLET/SET is not conducted.

OR

- i. A traditional and a professional artist with highly commendable professional achievement in the concerned subject, who should have:
 - (a) Studied under noted/reputed traditional masters and has thorough knowledge to explain the subject concerned;
 - (b) A high grade artist of AIR/TV; and
 - (c) Ability to explain the logical reasoning of the subject concerned and adequate knowledge to teach theory with illustrations in that discipline.

2. ASSOCIATE PROFESSOR:

- i. Good academic record with doctoral degree, with performing ability of high professional standard.
- ii. Eight years of experience of teaching at the University, College level and/or research in University/national level institutions excluding the period spent for obtaining the research degree.
- iii. Has made significant contributions to the knowledge in the subject concerned, as evidenced by quality of publications.
- iv. Contribution to educational innovation such as designing of new courses, curricula and/or outstanding performing achievement in the field of specialization.

OR

- i. A traditional and a professional artist with highly commendable professional achievement in the concerned subject, who should be or have:
 - (a) 'A' grade artist of AIR/TV;
 - (b) Eight years of outstanding performing achievements in the field of specialization;
 - (c) Experience in designing of new courses and /or curricula;
 - (d) Participation in Seminars/Conferences in reputed institutions; and
 - (e) Ability to explain the logical reasoning of the subject concerned and adequate knowledge to teach theory with illustrations in that discipline.

3. PROFESSOR:

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

OR

- ii. A traditional and a professional artist with highly commendable professional achievement in the concerned subject, who should be or have:
 - (a) 'A' grade artist of AIR/TV;
 - (b) Twelve years of outstanding performing achievements in the field of specialization;
 - (c) Significant contributions in the field of specializations and ability to guide research;
 - (d) Participation in National/International Seminars/Conferences/ Workshops and/ or recipient of National/International Awards/Fellowships; and
 - (e) Ability to explain the logical reasoning of the subject concerned and adequate knowledge to teach theory with illustrations in that discipline.

4.4.2.2. DRAMA DISCIPLINE:

1. ASSISTANT PROFESSOR:

- i. Good academic record with at least 55% marks (or an equivalent grade in a point scale wherever grading system is followed) at the Master's Degree level, in the relevant subject or an equivalent degree from an Indian/Foreign University.
- ii. Besides fulfilling the above qualifications, candidates must have cleared the National Eligibility Test (NET) conducted by the UGC, CSIR, or similar test accredited by the UGC. However, candidates, who are, or have been awarded Ph. D. Degree in accordance with the University Grants Commission (Minimum Standards and Procedure for Award of Ph.D. Degree) Regulations 2009, shall be exempted from the requirement of the minimum eligibility condition of NET/SLET/SET for recruitment and appointment of Assistant Professor or equivalent positions in Universities / Colleges / Institutions.

- iii. Without prejudice to the above, NET/SLET/SET shall also not be required for such Masters Programmes in disciplines for which NET/SLET/SET is not conducted.

OR

- iv. A traditional and a professional artist with highly commendable professional achievement in the concerned subject, who should be or have:
 - 1. A professional artist with first class degree/diploma from National School of Drama or any other such approved Institution in India or abroad;
 - 2. Five years of regular acclaimed performance in regional/ national/ international stage with evidence; and
 - 3. Ability to explain the logical reasoning of the subject concerned and adequate knowledge to teach theory with illustrations in said discipline.

2. ASSOCIATE PROFESSOR:

- i. Good academic record with doctoral degree with performing ability of high professional standard as recommended by an expert committee constituted by the University concerned for the said purpose.
- ii. Eight years of experiences of teaching in a University / College and/ or research in University/national level institutions excluding the period spent for obtaining the research degree.
- iii. Has made significant contributions to the knowledge in the subject concerned, as evidenced by quality of publications.

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

OR

- iv. A traditional and a professional artist with highly commendable professional achievement in the concerned subject, who should be or have:
 - 1. A recognized artist of Stage/ Radio/TV;
 - 2. Eight years of outstanding performing achievements in the field of specialization;
 - 3. Experience in designing of new courses and /or curricula;
 - 4. Participation in Seminars/Conferences in reputed institutions; and
 - 5. Ability to explain the logical reasoning of the subject concerned and adequate knowledge to teach theory with illustrations in that discipline.

3. PROFESSOR:

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

OR

- ii. A traditional and a professional artist with highly commendable professional achievement in the concerned subject, who should be or have:
 1. Twelve years of outstanding performing achievements in the field of specialization;
 2. Has made significant contributions in the field of specializations and has the ability to guide research;
 3. Participation in National/International Seminars/Conferences/ Workshops and/ or recipient of National/International Awards/ Fellowships; and
 4. Ability to explain the logical reasoning of the subject concerned and adequate knowledge to teach theory with illustrations.

4.4.2.3. VISUAL (FINE) ARTS DISCIPLINE

1. ASSISTANT PROFESSOR:

- i. Good academic record with at least 55% marks (or an equivalent grade in a point scale wherever grading system is followed) at the Master's degree level, in the relevant subject or an equivalent degree from an Indian/Foreign University.
- ii. Besides fulfilling the above qualifications, candidates must have cleared the National Eligibility Test (NET) for lecturers conducted by the UGC, CSIR, or similar test accredited by the UGC. Notwithstanding anything contained in sub-clauses (i) and (ii) to this Clause 4.4.2.3, candidates, who are, or have been awarded a Ph.D. Degree, in accordance with the University Grants Commission (Minimum Standards and Procedure for Award of Ph.D. Degree) Regulations, 2009, shall be exempted from the requirement of the minimum eligibility condition of NET/SLET/SET for recruitment and appointment of Assistant Professor or equivalent positions in Universities / Colleges / Institutions.
- iii. Without prejudice to the above, NET/SLET/SET shall also not be required for such Masters Programmes in disciplines for which NET/SLET/SET is not conducted.

OR

- i. A Professional artist with highly commendable professional achievement in the concerned subject, who should have:
 - 1. First class Diploma in Visual (Fine) arts discipline from the recognized Institution of India/Abroad;
 - 2. Five years of experience of holding regular regional/National exhibitions/Workshops with evidence; and
 - 3. Ability to explain the logical reasoning of the subject concerned and adequate knowledge to teach theory with illustrations in that discipline.

2. ASSOCIATE PROFESSOR:

- i. Good academic record with doctoral degree, with performing ability of high professional standard.
- ii. Eight years of experience of teaching in a University / College and/ or research in University / national level institutions excluding the period spent for the research degree of M.Phil./ Ph. D.
- iii. Has made significant contributions to the knowledge in the subject concerned as evidenced by quality of publications.
- iv. Contributions to educational innovation such as: designing new courses and/ or curricula and/or outstanding performing achievements in the field of specializations.

OR

- v. A Professional artist with highly commendable professional achievement in the concerned subject, who should have:
 - 1. A recognized artist of his/her own discipline;
 - 2. Eight years of outstanding performing achievements in the field of specialization;
 - 3. Experience in designing of new courses and /or curricula;
 - 4. Participation in Seminars/Conferences in reputed institutions; and
 - 5. Ability to explain the logical reasoning of the subject concerned and adequate knowledge to teach theory with illustrations in that discipline.

3. PROFESSOR:

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

OR

- ii. A Professional artist with highly commendable professional achievement in the concerned subject, who should have:
 1. Twelve years of experience of holding regular regional/national exhibition/workshops with evidence;
 2. Significant contributions in the field of specialization and ability to guide research;
 3. Participation in National/International Seminars/Conferences/ Workshops and/or recipient of National/International Awards/ Fellowships; and
 4. Ability to explain the logical reasoning of the subject concerned and adequate knowledge to teach theory with illustrations in that discipline.

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

1. ASSISTANT PROFESSOR:

- i. Bachelor Degree in Occupational Therapy (B.O.T./B. Th.O./B.O.Th.), Masters in Occupational Therapy (M.O.Th/M.Th.O./ M.Sc. O.T/M.OT.) with at least 55% marks (or an equivalent grade in a point scale wherever grading system is followed) from a recognized University.

2. ASSOCIATE PROFESSOR:

- i. Master in Occupational Therapy (M.O.T./M.O.Th./M.Sc. O.T.) with eight years experience as Assistant Professor.
- ii. Desirable: Higher Qualification like Ph. D. in any discipline in occupational therapy recognized by the UGC/independent published work of higher standard.

3. PROFESSOR:

- i. Masters in Occupational Therapy (M.O.T. / M.O.Th./M.Th.O./M.Sc. O.T.) with eleven years total experience including five years experience as Associate Professor (Occupational Therapy).

- ii. Desirable: Higher Qualification like Ph. D. in any discipline in occupational therapy recognized by the UGC/independent published work of high standard.

4. PRINCIPAL / DIRECTOR / DEAN:

Masters 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).

- i. Senior-most Professor shall be the Principal / Director / Dean.
- ii. Desirable: Higher qualification like Ph. D. in any discipline in occupational therapy recognized by the UGC/ independent published work of high standard.

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

1. ASSISTANT PROFESSOR:

- i. Bachelor Degree in Physiotherapy (B.P/T./B. Th./P./B.P.Th.), Masters in Physiotherapy (M./P.Th/M.Th.P./M.Sc. P.T/M.PT.) with at least 55% marks (or an equivalent grade in a point scale wherever grading system is followed) from recognized University.

2. ASSOCIATE PROFESSOR:

- i. Master in Physiotherapy (M.P.T./M.P.Th./M.Th.P/M.Sc. P.T.) with eight years total experience as Assistant Professor.
- ii. Desirable: Higher Qualification like Ph. D. in any discipline in Physiotherapy recognized by U.G.C./independent published work of higher standard.

3. PROFESSOR:

- i. Masters in Physiotherapy (M.P.T. / M.P.Th./M.Th.P./M.Sc. P.T.) with eleven years total experience including five years experience as Associate Professor (Physiotherapy).
- ii. Desirable: Higher Qualification like Ph. D. in any discipline in Physiotherapy recognized by U.G.C./ independent published work of high standard.

4. PRINCIPAL / DIRECTOR / DEAN:

- i. Masters 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).
- ii. Senior-most Professor shall be the Principal / Director / Dean.

- iii. Desirable: Higher qualification like Ph. D. in any discipline in Physiotherapy recognized by the UGC/ independent published work of high standard.

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

1. ASSISTANT PROFESSOR

i. Essential:

- 1. First Class Masters Degree in Business Management / Administration / in a relevant management related discipline or first class in two year full time PGDM declared equivalent by AIU / accredited by the AICTE / UGC;

OR

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

ii. Desirable:

- 1. Teaching, research, industrial and / or professional experience in a reputed organization;
- 2. Papers presented at Conferences and / or published in refereed journals.

2. Associate Professor:

- i. Consistently good academic record with at least 55% marks (or an equivalent grade in a point scale wherever grading system is followed) in Master's Degree in Business Management / Administration / in a relevant management related discipline or first class in two years full time PGDM declared equivalent by AIU / recognized by the AICTE / UGC;

OR

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

- ii. Ph.D. or Fellow of Indian Institute of Management or of an Institute recognized by AICTE and declared equivalent by the AIU.
- iii. A minimum of eight years' experience of teaching / industry / research / professional at managerial level excluding the period spent for obtaining the research degree.

OR

iv. In the event the candidate is from industry and the profession, the following requirements shall constitute as essential requirements:

1. Consistently good academic record with at least 55% marks (or an equivalent grade in a point scale wherever grading system is followed) in Master's Degree in Business Management / Administration / in a relevant management related discipline or first class in two years full time PGDM declared equivalent by AIU / recognized by AICTE / UGC,

OR

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

2. A minimum of ten years experience of teaching industry / research / profession, out of which five years must be at the level of Assistant Professor or equivalent excluding the period spent for obtaining research degree. The candidate should have Professional work experience, which is significant and can be recognized at national / international level as equivalent to Ph.D. and ten years managerial experience in industry / profession of which at least five years should be at the level comparable to that of lecturer / assistant professor.

v. Without prejudice to the above, the following conditions may be considered desirable:

- a) Teaching, research industrial and / or professional experience in a reputed organization;
- b) Published work, such as research papers, patents filed / obtained, books and / or technical reports; and
- c) Experience of guiding the project work /dissertation of PG / Research Students or supervising R&D projects in industry.

3. Professor:

- i. Consistently good academic record with at least 55% marks (or an equivalent grade in a point scale wherever grading system is followed) in Master's Degree in Business Management / Administration / in a relevant discipline or consistently good academic record with at least 55% marks (or an equivalent grade in a point scale wherever grading system is followed) in two year full time PGDM declared equivalent by AIU / recognized by the AICTE / UGC;

OR

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

- ii. Ph. D. or Fellow of Indian Institute of Management or of an Institute recognized by AICTE and declared equivalent by the AIU.
- iii. A minimum of ten years' experience of teaching / industry / research / professional out of which five years must be at the level of Reader or equivalent excluding the period spent for obtaining the research degree.

OR

- iv. In the event the candidate is from industry and the profession, the following shall constitute as essential:
 - 1. Consistently good academic record with at least 55% marks (or an equivalent grade in a point scale wherever grading system is followed) in Master's Degree in Business Management / Administration / in a relevant management related discipline or consistently good academic record with at least 55% marks (or an equivalent grade in a point scale wherever grading system is followed) in two years full time PGDM declared equivalent by AIU / recognized by the AICTE / UGC.

OR

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

- 2. The candidate should have professional work experience which is significant and can be recognized at national / International level as equivalent to Ph. D. and twelve years' managerial experience in industry / profession of which at least eight years should be at least at a level comparable to that of Reader/Assistant Professor.
- v. Without prejudice to the above, the following conditions may be considered desirable:
 - i) Teaching, Teaching, research, and / or professional experience in a reputed organization;
 - ii) Published work, such as research papers, patents filed / obtained, books and / or technical reports;
 - iii) Experience of guiding the project work / dissertation of PG / Research Students or supervising R&D projects in industry;
 - iv) Demonstrated leadership in planning and organizing academic, research, industrial and / or professional activities; and
 - v) Capacity to undertake / lead sponsored R&D consultancy and related activities.

4. Principal / Director / Head of Institution

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

OR

- ii. For candidates from Industry / Profession:
 1. Qualification same as those prescribed for the post of Professor from industry / profession stream with fifteen years' experience of postgraduate teaching / research out of which five years must be at the level or Professor in the relevant discipline.
- iii. Without prejudice to the above, the following conditions may be considered desirable:
 1. Administrative experience in senior level responsible position in the Industry / Professional Institution.

5. PERCENTAGE EQUIVALENCE OF GRADE POINTS FOR A SEVEN POINTS SCALE:

It is hereby clarified that where the University/College/Institution declare results in grade points which is on a scale of seven, the following mechanism shall be referred to ascertain equivalent marks in percentage:

| Grade | Grade Point | Percentage Equivalent |
|---------------------|-------------|-----------------------|
| 'O' – Outstanding | 5.50-6.00 | 75-100 |
| 'A' – Very Good | 4.50-5.49 | 65-74 |
| 'B' – Good | 3.50-4.49 | 55-64 |
| 'C' – Average | 2.50-3.49 | 45-54 |
| 'D' – Below Average | 1.50-2.49 | 35-44 |
| 'E' – Poor | 0.50-1.49 | 25-34 |
| 'F' – Fail | 0-0.49 | 0-24 |

6. SELECTION COMMITTEE:

The Selection Committee should be as the same notified by the UGC in the Regulations.

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

1. Assistant Professor

i. Essential

First Class Master's Degree in the appropriate branch of Engineering (Engg.) & Technology (Tech).

ii. Without prejudice to the above, the following conditions may be considered desirable:

1. Teaching, research industrial and / or professional experience in a reputed organization;
2. Papers presented at Conferences and / or in refereed journals.

2. Associate Professor

i. Essential:

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

OR

ii. In the event the candidate is from industry and the profession, the following shall constitute as essential:

1. First Class Master's Degree in the appropriate branch of Engg., & Tech.;
2. Significant professional work which can be recognized as equivalent to a Ph.D. Degree in appropriate branch of Engg., & Tech., and industrial / professional experience of eight years in a position equivalent to the level of Lecturer,
Provided that the recognition for significant professional shall be valid only if the same is recommended unanimously by a 3-Member Committee of Experts appointed by the Vice-Chancellor of the University.

iii. Without prejudice to the above, the following conditions may be considered desirable:

1. Teaching, research industrial and / or professional experience in a reputed organization;
2. Published work, such as research papers, patents filed / obtained, books, and / or technical reports;
3. Experience of guiding the project work / dissertation of PG / Research Students or supervising R&D projects in industry.

3. Professor:

i. Essential:

1. A Ph.D. Degree with First Class at Bachelor's or Master's Degree in the appropriate branch of Engg., & Tech., and experience of ten years in teaching, research and / or industry, out of which at least five years at the level of Assistant Professor Reader or equivalent grade.

OR

ii. In the event the candidate is from industry and the profession, the following shall constitute as essential:

1. First Class Master's Degree in the appropriate branch of Engg., & Tech.;
2. Significant professional work which can be recognized* as equivalent to a Ph.D. Degree in appropriate branch of Engg., & Tech., and industrial / professional experience of ten years, out of which at least five years at a senior level of Assistant Professor / Reader,

Provided that the recognition for significant professional shall be valid only if the same is recommended unanimously by a 3-Member Committee of Experts appointed by the Vice-Chancellor of the University.

iii. Without prejudice to the above, the following conditions may be considered desirable:

1. Teaching, research industrial and / or professional experience in a reputed organization;
2. Published work, such as research papers, patents filed / obtained, books, and / or technical reports;
3. Experience of guiding the project work / dissertation of PG / Research Students or supervising R&D projects in industry;
4. Demonstrated leadership in planning and organizing academic, research, industrial and / or professional activities; and

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

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

1. Assistant Professor:

i. Essential:

1. First Class Master's Degree in the appropriate branch of Engineering (Engg.) & Technology (Tech);

OR

2. A Ph.D. Degree in Applied Biological Sciences such as, Micro-Biology, Bio-Chemistry, Genetics, Molecular Biology, Pharmacy and Bio-Physics;

OR

3. Good academic record with at least 55% marks (or an equivalent grade) and at the Master's Degree level, in the relevant subject or an equivalent degree from an Indian / Foreign University.

- ###### **ii. Besides fulfilling the above qualifications, candidates should have cleared the eligibility test (NET) for lecturers conducted by the UGC, CSIR or similar test accredited by the UGC.**

iii. Desirable:

1. Teaching, research industrial and / or professional experience in a reputed organization;
2. Papers presented at Conferences and / or in refereed journals;

2. Associate Professor:

i. Essential:

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

OR

ii. In the event the candidate is from industry and the profession, the following shall constitute as essential:

1. First Class Master's Degree in the appropriate branch of Engg., & Tech./Applied Biological Sciences;
2. Significant professional work which can be recognized as equivalent to a Ph.D. Degree in appropriate branch of Engg., & Tech., and industrial / professional experience of eight years in a position equivalent to the level of Lecturer,

Provided that the recognition for significant professional shall be valid only if the same is recommended unanimously by a 3-Member Committee of Experts appointed by the Vice-Chancellor of the University.

iii. Desirable:

1. Teaching, research industrial and / or professional experience in a reputed organization;
2. Published work, such as research papers, patents filed / obtained, books, and / or technical reports; and
3. Experience of guiding the project work / dissertation of PG / Research Students or supervising R&D projects in industry.

3. Professor:

i. Essential:

1. A Ph.D. Degree with First Class at Bachelor's or Master's Degree in the appropriate branch of Engg., & Tech. / Applied Biological Sciences, and experience of ten years in teaching, research and / or industry, out of which at least five years at the level of Assistant Professor Reader or equivalent grade.

OR

ii. In the event the candidate is from industry and the profession, the following shall constitute as essential:

1. First Class Master's Degree in the appropriate branch of Engg., & Tech. / Applied Biological Sciences;
2. Significant professional work which can be recognized as equivalent to a Ph.D. Degree in appropriate branch of Engg., & Tech. / Applied Biological Sciences, and industrial / professional experience of ten years, out of which at least five years at a senior level of Assistant Professor / Reader,

Provided that the recognition for significant professional shall be valid only if the same is recommended unanimously by a 3-Member Committee of Experts appointed by the Vice-Chancellor of the University.

iii. Desirable:

1. Teaching, industrial research and / or professional experience in a reputed organization;
2. Published work, such as research papers, patents filed / obtained, books, and / or technical reports;
3. Experience of guiding the project work, dissertation of post graduate or research students or supervising R&D projects in industry;
4. Demonstrated leadership in planning and organizing academic, research, industrial and / or professional activities; and
5. Capacity to undertake / lead sponsored R&D, consultancy and related activities.

4.4.6.3. PHARMACY DISCIPLINE:

1. Assistant Professor

i. Essential:

1. A basic degree in pharmacy (B.Pharm.).
2. Registration as a pharmacist under the Pharmacy Act, 1948, as amended from time to time, including any succeeding enactments.
3. First Class Master's Degree in appropriate branch of specialization in Pharmacy.

ii. Desirable:

1. Teaching, research industrial and / or professional experience in a reputed organization; and
2. Papers presented at Conferences and / or in refereed journals.

2. Associate Professor:

i. Essential:

1. A basic degree in pharmacy (B. Pharm.).

2. Registration as a pharmacist under the Pharmacy Act, 1948, as amended from time to time, including any succeeding enactments.
3. A Ph.D. Degree with First Class at Bachelor's or Master's Degree in the appropriate branch of specialization in Pharmacy, and experience of eight years in teaching, research, industry and / or profession at the level of Lecturer or equivalent grade; excluding period spent on obtaining the research degree.

OR

ii. In the event the candidate is from industry and the profession, the following shall constitute as essential:

1. First Class Master's Degree in the appropriate branch of specialization in Pharmacy;
2. Significant professional work which can be recognized as equivalent to a Ph.D. Degree in appropriate branch of specialization in Pharmacy and industrial / professional experience of eight years in a position equivalent to the level of Lecturer,

Provided that the recognition for significant professional shall be valid only if the same is recommended unanimously by a 3-Member Committee of Experts appointed by the Vice-Chancellor of the University.

iii. Desirable:

1. Teaching, research industrial and / or professional experience in a reputed organization;
2. Published work, such as research papers, patents filed / obtained, books and / or technical reports; and
3. Experience of guiding the project work, dissertation of post graduate or research students or supervising R&D projects in industry.

3. Professor:

i. Essential:

1. A basic degree in pharmacy (B. Pharm.).
2. Registration as a pharmacist under the Pharmacy Act, 1948, as amended from time to time, including any succeeding enactments.
3. A Ph.D. Degree with First Class at Bachelor's or Master's Degree in the appropriate branch of specialization in Pharmacy, and experience of ten

years in teaching, research, industry and / or profession at the level of Lecturer or equivalent grade;

OR

ii. In the event the candidate is from industry and the profession, the following shall constitute as essential:

1. First Class Master's Degree in the appropriate branch of specialization in Pharmacy; and
2. Significant professional work which can be recognized as equivalent to a Ph.D. Degree in appropriate branch of specialization in Pharmacy and industrial / professional experience of five years at a senior level comparable to Assistant Professor / Reader,

Provided that the recognition for significant professional shall be valid only if the same is recommended unanimously by a 3-Member Committee of Experts appointed by the Vice-Chancellor of the University.

iii. Desirable:

1. Teaching, industrial research and / or professional experience in a reputed organization;
2. Published work, such as research papers, patents filed / obtained, books, and / or technical reports;
3. Experience of guiding the project work, dissertation of post graduate or research students or supervising R&D projects in industry;
4. Demonstrated leadership in planning and organizing academic, research, industrial and / or professional activities; and
5. Capacity to undertake / lead sponsored R&D, consultancy and related activities.

For avoidance of doubt, it is hereby clarified that:

1. If Class or Division is not declared at the Bachelor's or Master's Degree levels, an aggregate of $\geq 60\%$ or equivalent Cumulative Grade Point Average (CGPA) is to be considered as equivalent to First Class.
2. In respect of CGPA awarded to the candidates on a 10-Point Scale, the Table of equivalence shall be provided by the university concerned followed for determining the Class obtained by them as per (1) cited above.

4.4.7. QUALIFICATIONS PRESCRIBED FOR FACULTY POSITIONS IN THE REGULATIONS OF NCTE.

A. QUALIFICATIONS FOR B. Ed. COURSE:

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

- a. Academic and professional qualification will be as prescribed for the post of lecturer;
- b. Ph.D. in Education; and
- c. Ten years teaching experience out of which at least five years teaching experience in a Secondary Teacher Educational Institution.

Provided that, in the event of non-availability of eligible and suitable candidates for appointment as Principal / Heads as per above eligibility criteria, it would be permissible to appoint retired Professor / Head in Education on contract basis for a period not exceeding one year at a time, till such time the candidates complete sixty five years of age.

(ii) **ASSISTANT PROFESSOR:**

a. Foundation Courses

1. A Master's Degree in Science / Humanities / Arts with 50% marks (or an equivalent grade in a point scale wherever grading system is followed);
2. M. Ed. With at least 55% marks (or an equivalent grade in a point scale wherever grading system is followed); and
3. Any other stipulation prescribed by the UGC / any such affiliating body / State Government, from time to time for the positions of principal and lecturers, shall be mandatory;

OR

1. M. A. in Education with 55% marks (or an equivalent grade in a point scale wherever grading system is followed);
2. B. Ed. with at least 55% (marks or an equivalent grade in a point scale wherever grading system is followed); and
3. Any other stipulation prescribed by the UGC / any such affiliating body / State Government, from time to time for the positions of principal and lecturers, shall be mandatory.

b. Methodology Courses

1. A Master's Degree in subject with 50% marks (or an equivalent grade in a point scale wherever grading system is followed);
2. M. Ed. Degree with at least 55% marks (or an equivalent grade in a point scale wherever grading system is followed); and
3. Any other stipulation prescribed by the UGC / any such affiliating body / State Government, from time to time for the position of principal and lecturers, shall be mandatory.

Provided that at least one lecturer should have specializations in ICT and another in the special education.

B. QUALIFICATIONS FOR M. Ed. COURSE:

(i) PROFESSOR / HEAD:

- a. A Master's Degree in Arts / Humanities / Sciences / Commerce and M. Ed. each with a minimum of 55% marks (or an equivalent grade in a point scale wherever grading system is followed), OR

M. A. (Education) with 55% marks (or an equivalent grade in a point scale wherever grading system is followed) and B. Ed. each with a minimum of 55% marks (or an equivalent grade in a point scale wherever grading system is followed);

- b. Ph. D. in Education; and

- c. At least ten years of teaching experience in University department of education or College of Education of which a minimum of five years at the M. Ed. level with published work in the area of his specialization.

Provided that, in the event of non-availability of eligible and suitable candidates for appointment as Professor / HOD / Reader as per above eligibility criteria, it would be permissible to appoint retire Professor / HOD / Reader in Education on contract basis for a period not exceeding one year at a time till such time the candidates complete sixty five years of age.

(ii) ASSOCIATE PROFESSOR:

- a. A Master's Degree in Arts / Humanities / Sciences / Commerce and M. Ed. each with a minimum of 55% marks (or an equivalent grade in a point scale wherever grading system is followed), OR

M. A. (Education) and B. Ed. each with a minimum of 55% marks (or an equivalent grade in a point scale wherever grading system is followed);

- b. Ph. D. in Education; and
- c. At least eight years of teaching experience in University department of education or College of Education, with a minimum of three years at the M. Ed. level and has published work in the relevant area of specialization.

(iii) ASSISTANT PROFESSOR:

- a. A Master's Degree in Arts / Humanities / Sciences / Commerce and M. Ed. each with a minimum of 55% marks (or an equivalent grade in a point scale wherever grading system is followed), OR

M. A. (Education) and B. Ed. each with a minimum of 55% marks (or an equivalent grade in a point scale wherever grading system is followed); and
- b. Any other stipulation prescribed by the UGC / such other affiliating body / State Government, from time to time for the positions of Principal and lecturers, shall be mandatory.

Provided that it is desirable that one faculty member possesses a Master's Degree in Psychology and another member in Philosophy / Sociology besides M. Ed.

C. QUALIFICATIONS FOR M. P.Ed. COURSE:

(i) PRINCIPAL / HEAD:

- a. A Master's degree in Physical Education with 55% marks (or an equivalent grade in a point scale wherever grading system is followed),;
- b. Ph.D. in Physical Education or equivalent published work in Physical Education; and
- c. Ten Years teaching experience out of which five years experience shall be in a college Physical Education.

Provided that in the event of non-availability of eligible and suitable candidates for appointment as Principal / Head as per above eligibility criteria, it would be permissible to appoint retired Principal / Head in Physical Education or contract basis for a period non exceeding one year at a time till such time the candidates complete sixty five years of age.

(ii) PROFESSOR:

- a. A Master's Degree in Physical Education with a minimum of 55% (marks or an equivalent grade in a point scale wherever grading system is followed);
- b. Ph.D. in Physical Education or equivalent published work; and

- c. At least ten years teaching / research experience in a department / college of Physical Education out of which at least five years in the post graduate institution / University department.

(iii) ASSOCIATE PROFESSOR:

- a. A Master's Degree in Physical Education with a minimum of 55% marks (or an equivalent grade in a point scale wherever grading system is followed)
- b. At least eight years teaching / research experience in a department / college of Physical Education out of which at least three years in the post graduate level; and
- c. Ph.D. in Physical Education or Equivalent published work.

Provided that in the event of non-availability of eligible and suitable candidates for appointment as Professor / Reader as per above eligibility criteria, it would be permissible to appoint retired Professor / Reader in Physical Education on contract basis for a period not exceeding one year at a time till such time the candidates complete sixty five years of post-retirement service.

(iv) ASSISTANT PROFESSOR:

- a. A Master's Degree in Physical Education with at least 55% marks (or an equivalent grade in a point scale wherever grading system is followed); and
- b. Any other stipulation prescribed by the UGC / such other affiliating body / State Government, from time to time for the positions of Principal and lecturers, shall be mandatory.

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

4.5.1 UNIVERSITY LIBRARIAN

- i. A Master's Degree in Library Science /Information Science/documentation with at least 55% marks or its equivalent grade of B in the UGC seven points scale and consistently good academic record set out in these Regulations.
- ii. At least thirteen years as a Deputy Librarian in a university library or eighteen years' experience as a College Librarian.
- iii. Evidence of innovative library service and organization of published work.
- iv. Desirable: A. M.Phil./Ph.D. Degree in library science/information science / documentation/achieves and manuscript-keeping.

4.5.2. DEPUTY LIBRARIAN

- i. A Master's Degree in library science/information science/documentation with at least 55% of the marks or its equivalent grade of B in the UGC seven point scale and a consistently good academic record.
- ii. Five years experience as an Assistant University Librarian/College Librarian.
- iii. Evidence of innovative library service and organization of published work and professional commitment, computerization of library.
- iv. Desirable: A M.Phil./Ph.D. Degree in library science/Information science / Documentation/Archives and manuscript-keeping/computerization of library.

4.5.3 UNIVERSITY ASSISTANT LIBRARIAN / COLLEGE LIBRARIAN

- i. A Master's Degree in Library Science / Information Science / Documentation Science or an equivalent professional degree with at least 55% marks (or an equivalent grade in a point scale wherever grading system is followed) and a consistently good academic record with knowledge of computerization of library.
- ii. Qualifying in the national level test conducted for the purpose by the UGC or any other agency approved by the UGC.
- iii. However, candidates, who are, or have been awarded Ph. D. degree in accordance with the "University Grants Commission (Minimum Standards and Procedure for Award of Ph.D. Degree), Regulations 2009, shall be exempted from the requirement of the minimum eligibility condition of NET/SLET/SET for recruitment and appointment of University Assistant Director of Physical Education/ College Director of Physical Education & Sports.

4.6.0 MINIMUM QUALIFICATIONS FOR THE POSTS OF DIRECTOR OF PHYSICAL EDUCATION AND SPORTS, DEPUTY DIRECTOR OF PHYSICAL EDUCATION AND SPORTS AND ASSISTANT DIRECTORS OF PHYSICAL EDUCATION AND SPORTS

4.6.1. UNIVERSITY DIRECTOR OF PHYSICAL EDUCATION AND SPORTS

- (i) A Ph.D. in Physical Education.
- (ii) Experience of at least ten years as University Deputy or fifteen years as University Assistant DPEs/College (selection grade).
- (iii) Participation in at least two national/international seminars/conferences.
- (iv) Consistently good appraisal reports.
- (v) Evidence of organizing competitions and conducting coaching camps of at least two weeks' duration.
- (vi) Evidence of having produced good performance teams/athletes for competitions like state/national/inter-university/combined university, etc.,

4.6.2 UNIVERSITY DEPUTY DIRECTOR OF PHYSICAL EDUCATION AND SPORTS / COLLEGE DIRECTOR OF PHYSICAL EDUCATION AND SPORTS

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

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

- i. A Master's Degree in Physical Education or Master's Degree in Sports Science with at least 55% marks (or an equivalent grade in a point scale wherever grading system is followed) with a consistently good academic record.
- ii. Record of having represented the university / college at the inter-university /inter-collegiate competitions or the State and/ or national championships.
- iii. Qualifying in the national level test conducted for the purpose by the UGC or any other agency approved by the UGC.
- iv. Passed the physical fitness test conducted in accordance with these Regulations.
- v. However, candidates, who are, or have been awarded Ph. D. degree in accordance with the "University Grants Commission (Minimum Standards and Procedure for Award of Ph.D. Degree), Regulations 2009, shall be exempted from the requirement of the minimum eligibility condition of NET/SLET/SET for recruitment and appointment of University Assistant Director of Physical Education / College Director of Physical Education & Sports.

4.6.4. PHYSICAL FITNESS TEST NORMS

- (a) Subject to the provisions of these Regulations, all candidates who are required to undertake the physical fitness test shall be required to produce a medical certificate certifying that he/she is medically fit before undertaking such tests.

- (b) On production of such certificate mentioned in sub-clause (a) above, the candidate would be required to undertake the physical fitness test in accordance with the following norms:

| NORMS FOR MEN | | | |
|--------------------------|----------------|----------------|----------------|
| 12 MINUTES RUN/WALK TEST | | | |
| Up to 30 years | Up to 40 years | Up to 45 years | Up to 50 years |
| 1800 metres | 1500 metres | 1200 metres | 800 metres |

| NORMS FOR WOMEN | | | |
|---------------------------|----------------|----------------|----------------|
| 8 MINUTES RUN / WALK TEST | | | |
| Up to 30 years | Up to 40 years | Up to 45 years | Up to 50 years |
| 1000 Metres. | 800 metres. | 600 metres. | 400 metres. |

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

5.0.0. SELECTION COMMITTEES AND GUIDELINES ON SELECTION

PROCEDURES:

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

5.1.0 Selection Committee Specifications:

5.1.1 Assistant Professor in the University:

(a) The Selection Committee for the post of Assistant Professor in the University shall have the following composition.

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

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

5.1.2 Associate Professor in the University

(a) The Selection Committee for the post of Associate Professor in the University shall have the following composition:

1. Vice Chancellor to be the Chairperson of the Selection Committee.
2. An academician who is the nominee of the Visitor/Chancellor, wherever applicable.
3. Three experts in the concerned subject/field nominated by the Vice Chancellor out of the panel of names approved by the relevant statutory body of the university concerned.
4. Dean of the faculty, wherever applicable.
5. Head/Chairperson of the Department/School.
6. An academician representing SC/ST/OBC/ Minority / Women / Differently-abled categories, if any of candidates representing these categories is the applicant, to be nominated by the Vice Chancellor, if any of the above members of the selection committee do not belong to that category.

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

5.1.3 Professor in the University

The composition of the Selection Committee for the post of Professor in the University shall be similar in composition as that for the post of Associate Professor set out in Clause 5.1.2 above.

5.1.4 Assistant Professor in Colleges including Private Colleges:

- (a) The Selection Committee for the post of Assistant Professor in Colleges including Private Colleges shall have the following composition:
1. Chairperson of the Governing Body of the college or his/her nominee from among the members of the Governing body to be the Chairperson of the Selection Committee.
 2. The Principal of the College.
 3. Head of the Department of the concerned subject in the College.
 4. 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 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.
 5. Two subject-experts not connected with the college to be nominated by the Chairperson of the governing body of the college out of a panel of five names recommended by the Vice Chancellor from the list of subject experts approved by the 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 to be nominated by the Chairperson of the Governing Body of the College out of the panel of five names, preferably from minority communities, recommended by the Vice Chancellor from the list of subject experts approved by the relevant statutory body of the College.
 6. An academician representing SC/ST/OBC/Minority/Women/Differently-abled categories, if any of candidates representing these categories is the applicant, to be nominated by the Vice Chancellor, if any of the above members of the selection committee do not belong to that category.
- (b) To constitute the quorum for the meeting, five of which at least two must be from out of the three subject-experts shall be present.
- (c) For all levels of teaching positions in Government colleges, the State Public Services Commissions / Teacher Recruitment Boards must invite three subject experts for which the concerned University, be involved in the selection process by the State PSC.
- (d) For all levels of teaching positions in Constituent college(s) of a university, the selection committee norms shall be similar to that of the posts of departments of the university.

5.1.5 Associate Professor in Colleges including Private Colleges

(a) The Selection Committee for the post of Assistant Professor in Colleges including Private Colleges shall have the following composition:

1. The Chairperson of the Governing Body or his or her nominee, from among the members of the Governing body to be the Chairperson of the Selection Committee.
2. The Principal of the College.
3. The Head of the Department of the concerned subject from the college.
4. Two University representatives nominated by the Vice Chancellor, one of whom will be the Dean of College Development Council or equivalent position in the University, and the other must be expert in the concerned subject. 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.
5. Two subject-experts not connected with the college to be nominated by the Chairperson of the governing body of the college out of a panel of five names recommended by the Vice Chancellor from the list of subject experts approved by the 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 to be nominated by the Chairperson of the Governing Body of the College out of the panel of five names, preferably from minority communities, recommended by the Vice Chancellor from the list of subject experts approved by the relevant statutory body of the College.
6. An academician representing SC/ST/OBC/ Minority/Women/Differently-abled categories, if any of candidates representing these categories is the applicant, to be nominated by the Vice Chancellor, if any of the above members of the selection committee do not belong to that category.

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

5.1.6 College Principal

(a) The Selection Committee for the post of College Principal shall have the following composition:

1. Chairperson of the Governing Body as Chairperson.
2. Two members of the Governing Body of the college to be nominated by the Chairperson of whom one shall be an expert in academic administration.
3. One nominee of the Vice Chancellor who shall be a Higher Education expert. 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.
4. Three experts consisting of the Principal of a college, a Professor and an accomplished educationist not below the rank of a Professor (to be nominated by

the Governing Body of the college) out of a panel of six experts approved by the relevant statutory body of the university concerned.

5. An academician representing SC/ST/OBC/Minority/Women/Differently-abled categories, if any of candidates representing these categories is the applicant, to be nominated by the Vice Chancellor, if any of the above members of the selection committee do not belong to that category.

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

(c) All the selection procedures of the selection committee shall be completed on the day of the selection committee meeting itself, wherein, minutes are recorded along with 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 a similar selection committee process.

5.1.7 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 the concerned expert in Physical Education and Sports or Sports Administration or Library, practicing Librarian/Physical Director, as the case may be, shall be associated with the Selection Committee as one of the subject experts.

6.0.0 SELECTION PROCEDURES:

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

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

6.0.2 The Universities shall adopt these Regulations for selection committees and selection procedures through their respective statutory bodies incorporating the Academic Performance Indicator (API) based Performance Based Appraisal System (PBAS) at the institutional level for University Departments and their Constituent colleges/ affiliated colleges (Government/Government-aided/Autonomous/ Private Colleges) to be followed transparently in all the selection processes. An indicative PBAS template proforma for

direct recruitment and for Career Advancement Schemes (CAS) based on API based PBAS shall also be sent separately by the UGC to the universities. The universities may adopt the template proforma or may devise their own self-assessment cum performance appraisal forms for teachers in strict adherence to the API criteria based PBAS prescribed in these Regulations.

6.0.4 In all the Selection Committees of direct recruitment of teachers and other academic staff in universities and colleges provided herein, an academician representing Scheduled Caste/Scheduled Tribe/OBC/Minority/Women/Differently-abled categories, if any of candidates representing these categories is the applicant and if any of the members of the selection committee do not belong to that category, shall be nominated by the Vice Chancellor or Acting Vice Chancellor of the University, and in case of a college Vice Chancellor or Acting 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.

6.0.5 (i) Besides the indexed publications documented by various discipline-specific databases, the University concerned shall draw through committee(s) of subject experts and ISBN / ISSN experts: (a) a comprehensive list of National /Regional level journals of quality in the concerned subject(s); and (b) a comprehensive list of Indian language journals / periodicals / official publication volumes of language bodies and upload them on the University website which are to be updated periodically.

(ii) In respect of Indian language publications, equivalence in quality shall be prescribed for universities located in a State by a Co-ordination Committee of experts to be constituted by the Chancellor of the concerned State University.

(iii) At the time of assessing the quality of publications of the candidates during their appointments/promotions, the selection committees shall have to be provided with the above two lists which could be considered by the selection committees along with the other discipline-specific databases.

(iv) The UGC shall constitute a Committee as soon as practicable, in so far as acceptability of the (list of) Indian language journals so developed by Universities / States, to arrive at equivalence in quality of such publications with otherwise accepted and recognized journals.

6.0.6 The process of selection of Associate Professor should involve inviting the bio-data with the duly filled Performance Based Appraisal System (PBAS) proforma developed by the respective universities based on the API criteria provided in this Regulation and template separately provided. Without prejudice, to the requirements provided for selection of Associate Professor under this Regulation, the prescription of research publications for promotion from the post of Assistant Professor to Associate Professor in colleges shall be as follows:

- (a) For those who possess a Ph.D. Degree, a minimum of one publication made during the period of service as Assistant Professor;
- (b) for those with a M.Phil. Degree, a minimum of two publications made during the period of service as Assistant Professor; and
- (c) for those without Ph.D. or M.Phil. degree, at least three publications during the period of service as Assistant Professor.

Provided that in so far as teachers in Universities are concerned, three publications shall be required to be submitted for all the three categories mentioned above for consideration of promotion from Assistant Professor to Associate Professor.

Provided further that such publications shall be provided to the subject experts for assessment before the interview and the evaluation score of the publications provided by the experts shall be factored into the weightage scores while finalizing the outcome of selection by the selection committee.

- 6.0.7.** The process of selection of Professor shall involve inviting the bio-data with duly filled Performance Based Appraisal System (PBAS) proforma developed by the respective universities based on the API criteria based PBAS set out in this Regulation and reprints of five major publications of the candidates.

Provided that such publications submitted by the candidate shall have been published subsequent to the period from which the teacher was placed in the Assistant Professor stage-II.

Provided further that such publications shall be provided to the subject experts for assessment before the interview and the evaluation of the publications by the experts shall be factored into the weightage scores while finalizing the outcome of selection.

- 6.0.8** In the case of selection of Professors who are from outside the academic stream and are considered under Clause 4.1.0 (B), the universities' statutory bodies must lay down clear and transparent criteria and procedures so that only outstanding professionals who can contribute substantially to the university knowledge system are selected in any discipline as per the requirements.

- 6.0.9** The Academic Performance Indicator (API) scoring system in the process of selection of Principal shall be similar to that of directly recruited College Professors. In addition, the selection committee shall assess the following dimensions with the weightages given below:

- a. Assessment of aptitude for teaching, research and administration (20%);
- b. Ability to communicate clearly and effectively (10%);
- c. Ability to plan institutional programmes, analyze and discuss curriculum development and delivery, research support and college development/administration (20%);

- d. Ability to deliver lecture programmes to be assessed by requiring the candidate to participate in a group discussion or exposure to a class room situation by a lecture (10%); and
- e. Analysis of the merits and credentials of the candidates on the basis of the Performance Based Appraisal System (PBAS) proforma developed by the affiliating University based on these Regulations (deduced to 40% of the total API score).

6.0.10 In the selection process for posts involving different nature of responsibilities in certain disciplines/areas, such as Music and Fine Arts, Visual arts and Performing arts, Physical education and Library, greater emphasis may be laid on the nature of deliverables indicated against each of the posts in these Regulations which need to be taken up by the concerned institution while developing API based PBAS proforma for both direct recruitment and CAS promotions.

6.0.11 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 the API criteria based PBAS proforma using the indicative template separately developed by UGC. The IQAC may also introduce, wherever feasible, the student feedback system as per the NAAC guidelines on institutional parameters without incorporating the component of students' assessment of individual teachers in the PBAS.

6.1.0 While the API:

(a) Tables I and III of Appendix III are applicable to the selection of Professors/ Associate Professors /Assistant Professors in universities and colleges;

(b) Tables IV, V and VI of Appendix III are applicable to Directors/ Deputy Directors/ Assistant Directors of Physical Education and Sports; and

(c) Tables VII, VIII and IX of Appendix III are applicable to Librarians/ Deputy Librarians and Assistant Librarians for both direct recruitment as well as Career Advancement Promotions,

the ratio / percentage of minimum requirement of category-wise API Score to each of the cadres shall vary from those for university teachers and for UG/PG College Teachers, as given in these Tables of Appendix-III.

6.2.0 The minimum norms of Selection Committees and Selection Procedures as well as API score requirements for the above cadres, either through direct recruitment or through Career Advancement Schemes Regulations, shall be similar. However, since teachers recruited directly can be from different backgrounds and institutions, Table II(c) of

Appendix III provides norms for direct recruitment of teachers to different cadres, while Tables II (a) and Table II(b) provide for CAS promotions of teachers in universities and colleges respectively, which accommodate these differences.

- 6.3.0** In order to remedy the difficulties of collecting retrospective information and to facilitate the implementation of these regulations from 31-12-2008 in the CAS Promotion, the API based PBAS will be progressively and prospectively rolled out. Accordingly, the PBAS based on the API scores of categories I and II as mentioned in these tables is to be implemented for one year, initially based on the existing systems in universities / colleges for one year only with the minimum annual scores as depicted in Table II (a) and II (b) for university and college teachers, or by Librarian/Physical Education and Sports cadres as depicted in Tables V(a) and V (b), Tables VIII(a) and VIII (b) respectively.. This annualized API scores can then be compounded progressively as and when the teacher becomes eligible for CAS promotion to the next cadre. Thus, if a teacher is considered for CAS promotion in 2010, one year API scores for 2009-10 alone will be required for assessment. In case of a teacher being considered for CAS promotion in 2011, two years average of API scores for these categories will be required for assessment and so on leading progressively for the complete assessment period. For Category III (research and academic contributions), API scores for this category will be applied for the entire assessment period.
- 6.3.1** A teacher who wishes to be considered for promotion under CAS may submit in writing to the university/college, with three months in advance of the due date, that he/she fulfils all qualifications under CAS and submit to the university/college the Performance Based Appraisal System proforma as evolved by the concerned university duly supported by all credentials as per the API guidelines set out in these Regulations. In order to avoid delays in holding Selection Committee meetings in various positions under CAS, the University/College should immediately initiate the process of screening/selection, and shall complete the process within six months from the date of application. Further, in order to avoid any hardships, candidates who fulfill all other criteria mentioned in these Regulations, as on 31 December, 2008 and till the date on which this Regulation is notified, can be considered for promotion from the date, on or after 31 December, 2008, on which they fulfill these eligibility conditions, provided as mentioned above.
- 6.3.2** Candidates who do not fulfill the minimum score requirement under the API Scoring System proposed in the Regulations as per Tables II(a and b) of Appendix III or those who obtain less than 50% in the expert assessment of the selection process will have to be re-assessed only after a minimum period of one year. The date of promotion shall be the date on which he/she has successfully got re-assessed.
- 6.3.3** The Selection Committee specifications as delineated in Clauses 5.1.0 to 5.1.7 are applicable to all direct recruitments of Faculty Positions and Career Advancement promotions of Assistant Professor to Associate Professor and to that of Associate Professor to Professor.

6.3.4 CAS promotions from a lower grade to a higher grade of Assistant Professor shall be conducted by a “Screening cum Evaluation Committee” adhering to the criteria laid out as API score in PBAS in the Tables of Appendix-III.

6.3.5 The “Screening cum Evaluation Committee” for CAS promotion of Assistant Professors/equivalent cadres in Librarians/Physical Education from one AGP to the other higher AGP shall consist of:

6.3.5.1. For University teachers:

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

6.3.5.2 For College teachers:

- a. The Principal of the college;
- b. Head of the concerned department from the college;
- c. Two subject experts in the concerned subject nominated by the Vice Chancellor from the university panel of experts;

6.3.5.3 The quorum for these committees in both categories mentioned above shall be three including the one subject expert/ university nominee need to be present.

6.3.6 The Screening cum Evaluation Committee on verification/evaluation of API score secured by the candidate through the ‘PBAS’ methodology designed by the respective university based on these Regulations and as per the minimum requirement specified: (a) in Tables II and III for each of the cadre of Assistant Professor; (b) in Tables V and VI for each of the cadre of Physical Education and Sports; and (c) in Tables VIII and IX for each of the cadre of Librarians shall recommend to the Syndicate/ Executive Council /Board of Management of the University about the suitability for the promotion of the candidate(s) under CAS for implementation.

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

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

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

6.3.10 Candidates shall offer themselves for assessment for promotion, if they fulfill the minimum API scores indicated in the appropriate API system tables by submitting an application and the required PBAS proforma. They can do so three months before the due date if they consider themselves eligible. Candidates who do not consider themselves eligible can also apply at a later date. In any event, the university concerned shall send a general circular twice a year calling for applications for CAS promotions from eligible candidates.

6.3.11 In the final assessment, if the candidates do not either fulfill the minimum API scores in the criteria as per PBAS proforma or obtain less than 50% in expert assessment, wherever applicable, such candidates will be reassessed only after a minimum period of one year.

6.3.12 (a) If a candidate applies for promotion on completion of the minimum eligibility period and is successful, the date of promotion will be from that of minimum period of eligibility.

(b) If, however, the candidates find that he/she fulfills the eligibility conditions at a later date and applies on that date and is successful, his/her promotion will be effected from that date of application fulfilling the criteria.

(c) If the candidate does not succeed in the first assessment, but succeeds in the eventual assessment, his/her promotion will be deemed to be from the later date of successful assessment.

6.4.0. STAGES OF PROMOTION UNDER CAREER ADVANCEMENT SCHEME OF INCUMBENT AND NEWLY APPOINTED ASSISTANT PROFESSORS/ ASSOCIATE PROFESSORS/PROFESSORS

6.4.1. Entry level Assistant Professors (Stage 1) would be eligible for promotion under the Career Advancement Scheme (CAS) through two successive stages (stage 2 and Stage 3), provided they are assessed to fulfill the eligibility and performance criteria as laid out in Clause 6.3. of this Regulation.

6.4.2. An entry level Assistant Professor, possessing Ph. D. Degree in the relevant discipline shall be eligible, for moving to the next higher grade (stage 2) after completion of four years service as Assistant Professor.

6.4.3. An entry level Assistant Professor possessing M.Phil. Degree or post-graduate Degree in professional courses, approved by the relevant statutory body, such as LL.M. / M. Tech., etc. shall be eligible for the next higher grade (stage 2) after completion of five years service as Assistant Professor.

6.4.4. An entry level Assistant Professor who does not have Ph.D. or M.Phil, or a Master's Degree in the relevant professional course, shall be eligible for the next higher grade (stage 2) only after completion of six years service as Assistant Professor.

- 6.4.5.** The upward movement from the entry level grade (stage 1) to the next higher grade (stage 2) for all Assistant Professors shall be subject to their satisfying the API based PBAS conditions laid down by the UGC in this Regulation.
- 6.4.6.** Assistant Professors who have completed five years of service in the second grade (stage 2) shall be eligible, subject to meeting the API based PBAS requirements laid down by these Regulations, to move up to next higher grade (stage 3).
- 6.4.7.** Assistant Professors completing three years of teaching in third grade (stage 3) shall be eligible, subject to the qualifying conditions and the API based PBAS requirements prescribed by these Regulations, to move to the next higher grade (stage 4) and to be designated as Associate Professor.
- 6.4.8.** Associate Professor completing three years of service in stage 4 and possessing a Ph.D. Degree in the relevant discipline shall be eligible to be appointed and designated as Professor and be placed in the next higher grade (stage 5), subject to (a) satisfying the required credit points as per API based PBAS methodology provided in Table I-III of Appendix IV stipulated in these Regulations, and (b) an assessment by a duly constituted selection committee as suggested for the direct recruitment of Professor. *Provided* that no teacher, other than those with a Ph.D., shall be promoted or appointed as Professor.
- 6.4.9.** In the case of Associate Professors in Colleges, promotion to the post of Professor under CAS shall be further subject to Clause 6.5.1.and 6.5.2 of this Regulation.
- 6.4.10.** Ten percent of the positions of Professors in a university, with a minimum of ten years of teaching and research experience as professor either in the pre-revised scale of Professor's pay or the revised scale pay will be eligible for promotion to the higher grade of Professorship (stage 6), on satisfying the required API score as per Tables I and II through the PBAS methodology stipulated in these Regulations through a duly constituted Expert committee, and such teachers promoted to the higher grade shall continue to be designated as 'Professor'. As this AGP elevation for Professor is applicable to only university departments, additional credentials are to be evidenced by:
- (a) post-doctoral research outputs of high standard;
 - (b) awards / honours /and recognitions;
 - (c) Additional research degrees like D.Sc., D.Litt., LID, etc.; patents and IPR on products and processes developed / technology transfer achieved in the case of teachers in science and technology.

The selection is to be conducted by the university by receiving duly filled PBAS proformas from eligible professors based on seniority, three times in number of the available vacancies in each faculty. In case the number of candidates available is less than three times the number of vacancies, the zone of consideration will be limited to the actual number of candidates available. The assessment process shall be through an Expert-Committee evaluation of all credentials submitted as stipulated in Table-II(A) of

Appendix-III for teachers in University departments. No separate interview need to be conducted for this category.

6.4.11. Discretionary award of advance increments for those who enter the profession as Associate Professors or Professors with higher merit, high number of research publications and experience at the appropriate level, shall be within the competence of the appropriate authority of the concerned University or recruiting institution based on the recommendations of selection committee(s) while negotiating with individual candidates in the context of the merits of each case, taking into account the pay structure of other teachers in the faculty and other 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 Ph. D., M. Phil., M.Tech., etc. However, those entering service as Assistant Professor/Assistant Librarian/Assistant Director of Physical Education and Sports with post-doctoral teaching/research experience after Ph.D. and proven credentials may be eligible for discretionary award of advanced increments to be decided and recorded by the selection committee in its minutes.

6.5.0. PROFESSORS IN UNDER GRADUATE AND POST GRADUATE COLLEGES:

6.5.1. (i) Ten percent of the number of the posts of Associate Professor in an Under Graduate College shall be that of Professors and shall be subject to the same criterion for selection / appointment as that of Professors in Universities,

Provided that there shall be no more than one post of Professor in each Department;

Provided further that one-fourth (25%) of the posts of Professor in Under Graduate Colleges shall be directly recruited or filled on deputation by eligible teachers and the remaining three-fourths (75%) of posts of Professors shall be filled by CAS promotion from among eligible Associate Professors of the relevant department of the Under Graduate College.

For avoidance of doubt, it is clarified that sanctioned posts include the posts approved under both direct recruitment and CAS promotion.

(ii) Identification of posts of Professor in an Under Graduate College for being filled through direct recruitment / deputation shall be carried out by the affiliating/concerned University acting in consultation with the College. Where the number of posts of Professor worked out as a percentage of the number of posts of Associate Professor for CAS promotion or direct recruitment / deputation is not an integer, the same shall be rounded off to the next higher integer.

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

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

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

6.6.0 STAGES OF PROMOTION UNDER THE CAREER ADVANCEMENT SCHEME FOR ASSISTANT LIBRARIANS, ETC.

6.6.1 Assistant University Librarian / College Librarian in the entry level grade, possessing Ph.D. in Library Science, after completing service of four years in the lowest grade, if otherwise eligible as per API scoring system and PBAS methodology laid down by the UGC in these Regulations, shall be eligible for the higher grade (stage 2).

- 6.6.2** Assistant Librarian / College Librarian in the entry level grade, not possessing Ph.D. but only M.Phil. in Library Science, after completing service of five years in the lowest grade, if otherwise eligible as per API scoring system and PBAS methodology laid down by the UGC in these Regulations, shall become eligible for the next higher grade (stage 2).
- 6.6.3** Assistant Librarian / College Librarian in the entry level grade, without the relevant Ph.D. or M.Phil. after completing six years in the lowest grade, if otherwise eligible as per API scoring system and PBAS methodology laid down by the UGC in these Regulations, shall become eligible for the next higher grade (stage 2).
- 6.6.4.** On completion of service of five years, Assistant Librarian (Sr. Scale) / College Librarian (Sr. Scale) shall be eligible for the post of Deputy Librarian/ equivalent posts and being placed in the next higher grade (stage 3), subject to their fulfilling other conditions of eligibility (such as Ph.D. Degree, etc. for Deputy Librarian) as per API scoring system based PBAS methodology laid down by the UGC for CAS promotion in these Regulations. They shall be designated as Deputy Librarian / Assistant Librarian (Selection Grade) / College Librarian (Selection Grade), as the case may be.
- 6.6.5.** After completing three years in the above grade, Deputy Librarians /equivalent positions shall move to the next higher grade (stage 4), subject to fulfilling other conditions of eligibility as per API scoring system and PBAS methodology laid down by the UGC for CAS promotion in these Regulations.

6.7.0 STAGES OF PROMOTION UNDER CAREER ADVANCEMENT SCHEME FOR PHYSICAL EDUCATION AND SPORTS PERSONNEL

- 6.7.1** Assistant DPE&S in the entry level grade/College DPE&S, at the entry level grade, possessing Ph.D. in Physical Education, after completing service of four years in the entry level stage (stage 1), and if otherwise eligible as per API scoring system and PBAS methodology prescribed by the UGC for CAS promotion in these Regulations, shall become eligible for the next higher grade (stage 2).
- 6.7.2.** Assistant DPE&S/College DPE&S in the entry level grade, possessing M.Phil. in Physical Education, after completing service of the five years in the entry level stage (stage 1), and if otherwise eligible as per API scoring system and PBAS methodology prescribed by the UGC for CAS promotion in these Regulations, shall become eligible for the next higher grade (stage 2).
- 6.7.3.** Assistant DPE&S/ College DPE&S in the entry level grade, without the relevant Ph.D. and M.Phil. shall, after completing service of six years as Assistant DPE&S/College DPE&S in the entry level stage, and if otherwise eligible as per API scoring system and PBAS methodology prescribed by the UGC for CAS promotion in these Regulations, shall become eligible for the next higher grade (stage 2).

6.7.4 After completing service of five years in the second stage and subject to satisfying API scoring system and PBAS methodology prescribed by the UGC in these Regulations, Assistant DPE&S (Senior Scale) / College DPE&S (Senior scale) shall be promoted to the next higher grade (stage 3). They shall be designated as Deputy DPE&S/ Assistant DPE&S (Selection Grade) / College DPE&S (Selection Grade), as the case may be.

6.7.5. After completing service of three years in stage 3 and subject to satisfying API/ scoring system and PBAS methodology prescribed by the UGC in these Regulations, Deputy DPE&S/Assistant DPE&S (Selection Grade) College DPE&S (Selection Grade) shall move to the next higher grade (stage 4). They shall continue to be designated as Deputy DPE&S/Assistant DPE&S (Selection Grade) / College DPE&S (Selection Grade).

6.8.0. The Schedule annexed to these Regulations outlines the Pay scales, Designations and stages of promotions under CAS of incumbent and newly appointed teachers and equivalent positions in the Library and Physical Education and Sports cadres in Central Universities and colleges thereunder and Institutions deemed to be Universities whose maintenance expenditure is met by the UGC.

7.0.0. SELECTION OF PRO-VICE CHANCELLOR / VICE - CHANCELLOR OF UNIVERSITIES:

7.1.0. PRO-VICE-CHANCELLOR:

The Pro-Vice-Chancellor may be a whole time Professor of the University and shall be appointed by the Executive Council on the recommendation of Vice-Chancellor.

7.2.0. The Pro-Vice-Chancellor shall hold office for a period which is co-terminus with that of Vice-Chancellor. However, it shall be the prerogative of the Vice-Chancellor to recommend a new Pro-Vice-Chancellor to the Executive Council, during his tenure. These Regulations, for selection of Pro- Vice- Chancellor shall be adopted by the concerned University through amendment of their Act/Statute.

7.3.0. VICE CHANCELLOR:

i. Persons of the highest level of competence, integrity, morals and institutional commitment are to be appointed as Vice-Chancellors. The Vice-Chancellor to be appointed should be a distinguished academician, with a minimum of ten years of experience as Professor in a University system or ten years of experience in an equivalent position in a reputed research and / or academic administrative organization.

ii. The selection of Vice-Chancellor should be through proper identification of a Panel of 3-5 names by a Search Committee through a public Notification or nomination or a talent search process or in combination. The members of the above Search 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 committee must give proper weightage to academic

excellence, exposure to the higher education system in the country and abroad, and adequate experience in academic and administrative governance to be given in writing along with the panel to be submitted to the Visitor/Chancellor. In respect of State and Central Universities, the following shall be the constitution of the Search Committee.

- a) a nominee of the Visitor/Chancellor, who should be the Chairperson of the Committee.
 - b) a nominee of the Chairman, University Grants Commission.
 - c) a nominee of the Syndicate/ Executive Council / Board of Management of the University.
- iii. The Visitor/Chancellor shall appoint the Vice Chancellor out of the Panel of names recommended by the Search Committee.
 - iv. The conditions of service of the Vice Chancellor shall be prescribed in the Statutes of the Universities concerned in conformity with these Regulations.
 - v. The term of office of the Vice Chancellor shall form part of the service period of the incumbent concerned making him/her eligible for all service related benefits.

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

8.0. DUTY LEAVE, STUDY LEAVE, SABBATICAL LEAVE

8.1. DUTY LEAVE:

- i. Duty leave of the maximum of 30 days in an academic year may be granted for the following:
 - (a) Attending conferences, congresses, symposia and seminars on behalf of the university or with the permission of the university;
 - (b) Delivering lectures in institutions and universities at the invitation of such institutions or universities received by the university, and accepted by the Vice Chancellor;
 - (c) Working in another Indian or foreign university, any other agency, institution or organization, when so deputed by the university;
 - (d) Participating in a delegation or working on a committee appointed by the Central Government, State Government, the UGC, a sister university or any other academic body; and
 - (e) For performing any other duty for the university.

- ii. The duration of leave should be such as may be considered necessary by the sanctioning authority on each occasion.
- iv. 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.
- v. Duty leave may be combined with earned leave, half pay leave or extraordinary leave.
- vi. Duty leave should be given also for attending meetings in the UGC, DST, etc. where a teacher invited to share expertise with academic bodies, government or NGO.

8.2. STUDY LEAVE:

- (i) Study leave may be granted for the entry level appointees as Assistant Professor/Assistant Librarian/Assistant Director of Physical Education and Sports/College DPE&S 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 or to make a special study of the various aspects of university organization and methods of education.
- (ii) Subject to the terms contained in this Clause 8.2, in respect of granting study leave with pay for acquiring Ph.D. in a relevant discipline while in service, the number of years to be put in after entry would be a minimum of two or the years of probation specified in the university statutes concerned, keeping in mind the availability of vacant positions for teachers and other cadres in colleges and universities, so that a teacher and other cadres entering service without Ph.D. or higher qualification could be encouraged to acquire these qualifications in the relevant disciplines at the earliest rather than at a later stage of the career.
- (iii) The paid period of study leave should be for three years, but two years may be given in the first instance, extendable by one more year, if there is adequate progress as reported by the Research Guide. Care should be taken that the number of teachers given study leave, does not exceed the stipulated percentage of teachers in any department. *Provided* that the Executive Council/Syndicate may, in the special circumstances of a case, waive the condition of two years service being continuous.

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

- (a) the person is a teacher on the date of the application;

- (b) there is no break in service; and
 - (c) the leave is requested for undertaking the Ph.D. research work.
- (iv) Study leave shall be granted by the Executive Council/Syndicate on the recommendation of the concerned Head of the Department. The leave shall not be granted for more than three years in one spell, save in very exceptional cases in which the Executive Council/Syndicate is satisfied that such extension is unavoidable on academic grounds and necessary in the interest of the university.
 - (v) 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) Study leave may be granted not more than twice during one's career. Provided that, under no circumstances, the maximum of study leave admissible during the entire service should not exceed five years.
 - (vii) No teacher, who has been granted study leave, shall be permitted to alter substantially the course of study or the programme of research without the prior permission of the Executive Council/Syndicate. In the event, the course of study falls short of study leave sanctioned, the teacher shall resume duty immediately on the conclusion of such course of study, unless a prior approval of the Executive Council/Syndicate to treat the period of shortfall as ordinary leave has been obtained.
 - (viii) Subject to the provisions of sub-clauses (ix) below, study leave may be granted on full pay up to two years extendable by one year at the discretion of the university.
 - (ix) The amount of scholarship, fellowship or other financial assistance that a teacher, granted study leave, has been awarded will not preclude his/her being granted study leave with pay and allowances but the scholarship, etc., so received shall be taken into account in determining the pay and allowance on which the study leave may be granted. The Foreign scholarship/fellowship would be set off against pay only if the fellowship is above a specified amount, which shall be determined by the UGC, from time to time, based on the cost of living for a family in the country in which the study is to be undertaken. In the case of an Indian fellowship, which exceeds the salary of the teacher, the salary would be forfeited.
 - (x) Subject to the maximum period of absence from duty on leave not exceeding three years, study leave may be combined with earned leave, half-pay leave, extraordinary leave or vacation, provided that the earned leave at the credit of the teacher shall be availed of at the discretion of the teacher. A teacher, who is

selected to a higher post during study leave, will be placed in that position and get the higher scale only after joining the post.

- (xi) A teacher granted study leave shall on his/her return and re-joining the service of the university may be eligible to the benefit of the annual increment(s) which he/she would have earned in the course of time if he/she had not proceeded on study leave. No teacher shall however, be eligible to receive arrears of increments.
- (xii) Study leave shall count as service for pension/contributory provident fund, provided the teacher joins the university on the expiry of his/her study leave.
- (xiii) Study leave granted to a teacher shall be deemed to be cancelled in case it is not availed of within 12 months of its sanction.

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

- (xiv) A teacher availing himself/herself of study leave shall undertake that he/she shall serve the university for a continuous period of at least three years to be calculated from the date of his/her resuming duty on expiry of the study leave.
- (xv) After the leave has been sanctioned, the teacher shall, before availing himself/herself of the leave, execute a bond in favour of the university, binding himself/herself for the due fulfillment of the conditions laid down in sub-clause 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 in accordance with sub-clause (xiv) above.
- (xvi) The teacher shall submit to the Registrar, six monthly reports of progress in his/her studies from his/her supervisor or the Head of the Institution. This report shall reach the Registrar within one month of the expiry of every six months of the study leave. If the report does not reach the Registrar within the specified time, the payment of leave salary may be deferred till the receipt of such report.

8.3. SABBATICAL LEAVE:

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

- (ii) The duration of leave shall not exceed one year at a time and two years in the entire career of a teacher.
- (iii) A teacher, who has availed himself/herself of study leave, would not be entitled to the sabbatical leave.

Provided further that sabbatical leave shall not be granted until after the expiry of five years from the date of the teacher's return from previous study leave or any other kind of training programme of duration one year or more.

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

- (a) 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 and Sabbatical leave/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 kinds of leave, subject to such terms and conditions as it may deem fit to impose.

8.4.1 Casual Leave

- (i) Total casual leave granted to a teacher shall not exceed 8 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.

8.4.2 Special Casual Leave

- (i) Special casual leave, not exceeding 10 days in an academic year, may be granted to a teacher:
 - (a) To conduct examination of a university/Public Service Commission/board of examination or other similar bodies/institutions; and
 - (b) To inspect academic institutions attached to a statutory board, etc.
- (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 will be restricted to 6 working days; and
 - (b) To a female teacher who undergoes non-puerperal sterilization. Leave in this case will be restricted to 14 days.
- (iv) Special casual leave cannot be accumulated, nor can it be combined with any other kind of leave except casual leave. It may be granted in combination with holidays or vacation by the sanctioning authority on each occasion;

8.4.3 Earned Leave

- (i) Earned leave admissible to a teacher shall be:
 - (a) 1/30th of actual service including vacation; *plus*

- (b) 1/3rd of the period, if any, during which he/she is required to perform duty during vacation.

For purposes of computation of period of actual service, all periods of leave except casual, special casual and duty leave shall be excluded.

- (ii) Earned leave at the credit of a teacher shall not accumulate beyond 300 days. The maximum earned leave that may be sanctioned at a time shall not exceed 60 days. Earned leave exceeding 60 days may, however, be sanctioned in the case of higher study, or training, or leave with medical certificate, or when the entire leave, or a portion thereof, is spent outside India.

For avoidance of doubt, it may be noted:

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 non-vacation members of the teaching staff as applicable to the employees of Central/State Governments.

8.4.4 Half-pay Leave

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

Explanation:

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

8.4.5 Commuted Leave

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

- (i) Commuted leave during the entire service shall be limited to a maximum of 240 days;
- (ii) When commuted leave is granted, twice the amount of such leave shall be debited against the half-pay leave due; and

- (iii) The total duration of earned leave and commuted leave taken in conjunction shall not exceed 240 days at a time. *Provided* that no commuted leave shall be granted under these rules unless the authority competent to sanction leave has reason to believe that the teacher will return to duty on its expiry.

8.4.6 Extraordinary Leave

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

8.4.7 Leave Not Due

- (i) Leave not due, may, at the discretion of the Vice Chancellor/Principal, be granted to a permanent teacher for a period not exceeding 360 days during the entire period of service, out of which not more than 90 days at a time and 180 days in all may be otherwise than on 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.
- (ii) 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 still to be earned may be waived by the Executive Council.

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

8.4.8 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 earned leave, half pay leave or extraordinary leave but any leave applied for in continuation of maternity leave may be granted if the request is supported by a medical certificate.

8.4.9 Child Care Leave

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

8.4.10 Paternity Leave

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

8.4.11 Adoption leave

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

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 appointments.

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

10.1. 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 Organizations such as the CSIR, ICAR, DRDO, UGC, ICSSR, ICHR, ICMR, DBT, etc., should be counted for direct recruitment and promotion under CAS of a teacher as Assistant Professor, Associate Professor, Professor or any other nomenclature these posts are described as per Appendix III – Table No. II provided that:

- (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 candidate for direct recruitment has applied through proper channel only.
- (d) 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.
- (e) The post was filled in accordance with the prescribed selection procedure as laid down in the Regulations of University/State Government/Central Government/Concerned Institutions, for such appointments.
- (f) The previous appointment was not as guest lecturer for any duration, or an ad hoc or in a leave vacancy of less than one year duration. Ad hoc or temporary service of more than one year duration can be counted provided that:
 - (i) the period of service was of more than one year duration;
 - (ii) the incumbent was appointed on the recommendation of duly constituted Selection Committee; and

- (iii) the incumbent was selected to the permanent post in continuation to the ad hoc or temporary service, without any break.
- (g) No distinction should be made with reference to the nature of management of the institution where previous service was rendered (private/local body/Government), was considered for counting past services under this clause.

11.0 PERIOD OF PROBATION AND CONFIRMATION

- 11.1.** The minimum period of probation shall be one year extendable by a maximum period of one more year in case of unsatisfactory performance.
- 11.2.** The confirmation at the end of one year shall be automatic, unless extended for another year by a specific order, before expiry of the first year.
- 11.3** Subject to this Clause 11, 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 probationary period after due process of verification of satisfactory performance.
- 11.4** Probation and confirmation rules are applicable only at the initial stage of recruitment, issued from time to time, by 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, that is, for instance, for one post of Professor, there shall be two posts of Associate Professors and four posts of Assistant Professors, 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

- 13.1.** 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 her/him on contract basis for another session.

14.0 TEACHING DAYS

14.1. The Universities/Colleges must adopt at least 180 working days, 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 equivalent of 30 weeks of actual teaching with a 6 day week.

The above is summarized as follows:

| Categorization | Number of weeks: 6 day a week pattern | | Number of weeks: 5 day 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 preparation for Examination | 12 | 10 | 8 | 8 |
| Vacation | 8 | 10 | 6 | 6 |
| Public Holidays (to increase and adjust teaching days accordingly) | 2 | 2 | 2 | 2 |
| Total | 52 | 52 | 52 | 52 |

14.2. In lieu of curtailment of vacation by 2 weeks, the university teachers may be credited with 1/3rd of the period of 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 of the period will be credited as Earned Leave.

5.0. WORKLOAD

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

Assistant Professor 16 hours

Associate Professor and Professor 14 hours

15.2 A relaxation of two hours in the workload may, however, be given to Professors who are actively involved in extension activities and administration. A minimum of 6 hours per week may have to be allocated for research activities of a teacher.

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 of the same should be deposited with the Registrar/Principal. Such service agreement shall be duly stamped as per the rates applicable.

16.2. The self-appraisal or linked Performance Based Appraisal System (PBAS) methodology 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 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 teachers should be calm, patient and communicative by temperament and amiable in disposition.

Teachers should:

- (i) Adhere to a responsible pattern of conduct and demeanour 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, tutorial, practical, seminar and research work conscientiously and with dedication;
- (vii) Co-operate and assist in carrying out functions relating to the educational responsibilities of the college and the university such as: assisting in appraising applications for admission, advising and counseling students as well as assisting the conduct of university and college examinations, including supervision, invigilation and evaluation; and
- (viii) Participate in extension, co-curricular and extra-curricular activities including community service.

II. TEACHERS AND THE STUDENTS

Teachers should:

- (i) Respect the right and dignity of the student in expressing his/her opinion;
- (ii) Deal justly and impartially with students regardless of their religion, caste, political, economic, social and physical characteristics;
- (ii) Recognize 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 outlook and respect for physical labour and ideals of democracy, patriotism and peace;
- (vi) Be affectionate to the students 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 lodging 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 dignity of the profession;
- (vi) Should adhere to the conditions of contract;

- (vii) Give and expect due notice before a change of position is made; 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:

- (i) Teachers should treat the non-teaching staff as colleagues and equal partners in a cooperative undertaking, within every educational institution; and
- (ii) Teachers should help in the function of joint staff-councils covering both teachers and the non-teaching staff.

VI. TEACHERS AND GUARDIANS

Teachers should:

- (i) 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.

SCHEDULE FOR CLAUSE 6.8.0

(FOR PAY SCALES, DESIGNATIONS AND STAGES OF PROMOTION UNDER CAS OF INCUMBENT AND NEWLY APPOINTED ASSISTANT PROFESSORS/ ASSOCIATE PROFESSORS/ PROFESSORS AND OTHER EQUIVALENT CADRES IN LIBRARY AND PHYSICAL EDUCATION AND SPORTS IN CENTRAL UNIVERSITIES AND COLLEGES THEREUNDER AND INSTITUTIONS DEEMED TO BE UNIVERSITIES WHOSE MAINTENANCE EXPENDITURE IS MET BY THE UGC).

- 1.0. Persons entering the teaching profession in universities and colleges shall be designated as Assistant Professors and shall be placed in the Pay Band III of Rs.15,600 – Rs. 39,100 with AGP of Rs. 6,000. Lecturers already in service in the pre-revised scale of Rs. 8,000 – Rs.13,500, shall be re-designated as Assistant Professors with the said AGP of Rs. 6,000. Their CAS promotions would be subject to the API criteria based PBAS system norms laid out in these regulations
- 1.1. An Assistant Professor with completed service of four years, possessing Ph. D. Degree in the relevant discipline shall be eligible, for moving to AGP of Rs.7,000.
- 1.2. An Assistant Professors possessing M.Phil. Degree or post-graduate degree in professional courses approved by the relevant statutory Body, such as LL.M. / M.Tech., etc. shall be eligible for the AGP of Rs. 7,000 after completion of five years service as Assistant Professor.
- 1.3. An Assistant Professors who do not have Ph.D. or M.Phil. or a Master degree in the relevant Professional course shall be eligible for the AGP of Rs. 7,000 only after completion of six years' service as Assistant Professor.
- 1.4. The upward movement from AGP of Rs. 6,000 to AGP of Rs. 7,000 for all Assistant Professors shall be subject to their satisfying the API criteria based PBAS conditions as laid down by the UGC in these Regulations.
- 2.0. The pay of the incumbents to the posts of Lecturer (senior scale) (i.e. the unrevised scale of Rs. 10,000 – Rs.15,200) shall be re-designated as Assistant Professor, and shall be fixed at the appropriate stage in Pay Band III of Rs.15,600 – Rs. 39,100 based on their present pay, with AGP of Rs. 7,000.
- 2.1. Assistant Professors with completed service of five years at the AGP of Rs. 7,000 shall be eligible, subject to other API requirements laid down by these UGC Regulations, to move up to the AGP of Rs. 8,000.
- 3.0. Posts of Associate Professor shall be in the Pay Band IV of Rs. 37,400 – Rs. 67,000, with AGP of Rs. 9,000. Directly recruited Associate Professors under these Regulations shall be placed in the Pay Band IV of Rs. 37,400 – Rs. 67,000 with an AGP of Rs. 9,000, at the appropriate stage in the Pay Band in terms of the conditions of appointment.
- 3.1. Incumbent Readers and Lecturers (Selection Grade) who have completed three years in the current pay scale of Rs. 12,000 – Rs. 18,300 on 1 January, 2006 shall be placed

- in Pay Band IV of Rs. 37,400 – Rs. 67,000 with AGP of Rs. 9,000 and shall be re-designated as Associate Professor.
- 3.2. Incumbent Readers and Lecturers (Selection Grade) who had not completed three years in the pay scale of Rs.12,000 – Rs.18,300 on or after 1 January, 2006 shall be placed at the appropriate stage in the Pay Band of Rs.15,600 – Rs. 39,100 with AGP of Rs. 8,000 till they complete three years of service in the grade of Lecturer (Selection Grade) / Reader, and thereafter shall be placed in the higher Pay Band IV of Rs. 37,400 – Rs. 67,000 and accordingly re-designated as Associate Professor.
 - 3.3. Readers/Lecturers (Selection Grade) in service at present shall continue to be designated as Lecturer (Selection Grade) or Readers, as the case may be, until they are placed in the Pay Band of Rs. 37,400 – Rs. 67,000 and re-designated as Associate Professor in the manner described in 3.1 and 3.2. above.
 - 3.4. Assistant Professors completing three years of teaching in the AGP of Rs. 8,000 shall be eligible, subject to the qualifying conditions prescribed by these Regulations, to move to the Pay Band IV of Rs. 37,400 – Rs. 67,000 with AGP of Rs. 9,000 and to be designated as Associate Professor.
 - 3.5. Associate Professor completing three years of service in the AGP of Rs. 9,000 and possessing a Ph.D. Degree in the relevant discipline shall be eligible to be appointed and designated as Professor, subject to satisfying the required credit points as per API based on PBAS methodology provided in Appendix IV, Table I-III stipulated in these Regulations and assessment by a duly constituted selection committee as suggested for the direct recruitment of Professor. No teacher other than those with a Ph.D. shall be promoted or appointed as Professor. The Pay Band IV for the post of Professors shall be Rs. 37,400 – Rs. 67,000 with AGP of Rs. 10,000.
 - 4.0. The pay of a directly recruited Professor shall be fixed at a stage not below Rs.43,000 in the Pay Band IV of Rs. 37,400 – Rs. 67,000, with the applicable AGP of Rs.10,000.
 - 4.1. Ten percent of the positions of Professors in a university shall be eligible to be placed in the higher AGP of Rs.12,000. However, teachers promoted to the posts with higher AGP of Rs.12,000, shall continue to be designated as Professor. Eligibility for elevation as a Professor in the higher Academic Grade Pay of Rs.12,000, shall be a minimum of ten years of teaching and research experience as professor either in the pre-revised scale of Professor's Pay of Rs.16,400 – Rs. 22,400 or the revised scale of Pay Band IV of Professor with AGP of Rs.10,000 on satisfying the required API score as per Tables I and II through the PBAS methodology stipulated in these Regulations through a duly constituted Expert committee;

5.0. PAY SCALES OF PRINCIPALS IN COLLEGES:

5.1 PRINCIPAL OF UNDER GRADUATE COLLEGES:

The posts of Principal in Under Graduate Colleges shall be in the Pay Band of Rs. 37,400 – Rs. 67,000 with AGP of Rs.10,000, plus a Special Allowance of Rs. 2,000 per month and shall also be fixed at a stage not below Rs. 43,000 as in the directly recruited

Professors. All Principals in service shall be appropriately fixed in the Pay Band with the AGP of Rs.10,000

5.2 PRINCIPAL OF POST GRADUATE COLLEGES:

Posts of Principal in Post Graduate Colleges shall also be in the Pay Band of Rs. 37,400 – Rs. 67,000 with AGP of Rs.10,000, plus a Special Allowance of Rs. 3,000 per month and shall also be fixed at a stage not below Rs. 43,000 as in the case of directly recruited Professors. All Principals in service shall be appropriately fixed in the Pay Band IV with the AGP of Rs.10,000.

6.0. PAY SCALES AND CAREER ADVANCEMENT SCHEMES REGULATIONS FOR LIBRARIANS, ETC.

6.1. ASSISTANT UNIVERSITY LIBRARIAN / COLLEGE LIBRARIAN:

- (i) Assistant Librarian / College Librarian in the pre-revised scale of pay of Rs. 8,000 – Rs. 13,500 shall be placed in the Pay Band of Rs.15,600 – Rs. 39,100 with AGP of Rs. 6,000.
- (ii) All conditions of eligibility and academic qualifications laid down by the UGC as per these Regulations, shall be applicable for direct recruitment of Assistant University Librarian / College Librarian.

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

- (i) Assistant University Librarian (Sr. Scale)/ College Librarian (Sr. Scale) in the pre-revised scale of pay of Rs.10,000 – Rs. 15,200 shall be placed in the Pay Band of Rs.15,600 – Rs. 39,100 with AGP of Rs.7,000.
- (ii) Assistant University Librarian / College Librarian possessing Ph.D. in Library Science, after completing service of four years in the AGP of Rs. 6,000, and if otherwise eligible as per API scoring system, and PBAS methodology laid down by the UGC in these Regulations, shall be eligible for the higher AGP of Rs. 7,000 with the Pay Band of Rs.15,600 – Rs. 39,100.
- (iii) Assistant Librarian / College Librarian not possessing Ph.D. but only M.Phil. in Library Science at the entry level after completing service of five years in the AGP of Rs. 6,000, if otherwise eligible as per API scoring system and PBAS methodology laid down by the UGC in these Regulations, shall become eligible for the higher AGP of Rs. 7,000.
- (iv) After completing service of six years in the AGP of Rs. 6,000 Assistant Librarian / College Librarian without the relevant Ph.D. and M.Phil. shall, if otherwise eligible as per API scoring system and PBAS methodology laid down by the UGC in these Regulations, move to the higher AGP of Rs. 7,000.

- (v) The pay of the existing Assistant Librarian (Sr. Scale) / College Librarian (Sr. Scale) in the pre-revised scale of pay of Rs.10,000 – Rs.15,200 shall be fixed in the Pay Band of Rs.15,600 – Rs. 39,100 with AGP of Rs.7,000 at an appropriate stage based on their present pay.

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

- (i) Deputy Librarians who are directly recruited shall be placed in the Pay Band of Rs. 15,600 – Rs. 39,100 with AGP of Rs. 8,000
- (ii) On completion of service of five years, Assistant Librarian (Sr. Scale) / College Librarian (Sr. Scale) shall be eligible for the post of Deputy Librarian/ equivalent posts in Pay Band of Rs.15,600 – Rs. 39,100, with Academic Grade Pay of Rs. 8,000, subject to their fulfilling other conditions of eligibility (such as Ph.D. degree, etc. for Deputy Librarian) as per API scoring system based PBAS methodology laid down by the UGC for CAS promotion in these Regulations. They shall be designated as Deputy Librarian / Assistant Librarian (Selection Grade) / College Librarian (Selection Grade), as the case may be.
- (iii) After completing three years in the Pay Band of Rs.15,600 – Rs. 39,100 with an AGP of Rs. 8,000, Deputy Librarians /equivalent positions shall move to the Pay Band of Rs. 37,400 – Rs. 67,000 and AGP of Rs. 9,000, subject to fulfilling other conditions of eligibility as per API scoring system and PBAS methodology laid down by the UGC for CAS promotion in these Regulations.
- (iv) Assistant Librarians (Sr. Scale) in universities/ College Librarians (Sr. Scale) in the AGP of Rs. 7,000 not possessing Ph.D. in Library Science but who fulfill other criteria prescribed by the UGC for CAS promotion in these Regulations, shall also be eligible for being placed in the AGP of Rs. 8,000.
- (v) Incumbents to the posts of Deputy Librarian / Assistant Librarian (Selection Grade)/College Librarian (Selection Grade) who have completed three years in the pre-revised pay scale of Rs. 12,000 – Rs. 18,300 on 1 January, 2006 shall be fixed at an appropriate stage in the Pay Band of Rs. 37,400 – Rs. 67,000 with an AGP of Rs. 9,000. They shall continue to be designated as Deputy Librarian / Assistant Librarian (Selection Grade)/College Librarian (Selection Grade)
- (vi) Incumbents to the posts of Deputy Librarian / Assistant Librarian (Selection Grade) /College Librarian (Selection Grade) who have not completed the requirement of three years in the pre-revised pay scale of Rs.12,000 – Rs. 18,300, for being eligible to be placed in the higher Pay Band of Rs. 37,400 – Rs. 67,000, shall be placed at an appropriate stage with Academic Grade Pay of Rs. 8,000 till they complete three years of service as Deputy Librarian / Assistant Librarian (Selection Grade)/College Librarian (Selection Grade)

- (vii) Pay in regard to the directly recruited Deputy Librarians shall be initially fixed in Pay Band Rs.15,600 – Rs. 39,100 with AGP of Rs. 8,000. They shall move to the Pay Band of Rs. 37,400 – Rs. 67,000 with AGP of Rs.9000 after completing three years of service in the AGP of Rs. 8,000.
- (viii) The conditions of eligibility and academic qualifications prescribed by the UGC in these Regulations, shall be adopted for direct recruitment to the post of Deputy Librarian.

6.4. LIBRARIAN (UNIVERSITY):

- (i) The post of Librarian shall be in the Pay Band of Rs. 37,400 – Rs. 67,000 with the Academic Grade Pay of Rs.10,000.
- (ii) The conditions of eligibility and academic qualifications prescribed by the UGC in these Regulations, shall be adopted for appointment to the post of Librarian (University).
- (iii) Deputy Librarian completing service of three years in the AGP of Rs.9,000 and otherwise eligible as per the API scoring system and PBAS methodology developed in these Regulations, with a Ph.D. qualification shall also be eligible to be considered for appointment to the post of Librarian through open recruitment.
- (iv) Incumbent Librarian (University) shall be placed at the appropriate stage as per the 'fixation formula' provided as Appendix-II in the Pay Band of Rs. 37,400 – Rs. 67,000 with AGP of Rs.10,000.

7.0. PAY SCALES AND CAREER ADVANCEMENT SCHEMES REGULATIONS FOR PHYSICAL EDUCATION AND SPORTS CADRES

7.1. ASSISTANT DIRECTOR OF PHYSICAL EDUCATION AND SPORTS (ASSISTANT DPE&S) / COLLEGE DIRECTOR OF PHYSICAL EDUCATION & SPORTS (COLLEGE DPE&S):

- (i) The Assistant Director of Physical Education and Sports/College DPE&S in the pre-revised pays scale of Rs. 8,000 – Rs. 13,500 shall be placed in the Pay Band of Rs.15,600 – Rs. 39,100 with AGP of Rs. 6,000.
- (ii) Pay of Incumbent Assistant Directors of Physical Education and Sports / College DPE&S shall be fixed at an appropriate stage in the Pay Band of Rs. 15,600 – Rs. 39,100 with an AGP of Rs. 6,000, in accordance with the 'fixation formula' provided in Appendix-II.
- (iii) All conditions of eligibility and academic qualifications laid down by the UGC in these Regulations, shall be applicable for direct recruitment of Assistant Director of Physical Education and Sports / College DPE&S.

7.2. ASSISTANT DIRECTOR OF PHYSICAL EDUCATION AND SPORTS (SENIOR SCALE) / COLLEGE DPE & S (SENIOR SCALE):

- (i) Assistant Directors of Physical Education and Sports (Senior Scale) / College DPE & S (Senior Scale) in the pre-revised pay scale of Rs.10,000 – Rs. 15,200 shall be placed in the Pay Band of Rs.15,600 – Rs. 39,100 with AGP of Rs. 7,000.
- (ii) Assistant Directors of Physical Education and Sports / College DPE & S possessing Ph.D. in Physical Education at the entry level of Assistant DPE & S/ College DPE & S in the AGP of Rs. 6,000 shall, after completing service of four years in the AGP of Rs. 6,000, and if otherwise eligible as per API scoring system and PBAS methodology prescribed by the UGC for CAS promotion in these Regulations, shall move to higher AGP of Rs. 7,000 in the Pay Band of Rs.15,600 – Rs. 39,100.
- (iii) Assistant Directors of Physical Education and Sports / College DPE & S possessing M.Phil. in Physical Education at the entry level of Assistant DPE & S / College DPE & S in the AGP of Rs. 6,000 shall, after completing service of the five years in the AGP of Rs. 6,000, be eligible for the higher AGP of Rs. 7,000 on satisfying the API scoring system and PBAS methodology prescribed by the UGC for CAS promotion in these Regulations.
- (iv) Assistant Directors of Physical Education and Sports / College DPE&S without the relevant Ph.D. and M.Phil. shall, after completing service of six years as Assistant Director of Physical Education and Sports / College DPE&S in the AGP of Rs. 6,000, and if otherwise eligible as per API scoring system and PBAS methodology prescribed by the UGC for CAS promotion in these Regulations shall be placed in the AGP of Rs. 7,000.
- (v) Pay of incumbent Assistant Directors of Physical Education & Sports (Senior Scale) / College DPE&S (Senior Scale) shall be fixed in Pay Band of Rs.15600-39100 at an appropriate stage in the AGP of Rs.7000, as per the 'fixation formula' provided in Appendix-II

7.3. DEPUTY DIRECTOR OF PHYSICAL EDUCATION AND SPORTS/ ASSISTANT DIRECTOR OF PHYSICAL EDUCATION AND SPORTS (SELECTION GRADE) / COLLEGE DIRECTOR OF PHYSICAL EDUCATION AND SPORTS (SELECTION GRADE)

- (i) After completing service of five years in the Pay Band of Rs.15,600 – Rs. 39,100 with the AGP of Rs. 7,000 and subject to satisfying API scoring system and PBAS methodology prescribed by the UGC in these Regulations, Assistant Director of Physical Education and Sports (Senior Scale) / College DPE&S (Senior scale) shall move to AGP of Rs. 8,000 in the Pay band of Rs. 15,600 – Rs. 39,100. They shall be designated as Deputy Director of Physical Education and Sports / Assistant DPE&S (Selection Grade) / College DPE&S (Selection Grade), as the case may be.

- (ii) After completing service of three years in the Pay Band of Rs.15,600 – Rs. 39,100 and the AGP of Rs.8,000 and subject to satisfying API/ scoring system and PBAS methodology prescribed by the UGC in these Regulations, Deputy DPE&S/Assistant DPE&S (Selection Grade) College DPE&S (Selection Grade) shall move to the Pay Band of Rs. 37,400 – Rs. 67,000 with the AGP of Rs. 9,000. They shall continue to be designated as Deputy DPE&S/Assistant DPE&S (Selection Grade) / College DPE&S (Selection Grade)
- (iii) All incumbents to the post of Deputy DPE&S/Assistant DPE&S (Selection Grade)/ College DPE&S (Selection Grade) who have completed service of at least three years in the unrevised pay scale of Rs.12,000 – Rs.18,300 as on 01-01-2006 shall be eligible to be fixed in the Pay Band of Rs. 37,400 – Rs. 67,000 with AGP of Rs. 9,000.
- (iv) All incumbents to the post of Deputy DPE&S /Assistant DPE&S (Selection Grade/ College DPE&S (Selection Grade) whose services in the unrevised pay scale of Rs.12,000 – Rs. 18,300 fall short of three years which would have made them eligible to move to the higher pay band, shall be placed at an appropriate stage at the AGP of Rs. 8,000 in the pay band of Rs.15,600 – Rs. 39,000 till they complete the required service of three years as Deputy DPE&S / ADPE&S (Selection Grade) / College DPE&S (Selection Grade) in the unrevised pay scale.
- (v) Pay of the directly recruited Deputy DPE&S shall be initially fixed with the AGP of Rs. 8,000 in the Pay Band of Rs.15,600 – Rs. 39,100, and after completing three years of service directly recruited Deputy DPE&S and equivalent shall move to Pay Band Rs. 37,400 – Rs. 67,000 with AGP of Rs. 9,000.

7.4. DIRECTOR OF PHYSICAL EDUCATION AND SPORTS (UNIVERSITY):

- (i) Post of Director, Physical Education and Sports in Universities shall be in the Pay Band of Rs. 37,400 – Rs. 67,000 with AGP of Rs.10,000.
- (ii) Post of Director, Physical Education and Sports (University) shall continue to be filled through direct recruitment and the existing conditions of eligibility, i.e. the minimum qualification, number of years of relevant experience and other conditions prescribed by the UGC in these Regulations, shall be the eligibility for recruitment.
- (iii) Pay of the incumbent shall be fixed at the appropriate stage in the Pay Band of Rs.37,400 – Rs. 67,000 as per 'fixation formula' provided in Appendix-II.

8.0. PAY SCALES OF PRO-VICE CHANCELLOR / VICE-CHANCELLOR OF UNIVERSITIES:

8.1. PRO-VICE-CHANCELLOR:

8.1.1. The posts of Pro-Vice Chancellor shall be in the Pay Band of Rs. 37,400 –Rs. 67,000 with AGP of Rs.10,000 or Rs.12,000 as the case may be, along with a Special Allowance of Rs. 4,000 per month, subject to the condition that the sum total of pay in the Pay Band, the Academic Grade Pay and the Special Allowance shall not exceed Rs. 80,000.

8.2. VICE CHANCELLOR:

8.2.1. The posts of Vice-Chancellor shall carry a fixed pay of Rs.75,000 along with a Special pay of Rs.5,000 per month. All other eligibilities and facilities for the Vice Chancellor as provided in the Act/Statute of the university concerned, shall be applicable besides the pay.

9.0. INCENTIVES FOR Ph.D. / M.Phil. AND OTHER HIGHER QUALIFICATION TO TAKE EFFECT FROM 01-09-2008.

9.1. Five non-compounded advance increments shall be admissible at the entry level of recruitment as Assistant Professor to persons possessing the degree of Ph.D. awarded in a relevant discipline by the University following the process of admission, registration, course work and external evaluation as prescribed by the UGC.

9.2. M.Phil. Degree holders at the time of recruitment to the post of Assistant Professor shall be entitled to 2 non-compounded advance increments.

9.3. 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 2 non-compounded advance increments at the entry level.

9.4 (i) Teachers who complete their Ph.D. Degree while in service shall be entitled to 3 non-compounded increments if such Ph.D. is in a relevant discipline of the discipline of employment and has been awarded by a University complying with the process prescribed by the UGC for enrolment, course work, evaluation, etc.

(ii) 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 awaited, shall also be entitled to the award of 3 non-compounded increments even if the

university awarding such Ph.D. has not yet been notified by the UGC as having complied with the process prescribed by the Commission.

- 9.5.** In respect of every other case, a teacher who is already enrolled for Ph.D. shall avail the benefit of 3 non-compounded increments only if the university awarding the Ph.D. has been notified by the UGC to have complied with the process prescribed by the Commission for the award of Ph.D. in respect of either course-work or evaluation or both, as the case may be.
- 9.6** Teachers in service who have not yet enrolled for Ph.D. shall therefore derive the benefit of 3 non-compounded increments on award of Ph.D., while in service only if such enrolment is with a university which complies with the entire process, including that of enrolment as prescribed by the UGC.
- 9.7** Teachers who acquire M.Phil. Degree or a post graduate degree in a professional course recognized by the relevant Statutory Body/Council, while in service, shall be entitled to one advance increment.
- 9.8** 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.
- 9.8.1** (i) Assistant Librarian / College Librarian acquiring the degree of Ph.D. at any time while in service, in the discipline of library science from a university complying with the process prescribed by the UGC in respect of enrolment, course-work and evaluation shall be entitled to 3 non-compounded advance increments.
- (ii) However, persons in posts of Assistant Librarian / College Librarian or 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 3 non-compounded increments even if the university awarding such Ph.D. has not yet been notified by the UGC as having complied with the process prescribed by the Commission.
- 9.8.2** In respect of every other case of persons in the posts of Assistant Librarian / College Librarian or higher positions who are already enrolled for Ph.D. shall avail the benefit of 3 non-compounded increments only if the university awarding the Ph.D. has been notified by the UGC to have complied with the process prescribed by the Commission for the award of Ph.D. in respect of either course-work or evaluation or both, as the case may be.
- 9.8.3.** 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 3 non-compounded increments on award of Ph.D. while in service only if such

enrolment is with a university which complies with the entire process, including that of enrolment as prescribed by the UGC.

- 9.8.4.** 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.
- 9.9** 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 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.
- 9.10.** Notwithstanding anything in the foregoing clauses, those who have already availed the benefits of advance increments for possessing Ph.D. / M.Phil. at the entry level under the earlier Schemes / Regulations shall not be entitled to the benefit of advance increments under these Regulations.
- 9.11.** Teachers, Library and Physical Education 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.
- 9.12.** 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 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.

10.0 OTHER TERMS AND CONDITIONS

10.1. INCREMENTS

- 10.2.** Each annual increment shall be equivalent to 3% of the sum total of pay in the relevant Pay Band and the AGP as applicable for the respective stage in the Pay Band.
- 10.3.** Each advance increment shall also be at the rate of 3% of the sum total of pay in the relevant Pay Band and the AGP as applicable and shall be non-compoundable.
- 10.4.** The number of additional increment(s) on placement at each higher stage of AGP shall be as per the existing Schemes / Regulations of increment on promotion from lower Pay Scale to higher Pay Scale; however, in view of the considerable raise in effective pay between the two Pay Bands, there shall be no

additional increment on movement from the Pay Band of Rs.15,600 – Rs. 39,100 to the Pay Band of Rs. 37,400 – Rs. 67,000.

- 10.5** All issues relating to grant of advance increments to teachers engaged in engineering / technical courses in the university system shall be subject to recommendations of the Committee separately constituted by the Central Government for pay review of teachers in technical education.

11.0 ALLOWANCES:

- 11.1.** Allowances such as Leave Travel Concession, Special Compensatory Allowances, Children's Education Allowance, Transport Allowance, House Rent Allowance, Deputation Allowance, Traveling Allowance, Dearness Allowance, area based Special Compensatory Allowance etc. as applicable to teachers and Library and Physical Education Cadres, shall be at par with that of Central Government employees.

APPENDICES

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| <p>APPENDIX I</p> | <p>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 Sixth Central Pay Commission</p> <p>(Letter No. No.1-32/2006-U.II/U.I(i). Government of India, Ministry of Human Resource Development, Department of Higher Education, New Delhi, dated the 31st December, 2008).</p> | |
| <p>APPENDIX II</p> | <p>Fitment Tables (Table No. 1 to 9) for fixation of pay of the existing incumbents, who were in position as on 1.1.2006, in various categories of posts as indicated in the Tables.</p> <p>(Letter No. No.F.3-1/2009-U.I, Government of India, Ministry of Human Resource Development, (Department of Higher Education), dated 4th June, 2009)</p> | |
| <p>APPENDIX III (TABLES I TO IX)</p> | <p>Performance Based Assessment Scheme (PBAS) & Annual Performance Indicators (APIs) for Direct Recruitment & Promotion under Career Advancement Scheme (CAS)</p> <p>Tables I to IV – For University and College Teachers</p> <p>Tables V to VIII – For Asst. Director/Dy. Director/ Director Physical Education Cadre etc.</p> <p>Tables IX to XII – For Asst, Librarian, Dy. Librarian, Librarian etc.</p> | |

APPENDIX I

No.1-32/2006-U.II/U.I(i)
Government of India
Ministry of Human Resource Development
Department of Higher Education

New Delhi, dated the 31st December, 2008

To

**The Secretary,
University Grants Commission,
Bahadur Shah 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 Sixth Central Pay Commission.

Sir,

I am directed to say that the Government of India have decided, after taking into consideration the recommendations made by the University Grants Commission (UGC) based on the decisions taken at the meeting of the Commission held on 7-8 October 2008, to revise the pay scales of teachers in the Central Universities. The revision of pay scales of teachers shall be subject to various provisions of the Scheme of revision of pay scales as contained in this letter, and Regulations to be framed by the UGC in this behalf in accordance with the Scheme given below. The revised pay scales and other provisions of the Scheme are as under:-

1. General

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

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

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

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

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

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

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

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

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

(i) Persons entering the teaching profession in Universities and Colleges shall be designated as Assistant Professors and shall be placed in the Pay Band of Rs.15600-39100 with AGP of Rs,6000. Lecturers already in service in the pre-revised scale of Rs. 8000-13500, shall be re-designated as Assistant Professors with the said AGP of Rs. 6000.

(ii) An Assistant Professor with completed service of 4 years, possessing Ph.D Degree in the relevant discipline shall be eligible, for moving up to AGP of Rs. 7000.

(iii) Assistant Professors possessing M.Phil degree or post-graduate degree in professional courses approved by the relevant Statutory Body, such as LL.M/M.Tech etc. shall be eligible for the AGP of Rs. 7,000 after completion of 5 years service as Assistant Professor.

(iv) Assistant Professors who do not have Ph.D or M.Phil or a Master's degree in the relevant Professional course shall be eligible for the AGP of Rs. 7,000 only after completion of 6 years' service as Assistant Professor.

(v) The upward movement from AGP of Rs. 6000 to AGP of Rs. 7000 for all Assistant Professors shall be subject to their satisfying other conditions as laid down by the UGC.

(vi) The pay of the incumbents to the posts of Lecturer (senior scale) (i.e. the unrevised scale of Rs. 10,000-15200) shall be re-designated as Assistant Professor, and shall be fixed at the appropriate stage in Pay Band of Rs.15600-39100 based on their present pay, with AGP of Rs. 7000.

(vii) Assistant Professors with completed service of 5 years at the AGP of Rs. 7000 shall be eligible , subject to other requirements laid down by the UGC, to move up to the AGP of Rs.

8000.

(viii) Posts of Associate Professor shall be in the Pay Band of Rs.37400-67000, with AGP of Rs.9000. Directly recruited Associate Professors shall be placed in the Pay Band of Rs. 37400-67000 with an AGP of Rs. 9000, at-the appropriate stage in the Pay Band in terms of the conditions of appointment.

(ix) Incumbent Readers and Lecturers (Selection Grade) who have completed 3 years in the current pay scale of Rs. 12000-18300 on 1.1.2006 shall be placed in Pay Band of Rs. 37400-67000 with AGP Pay of Rs . 9000 and shall be re-designated as Associate Professor.

(x) Incumbent Readers and Lecturers (Selection Grade) who had not completed three years in the pay scale of Rs. 12000-18300 on 1.1.2006 shall be placed at the appropriate stage in the Pay Band of Rs. 15600-39100 with AGP of Rs. 8000 till they complete 3 years of service in the grade of Lecturer (Selection Grade)/Reader, and thereafter shall be placed in the higher Pay Band of Rs.37400-67000 and accordingly re-designated as Associate Professor.

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

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

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

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

(xv) Ten percent of the posts of Professors in a university shall be in the higher AGP of Rs. 12000, however, teachers appointed to the posts shall continue to be designated as Professor. Eligibility for appointment as a Professor in the higher Academic Grade Pay shall be as may be laid down by the UGC, and such eligibility conditions shall, inter alia, include publications in peer reviewed/ refereed Research Journals, and the requirement of at least 10 years of teaching as Professor and post-doctoral work of a high standard. No person appointed directly as Professor in the AGP of Rs. 12000 shall be fixed at a stage less than Rs. 48000 along with the AGP.

(xvi) For initial direct recruitment at the level of Associate Professors and Professors, the eligibility conditions in respect of academic and research requirements shall be as may be or have been prescribed by the UGC through Regulations and as may be laid down by the

university.

(xvii) Discretionary award of advance increments for those who enter the profession as Associate Professors or Professors with higher merit, high number of research publications and experience at the appropriate level, shall be within the competence of the appropriate authority of the concerned University or recruiting institution while negotiating with individual candidates in the context of the merits of each case, taking into account the pay structure of other teachers in the faculty and other specific factors.

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

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

(xix) There shall be one post of Professor in each Department of a Post Graduate College and shall be subject to the same criterion for selection/ appointment as that of Professors in Universities, provided that One-fourth (25%) of the posts of Professor shall be filled on deputation/direct recruitment from among eligible teachers and the remaining three-fourths (75%) of posts shall be filled through merit promotion from among the eligible Associate Professors in the relevant department of the Post Graduate College. Identification of posts of Professor in a Post Graduate College for being filled through direct recruitment/deputation shall be within the competence of the University acting in consultation with the College. Where the number of posts of professor for merit promotion or direct recruitment/ deputation worked out as a percentage of the total number of posts in a Post Graduate College is not an integer, the same shall be rounded off to the next higher integer. The UGC shall issue separate guidelines to ensure availability of minimum standards of academic infrastructure (library, research facilities etc.) for starting Post Graduate Courses in Colleges.

3. Pay Scales of Pro Vice Chancellor / Vice Chancellor of Universities:

(i) Pro-Vice Chancellor

The posts of Pro-Vice Chancellor shall be in the Pay Band of Rs.37400-67000 with AGP of Rs. 10000 or Rs. 12000, as the case may be, along with a Special Allowance of Rs.4000 per month, subject to the condition that the sum total of pay in the Pay Band, the Academic Grade Pay and the Special Allowance shall not exceed Rs. 80,000.

(ii) Vice Chancellor

The posts of Vice Chancellor shall carry a fixed pay of Rs. 75000 along with a Special

Allowance of Rs. 5000 per month.

4. Pay Scales of Principals in Colleges:

(i) Principal of Under Graduate Colleges Appointments to the posts of Principal in Under Graduate Colleges shall be based on the conditions of eligibility in respect of educational qualifications and teaching/research experience laid down by the University Grants Commission and if any by the university from time to time. The posts of Principal in Under Graduate Colleges shall be in the Pay Band of Rs.37400-67000 with AGP of Rs.10000, plus a Special Allowance of Rs. 2000 per month. All Principals in service shall be appropriately fixed in the Pay Band with the AGP of Rs. 10000.

(ii) Principal of Post Graduate Colleges Appointments to the posts of Principal in Post Graduate Colleges shall be based on the conditions of eligibility in respect of educational qualifications and teaching/research experience laid down by the University Grants Commission and if any by the university from time to time. Posts of Principal in Post Graduate Colleges shall also be in the Pay Band of Rs.37400-67000 with AGP of Rs.10,000, plus a Special Allowance of Rs. 3000 per month. All Principals in service shall be appropriately fixed in the Pay Band with the AGP of Rs. 10000.

5. Pay Scales and Career Advancement Scheme for Librarians etc: (a) Assistant Librarian / College Librarian:

(i) Assistant Librarian/ College Librarian in the pre-revised scale of pay of Rs. 8000-13500 shall be placed in the Pay Band of Rs.15600-39100 with AGP of Rs. 6000.

(ii) All existing conditions of eligibility and academic qualifications laid down by the UGC shall continue to be applicable for direct recruitment of Assistant Librarian/ College Librarian.

(b) Assistant Librarian (Sr. Scale)/ College Librarian (Sr.Scale)

(i) The posts of Assistant Librarian (Sr. Scale)/ College Librarian (Sr.Scale) in the pre-revised scale of pay of Rs. 10000-15200 shall be placed in the Pay Band of Rs. 15600-39100 with AGP of Rs.7000.

(ii) Assistant Librarian/ College Librarian possessing Ph.D. in Library Science at the entry level, after completing service of 4 years in the AGP of Rs.6000, and if otherwise eligible as per guidelines laid down by the UGC shall be eligible for the higher AGP of Rs. 7000 with in the Pay Band of Rs. 15600-39100.

(iii) Assistant Librarian/ College Librarian not possessing Ph.D. but only M.Phil in Library Science at the entry level after completing service of 5 years in the AGP of Rs. 6000, if otherwise eligible as per guidelines laid down by the UGC, shall become eligible for the higher AGP of Rs. 7000.

(iv) After completing service of 6 years in the AGP of Rs. 6000 Assistant Librarian/ College Librarian without the relevant Ph.D. and M.Phil shall, if otherwise eligible as per guidelines laid down by the UGC and if any by the university, move to the higher AGP of Rs. 7000.

(v) The pay of the existing Assistant Librarian (Sr. Scale)/ College Librarian (Sr.Scale) in the pre-revised scale of pay of Rs. 10000-15200 shall be fixed in the Pay Band of Rs. 15600-39100 with AGP of Rs. 7000. at an appropriate stage based on their present pay,

(c) Deputy Librarian / Assistant Librarian (Selection Grade) / College Librarian (Selection Grade)

(i) Deputy Librarians who are directly recruited at present shall be placed in the Pay Band of Rs. 15600-39100 with AGP of Rs. 8000 initially at the time of recruitment.

(ii) On completion of service of 5 years, Assistant Librarian (Sr.Scale)/ College Librarian (Senior Scale) shall be eligible for the post of Deputy Librarian/ equivalent posts in Pay Band of Rs. 15600-39100, with Academic Grade Pay of Rs.8,000, subject to their fulfilling other conditions of eligibility (such as Ph.D. degree or equivalent published work etc. for Deputy Librarian) as laid down by the UGC. They shall be designated as Deputy Librarian/ Assistant Librarian (Selection Grade)/ College Librarian (Selection Grade), as the case may be.

(iii) The existing process of selection by a Selection Committee shall continue in respect of promotion to the post of Deputy Librarian and their equivalent positions.

(iv) After completing 3 years in the Pay Band of Rs. 15600-39100 with an AGP of Rs. 8000, Deputy Librarians/ equivalent positions shall move to the Pay Band of Rs. 37400- 67000 and AGP of Rs. 9000, subject to fulfilling other conditions of eligibility laid down by the UGC and if any by the university.

(v) Assistant Librarians (Senior Scale) in universities/ College Librarians (Senior Scale) in the AGP of Rs.7000 not possessing Ph.D. in Library Science or equivalent published work but who fulfill other criteria prescribed by the UGC and if any by the university, shall also be eligible for being placed in the AGP of Rs. 8000.

(vi) Incumbents to the posts of Deputy Librarian/ Assistant Librarian (Selection Grade)/College Librarian (Selection Grade) who have completed three years in the pre-revised pay scale of Rs. 12000-18300 on 1.1.2006 shall be fixed at an appropriate stage in the Pay Band of Rs. 37400-67000 with an AGP of Rs. 9000. They shall continue to be designated as Deputy Librarian/ Assistant Librarian (Selection Grade)/College Librarian (Selection Grade)

(vii) Incumbents to the posts of Deputy Librarian/ Assistant Librarian (Selection Grade)/College Librarian (Selection Grade) who have not completed the requirement of three years in the pre-revised pay scale of Rs. 12000-18300, for being eligible to be placed in the higher Pay Band of Rs. 37400-67000, shall be placed at an appropriate stage with Academic Grade Pay of Rs.8000 till they complete three years of service as Deputy Librarian/ Assistant Librarian (Selection Grade)/ College Librarian (Selection Grade).

(viii) Pay in regard to the directly recruited Deputy Librarians shall be initially fixed In Pay Band Rs. 15600-39100 with AGP of Rs. 8000. They shall move to the Pay Band of Rs. 37400-67000 with AGP of Rs. 9000 after completing three years of service in the AGP of Rs. 8000.

(ix) The existing conditions of eligibility and academic qualifications prescribed by the UGC shall continue to be applicable for direct recruitment to the post of Deputy Librarian.

(d) Librarian (University)

(I) The post of Librarian shall be in the Pay Band of Rs. 37400-67000 with the Academic Grade Pay of Rs. 10000.

(ii) The existing conditions of eligibility and academic qualifications prescribed by the UGC shall continue to be applicable for appointment to the post of Librarian (University).

(iii) Deputy Librarian completing service of three years in the AGP of Rs. 9000 and otherwise eligible as per conditions prescribed by the UGC and if any by the university, shall also be eligible to be considered for appointment to the post of Librarian through open recruitment.

(iv) Incumbent Librarian (University) shall be placed at the appropriate stage as per the 'fixation formula' of the 6th CPC in the Pay Band of Rs. 3740-67000 with AGP of Rs.10000.

6. Pay Scales and Career Advancement Scheme for Physical Education Personnel:

(a) Assistant Director of Physical Education (Assistant DPE)/ College Director of Physical Education (College DPE)

(i) The Assistant Director of Physical Education/ College DPE in the pre-revised pays scale of Rs. 8000-13500 shall be placed in the Pay Band of Rs.15600-39100 with AGP of Rs. 6000.

(ii) Pay of incumbent Assistant Directors of Physical Education/ College DPE shall be fixed at an appropriate stage in the Pay Band of Rs. 15600-39100 with an AGP of Rs. 6000, in accordance with the 'fixation formula' of the 6th CPC.

(iii) All existing conditions of eligibility and academic qualifications laid down by the UGC shall continue to be applicable for direct recruitment of Assistant Director of Physical Education/College DPE.

(b) Assistant Director of Physical Education (Senior Scale)/ College DPE (Senior Scale)

(i) Assistant Directors of Physical Education (Senior Scale)/ College DPE (Senior Scale) in the pre-revised pay scale of Rs. 10000-15200 shall be placed in the Pay Band of Rs. 15600-39100 with AGP of Rs. 7000.

(ii) Assistant Directors of Physical Education (Senior Scale)/ College DPE (Senior Scale) possessing Ph.D. in Physical Education at the entry level of Assistant DPE/ College DPE in the AGP of Rs. 6000 shall, after completing service of four years in the AGP of Rs.6000, and if otherwise eligible as per guidelines prescribed by the UGC and if any by the university, move to higher AGP of Rs. 7000 in the Pay Band of Rs. 15600-39100.

(iii) Assistant Directors of Physical Education (Senior Scale)/ College DPE (Senior Scale) possessing MPhil in Physical Education at the entry level of Assistant DPE/College DPE in the AGP of Rs. 6000 shall, after completing service of five years in the AGP of Rs. 6000, be eligible for the higher AGP of Rs. 7000.

(iv) Assistant Directors of Physical Education/ College DPEs without the relevant Ph.D. and M.Phil shall, after completing service of six years as Assistant Director of Physical

Education/College DPE in the AGP of Rs. 6000, and if otherwise eligible as per guidelines prescribed by the UGC and if any by the university, be eligible for being placed in the AGP of Rs. 7000.

(v) Pay of incumbent Assistant Directors of Physical Education (Senior Scale)/ College DPE (Senior Scale) shall be fixed in Pay Band of Rs. 15600-39100 at an appropriate stage in the AGP of Rs. 7000, as per the 'fixation formula' of the 6th CPC.

(c) Deputy Director of Physical Education / Assistant Director of Physical Education (Selection Grade)/ College Director of Physical Education (Selection Grade)

(i) After completing service of five years in the Pay Band of Rs. 15600-39100 with the AGP of Rs. 7000 and subject to satisfying other eligibility conditions laid down by the UGC and if any by the university, Assistant Director of Physical Education (Senior Scale)/College DPE (Senior Scale) shall move to AGP of Rs. 8000 in the Pay Band of Rs. 15600-39100. They shall be designated as Deputy Director of Physical Education/ Assistant DPE (Selection Grade)/ College DPE (Selection Grade), as the case may be.

(ii) After completing service of three years in the Pay Band of Rs. 15600-39100 and the AGP of Rs. 8000 and subject to eligibility laid down by the UGC and if any by the university, Deputy DPE/ Assistant DPE (Selection Grade)/ College DPE (Selection Grade) shall move to the Pay Band of Rs. 37400-67000 with the AGP of Rs. 9000. They shall continue to be designated as Deputy DPE/ Assistant DPE (Selection Grade)/ College DPE (Selection Grade)

(iii) All Incumbents to the post of Deputy DPE/ Assistant DPE (Selection Grade)/ College DPE (Selection Grade) who have completed service of at least three years in the un-revised Pay Scale of Rs. 12000-18300 as on 1.1.2006 shall be eligible to be fixed in the Pay Band of Rs. 37400-67000 with AGP of Rs. 9000.

(iv) All incumbents to the post of Deputy DPE/ Assistant DPE (Selection Grade)/ College DPE (Selection Grade) whose services in the un-revised Pay Scale of Rs. 12000-18300 fall short of three years which would have made them eligible to move to the higher Pay Band, shall be placed at an appropriate stage at the AGP of Rs. 8000 in the Pay Band of Rs. 15600-39100 till they complete the required service of three years as Deputy DPE/ ADPE (Selection Grade)/ College DPE (Selection Grade) in the un-revised Pay Scale.

(v) Pay of the directly recruited Deputy DPE shall be initially fixed with the AGP of Rs. 8000 in the Pay Band of Rs. 15600-39100, and after completing 3 years of service directly recruited Deputy DPE and equivalents shall move to Pay Band Rs. 37400-67000 with AGP of Rs. 9000.

(d) Director of Physical Education (University):

(i) Post of Director Physical Education in universities shall be in the Pay Band of Rs. 37400-67000 with AGP of Rs. 10000.

(ii) Post of Director Physical Education (University) shall continue to be filled through direct recruitment and the existing conditions of eligibility i.e. the minimum qualification number of years of relevant experience and other conditions prescribed by the UGC shall continue to be the eligibility for recruitment.

(iii) Pay of the incumbents shall be fixed at the appropriate stage in the Pay Band of Rs.

37400-67000 as per 'fixation formula' of the Government of India for 6th CPC.

7. 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 degree of Ph.D. awarded in the relevant discipline by a university following the process of registration, coursework 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 a professional course such as LL.M/M.Tech etc., recognised by the relevant Statutory Body/Council, shall also be entitled to 2 non-compounded advance increments at the entry level.

(iv) Teachers who complete their Ph.D. degree while in service shall be entitled to three non-compounded increments if such Ph.D. is in the relevant discipline and has been awarded by a university complying with the process prescribed by the UGC for enrolment, course-work and evaluation etc.

(v) However, teachers in service who have been awarded Ph.D. at the time of coming into force of this Scheme or having been enrolled for Ph.D. have already undergone course-work, if any, as well as evaluation, and only notification in regard to the award of Ph.D. is awaited, shall also be entitled to the award of three non-compounded increments even if the university awarding such Ph.D. has not yet been notified by the UGC as having complied with the process prescribed by the Commission.

(vi) In respect of every other case, a teacher who is already enrolled for Ph.D. shall avail the benefit of three non-compounded increments only if the university awarding the Ph.D. has been notified by the UGC to have complied with the process prescribed by the Commission for the award of Ph.D, in respect of either course-work or evaluation or both, as the case may be.

(vii) Teachers in service who have not yet enrolled for Ph.D. shall therefore derive the benefit of three non-compounded increments on award of Ph.D, while in service only if such enrolment is with a university which complies with the entire process, including that of enrolment as prescribed by the UGC.

(viii) Teachers who acquire M.Phil, degree or a post graduate degree in a professional course recognised by the relevant Statutory Body/Council, while in service, shall be entitled to one advance increment. If post graduate qualification in a particular subject is not a mandatory requirement at the entry level of recruitment, acquisition of such a qualification for in service candidates shall also entitle them to one advance increment.

(ix) Five non-compounded advance increments shall be admissible to Assistant Librarian/ College Librarian who are recruited at entry level with Ph.D. degree in the discipline of library science from a university complying with the process prescribed by the UGC in respect of enrolment, course-work and evaluation process for the award of Ph.D. in library science.

(x) Assistant Librarian / College Librarian and other Library personnel 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.

(xi) However, persons in posts of Assistant Librarian/College Librarian or higher positions who have been awarded Ph.D. in library science at the time of coming into force of this Scheme or having been enrolled for Ph.D. in library science have already undergone course-work , if any, as well as evaluation , and only notification in regard to the award of Ph.D . is awaited, shall also be entitled to the award of three noncompounded increments even if the university awarding such Ph.D. has not yet been notified by the UGC as having complied with the process prescribed by the Commission.

(xii) in respect of every other case of persons in the posts of Assistant Librarian/ College Librarian or higher positions who are already enrolled for Ph.D. shall avail the benefit of three non-compounded increments only if the university awarding the Ph.D. has been notified by the UGC to have complied with the process prescribed by the Commission for the award of Ph .D, in respect of either course -work or evaluation or both, as the case may be.

(xiii) 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 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.

(xiv) 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 MPhil degree in Library Science at any time during the course of their service, shall be entitled to one advance increment.

(xv) Five non-compounded advance increments shall be admissible to Assistant Director of Physical Education/ College Director of Physical Education who are recruited at entry level with Ph.D. degree in the discipline of Physical Education from a university complying with the process prescribed by the UGC in respect of enrolment, course-work and evaluation process for the award of Ph.D. in Physical Education.

(xvi) Persons in posts of Assistant Director of Physical Education/ College DPE or higher positions acquiring the degree of Ph.D in the discipline of Physical Education, at any time while in service from a university complying with the process prescribed by the UGC in respect of enrolment, course-work and evaluation shall be entitled to three noncompounded advance increments.

(xvii) However, persons in posts of Assistant Director of Physical Education/ College DPE or higher positions who have been awarded Ph.D. in Physical Education at the time of coming into force of this Scheme or having been enrolled for Ph.D. in Physical Education have already undergone course-work, if any, as well as evaluation, and only notification in regard to the award of Ph.D. is awaited, shall also be entitled to the award of three non-compounded increments even if the university awarding such Ph.D. has not yet been notified by the UGC as having complied with the process prescribed by the Commission.

(xviii) In respect of every other case of persons in the posts of Assistant Director of Physical Education/ College DPE or higher positions who are already enrolled for Ph.D. in Physical Education shall avail the benefit of three non-compounded increments only if the university

awarding the Ph.D. has been notified by the UGC to have complied with the process prescribed by the Commission for the award of Ph.D, in respect of either course-work or evaluation or both, as the case may be.

(xix) Assistant Director of Physical Education/ College DPE and others in higher Physical Education positions in service who have not yet enrolled for Ph.D. shall therefore derive the benefit of three non-compounded increments on award of Ph.D, while in service only if such enrolment is with a university which complies with the entire process, including that of enrolment as prescribed by the UGC.

(xx) Two non-compounded advance increments shall be admissible for Assistant Director of Physical Education/ College DPE with M.Phil degree in Physical Education at the entry level. Assistant Director of Physical Education/ College DPE and those in higher positions acquiring MPhil degree in Physical Education at any time during the course of their service, shall be entitled to one advance increment.

(xxi) Notwithstanding anything in the foregoing clauses, those who have already availed the benefits of advance increments for possessing Ph.D./ M.Phil. at the entry level under the earlier scheme shall not be entitled to the benefit of advance increments under this Scheme.

(xxii) For posts at the entry level where no such advance increments were admissible for possessing Ph.D/ M.Phil. under the earlier scheme, the benefit of five advance 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 this Scheme.

(xxiii) Teachers, Library and Physical Education cadres who have already availed the benefits of increments as per existing policy for acquiring Ph.D./M.Phil while in service, would not be entitled to benefits under this Scheme.

8. Other terms and conditions:

(a) Increments:

(i) Each annual increment shall be equivalent to 3% of the sum total of pay in the relevant Pay Band and the AGP as applicable for the stage in the Pay Band.

(ii) Each advance increment shall also be at the rate of 3% of the sum total of pay in the relevant Pay Band and the AGP as applicable and shall be non-compoundable.

(iii) The number of additional increment(s) on placement at each higher stage of AGP shall be as per the existing scheme of increment on promotion from lower Pay Scale to higher Pay Scale; however, in view of the considerable raise in effective pay between the two Pay Bands, there shall be no additional increment on movement from the Pay Band of Rs. 15600-39100 to the Pay Band of Rs. 37400-67000.

(iv) All issues relating to grant of advance increments to teachers engaged in engineering/ technical courses in the university system shall be subject to recommendations of the Committee separately constituted by the Central Government for pay review of teachers in technical education.

(b) Pay ` fixation formula':

The pay 'fixation formula' recommended by 6th Central Pay Commission as accepted by the Central Government shall be adopted for teachers and equivalent positions in the Library and Physical Education Cadres.

(c) Allowances:

(i) Allowances such as Leave Travel Concession, Special Compensatory Allowances, Children's Education Allowance, Transport Allowance, House Rent Allowance, Deputation Allowance, Travelling Allowance, Dearness Allowance, area based Special Compensatory Allowance etc. as applicable to teachers and Library and Physical Education Cadres, shall be at par with those accepted by the Central Government for Central Government employees on the recommendations of 6th Central Pay Commission and shall be applicable from 1.09.2008.

(ii) For teachers and equivalent positions in Library and Physical Education cadres in UGC maintained universities/colleges and institutions deemed to be universities, the rates of allowances as applicable to Central Government Group 'A' employees shall be adopted.

(iii) Teachers and equivalent positions in Library and Physical Education cadres, in UGC maintained universities/colleges and institutions deemed to be universities, with visual, orthopedic hearing or other disabilities under the provisions of 'Persons with Disabilities (Protection of Rights, Equal Opportunities and Full Participation) Act, 1995' shall be entitled to twice the normal rate of transport allowance as accepted by the Central Government on the recommendations of 6th CPC for Central Government Employees with disabilities.

(d) Study Leave:

(i) University Grants Commission shall revise its guidelines in respect of granting study leave with pay for acquiring M. Phil etc. and Ph.D. in the relevant discipline while in service by relaxing the number of years to be put in after entry while keeping in mind the availability of vacant positions for teachers and other cadres in colleges and universities, so that a teacher and other cadres entering service without Ph.D. or M.Phil. or higher qualification could be encouraged to acquire these qualifications in the relevant disciplines at the earliest rather than at a later stage of the career.

(e) Research Promotion Grant:

(i) University Grants Commission shall prescribe a scheme with appropriate guidelines for providing by way of appropriate 'start up grants' to teachers and other cadres taking up research in all disciplines including basic science research as recommended by 'Prof. M.M. Sharma Committee on Strengthening of Basic Science Research' and suitably adopted for research in social sciences/humanities and other disciplines by the UGC.

(f) Age of Superannuation:

(i) In order to meet the situation arising out of shortage of teachers in universities and other teaching institutions and the consequent vacant positions therein, the age of superannuation for teachers in Central Educational Institutions has already been enhanced to sixty five years,

vide the Department of Higher Education letter No.F.No.119/2006-U.II dated 23.3.2007, for those involved in class room teaching in order to attract eligible persons to the teaching career and to retain teachers in service for a longer period. Consequent on upward revision of the age of superannuation of teachers, the Central Government has already authorized the Central Universities, vide Department of Higher Education D.O. letter No.F.1-24/2006-Desk(U) dated 30.3.2007 to enhance the age of superannuation of Vice- Chancellors of Central Universities from 65 years to 70 years, subject to amendments in the respective statutes, with the approval of the competent authority (Visitor in the case of Central Universities).

(ii) Subject to availability of vacant positions and fitness, teachers shall also be reemployed on contract appointment beyond the age of sixty five years up to the age of seventy years. Re-employment beyond the age of superannuation shall, however, be done selectively, for a limited period of 3 years in the first instance and then for another further period of 2 years purely on the basis of merit, experience, area of specialization and peer group review and only against available vacant positions without affecting selection or promotion prospects of eligible teachers.

(ii) Whereas the enhancement of the age of superannuation for teachers engaged in class room teaching is intended to attract eligible persons to a career in teaching and to meet the shortage of teachers by retaining teachers in service for a longer period, and whereas there is no shortage in the categories of Librarians and Directors of Physical Education, the increase in the age of superannuation from the present sixty two years shall not be available to the categories of Librarians and Directors of Physical Education.

(g) Pension:

(i) For teachers and other cadres in UGC maintained institutions in receipt of pension, the Central Government rules for pension and gratuity as applicable to Central Government employees shall be applicable. Recommendations of Sixth Central Pay Commission in respect of pension for Central Government employees, including eligibility for full pension i.e. 50% of average pay or last pay drawn whichever is higher after 20 years of qualifying service, shall be adopted for only those teachers and other cadres who are already on pension in Central Universities/ colleges and other institutions deemed to be universities coming under the purview of the UGC

(ii) In view of the new pension scheme effective from 1.1.2004, no new cases of conversion to pension scheme shall be allowed.

(h) Family Pension:

(i) Family Pension facilities as approved by the Central Government in respect of Central Government Employees on the recommendations of Sixth CPC shall be available to teachers and other cadres in Central Universities and other UGC maintained institutions who are eligible for such Pension at present.

(i) Additional Quantum of Pension to senior pensioners:

(i) The facility of additional quantum of pension accepted by the Central Government on the recommendation of 6th CPC for senior pensioners of the Central Government shall be extended to persons who are or were in teaching and other cadres on attaining the age of eighty years if they are already in pension scheme in Central Universities and other UGC

maintained institutions.

(j) Gratuity and Encashment of Leave : Facilities of gratuity and encashment of leave accepted by the Central Government on the recommendation of 6th CPC for Central Government employees shall be extended to teachers and other cadres in Central Universities and other UGC maintained institutions.

(k) Ex-Gratia Compensation : Families of teachers and other cadres who die in performance of their bona fide duties shall be compensated in the same manner as similarly placed families of Central Government Employees.

(l) Provident Fund:

(i) In view of the present policy in regard to Contributory Provident Fund, the status quo shall continue.

(m) Consultancy Assignments:

(i) University Grants Commission shall work out a suitable model, for which the models of revenue sharing between institutions and consultant-teachers prevailing in the Indian Institutes of Technology, Indian Institutes of Management and other institutions may be taken into consideration.

(n) Anomalies of the last PRC:

(i) Anomalies and unimplemented recommendations of the last Pay Review Committee, if any, shall be examined by the University Grants Commission in Consultation with the Ministry of Human Resource Development.

(o) Other recommendations of PRC and UGC:

(i) Recommendations made by the Pay Review Committee and the UGC in regard to the various selection processes, service and working conditions, training/ refresher courses etc. shall be considered appropriately by University Grants Commission with the approval of the Central Government, wherever required, or under the Commission's Regulations in accordance with the provisions of the University Grants Commission Act.

(p) Applicability of the Scheme:

(i) This Scheme shall be applicable to teachers and other equivalent cadres of Library and Physical Education in all the Central Universities and Colleges there-under and the Institutions Deemed to be Universities whose maintenance expenditure is met by the UGC. The implementation of the revised scales shall be subject to the acceptance of all the conditions mentioned in this letter as well as Regulations to be framed by the UGC in this behalf. Universities implementing this Scheme shall be advised by the 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 and Grade Pay of the said categories of employees shall be fixed in the appropriate Pay Bands relative 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 6th Central Pay Commission.

(iv) This Scheme does not extend to the posts of professionals like System Analysts, Senior Analysts, Research Officers etc. who shall be treated at par with similarly qualified personnel in research/ scientific organizations of the Central Government.

(v) 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 conditions:

(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 to the extent of 80% (eighty percent) of the additional expenditure involved in the implementation of the revision.

(b) The State Government opting for revision of pay shall meet the remaining 20% (twenty percent) of the additional expenditure from its own sources.

(c) Financial assistance referred to in sub-clause (a) above shall be provided for the period from 1.01.2006 to 31.03.2010.

(d) 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 1.04.2010.

(e) Financial assistance from the Central Government shall be restricted to revision of pay scales in respect of only those posts which were in existence and had been filled up as on 1.01.2006.

(f) State Governments, taking into consideration other local conditions, may also decide in their discretion, to introduce scales of pay higher than those mentioned in this Scheme, and may give effect to the revised bands/ scales of pay from a date on or after 1.01.2006; however, in such cases, the details of modifications proposed shall be furnished to the Central Government and Central assistance shall be restricted to the Pay Bands as approved by the Central Government and not to any higher scale of pay fixed by the State Government(s).

(g) Payment of Central assistance for implementing this Scheme is also subject to the condition that the entire Scheme of revision of pay scales, together with all the conditions to be laid down by the UGC by way of Regulations and other guidelines shall be implemented by State Governments and Universities and Colleges coming under their jurisdiction as a composite scheme without any modification except in regard to the date of implementation and scales of pay mentioned herein above.

9. 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 1.01.2006. The revised rates of all other applicable allowances such as House Rent Allowance, Transport Allowance, Children Education Allowance etc. and the non-

compounded advance increments shall take effect from 1.09.2008.

(ii) Payment of arrears up to 40% of the total arrears shall be made during the current financial year i.e. 2008-09, after deduction of admissible income tax.

(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 in the same manner as provided in this Ministry's O.M. No. F.23-7/2008IFD dated 23.10.2008., read with Ministry of Finance (Department of Expenditure) O.M.No.F.1-1/2008-IC dated 30.8.2008.

10. The revised Pay in the relevant Pay Band and the Academic Grade Pay 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.

11. This Scheme is subject to the guidelines issued by the Ministry of Finance (Department of Expenditure) vide OM No. 7-23/2008-E.III dated 30.09.2008.

12. 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.

Yours faithfully,

(R.Chakravarty)
Deputy Secretary to the Government of India

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.

(R.Chakravarty) Deputy Secretary to the Government of India

APPENDIX II

No.F.3-1/2009-U.I
Government of India
Ministry of Human Resource Development
(Department of Higher Education)

New Delhi, the 4th June, 2009

To

The Secretary,
University Grants Commission,
Bahadur Shah Zafar Marg,
New Delhi 110002.

(Kind Attn: Dr. R.K. Chauhan, Secretary)

Subject: Scheme of revision of pay of teachers and equivalent cadres in universities and colleges and as also for the posts of Registrar, Deputy Registrar, etc.

Sir,

I am directed to invite your attention to this Ministry's letter No.1-32/2006-U.II/U.I (i) and No.1-32/2006-U.II/U/I (ii), dated the 31st December, 2008 as also your D.O. letter No. F.1-2/2009 (EC) dated the 27th January, 2009, on the above subject and to forward herewith authenticated Fitment Tables (Table No. 1 to 9) for fixation of pay of the existing incumbents, who were in position as on 1.1.2006, in various categories of posts as indicated the Tables, for appropriate action at your end.

Your faithfully,

(R. Chakravary)
Duputy Secretary to the Government of India

TABLE -1

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

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

TABLE -2

- (I) Incumbent Assistant Professor [Formerly Lecturer (Sr. Scale)
(ii) Incumbent Assistant Librarian (Sr. Scale)/ College Librarian (Sr. Scale)
(iii) Incumbent Asst. Director of Physical Edu. (Sr. Scale)/ College DPE (Sr. Scale)

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

TABLE -3

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

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

TABLE - 4

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

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

TABLE -5

- (i) Incumbent Professor in Colleges and Universities
- (ii) Incumbent Principals of PG Colleges
- (iii) Incumbent Librarian (University)
- iv) Incumbent Director of Physical Edu. (University)

| Pre-revised scale Rs. 16400-450-20900-500-22400 (S27 and S29) | | Revised Pay Band + AGP Rs. 37400-67000+AGP 10000 | |
|--|------------------------|---|----------------------|
| Pre-revised Basic Pay | Revised Pay | | |
| | Pay in the Pay Band | Academic Grade Pay | Revised Basic pay |
| 16400 | 40890 | 10000 | 50890 |
| 16850 | 40890 | 10000 | 50890 |
| 17300 | 42120 | 10000 | 52120 |
| 17750 | 42120 | 10000 | 52120 |
| 18200 | 43390 | 10000 | 53390 |
| 18650 | 43390 | 10000 | 53390 |
| 19100 | 44700 | 10000 | 54700 |
| 19550 | 44700 | 10000 | 54700 |
| 20000 | 46050 | 10000 | 56050 |
| 20450 | 46050 | 10000 | 56050 |
| 20900 | 47440 | 10000 | 57440 |
| 21400 | 47440 | 10000 | 57440 |
| 21900 | 48870 | 10000 | 58870 |
| 22400 | 48870 | 10000 | 58870 |
| 22900 | 50340 | 10000 | 60340 |
| 23400 | 50340 | 10000 | 60340 |
| 23900 | 51860 | 10000 | 61860 |

TABLE -6

Incumbent Principals of UG Colleges

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

TABLE - 7

Incumbent Registrars in Universities and Deemed to be Universities fully funded by the Central Government

| Pre-revised scale Rs. 16400 - 450 -20900 -500 -22400 (S27 and S29) | | Revised Pay Band + GP Rs. 37400-67000 + GP 10000 | |
|---|---------------------|---|-------------------|
| Pre-revised Basic Pay | Revised Pay | | |
| | Pay in the Pay Band | Grade Pay | Revised Basic pay |
| 16400 | 40890 | 10000 | 50890 |
| 16850 | 40890 | 10000 | 50890 |
| 17300 | 42120 | 10000 | 52120 |
| 17750 | 42120 | 10000 | 52120 |
| 18200 | 43390 | 10000 | 53390 |
| 18650 | 43390 | 10000 | 53390 |
| 19100 | 44700 | 10000 | 54700 |
| 19550 | 44700 | 10000 | 54700 |
| 20000 | 46050 | 10000 | 56050 |
| 20450 | 46050 | 10000 | 56050 |
| 20900 | 47440 | 10000 | 57440 |
| 21400 | 47440 | 10000 | 57440 |
| 21900 | 48870 | 10000 | 58870 |
| 22400 | 48870 | 10000 | 58870 |
| 22900 | 50340 | 10000 | 60340 |
| 23400 | 50340 | 10000 | 60340 |
| 23900 | 51860 | 10000 | 61860 |

TABLE - 8

(i) Incumbent Dy. Registrar / Dy. Finance Officer/ Dy. Controller of Examination with less than 5 years of Services Universities and Deemed to be Universities fully funded by the Central Government

| Pre-revised scale Rs. 12000-420-18300 | | Revised Pay Band + GP Rs. 15600 - 39100 + GP 7600 | |
|--|----------------------------|--|--------------------------|
| Pre-revised Basic Pay | Revised Pay | | |
| | Pay in the Pay Band | Grade Pay | Revised Basic pay |
| 12000 | 22320 | 7600 | 29920 |
| 12420 | 23110 | 7600 | 30710 |
| 12840 | 23890 | 7600 | 31490 |
| 13260 | 24670 | 7600 | 32270 |
| 13680 | 25450 | 7600 | 33050 |
| 14100 | 26230 | 7600 | 33830 |
| 14520 | 27010 | 7600 | 34610 |
| 14940 | 27790 | 7600 | 35390 |
| 15360 | 28570 | 7600 | 36170 |
| 15780 | 29360 | 7600 | 36960 |
| 16200 | 30140 | 7600 | 37740 |
| 16620 | 30920 | 7600 | 38520 |
| 17040 | 31700 | 7600 | 39300 |
| 17460 | 32480 | 7600 | 40080 |
| 17880 | 33260 | 7600 | 40860 |
| 18300 | 34040 | 7600 | 41640 |
| 18720 | 34820 | 7600 | 42420 |
| 19140 | 35610 | 7600 | 43210 |
| 19560 | 36390 | 7600 | 43990 |

TABLE - 9

- (i) Incumbent Dy. Registrar / Dy. Finance Officer/ Dy. Controller of Examination with 5 years of Service in Universities and Deemed to be Universities fully funded by the Central Government

| Pre-revised scale Rs. 12000-420-18300 | | Revised Pay Band + GP Rs. 37400 - 67000 + GP 8700 | |
|--|------------------------|--|----------------------|
| Pre-revised Basic Pay | Revised Pay | | |
| | Pay in the Pay Band | Grade Pay | Revised Basic pay |
| 14100 | 37400 | 8700 | 46100 |
| 14520 | 37400 | 8700 | 46100 |
| 14940 | 38530 | 8700 | 47230 |
| 15360 | 38530 | 8700 | 47230 |
| 15780 | 39690 | 8700 | 48390 |
| 16200 | 39690 | 8700 | 48390 |
| 16620 | 40890 | 8700 | 49590 |
| 17040 | 40890 | 8700 | 49590 |
| 17460 | 42120 | 8700 | 50820 |
| 17880 | 42120 | 8700 | 50820 |
| 18300 | 43390 | 8700 | 52090 |
| 18720 | 43390 | 8700 | 52090 |
| 19140 | 44700 | 8700 | 53400 |
| 19560 | 44700 | 8700 | 53400 |

APPENDIX – III TABLE – I

PROPOSED SCORES FOR ACADEMIC PERFORMANCE INDICATORS (APIs) IN RECRUITMENTS AND CAREER ADVANCEMENT SCHEME (CAS) PROMOTIONS OF UNIVERSITY / COLLEGE TEACHERS.

CATEGORY I: TEACHING, LEARNING AND EVALUATION RELATED ACTIVITIES

Brief Explanation: Based on the teacher's self-assessment, API scores are proposed for (a) teaching related activities; (b) domain knowledge; (c) participation in examination and evaluation; (d) contribution to innovative teaching, new courses etc. The minimum API score required by teachers from this category is 75. The self-assessment score should be based on objectively verifiable criteria wherever possible and will be finalized by the screening/selection committee.

Universities will be required to detail the activities and in case institutional specificities require, adjust the weightages, without changing the minimum total API scores required under this category.

| S. No. | Nature of Activity | Maximum Score |
|---------------|---|----------------------|
| 1 | Lectures, seminars, tutorials, practicals, contact hours undertaken taken as percentage of lectures allocated ^a | 50 |
| 2 | Lectures or other teaching duties in excess of the UGC norms | 10 |
| 3 | Preparation and Imparting of knowledge / instruction as per curriculum; syllabus enrichment by providing additional resources to students | 20 |
| 4 | Use of participatory and innovative teaching-learning methodologies; updating of subject content, course improvement etc. | 20 |
| 5 | Examination duties (Invigilation; question paper setting, evaluation/assessment of answer scripts) as per allotment. | 25 |
| | Total Score | 125 |
| | Minimum API Score Required | 75 |

Note: ^a: Lectures and tutorials allocation to add up to the UGC norm for particular category of teacher. University may prescribe minimum cut-off (net of due leave), say 80 %, for 1 and 5 above, below which no scores may be assigned in these sub-categories.

CATEGORY II: CO-CURRICULAR, EXTENSION AND PROFESSIONAL DEVELOPMENT RELATED ACTIVITIES.

Brief Explanation: Based on the teacher's self-assessment, category II API scores are proposed for co-curricular and extension activities; and Professional development related contributions. The minimum API required by teachers for eligibility for promotion is 15. A list of items and proposed scores is given below. It will be noticed that all teachers can earn scores from a number of items, whereas some activities will be carried out only by one or a few teachers. The list of activities is broad enough for the minimum API score required (15) in this category to accrue to all teachers. As before, the self-assessment score should be based on objectively verifiable criteria and will be finalized by the screening/selection committee.

The model table below gives groups of activities and API scores. Universities may detail the activities or, in case institutional specificities require, adjust the weightages, without changing the minimum total API scores required under this category.

| S. No. | Nature of Activity | Maximum Score |
|---------------|--|----------------------|
| 1 | Student related co-curricular, extension and field based activities (such as extension work through NSS/NCC and other channels, cultural activities, subject related events, advisement and counseling) | 20 |
| 2 | Contribution to Corporate life and management of the department and institution through participation in academic and administrative committees and responsibilities. | 15 |
| 3 | Professional Development activities (such as participation in seminars, conferences, short term, training courses, talks, lectures, membership of associations, dissemination and general articles, not covered in Category III below) | 15 |
| | Minimum API Score Required | 15 |

CATEGORY-III: RESEARCH AND ACADEMIC CONTRIBUTIONS

Brief Explanation: Based on the teacher's self-assessment, API scores are proposed for research and academic contributions. The minimum API score required by teachers from this category is different for different levels of promotion and between university and colleges. The self-assessment score will be based on verifiable criteria and will be finalized by the screening/selection committee.

| S No. | APIs | Engineering/Agriculture/ Veterinary Science/Sciences/Medical Sciences | Faculties of Languages Arts/Humanities/Social Sciences/Library/ Physical education/Management | Max. points for University and college teacher position |
|---------------------|---|--|---|--|
| III A | Research Papers published in: | Refereed Journals * | Refereed Journals* | 15 / publication |
| | | Non-refereed but recognized and reputable journals and periodicals, having ISBN/ISSN numbers. | Non-refereed but recognized and reputable journals and periodicals, having ISBN/ISSN numbers. | 10 / Publication |
| | | Conference proceedings as full papers, etc. (Abstracts not to be included) | Conference proceedings as full papers, etc. (Abstracts not to be included) | 10/ publication |
| III (B) | Research Publications (books, chapters in books, other than refereed journal articles) | Text or Reference Books Published by International Publishers with an established peer review system | Text or Reference Books Published by International Publishers with an established peer review system | 50 /sole author; 10 /chapter in an edited book |
| | | Subjects Books by National level publishers/State and Central Govt. Publications with ISBN/ISSN numbers. | Subject Books by / national level publishers/State and Central Govt. Publications with ISBN/ISSN numbers. | 25 /sole author, and 5/ chapter in edited books |
| | | Subject Books by Other local publishers with ISBN/ISSN numbers. | Subject Books by Other local publishers with ISBN/ISSN numbers. | 15 / sole author, and 3 / chapter in edited books |
| | | Chapters contributed to edited knowledge based volumes published by International Publishers | Chapters contributed to edited knowledge based volumes published by International Publishers | 10 /Chapter |
| | | Chapters in knowledge based volumes by Indian/National level publishers with ISBN/ISSN numbers and with numbers of national and international directories | Chapters in knowledge based volumes in Indian/National level publishers with ISBN /ISSN numbers and with numbers of national and international directories | 5 / Chapter |
| III (C) | RESEARCH PROJECTS | | | |
| III (C) (i) | Sponsored Projects carried out/ ongoing | (a) Major Projects amount mobilized with grants above 30.0 lakhs | Major Projects amount mobilized with grants above 5.0 lakhs | 20 /each Project |
| | | (b) Major Projects amount mobilized with grants above 5.0 lakhs up to 30.00 lakhs | Major Projects Amount mobilized with minimum of Rs. 3.00 lakhs up to Rs. 5.00 lakhs | 15 /each Project |
| | | (c) Minor Projects (Amount mobilized with grants above Rs. 50,000 up to Rs. 5 lakh) | Minor Projects (Amount mobilized with grants above Rs. 25,000 up to Rs. 3 lakh) | 10/each Project |
| III (C) (ii) | Consultancy Projects | Amount mobilized with | Amount mobilized with | 10 per every |

| | | | | |
|----------------------|---|--|---|--|
| | carried out / ongoing | minimum of Rs.10.00 lakh | minimum of Rs. 2.0 lakhs | Rs.10.0 lakhs and Rs.2.0 lakhs, respectively |
| III (C) (iii) | Completed projects : Quality Evaluation | Completed project Report (Acceptance from funding agency) | Completed project report (Accepted by funding agency) | 20 /each major project and 10 / each minor project |
| III (C) (iv) | Projects Outcome / Outputs | Patent/Technology transfer/ Product/Process | Major Policy document of Govt. Bodies at Central and State level | 30 / each national level output or patent /50 /each for International level, |
| III (D) | RESEARCH GUIDANCE | | | |
| III (D) (i) | M.Phil. | Degree awarded only | Degree awarded only | 3 /each candidate |
| III (D) (ii) | Ph.D | Degree awarded | Degree awarded | 10 /each candidate |
| | | Thesis submitted | Thesis submitted | 7 /each candidate |
| III(E) | TRAINING COURSES AND CONFERENCE /SEMINAR/WORKSHOP PAPERS | | | |
| III(E) (i) | Refresher courses, Methodology workshops, Training, Teaching-Learning-Evaluation Technology Programmes, Soft Skills development Programmes, Faculty Development Programmes (Max: 30 points) | (a) Not less than two weeks duration | (a) Not less than two weeks duration | 20/each |
| | | (b) One week duration | (b) One week duration | 10/each |
| III(E) (ii) | Papers in Conferences/ Seminars/ workshops etc.** | Participation and Presentation of research papers (oral/poster) in | Participation and Presentation of research papers (oral/poster) in | |
| | | a) International conference | a) International conference | 10 each |
| | | b) National | b) National | 7.5 / each |
| | | c) Regional/State level | c) Regional/State level | 5 /each |
| | | d) Local –University/College level | d) Local –University/College level | 3 / each |
| III(E) (iv) | Invited lectures or presentations for conferences/ / symposia | (a) International | (a) International | 10 /each |
| | | (b) National level | (b) National level | 5 |

*Wherever relevant to any specific discipline, the API score for paper in refereed journal would be augmented as follows: (i) indexed journals – by 5 points; (ii) papers with impact factor between 1 and 2 by 10 points; (iii) papers with impact factor between 2 and 5 by 15 points; (iv) papers with impact factor between 5 and 10 by 25 points.

** If a paper presented in Conference/Seminar is published in the form of Proceedings, the points would accrue for the publication (III (a)) and not under presentation (III (e)(ii)).

Notes.

1. It is incumbent on the Coordination Committee proposed in these Regulations and the University to prepare and publicize within six months subject-wise lists of journals, periodicals and publishers under categories IIIA and B. Till such time, screening/selection committees will assess and verify the categorization and scores of publications.
2. The API for joint publications will have to be calculated in the following manner: Of the total score for the relevant category of publication by the concerned teacher, the first/Principal author and the corresponding author/supervisor/mentor of the teacher would share equally 60% of the total points and the remaining 40% would be shared equally by all other authors.

APPENDIX – III TABLE – II (A)

MINIMUM APIS AS PROVIDED IN APPENDIX – III TABLE I TO BE APPLIED FOR THE PROMOTION OF TEACHERS UNDER CAREER ADVANCEMENT SCHEME (CAS) IN UNIVERSITY DEPARTMENTS, AND WEIGHTAGES FOR EXPERT ASSESSMENT

| | | Assistant Professor/ equivalent cadres: (Stage 1 to Stage 2) | Assistant Professor/ equivalent cadres: (Stage 2 to Stage 3) | Assistant Professor (Stage 3) to Associate Professor/ equivalent cadres (Stage 4) | Associate Professor (Stage 4) to Professor/ equivalent cadres (Stage 5) | Professor (Stage 5) to Professor (Stage 6) |
|-----|--|---|---|--|--|---|
| I | Teaching-learning, Evaluation Related Activities (category I) | 75/Year | 75/year | 75/year | 75/year | 75/year |
| II | Co-curricular, Extension and Profession related activities (Category II) | 15/Year | 15/Year | 15/Year | 15/Year | 15/Year |
| III | Minimum total average annual Score under Categories I and II* | 100/Year | 100/Year | 100/Year | 100/Year | 100/Year |
| IV | Research and Academic Contribution (Category III) – | 10/Year (40/assessment period) | 20/Year (100/assessment Period) | 30/Year (90/assessment period) | 40/Year (120/assessment period) | 50/Year (500/assessment period) |
| | Expert Assessment System | Screening Committee | Screening Committee | Selection Committee | Selection Committee | Expert Committee |
| V | Percentage Distribution of Weightage Points in the Expert Assessment (Total weightage = 100. Minimum required for promotion is 50) | No separate points. Screening committee to verify API scores | No separate points. Screening committee to verify API scores | 30% - Contribution to Research 50% - Assessment of domain knowledge and teaching practices. 20 % - Interview performance | 50% - Contribution to Research. 30 % - Assessment of domain knowledge and teaching practices. 20 % - Interview performance | 50% - research. 50 % - Performance evaluation and other credential by referral procedure |

* Teachers may score 10 points from either Category I or Category II to achieve the minimum score required under Category I + II.

Note: For universities for which Sixth PRC Awards (vide Appendix 2) are applicable, Stages 1, 2, 3, 4, 5 and 6 correspond to scales with AGP of Rs. 6000, 7000, 8000, 9000, 10000 and 12000 respectively

APPENDIX – III TABLE – II (B)

MINIMUM POINT NORMS OF THE APIS AS PROVIDED IN TABLE I AND WEIGHTAGES FOR EXPERT ASSESSMENT TO BE APPLIED FOR THE PROMOTION OF TEACHERS, IN COLLEGES (UG AND PG) UNDER CAREER ADVANCEMENT SCHEME (CAS)

| | | Assistant Professor/ equivalent cadres Stage 1 to Stage 2: | Assistant Professor/ equivalent cadres: Stage 2 to Stage 3 | Assistant Professor (Stage 3) to Associate Professor/ equivalent cadre (Stage 4) | Associate Professor to Professor Promotion in Colleges (Stage 5) as per assigned posts |
|-----|--|---|---|--|---|
| I | Teaching-learning, Evaluation Related Activities (Category – I) | 75/Year | 75/Year | 75/year | 75/year |
| II | Co-curricular, Extension and Profession related activities (Category – II) | 15/Year | 15/Year | 15/Year | 15/Year |
| III | Minimum total average annual Score under Categories I and II* | 100/Year | 100/Year | 100/Year | 100/Year |
| IV | Research and Academic Contribution (Category III) | 5/Year (20/assessment period) | 10/Year (50/assessment period) | 15/Year (45/assessment period) | 20/Year (60/assessment period) |
| | Expert Assessment System | Screening Committee | Screening Committee | Selection Committee | Selection Committee |
| V | Percentage Distribution of Weightage Points in the Expert Assessment (Total weightage = 100. Minimum required for promotion is 50) | No separate points. Screening committee to verify API scores | No separate points. Screening committee to verify API scores | 20% - Contribution to Research 60% - Assessment of domain knowledge and teaching practices. 20 % - Interview performance | 30% - Contribution to Research. 50% - Assessment of domain knowledge and teaching practices. 20 % - Interview performance |

* Teachers may score 10 points from either Category I or Category II to achieve the minimum score required under Category I + II.

Note: For universities for which Sixth PRC Awards (vide Appendix 2) are applicable, Stages 1, 2, 3, 4 and 5 correspond to scales with AGP of Rs. 6000, 7000, 8000, 9000 and 10000 respectively

Explanatory note for Tables II (a) and II (b)

1. All universities / colleges will set up verifiable systems for the API related information required in these tables within THREE months of notification of these regulations. They will have to be documented and collated annually by the Internal Quality Assessment cells (IQACs) of the universities / colleges for follow up by the universities / college authorities. In order to facilitate this process, all teachers shall submit the duly filled-in Performance Based Appraisal System (PBAS) proforma to the IQAC annually.
2. However, in order to remedy the difficulties of collecting retrospective information and to facilitate the implementation of these regulations from 31-12-2008 in the CAS Promotion, the API based PBAS will be progressively and prospectively rolled out.
3. Accordingly, the PBAS based on the API scores of categories I and II as mentioned in these tables is to be implemented for one year, initially based on the existing systems in universities / colleges for one year only with the minimum average scores as depicted in Table II (a) and II (b) in rows I to III. This annualized API scores can then be compounded progressively as and when the teacher becomes eligible for CAS promotion to the next cadre. Thus, if a teacher is considered for CAS promotion in 2010, one year API scores for 2009-10 alone will be required for assessment. In case of a teacher being considered for CAS promotion in 2011, two years average of API scores for these categories will be required for assessment and so on leading progressively for the complete assessment period.
4. As shown in Table II, the aggregate minimum API score required (given in row III) can be earned from any of the two broad categories, subject to the minimum prescribed in each category. This will provide for due weightage to teachers who contribute additionally through any of the components given in Categories I and II also for the differing nature of contributions possible in different institutional settings
5. For Category III (research and academic contributions), maintenance of past record is done on a normal basis by teachers and hence no difficulty is envisaged in applying the API scores for this category for the entire assessment period. In this category, an aggregate minimum score is required for promotion over each stage. Alternatively, a teacher should acquire the required minimum aggregate score over two previous stages, taken together. In the case of promotion to Professor, the publication requirement shall be met over the two previous stages.
6. Candidates should offer themselves for assessment for promotion, if they fulfill the minimum API scores indicated in Tables I and II, by submitting an application and the required proforma. They can do so three months before the due date if they consider themselves eligible. Candidates who do not consider themselves eligible, can also apply at a later date.
7. If however, on final assessment, candidates do not either fulfill the minimum criteria under Rows III and IV of Tables II(A) and II (B) or obtain less than 50% in the expert assessment, they will be reassessed only after a minimum period of one year.
8. (a) If a candidate applies for promotion on completion of the minimum eligibility period and is successful, the date of promotion will be deemed to be the minimum period of eligibility.
(b) If however, the candidate finds that she / he fulfills the eligibility conditions at a late date and applies on that date and is successful, her / his promotion will be deemed to be from that date of application
(c) If the candidate does not succeed in the first assessment, but succeeds in an eventual assessment, her / his promotion will be deemed to be from the later date.

APPENDIX – III TABLE – II(c)

Minimum Scores for APIs for direct recruitment of teachers in university departments/Colleges, Librarian/Physical Education cadres in Universities/Colleges, and weightages in Selection Committees to be considered along with other specified eligibility qualifications stipulated in the Regulation.

| | Assistant Professor/ equivalent cadres (Stage 1) | Associate Professor/ equivalent cadres (Stage 4) | Professor/equivalent cadres (Stage 5) |
|--|--|---|--|
| Minimum API Scores | Minimum Qualification as stipulated in these regulations | Consolidated API score requirement of 300 points from category III of APIs | Consolidated API score requirement of 400 points from category III of APIs |
| Selection Committee criteria / weightages (Total Weightages = 100) | <ul style="list-style-type: none"> a) Academic Record and Research Performance (50%) b) Assessment of Domain Knowledge and Teaching Skills (30%) c) Interview performance (20%) | <ul style="list-style-type: none"> a) Academic Background (20%) b) Research performance based on API score and quality of publications (40%). c) Assessment of Domain Knowledge and Teaching Skills (20%) d) Interview performance: (20%) | <ul style="list-style-type: none"> e) Academic Background (20%) f) Research performance based on API score and quality of publications (40%). g) Assessment of Domain Knowledge and Teaching Skills (20%) Interview performance: (20%) |

Note: For universities/colleges for which Sixth PRC Awards (vide Appendix 2) are applicable, Stages 1, 4 and 5 correspond to scales with AGP of Rs. 6000, 9000 and 10000 respectively

APPENDIX-III - TABLE: III
MINIMUM ACADEMIC PERFORMANCE AND SERVICE REQUIREMENTS FOR PROMOTION OF TEACHERS
IN UNIVERSITIES AND COLLEGES

| S. No. | Promotion of Teachers through CAS | Service requirement | Minimum Academic Performance Requirements and Screening/Selection Criteria |
|--------|---|--|---|
| 1 | Assistant Professor/ equivalent cadres from Stage 1 to Stage 2 | Assistant Professor in Stage 1 and completed four years of service with Ph.D. <u>or</u> five years of service who are with M.Phil/PG Degree in Professional Courses such as LLM, M.Tech, M.V.Sc., M.D., <u>or</u> six years of service who are without Ph.D/M.Phil/PG Degree in Professional Courses | (i) Minimum API scores using PBAS scoring proforma developed by the concerned university as per the norms provided in Table II(A)/II(B) of Appendix III. (ii) One Orientation and one Refresher/Research Methodology Course of 2/3 weeks duration. (iii) Screening cum Verification process for recommending promotion. |
| 2. | Assistant Professor/ equivalent cadres from Stage 2 to Stage 3 | Assistant Professor with completed service of five years in Stage 2. | (i) Minimum API scores using the PBAS scoring proforma developed by the concerned university as per the norms provided in Table II(A)/II(B) of Appendix III (ii) One course / programme from among the categories of refresher courses, methodology workshops, Training, Teaching-Learning-Evaluation Technology Programmes, Soft Skills development Programmes and Faculty Development Programmes of 2/3 week duration. (iii) Screening cum Verification process for recommending promotion. |

| | | | |
|----|--|--|--|
| 3. | Assistant Professor (Stage 3) to Associate Professor (Stage 4) | Assistant Professors with three years of completed service in Stage 3. | <p>I. Minimum API scores using the PBAS scoring proforma developed by the concerned university as per the norms provided in Table IIA/II(B) of Appendix III.</p> <p>II. At least three publications in the entire period as Assistant Professor (twelve years). However, in the case of College teachers, an exemption of one publication will be given to M. Phil. holders and an exemption of two publications will be given to Ph. D. holders..</p> <p>III. One course / programme from among the categories of methodology workshops, Training, Teaching-Learning-Evaluation Technology Programmes, Soft Skills development Programmes and Faculty Development Programmes of minimum one week duration.</p> <p>IV. A selection committee process as stipulated in this regulation and in Tables II(A) and II(B) of Appendix III.</p> |
| 4. | Associate Professor (Stage 4) Professor/ equivalent cadres (Stage 5) | Associate Professor with three years of completed service in Stage 4. | <p>(i) Minimum yearly /cumulative API scores using the PBAS scoring proforma developed by the concerned university as per the norms provided in Table II(A)/II(B) of Appendix III. Teachers may combine two assessment periods (in Stages 2 and 3) to achieve minimum API scores, if required.</p> <p>(ii) A minimum of five publications since the period that the teacher is placed in Stage 3.</p> <p>(iii) A selection committee process as stipulated in this regulation and in Tables II(A) and II(B) of Appendix III.</p> |
| 5. | Professor (Stage 5) to Professor (Stage 6) . | Professor with ten years of completed service (universities only) | <p>(i) Minimum yearly /cumulative API scores for the assessment period as per the norms provided in Table II(A) of Appendix III</p> <p>(ii) Additional credentials are to be evidenced by: (a) post-doctoral research outputs of high standard; (b) awards / honours / recognitions / patents and IPR on products and processes developed / technology transfer achieved; and (c) Additional research degrees like D.Sc., D.Litt., LL.B., etc.,</p> <p>(iii) A review process by an Expert Committee as stipulated in this regulation and in Tables II(A) and II(b) of Appendix III.</p> |

* For teachers seeking promotion under CAS to Associate Professor, for those who on the date of this notification are Assistant Professors in Stage 2, the requirement of publications may be adjusted pro rata. For all others who enter Stage 2, subsequent to this notification, the requirement of three publications, as defined in these regulations, will be applicable.

Note: For universities/colleges for which Sixth PRC Awards (vide Appendix 2) are applicable, Stages 1, 2, 3, 4, 5 and 6 correspond to scales with AGP of Rs. 6000, 7000, 8000, 9000, 10000 and 12000 respectively

APPENDIX – III: TABLE – IV

ACADEMIC PERFORMANCE INDICATORS (APIs) AND PROPOSED SCORES DEVELOPED BY THE UGC FOR ADOPTION OF PERFORMANCE BASED APPRAISAL SYSTEM (PBAS) FOR CAREER ADVANCEMENT SCHEME (CAS) PROMOTIONS OF UNIVERSITY / DIRECTOR/ DEPUTY DIRECTOR/ ASSISTANT DIRECTOR OF PHYSICAL EDUCATION/ COLLEGE DIRECTOR OF PHYSICAL EDUCATION

CATEGORY I: TEACHING, TRAINING, COACHING, SPORTS PERSON DEVELOPMENT AND SPORTS MANAGEMENT ACTIVITIES

| S. No. | Nature of Activity | Maximum Score |
|--------------------|--|----------------------|
| CATEGORY -I | | |
| 1 | <p>Management of Physical Education and Sports Programme for students (Planning, executing and evaluating the policies in Physical Education and Sports) (20 Points)</p> <p>Lecture cum practice based athlete / sports classes, seminars undertaken as percentage of allotted hours (20 Points)</p> | 40 |
| 2 | Extending services, sports facilities and training on holidays to the institutions and organisations | 10 |
| 3 | <p>Organizing and conducting sports and games competitions at the International /National/ State/ Inter University/Inter Zonal Levels (25 Points)</p> <p>Organizing and conducting coaching camps / sports person development / training programmes (15 Points)</p> | 40 |
| 4 | <p>Up gradation of scientific and technological knowledge in Physical Education and Sports (5 Points)</p> <p>Identifying sports talents and Mentoring sports excellence among students (10 Points)</p> | 20 |
| 5 | Development and maintenance of play fields, purchase and maintenance of the other sports facilities | 15 |
| | Total Score | 125 |
| | Minimum API Score Required | 75 |

CATEGORY II: CO-CURRICULAR, EXTENSION AND PROFESSIONAL DEVELOPMENT RELATED ACTIVITIES.

| S. No. | Nature of Activity | Maximum Score |
|--------|--|---------------|
| 1 | Student related co-curricular, extension and field based activities (such Cultural exchange and Sports Programmes (Various level of extramurals and intramural programmes); extension work through NSS/NCC and other channels, | 20 |
| 2 | Contribution to Corporate life and management of the sports units and institution through participation in sports and administrative committees and responsibilities. | 15 |
| 3 | Professional Development activities (such as participation in seminars, conferences, short term, training courses, camps and events, talks, lectures, membership of associations, dissemination and general articles, not covered in Category III below) | 15 |
| | Minimum API Score Required | 15 |

CATEGORY-III: RESEARCH AND ACADEMIC CONTRIBUTIONS

| S.No. | APIs | Faculties of Physical education | Max. points for University and college teacher position |
|--------|--|---|---|
| III(a) | Research Publication (Journals) | Refereed Journals* | 15/ Publication |
| | | Non-referred but recognized and reputable journals and periodicals, having ISBN/ISSN numbers. | 10 / Publication |
| | | Full papers in Conference proceedings, etc.* (Abstracts not to be included) | 10 / publication |
| III(b) | Research Publications (books, chapters in books, other than refereed journal articles) | Text or Reference Books Published by International Publishers ** | 50 /sole author 10 / chapter in an edited book |
| | | Text or Reference Books Published by National/ Central/ State Government/ Societies ** | 25/sole author, 5/chapter in edited books |
| | | Subject Books by Other local publishers with ISBN/ISSN numbers ** | 15/ sole author, 3/ chapter in edited books |

| | | |
|--|---|-------------|
| | Chapters in knowledge based volumes in Indian/National level publishers with ISBN /ISSN numbers and with numbers of national and international directories ** | 5 / Chapter |
|--|---|-------------|

*For Joint Research papers, the First/Principal author will share 60%, while the rest joint authors will share the 40% of API scores

** Scores (50/25/10/03 whatever the case may be) to be shared equally by all authors

| | | | |
|---------------------|---|--|--|
| III(C) | RESEARCH PROJECT | | |
| III (C) (i) | Sponsored Projects carried out/ ongoing | Major Projects/Events amount mobilized with grants above 5.0 lakhs | 20 each Project |
| | | Major Projects /Events Amount mobilized with minimum of Rs. 4.00 lakhs up to Rs. 5.00 lakhs | 15 each major project |
| | | Minor projects from central / state funding agencies with grants below 4.00 lakhs | 10 each minor Project |
| III (C) (ii) | Consultancy Projects carried out / ongoing | Amount mobilized with minimum of Rs.1.0 lakh | 10 per every Rs.5.0 lakhs 2 per every Rs.1.0 lakhs |
| III (C) (iii) | Completed projects : Quality Evaluation | Completed project report (Accepted by funding agency) | 20 /each major project and 10 / each minor project |
| III (C) (iv) | Projects Outcome / Outputs | Policy document of Govt. Bodies at Central and State level | 30 / each output or outcome for National patents etc/50 /each for International patents. |
| III (D) | RESEARCH GUIDANCE | | |
| III (D)(i) | M.Phil. | Degree awarded only | 3 /each candidate |
| III (D) (ii) | Ph.D | Degree awarded | 10 /each candidate |
| | | Thesis submitted | 7 /each candidate |
| III(E) | TRAINING COURSES AND CONFERENCE /SEMINAR/WORKSHOP PAPERS | | |
| III(E)(i) | Research Methodology/ Training/ Coaching | Research methodology / Training/ Coaching programme (not less than three weeks)/workshops of not less than one week. | 20 |

| | | | |
|-------------------|--|---|------------|
| | Workshops | | |
| III(E)(ii) | Papers in Conferences/ Seminars/ workshops etc | Participation and Presentation of research papers (oral/poster) in: | |
| | | a) International conference | 10 / each |
| | | b) National | 7.5 / each |
| | | c) Regional/State level | 5 /each |
| III(E)(iv) | Invitations for conferences/seminars/ workshops/ symposia to deliver lectures/chair sessions | d) Local – University/College level | 3 / each |
| | | (a) International | 10 /each |
| | | (b) National | 7.5 /each |
| | | (c) State level/Regional | 5 /each |
| | | (d) University/College level Endowment lectures | 5 /each |

APPENDIX – III TABLE – V (a)

MINIMUM NORMS OF APIS AS PROVIDED IN APPENDIX – III TABLE: IV TO BE APPLIED FOR THE CAREER ADVANCEMENT SCHEME (CAS) PROMOTION OF UNIVERSITY DIRECTOR / DEPUTY DIRECTOR / ASSISTANT DIRECTOR OF PHYSICAL EDUCATION, AND WEIGHTAGES FOR EXPERT ASSESSMENT IN SELECTION COMMITTEES.

| | | Assistant Director of Physical Education (Stage 1 to Stage 2 (Senior Scale) | Assistant Director of Physical Education (Senior Scale) (Stage 2) to Deputy Director of Physical Education / Assistant Director Physical Education (Selection Grade) (Stage 3) | Deputy Director Physical Education / Assistant Director Physical Education (Selection Grade), Stage 3 to Stage 4 | Deputy Director Physical Education / Assistant Director Physical Education (Selection Grade), (Stage 4) to Director of Physical Education (Stage 5) (university only) |
|-----|---|--|---|---|--|
| I | Teaching, training coaching, sports person development and sports management activities (Category – I) | 75/Year | 75/Year | 75/year | 75/year |
| II | Extension and Profession related activities (Category II) | 15/Year | 15/Year | 15/Year | 15/Year |
| III | Minimum total average API annual score under Categories I and II* | 100/Year | 100/Year | 100/Year | 100/Year |
| IV | Research and Academic Contributions (Category III) – Minimum Annual score required – to be assessed cumulatively | 10/Year (40/assessment period) | 20/Year (100/assessment Period) | 30/Year (90/assessment period) | 40/Year (120/assessment period) |
| | Expert Assessment System | Screening Committee | Screening Committee | Selection Committee | Selection Committee |
| V | Percentage Distribution of Weightage Points in the Expert Assessment (Total weightage = 100. Minimum required 50) | No separate points. Screening committee to verify API scores | No separate points. Screening committee to verify API scores | 30% - Research evaluation 50% - Assessment of domain knowledge and skills in sports 20 % - Interview performance | 50% - Research evaluation. 30 % - Assessment of domain knowledge contribution and organisation track record with vision plan. 20 % - Interview performance |

*** Candidates may score 10 points from either Category I or Category II to achieve the minimum score required under Category I + II**

Note: For universities for which Sixth PRC Awards (vide Appendix 2) are applicable, Stages 1, 2, 3, 4 and 5 correspond to scales as provided, and AGP of Rs. 6000, 7000, 8000, 9000 and 10000 respectively

APPENDIX – III TABLE – V (b)

MINIMUM APIS AS PROVIDED IN APPENDIX – III TABLE: IV TO BE APPLIED FOR THE CAREER ADVANCEMENT SCHEME (CAS) PROMOTION OF COLLEGE DIRECTOR OF PHYSICAL EDUCATION (SENIOR SCALE) / COLLEGE DIRECTOR OF PHYSICAL EDUCATION (SELECTION GRADE), AND WEIGHTAGES FOR EXPERT ASSESSMENT IN SELECTION COMMITTEES.

| S. No | Categories of Criteria | Minimum Average, yearly or cumulative, API score required during the assessment period of each level as evaluated under the Performance Based Appraisal System (PBAS) with weightages for Expert Assessment | | |
|-------|---|---|--|---|
| | | College Director of Physical Education to College Director of Physical Education (Senior Scale) (Stage 1 to Stage 2) | College Director of Physical Education Senior Scale to Selection Grade (Stage 2 to Stage 3). | College Director of Physical Education (Selection Grade) (Stage 3 to Stage 4). |
| I | Teaching-learning, Evaluation Related Activities (Category – I) | 75/Year | 75/Year | 75/year |
| II | Co-curricular, Extension and Profession related activities (Category – II) | 15/Year | 15/Year | 15/Year |
| III | Minimum total average annual Score under Categories I and II* | 100/Year | 100/Year | 100/Year |
| IV | Research and Academic Contribution (Category III) – Minimum Annual Score Required- to assessed cumulatively | 5/Year (20/assessment period) | 10/Year (50/assessment period) | 15/Year (45/assessment period) |
| | Expert Assessment System | Screening Committee | Screening Committee | Selection Committee |
| V | Percentage Distribution of Weightage Points in the Expert Assessment (Total weightage = 100. Minimum required 50) | No separate points. Screening committee to verify API scores | No separate points. Screening committee to verify API scores | 30% - Research evaluation 50% - Assessment of domain knowledge and skills in sports. 20 % - Interview performance |

* Teachers may score 10 points from either Category I or Category II to achieve the minimum score required under Category I + II.

Note: For colleges in which Sixth PRC Awards (vide Appendix 2) are applicable, Stages 1, 2, 3 and 4 correspond to scales as provided, and AGP of Rs. 6000, 7000, 8000 and 9000 respectively

APPENDIX – III TABLE – V(c)

MINIMUM APIS AND OTHER NORMS FOR THE DIRECT RECRUITMENT OF PHYSICAL EDUCATION PERSONNEL IN UNIVERSITY DEPARTMENTS/COLLEGES

(TO BE CONSIDERED ALONG WITH OTHER SPECIFIED ELIGIBILITY QUALIFICATIONS STIPULATED IN THIS UGC REGULATION)

| S. No. of category | Minimum Norm / Criteria | Assistant Director of Physical Education/College Director of Physical Education (Entry Stage – Stage 1) | Deputy Director of Physical Education in university (Stage 4) | Director of Physical Education in university (Stage 5) |
|---------------------------|---|--|--|---|
| I | API score (Research and Academic Contribution – Category III) | ---- | Consolidated API score requirement of 300 points | Consolidated API score requirement of 400 points |
| II | Selection Committee (Total weightage = 100) | d) Track Record of championship won (30%) e) Sports and athletic skills (40%) f) Interview performance (30%) | h) Research papers (3 nos) evaluation: (40%) i) Organisational skills / Plans of sports: (30%) j) Interview performance: (30%) | a) Research papers (5 nos) evaluation: (50%) b) Organisational track vision plan: (25%) c) Interview performance: (25%) |

Note: For universities/colleges in which Sixth PRC Awards (vide Appendix 2) are applicable, Stages 1, 4 and 5 correspond to scales as provided, and AGP of Rs. 6000, 9000 and 10000 respectively

APPENDIX-III. TABLE: VI

MINIMUM ACADEMIC PERFORMANCE AND SERVICE REQUIREMENTS FOR PROMOTION OF PHYSICAL EDUCATION CADRES IN UNIVERSITIES AND COLLEGES

| S. No. | Promotion of Physical Education Cadres through CAS | Service (as prescribed by the MHRD Notification) requirement | Minimum Academic Performance Requirements and Screening/Selection Criteria |
|--------|---|---|--|
| 1 | Assistant DPE/ College DPE to Assistant DPE (Senior Scale) / College DPE (Senior Scale) (Stage 1 to Stage 2) | Assistant DPE / College DPE completed four years of service in Stage 1 with Ph.D. or five years of service who are with M.Phil. or six years of service who are without Ph.D/M.Phil | (iv) Minimum API scores using PBAS scoring proforma developed by the concerned university as per the norms provided in Table V(a) of Appendix III for university DPEs cadres in Universities and in Table V(b) of Appendix III for cadres in Colleges. (v) One Orientation and one Refresher Course of 3/4 weeks duration. (vi) No separate interview points for the Screening cum Evaluation process of recommending promotion. |
| 2. | Assistant DPE (senior scale) / College DPE (senior scale) to Deputy DPE / Assistant DPE (selection grade) / College DPE(selection grade) (Stage 2 to Stage 3) | Assistant DPE (senior scale) / College DPE (senior scale) with completed service of five years in Stage 2 | (iv) Minimum API scores using the PBAS scoring proforma developed by the concerned university as per the norms provided in Table V(a) of Appendix III for university DPEs cadres in Universities and in Table V(b) of Appendix III for DPEs cadres in Colleges. (v) Additionally, two refresher courses of 3-4 weeks duration to have been undergone during the assessment period. (vi) No separate interview points for the Screening cum Evaluation process of recommending promotion. |
| 3. | Deputy DPE / Assistant DPE (Selection Grade) / College DPE (Selection Grade) to Deputy DPE/ Assistant DPE (Selection Grade) / College DPE (Selection Grade) (Stage 3 to Stage 4). | Deputy DPE / Assistant DPE (Selection Grade) / College DPE (Selection Grade) with three years of completed service in Stage 3. | (i) Minimum API scores using the PBAS scoring proforma developed by the concerned university as per the norms provided in Table V(a) of Appendix III for university DPEs cadres in Universities and in Table V(b) of Appendix III for cadres in Colleges. (ii) Minimum three publications over twelve years. For promotion in Colleges an exemption of one publication for M. Phil. holders and exemption of two publications for Ph. D. holders. (iii) Evidence of having produced teams / athletes. (iv) A selection committee process as stipulated in this regulation and in Table V(a) of Appendix III for the university DPE cadres in universities and in Table V(b) of Appendix III for cadres in colleges. |
| 4. | University DPE (Stage 5) (For universities only) | Deputy DPE in universities with three years of completed service in Stage 4. | (iv) Minimum API scores using the PBAS scoring proforma developed by the concerned university as per the norms provided in Table V(a) of Appendix III for DPEs in university. These may be achieved over two assessment periods, if required. (v) A minimum of five publications over two assessment periods (six years). (vi) Evidence of having produced teams / athletes. (vii) A selection committee process as stipulated in this regulation and in Table V(a) of Appendix III for DPEs in the university. |

Note: The explanatory note provided for Tables IIA and IIB for CAS for teachers is also applicable for the Physical Director cadres as per the API score specified for this cadre.

Note: For universities/colleges for which Sixth PRC Awards (vide Appendix 2) are applicable, Stages 1, 2, 3, 4 and 5 correspond to scales with AGP of Rs. 6000, 7000, 8000, 9000 and 10000 respectively

APPENDIX – III: TABLE –VII

ACADEMIC PERFORMANCE INDICATORS (APIs) AND PROPOSED SCORES DEVELOPED BY UGC FOR ADOPTION OF PERFORMANCE BASED APPRAISAL SYSTEM (PBAS) FOR DIRECT APPOINTMENT/CAREER ADVANCEMENT SCHEME (CAS) PROMOTIONS APPLICABLE TO LIBRARIAN, (UNIVERSITY) DEPUTY LIBRARIAN AND ASSTT. LIBRARIAN /COLLEGE LIBRARIAN.

Category – I : Procurement, organisation, and delivery of knowledge and information through Library services

| S.No | Nature of Activity | Maximum Score |
|-----------------------------------|---|---------------|
| 1. | Library resources organisation and maintenance of books, journals, reports; Provision of library reader- services, literature retrieval services to researchers and analysis of reports; Provision of assistance to the departments of University/College with the required inputs for preparing reports, manuals and related documents; Assistance towards updating institutional website with activity related information and for bringing out institutional Newsletters, etc. | 40 |
| 2. | ICT and other new technologies' application for upgradation of library services such as automation of catalogue, learning resources procurement functions, circulation operations including membership records, serial subscription system, reference and information services, library security (technology based methods such as RFID, CCTV), development of library management tools (software), Intranet management. | 30 |
| 3. | Development, organisation and management of e-resources including their accessibility over Intranet/Internet, digitization of library resources, e-delivery of information, etc. | 25 |
| 4 | User awareness and instruction programmes (Orientation lectures, users' training in the use of library services as e-resources, OPAC; knowledge resources user promotion programmes like organizing book exhibitions, other interactive latest learning resources, etc. | 20 |
| 5. | Additional services such as extending library facilities on holidays, shelf order maintenance, library user manual, building and extending institutional library facilities to outsiders through external membership norms | 10 |
| Total Score | | 125 |
| Minimum API score required | | 75 |

Category- II – CO-CURRICULAR, EXTENSION AND PROFESSIONAL DEVELOPMENT RELATED ACTIVITIES.

| S. No. | Nature of Activity | Maximum Score |
|---------------|--|----------------------|
| 1 | Student related co-curricular, extension and field based activities (such Cultural exchange and Library service Programmes (various level of extramural and intramural programmes); extension, library-literary work through different channels, | 20 |
| 2 | Contribution to Corporate life and management of the library units and institution through participation in library and administrative committees and responsibilities. | 15 |
| 3 | Professional Development activities (such as participation in seminars, conferences, short term, e-library training courses, workshops and events, talks, lectures, membership of associations, dissemination and general articles, not covered in Category III below) | 15 |
| | Minimum API Score Required | 15 |

Category – III – Research and academic contributions

| S No. | APIs | Activity | Maximum Point |
|----------------|--|--|--|
| III A | Research Papers published in: | Refereed Journals | 15 / publication |
| | | Non-refereed but recognized and reputable journals and periodicals, having ISBN/ISSN numbers. | 10 / Publication |
| | | Conference proceedings as full papers, etc. (Abstracts not to be included) | 10 / publication |
| III (B) | Research Publications (books, chapters in books, other than refereed journal articles) | Text or Reference Books Published by International Publishers with an established peer review system | 50 /sole author; 10 / chapter in an edited book |

| | | | |
|----------------------|--|---|--|
| | | Subjects Books by National level publishers/State and Central Govt. Publications with ISBN/ISSN numbers. | 25 /sole author, and 5/ chapter in edited books |
| | | Subject Books by Other local publishers with ISBN/ISSN numbers. | 15 / sole author, and 3 / chapter in edited books |
| | | Chapters contributed to edited knowledge based volumes published by International Publishers | 10 /Chapter |
| | | Chapters in knowledge based volumes by Indian/National level publishers with ISBN/ISSN numbers and with numbers of national and international directories | 5 / Chapter |
| III (C) | | | |
| III (C) (i) | Sponsored Projects carried out/ ongoing | (d) Major Projects amount mobilized with grants above 30.0 lakhs | 20 /each Project |
| | | (e) Major Projects amount mobilized with grants above 5.0 lakhs up to 30.00 lakhs | 15 /each Project |
| | | (f) Minor Projects (Amount mobilized with grants above Rs. 50,000 up to Rs. 5.0 lakh) | 10/each Project |
| III (C) (ii) | Consultancy Projects carried out / ongoing | Amount mobilized with minimum of Rs.10.00 lakhs | 10 per every Rs.10.0 lakhs and Rs.2.0 lakhs, respectively |
| III (C) (iii) | Completed projects : Quality Evaluation | Completed project Report (Acceptance from funding agency) | 20 /each major project and 10 / each minor project |
| III (C) (iv) | Projects Outcome / Outputs | Patent/Technology transfer/ Product/Process | 30 / each national level output or patent /50 /each for International level, |
| III (D) | | | |
| III (D) (i) | M.Phil. | Degree awarded only | 3 /each candidate |
| III (D) (ii) | Ph.D | Degree awarded | 10 /each |

| | | | |
|------------------------|---|--|-------------------|
| | | | candidate |
| | | Thesis submitted | 7 /each candidate |
| III(E) | | | |
| III(E) (i) | Refresher courses, Methodology workshops, Training, Teaching-Learning-Evaluation Technology Programmes, Soft Skills development Programmes, Faculty Development Programmes (Max: 30 points) | Not less than two weeks duration | 20/each |
| | | One week duration | 10/each |
| III(E) (ii) | Papers in Conferences/ Seminars/ workshops etc. * | Participation and Presentation of research papers (oral/poster) in | |
| | | International conference | Each |
| | | b) National | / each |
| | | c) Regional/State level | /each |
| | | Local –University/College level | 3 / each |
| III(E) (iv) | Invited lectures or presentations for conferences/ / symposia | International | 10 /each |
| | | National level | 5 |

* If a paper presented in Conference/Seminar is published in the form of Proceedings, the points would accrue for the publication (III (a)) and not under presentation (III (e)(ii)).

Notes.

1. The API for joint publications will have to be calculated in the following manner: Of the total score for the relevant category of publication by the concerned teacher, the first/Principal author and the corresponding author/supervisor/mentor of the teacher would share equally 60% of the total points and the remaining 40% would be shared equally by all other authors.

APPENDIX – III TABLE – VIII (a)

Minimum APIs as provided in Appendix III Table VII to be applied for the Promotion of Library staff of universities and Weightages for Expert Assessment UNDER CAREER ADVANCEMENT SCHEME (CAS)

| | | Assistant Librarian to Assistant Librarian (senior scale) (Stage 1 to Stage 2) | Deputy Librarian / Assistant Librarian (Selection Grade) (Stage 2 to Stage 3) | Deputy Librarian/ Assistant Librarian (selection Grade) (Stage 3 to Stage 4) | Librarian (university only) (Stage 4 to Stage 5) |
|-----|--|---|---|--|--|
| I | Procurement, organisation and delivery of knowledge and information thro' library services (category I) | 75/Year | 75/Year | 75/year | 75/year |
| II | Extension and Profession related activities (Category II) | 15/Year | 15/Year | 15/Year | 15/Year |
| III | Minimum total average annual Score under Categories I and II* | 100/Year | 100/Year | 100/Year | 100/Year |
| IV | Research and Academic Contribution (Category III) – Minimum Annual Score Required – to be assessed cumulatively | 10/Year (40/assessment period) | 20/Year (100/assessment period) | 30/Year (90/assessment period) | 40/Year (120/assessment period) |
| | Expert Assessment System | Screening Committee | Screening Committee | Selection Committee | |
| V | Percentage Distribution of Weightage Points in the Expert Assessment (Total weightage = 100. Minimum required 50)) | No separate points. Screening committee to verify API scores | No separate points. Screening committee to verify API scores | 30% - Library related research papers evaluation 50% - Assessment of domain knowledge on Library automation and Organisational skills 20 % - Interview performance | 50% Library publication work 30% Assessment of innovative Library service and organisation of digital library services 20% Interview performance |

* Candidates may score 10 points from either Category I or Category II to achieve the minimum score required under Category I + II.

Note: For universities/colleges for which Sixth PRC Awards (vide Appendix 2) are applicable, Stages 1, 2, 3, 4 and 5 correspond to scales as given with AGP of Rs. 6000, 7000, 8000, 9000 and 10000 respectively

APPENDIX – III TABLE – VIII (b)

Minimum Weightage Points (WP) norms of the APIs as provided in Appendix III Table VII to be applied for the Promotion of Library staff of Colleges and Weightages for Expert Assessment UNDER CAREER ADVANCEMENT SCHEME (CAS)

| | | College Librarian (Stage 1) College Librarian (senior scale) (Stage 2) | College Librarian (senior scale) (Stage 2) to College Librarian (Selection Grade) (Stage 3) | College Librarian (selection Grade) (Stage 3 to Stage 4) |
|-----|--|---|--|--|
| I | Procurement, organisation and delivery of knowledge and information thro' library services (category I) | 75/Year | 75/Year | 75/year |
| II | Extension and Profession related activities (Category II) | 15/Year | 15/Year | 15/Year |
| III | Minimum total average annual Score under Categories I and II* | 100/Year | 100/Year | 100/Year |
| IV | Research and Academic Contribution (Category III) – Minimum Annual Score Required – to be assessed cumulatively | 5/Year (40/assessment period) | 10/Year (100/assessment period) | 15/Year (90/assessment period) |
| | Expert Assessment System | Screening Committee | Screening Committee | Selection Committee |
| V | Percentage of Distribution of Weightage Points in the Expert Assessment (Total weightage = 100. Minimum required 50) | No separate points. Screening committee to verify API scores | No separate points. Screening committee to verify API scores | 30% - Library related research papers evaluation 50% - Assessment of domain knowledge on Library automation and Organisational skills 20 % - Interview performance |

* Candidates may score 10 points from either Category I or Category II to achieve the minimum score required under Category I + II.

Note: For colleges for which Sixth PRC Awards (vide Appendix 2) are applicable, Stages 1, 2, 3 and 4 correspond to scales as provided with AGP of Rs. 6000, 7000, 8000 and 9000 respectively

APPENDIX – III: TABLE – VIII(c)

MINIMUM APIS AND OTHER NORMS FOR THE DIRECT RECRUITMENT OF LIBRARIAN POSITIONS IN UNIVERSITY DEPARTMENTS/COLLEGES

(TO BE CONSIDERED ALONG WITH OTHER SPECIFIED ELIGIBILITY QUALIFICATIONS STIPULATED IN THIS UGC REGULATION)

| S. No. of category | Minimum Norm / Criteria | Assistant University Librarian / College Librarian (Stage 1) | Deputy Librarian in universities (Stage 4) | Librarian (university only) (Stage 5) |
|---------------------------|---|---|---|--|
| I | API score (Research and Academic Contribution – Category III) | ---- | Consolidated API score requirement of 300 points | Consolidated API score requirement of 400 points |
| II | Selection Committee criteria/weightages (Total weightage = 100) | <p>a). Teaching / compute and communication skills by a Lecture demonstration (30%)</p> <p>b). Record of Library management skills (20%)</p> <p>c). Interview performance (50%)</p> | <p>a). Library related Research / Theme papers (3 Nos) Evaluation: (50%)</p> <p>b). Library automation skills and Organisational Plans (20%)</p> <p>c). Interview performance (30%)</p> | <p>a) Library Research papers (Five) evaluation (60%)</p> <p>b) organisational track record of innovation library service and vision plan (20%)</p> <p>c) Interview performance (20 %)</p> |

Note: For universities for which Sixth PRC Awards (vide Appendix 2) are applicable, Stages 1, 4, 5 and 5 correspond to scales as given and AGP of Rs. 6000, 7000, 8000, 9000, 10000 and 12000 respectively

APPENDIX – III: TABLE - IX

MINIMUM ACADEMIC PERFORMANCE AND SERVICE REQUIREMENTS FOR PROMOTION OF LIBRARIAN CADRES IN UNIVERSITIES AND COLLEGES

| S. No | Promotion of Librarian cadres through CAS | Service (as prescribed by the MHRD Notification) requirement | Minimum Academic Performance Requirements and Screening/Selection Criteria |
|-------|---|---|--|
| 1. | Assistant University Librarian / College Librarian to Assistant Librarian (Senior Scale) / College Librarian (Senior Scale) (Stage 1 to Stage 2) | Assistant University Librarian / College Librarian (Stage 1) completed four years of service with Ph. D. or five years of service who are with M. Phil or six years of service who are without Ph. D./M.Phil. | <p>(i) Minimum API scores using PBAS scoring proforma developed by the university as per the norms provided in Table VIII (a) of Appendix III for Librarian cadres in universities and Table VIII(b) of Appendix III for college Librarian cadres.</p> <p>(ii) One Orientation and one Refresher Course of 3/4 weeks duration</p> <p>(iii) No separate interview points for the Screening cum Verification process of recommending promotion.</p> |
| 2. | Assistant university Librarian (Senior Scale) / college Librarian (senior scale) to Assistant university Librarian (Selection Grade)/ College Librarian/ (selection grade) (Stage 2 to Stage 3) | Assistant university Librarian (Senior Scale) / college Librarian (senior scale) with completed service of five years in Stage 2 | <p>(i) Minimum API scores using the PBAS scoring proforma developed by University as per the norms provided in Table VIII (a) of Appendix III for Librarian Cadres in universities and Table VIII (b) of Appendix III for college librarian cadres.</p> <p>(ii) Additionally, two refresher courses, for a minimum period of 3 to 4 week duration to have been undergone during the assessment period.</p> <p>(iii) No separate interview points for the Screening cum Verification process of recommending promotion.</p> |

| | | | |
|----|---|--|--|
| 3. | Deputy university Librarian / Assistant university Librarian (Selection Grade) / College Librarian (Selection Grade) (Stage 3 to Stage 4) | Assistant university Librarian (Selection Grade) / College Librarian (Selection Grade) with three years of completed service in Stage 3. | <p>(i) Minimum API scores using the PBAS scoring proforma developed by university as per the norms provided in Table VIII (a) of Appendix III for Librarian cadres in universities and in Table VIII (b) of Appendix III for Librarian Cadres in Colleges.</p> <p>(ii) Three publications over twelve years. In Colleges, an exemption of one publication will be given to M. Phil holders and two publications to Ph. D. Holders.</p> <p>(iii) Additionally one course/training under the categories of Library automation / Analytical tool Development for academic documentation.</p> <p>(iv) A selection committee process as stipulated in the Regulation and in Table VIII (a) of Appendix III for university in Table VIII (b) of Appendix III for librarian cadres in colleges.</p> |
| 4. | Librarian (university) (Stage 5) - | Deputy Librarian in university with three years of completed service in Stage 4. | <p>(i) Minimum API scores using the PBAS scoring proforma developed by the university as per the norms provided in Table VIII (a) of Appendix III for Librarian (university). Minimum API scores can also be considered over two assessment periods (Stages 3 and 4), if required.</p> <p>(ii) A minimum of 5 publications over current and previous assessment periods.</p> <p>(iii) Evidence of innovative library service and organisation of published work</p> <p>(iv) A selection committee process as stipulated in this regulation and in Table VIII (a) of Appendix III for Librarian (university)</p> |

Note: The explanatory note provided for Tables IIA and IIB for CAS for teachers is also applicable for the librarian cadres as per the API score specified for this cadre.

Note: For universities for which Sixth PRC Awards (vide Appendix 2) are applicable, Stages 1, 2, 3, 4 and 5 correspond to scales as provided and AGP of Rs. 6000, 7000, 8000, 9000, 10000 and 12000 respectively



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(NAAC- RE-ACCREDITED 'B')

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MAHARASHTRA PUBLIC UNIVERSITIES ACT, 2016



महाराष्ट्र शासन राजपत्र

असाधारण भाग आठ

वर्ष ३, अंक ७ (३)]

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

[पृष्ठे ११९, किंमत : रुपये २७.००

असाधारण क्रमांक ११

प्राधिकृत प्रकाशन

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

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

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

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

MAHARASHTRA ACT No. VI OF 2017

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

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

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

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

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

Mah.
XXXV
of
1994.

CHAPTER I PRELIMINARY

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

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

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

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

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

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

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

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

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

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

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

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

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

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

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

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

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

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

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

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

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

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

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

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

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

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

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

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

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

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

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

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

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

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

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

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

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

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

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

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

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

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

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

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

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

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

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

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

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

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

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

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

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

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

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

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

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

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

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

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

CHAPTER II

PUBLIC UNIVERSITIES

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

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

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

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

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

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

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

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

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

Object of
University.

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

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

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

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

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

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

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

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

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

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

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

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

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

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

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

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

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

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

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

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

Powers and duties of university.

- (1) to provide for instructions, extension, teaching, learning and training in such branches or subjects or disciplines and courses of study including a choice based credit system and any other system that may emerge in future, as the university may, from time to time, determine;
 - (2) to make provision for research and for the advancement and dissemination of knowledge, and generally to cultivate and promote the arts (including fine arts and performing arts), humanities, social sciences, accounts and commerce, pure and applied sciences, technologies, managements, different forms of medicine, engineering, law, physical education and other branches of learning and culture and their multi-disciplinary and inter-disciplinary areas;
 - (3) to make provision to enable conducted and affiliated colleges and recognized institutions to undertake specialized studies;
 - (4) to make provisions for creation of autonomous, empowered autonomous and empowered autonomous cluster of institutions;
 - (5) to develop procedures and processes for recognition of private skills education providers and empowered autonomous skills development colleges;
 - (6) to organize, maintain and manage university departments, schools, institutions, laboratories, knowledge resource centers, learning resource centers, libraries, museums and equipment for teaching, learning, training, research and development or extension;
 - (7) to establish, maintain and manage departments, institutions of research, institutions of specialized studies or academic services unit;
 - (8) to establish, maintain and manage constituent, community and conducted colleges, institutions, hostels, health centers, auditoria and gymnasiums;
 - (9) to provide for establishment, on the university campus and Sub-Campuses, of autonomous institutions like multi-university and inter-university centers, research laboratories, modern instrumentation centers and like centers of learning, set up by the University Grants Commission, Central Government or the State Government, teaching or learning or training colleges or institutions at local, regional, national and global level, which may be used by a university or college or group of universities or colleges:
- Provided that, in the case of any industry or any non-Government organization availing themselves of such facility of a university or such organizations providing the facility to a university, prior approval of the State Government shall be obtained by the university concerned;
- (10) to provide for establishment of sub-campuses for serving a group of colleges, and also to provide for and maintain common resource centers in such sub-campuses in the form of post-graduate departments, multi-disciplinary or inter-disciplinary schools, knowledge resource centers, libraries, laboratories, computer centers, and the like centers of learning and skills training, as per the guidelines laid down by the State Government or the University Grants Commission;
 - (11) to create posts of directors, principals, university teachers, non-vacation academic staff, non-teaching skilled, administrative, ministerial staff and other posts required by the university, from its funds and from the funds received from other funding agencies, prescribe their qualifications, experience and pay-scales, and make appointments thereto;

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

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

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

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

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

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

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

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

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

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

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

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

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

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

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

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

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

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

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

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

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

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

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

(32) to constitute a fee fixation committee;

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

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

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

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

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

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

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

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

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

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

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

(44) to prescribe code of conduct for managements;

(45) to prescribe and enforce students charter;

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

(a) Knowledge Resource Centre;

(b) university extension boards;

(c) information bureaus;

(d) employment guidance bureaus;

(e) Autonomous Evaluation Boards; and

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

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

(a) the national service scheme;

(b) the national cadet corps;

(c) home guards and civil defense;

(d) the national sports organization;

(e) physical and military training;

(f) extra-mural teaching and research;

(g) programmes related to Lifelong Learning and Extension;

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

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

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

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

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

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

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

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

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

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

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

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

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

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

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

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

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

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

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

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

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

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

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

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

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

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

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

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

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

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

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

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

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

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

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

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

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

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

Jurisdiction and admission to privileges of university.

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

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

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

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

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

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

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

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

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

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

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

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

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

Control of
State
Government
on universi-
ties.

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

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

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

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

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

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

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

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

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

CHAPTER III

OFFICERS OF THE UNIVERSITY

Chancellor
and his
Powers.

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

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

(3) The Chancellor,—

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

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

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

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

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

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

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

Other
officers of
university.

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

(1) the Vice-Chancellor;

(2) the Pro-Vice-Chancellor;

(3) the Registrar;

(4) the Deans of Faculties;

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

(6) the Finance and Accounts Officer;

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

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

(9) the Director Knowledge Resource Center;

(10) the Director of Lifelong Learning and Extension;

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

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

Appoint-
ment of
Vice-
Chancel-
lor.

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

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

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

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

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

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

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

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

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

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

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

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

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

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

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

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

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

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

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

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

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

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

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

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

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

(iv) where there is any other emergency;

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

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

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

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

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

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

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

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

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

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

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

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

(e) has willfully omitted or refused to carry out the provisions of this Act or has committed breach of any of the terms and conditions of the service or any other conditions, prescribed by the State Government under sub-section (2), or has abused the powers vested in him or if the continuance of the Vice-Chancellor in the office is detrimental to the interests of the university ; or

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

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

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

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

Powers and duties of Vice-Chancellor.

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

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

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

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

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

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

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

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

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

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

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

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

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

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

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

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

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

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

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

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

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

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

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

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

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

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

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

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

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

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

Pro-Vice-Chancellor.

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

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

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

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

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

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

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

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

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

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

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

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

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

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

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

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

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

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

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

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

(13) The Pro-Vice-Chancellor shall,—

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

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

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

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

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

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

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

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

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

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

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

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

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

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

Registrar.

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

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

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

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

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

(6) The Registrar shall,—

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

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

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

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

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

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

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

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

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

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

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

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

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

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

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

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

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

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

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

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

16. The Dean shall,—

Power and duties of Dean.

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

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

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

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

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

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

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

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

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

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

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

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

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

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

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

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

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

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

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

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

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

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

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

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

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

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

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

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

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

Director of Board of Examinations and Evaluation.

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

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

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

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

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

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

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

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

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

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

(f) arrange for printing of question papers;

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

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

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

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

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

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

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

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

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

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

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

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

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

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

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

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

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

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

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

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

(6) The Finance and Accounts Officer shall,—

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

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

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

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

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

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

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

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

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

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

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

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

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

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

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

Director of
Sub-
Campus
university.

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

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

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

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

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

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

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

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

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

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

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

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

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

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

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

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

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

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

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

Director of
Innovation,
Incubation
and
Linkages.

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

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

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

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

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

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

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

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

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

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

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

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

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

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

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

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

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

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

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

Director
Knowledge
Resource
Center.

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

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

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

(4) The Director Knowledge Resource Center shall,—

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

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

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

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

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

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

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

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

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

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

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

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

Director of Lifelong Learning and Extension.

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

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

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

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

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

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

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

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

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

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

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

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

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

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

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

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

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

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

(b) conduct leadership training programmes for students;

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

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

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

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

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

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

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

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

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

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

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

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

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

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

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

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

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

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

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

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

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

Director of Sports and Physical Education.

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

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

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

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

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

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

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

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

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

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

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

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

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

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

CHAPTER IV

AUTHORITIES OF THE UNIVERSITY

Authority of university.

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

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

Power of State Government to specify eligibility conditions for being member of any authority of university.

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

Senate.

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

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

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

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

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

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

(m) the Director of Sports and Physical Education;

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

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

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

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

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

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

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

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

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

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

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

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

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

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

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

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

(za) the Registrar - Member-Secretary.

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

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

Functions
and duties
of Senate.

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

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

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

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

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

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

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

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

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

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

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

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

(l) to make, amend or repeal statutes.

Management
Council.

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

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

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

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

(a) the Vice-Chancellor-Chairperson;

(b) the Pro-Vice-Chancellor;

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

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

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

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

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

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

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

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

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

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

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

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

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

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

(o) the Registrar - Member-Secretary.

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

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

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

Powers and
duties of
Management
Council.

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

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

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

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

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

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

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

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

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

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

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

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

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

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

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

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

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

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

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

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

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

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

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

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

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

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

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

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

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

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

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

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

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

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

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

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

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

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

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

(zl) to develop and adopt students' charter.

Academic Council.

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

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

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

(a) the Vice-Chancellor, Chairperson;

(b) the Pro-Vice-Chancellor;

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

(d) Directors of Sub-campuses;

(e) Director Innovation, Incubation and Linkages;

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

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

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

(iii) one head of a recognized institution;

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

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

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

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

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

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

(l) Director, Board of Examinations and Evaluation;

(m) Chairpersons of Board of Studies;

(n) Registrar-Member Secretary.

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

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

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

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

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

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

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

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

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

(i) to allocate subjects to the faculties;

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

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

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

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

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

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

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

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

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

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

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

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

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

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

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

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

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

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

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

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

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

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

(i) Faculty of Science and Technology;

(ii) Faculty of Commerce and Management;

(iii) Faculty of Humanities;

(iv) Faculty of Inter-disciplinary Studies.

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

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

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

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

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

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

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

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

Powers and duties of Faculty.

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

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

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

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

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

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

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

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

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

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

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

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

Board of
Deans.

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

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

- (a) the Pro-Vice-Chancellor, Chairperson;
- (b) the Deans of faculties;
- (c) the Director of Innovation, Incubation and Linkages.

Powers
and Duties
of Board of
Deans.

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

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

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

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

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

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

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

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

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

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

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

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

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

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

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

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

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

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

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

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

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

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

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

(iii) the Chairperson, Board of Studies;

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

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

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

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

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

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

Board of
Sub-
campuses
of
university.

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

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

(b) the Deans of faculties;

(c) the Finance and Accounts Officer;

(d) the Directors of all Sub-Campuses;

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

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

(g) the Director, Board of Examinations and Evaluation;

(h) the Director, Board of Students' Development;

(i) the Director, Sports and Physical Education;

(j) one Principal, one Teacher, one management representative from the affiliated, autonomous colleges within the jurisdiction of each sub-campus to be nominated by the Management Council;

(k) the Registrar - Member-Secretary.

(2) The Board of Sub-Campuses of the university shall meet at least three times in a year.

Powers
and Duties
of Board of
Sub-
Campuses
of the
university.

39. The Board of Sub-Campuses of the university shall have the following powers and duties, namely:—

(a) to co-ordinate the under-graduate and post-graduate educational activities in the district;

(b) to ensure implementation of various academic, administrative and governance mechanisms of the parent university;

(c) to co-ordinate the intra-institutional and inter-institutional information and communication technology linkages among the institutions of higher education in the district;

(d) to carry out in association with colleges workshops and training programmes for the benefit of teachers and non-teaching employees;

(e) to co-ordinate the examination and evaluation related activities in the district;

(f) to co-ordinate creation of research plans, development plans and other fund raising activities for the colleges and institutions in the district and establish links with the central office of the parent university;

(g) to co-ordinate teaching and learning activities at post-graduate level amongst the colleges and institutions, and render necessary assistance in this regard;

(h) to work as a district level gateway of the university for all academic and administrative tasks of students, research students, teachers, supporting staff and other members of the society;

(i) to prepare financial needs and annual financial estimates (budget) for the financial year and submit it to the central office of the parent university;

(j) to undertake any other task as may be assigned by the university authorities so as to carry out objectives of the university.

40. (1) There shall be a Board of Studies for every subject or group of subjects prescribed by the Statutes. The Board of Studies shall be the primary academic body of the university. Board of Studies.

(2) The Board of Studies shall consist of the following members, namely:—

(a) head of the university department or institution in the relevant subject :

Provided that, where there is no university department in the subject, the Board shall, at its first meeting co-opt the head of the department who is recognized for imparting teaching to post graduate students in an affiliated college or a recognized institution having post graduate teaching in that subject;

(b) six teachers having minimum ten years teaching experience, nominated by the Vice-Chancellor in consultation with the Dean of the respective faculty, from the following categories, namely :—

(i) one teacher from amongst the full time teachers of the university departments in the relevant subject;

(ii) two teachers from amongst recognized post-graduate teachers in affiliated colleges, or recognized institutions or post-graduate centers offering post-graduate programme in the concerned subject;

(iii) three teachers from affiliated colleges and recognized institutions other than heads of departments;

(c) three heads of departments from affiliated colleges and recognized institutions to be elected from amongst the collegiums of heads of departments of affiliated colleges and recognized institutions.

(d) the Board of Studies, at its first meeting, shall,-

(i) Subject to the provisions of section 65, elect one of the members as a chairperson of the board of the studies from amongst its members :

Provided that the member to be elected as a chairperson of Board of Studies shall be a post graduate recognized teacher imparting teaching to post graduate students; and thereafter co-opt -

(ii) one professor from other universities; and

(iii) four experts as under :-

(A) a person holding a rank not lower than that of Assistant Director, in national laboratories or institutions; or recognized institutions or industry or experts in the related field having published at least one reference book in the subject; or at least three research papers in recognized national or international journals;

(B) an eminent scholar in the subject;

(C) an eminent person from the subject-related industries or association or professional body;

(D) person having at least ten years working or ownership or advisory or consultancy experience in the field relevant to the subject.

(e) top rankers of the Final Year Graduate and Final Year Post Graduate examination of previous year of the concerned subject as invitee members for discussions on framing or revision of syllabus of that subject or group of subjects for one year.

41. The Board of Studies shall have the following powers and duties, namely:—

(a) to recommend to the Management Council through the faculty or faculties concerned and the Academic Council, the introduction of new diplomas and degrees;

(b) to recommend to the Management Council through the faculty or faculties concerned and the Academic Council, the discontinuation of diplomas and degrees which have become irrelevant;

(c) to recommend to the faculty concerned, the course syllabi, course structures and evaluation schemes of various courses;

(d) to recommend to the reference books or supplementary reading books and such other material useful for study of the course;

(e) to recommend to the faculty, modifications in respect of addition or deletion or updating of courses;

(f) to prepare the panels of paper-setters, examiners and moderators for the university examinations and evaluation, based on the criteria laid down by the Academic Council and recommend them to the Board of Examination and Evaluation ;

(g) to suggest to the Dean of the faculty concerned, organization of orientation and refresher courses in the subject in the summer or winter vacations;

(h) to prepare the requirements with regard to library, laboratory, equipment in respect of courses concerned;

(i) to suggest extension programmes with respect to the courses introduced;

(j) to understand the requirements of industry or corporate or society at large and to incorporate them into the syllabi to make the teaching-learning process relevant to the needs of the time;

(k) to encourage learning by collaboration and participation by using information and communication technology tools;

(l) to design curricula, add vocational content to every discipline and to prescribe the minimum period to pursue skill development programme and the level of proficiency expected;

(m) to ratify curricula, all processes and practices developed by the autonomous colleges, university departments or institutions, autonomous recognized institutions, empowered autonomous colleges or cluster of institutions, empowered skills development colleges, and recommendations in respect of recognition of teachers or experts.

42. (1) There shall be a Board of University Departments and Interdisciplinary Studies to promote interdisciplinary education and research on campus and also network with national and international institutions and create an academic and research and development environment that allows free flow of ideas amongst several disciplines.

Board of University Departments and Interdisciplinary studies.

(2) The Board of University Departments and Interdisciplinary Studies shall consist of the following members, namely:-

(a) the Pro-Vice-Chancellor, Chairperson;

(b) the Deans of faculties and Associate Deans, if any ;

(c) four experts, to be nominated by the Vice-Chancellor from other universities or national level research and development laboratories, one each having minimum experience of five years as a professor or equivalent position in research and development laboratories, in each of the disciplines of science, technology, humanities, commerce and management and interdisciplinary studies;

(d) four heads of departments or senior professors representing various subjects or disciplines in an equitable manner, to be nominated by the Vice-Chancellor.

(3) The Dean of Faculty of Interdisciplinary Studies shall act as a Member-Secretary.

(4) The Board shall meet at least three times a year.

43. The Board of University Departments and Interdisciplinary Studies shall have the following powers and duties, namely:—

Powers and duties of Board of University Departments and Interdisciplinary studies.

(a) to devise long term policy and strategy for promotion of quality postgraduate education on university campus;

(b) to prepare a comprehensive development plan for post-graduate education in university departments;

(c) to work on annual financial estimates (budget) for university departments;

(d) to co-ordinate the research and development activities with the Board of Research;

(e) to establish linkages with foreign and Indian premier teaching and research and development institutions or universities for strengthening of teaching and research and development activities on the campus of the university;

(f) to work in tandem with the Board of National and International Linkages to collaborate with national and international agencies, universities (including deemed or self-financed universities) and institutions for sharing of academic resources, running joint teaching programmes, running joint degree programmes with national and international universities or institutions;

(g) to promote interdisciplinary teaching programmes on the campus by coordinating amongst teachers and also to make policy for sharing of academic and research and development infrastructure;

(h) to promote the choice based credit system in the university departments, the affiliated colleges and recognized institutions;

(i) to work out and initiate use of technology in delivery of education;

(j) to promote the face-to-face and e-learning process in classroom teaching, use of mini-research and maxi research projects as an integral part of post-graduate learning;

(k) to initiate new approaches and methodology for assessing learning by students as a continuous online process;

(l) to recommend to the Vice-Chancellor,—

(i) the posts of university teachers (including aided posts and the posts for the purposes of sub-section (2) of section 8) to be filled by selection, who possess the prescribed minimum and additional qualification ;

(ii) emoluments and the number of posts to be filled ; and

(iii) the number of posts under sub-clause (i), which may be reserved for the persons belonging to the Scheduled Castes or Scheduled Tribes, Vimukta Jatis (De-Notified Tribes) or Nomadic Tribes or Other Backward Classes.

(m) to undertake any other task as may be assigned by the university authorities to carry out the objectives of the Board of University Departments and Interdisciplinary Studies and of the university.

Board of
Post-
Graduate
Education
in Colleges.

44. (1) There shall be a Board of Post-Graduate Education in Colleges with broad objectives of initiating and strengthening of quality post-graduate programmes in various disciplines of learning in colleges.

(2) The Board of Post-Graduate Education in Colleges shall meet not less than four times in a year, two of which shall necessarily be in the month of September or October and December or January, each year.

(3) The Board of Post-Graduate Education in Colleges shall consist of the following members, namely:—

(a) the Pro-Vice-Chancellor - Chairperson;

(b) the Deans of faculties and Associate Deans, if any;

(c) one faculty-wise expert from other universities, nominated by the Vice-Chancellor, each having minimum experience of five years as a professor;

(d) three faculty-wise heads of departments in colleges, with minimum experience of five years as a recognized post-graduate teacher, from post-graduate centres in colleges, preferably from different districts to be nominated by the Vice-Chancellor ;

(e) Directors of all sub-campuses;

(f) Deputy Registrar of the administrative section concerned, shall act as the Secretary of the Board.

(4) The Board of Post-Graduate Education in Colleges shall have the following powers and duties, namely :—

(a) to recommend creation of a new post-graduate centre in a particular discipline or a new course in the existing post-graduate centre in an affiliated college ;

(b) to create synergy for the growth of the post-graduate centers at district level through district sub-campuses ;

(c) to initiate and encourage the use of technology in a blended form of education in the post-graduate centers;

(d) to propagate and keep track of quality enhancement in post-graduate centers by initiating teachers capacity enhancement activities;

(e) to initiate research and development activities in post-graduate centers;

(f) to undertake any other task as may be assigned by the university authorities so as to carry out objectives of the Board of Post-Graduate Education in Colleges.

45. (1) There shall be a Board for Lifelong Learning and Extension to create skilled and learned human power through its various degree level programmes and skills development programmes.

Board of Lifelong Learning and Extension.

(2) The Board for Lifelong Learning and Extension shall meet at least twice in a year.

(3) The Board for Lifelong Learning and Extension shall consist of the following members, namely:—

- (a) the Vice-Chancellor - Chairperson;
- (b) the Pro-Vice-Chancellor;
- (c) the Deans of faculties;
- (d) three eminent experts, nominated by the Vice-Chancellor, working in the domain of lifelong learning skills, value education and in field of longevity;
- (e) two teachers from university departments, nominated by the Vice-Chancellor, who are actively engaged in innovation, research and development;
- (f) two teachers from the colleges, nominated by the Vice-Chancellor, who are actively engaged in innovation, research and development and extension;
- (g) the Director, Centre of Lifelong Learning and Extension- Member-Secretary.

46. (1) The Board of Lifelong Learning and Extension shall have the following powers and duties, namely:-

Powers and duties of Board of Lifelong Learning and Extension.

- (a) to create synergy at policy and operative level mechanism for co-existence and co-operation between various teaching, research and development institutions and various regional and national bodies and governmental agencies in the domain of lifelong learning, value education and life skills for senior citizens;
- (b) to supervise and monitor the activities of an independent Centre for Lifelong Learning and Extension that shall be set up by the university to carry out the objectives of the Board;
- (c) to look into budgets and financial needs of the Centre for Lifelong Learning and Extension;
- (d) to prepare an annual programme of activities of the Centre for Lifelong Learning and Extension and to review the same periodically;
- (e) to submit an annual report to the Management Council;
- (f) to undertake any other task that may be assigned by the university authorities to carry out the objectives of the Board of Lifelong Learning and Extension.

(2) There shall be a Department of Lifelong Learning and Extension headed by the Director, to carry out the objectives of the Board of Lifelong Learning and Extension.

47. (1) The Board of Examinations and Evaluation shall be the authority to deal with all matters relating to examinations and evaluation. The Board of Examinations and Evaluation shall also oversee the conduct of examinations in the autonomous colleges, institutions, university departments and university institutions.

Board of Examinations and Evaluation.

(2) The Board of Examinations and Evaluation shall meet at least twice in an academic year.

(3) The Board of Examinations and Evaluation shall consist of the following members, namely:—

- (a) the Vice-Chancellor - Chairperson;

(b) the Pro-Vice-Chancellor;

(c) the Deans of Faculties and Associate Deans, if any ;

(d) two Principals other than Dean, nominated by the Management Council;

(e) one professor of the university departments, to be nominated by the Management Council;

(f) one teacher from affiliated Colleges other than heads of Departments or Principals with the minimum teaching experience of fifteen years to be nominated by Management Council;

(g) one expert in the field of evaluation in computerized environment, nominated by the Vice-Chancellor;

(h) one expert not below the rank of Deputy Registrar of other Statutory University from the State of Maharashtra who has experience related to examination work in computerized environment as an invitee to be nominated by Vice-Chancellor;

(i) Director of Higher Education or his nominee not below the rank of Joint Director;

(j) Director, Board of Examinations and Evaluation - Member- Secretary.

48. (1) The Board of Examinations and Evaluation shall have the following powers and duties, namely:—

(a) to devise policy, mechanism and operational strategies to do the tasks relating to assessment of performance of students efficiently and in a time bound manner;

(b) to ensure proper organization of examinations and tests of the university, including moderation, tabulation, evaluation and timely declaration of results:

Provided that, the Board of Examination and Evaluation shall, for the purposes of this clause, give effect to the recommendations of the Board of Students' Development and the Board of Sports and Physical Education, regarding alternative arrangements.

(c) to prepare the financial estimates relating to examinations and evaluation for incorporation in the annual financial estimates (budget) of the university and shall submit the same to the Finance and Accounts Committee;

(d) to arrange for strict vigilance during the conduct of examinations so as to avoid use of unfair means by the students, teachers, invigilators, supervisors, etc.;

(e) to establish procedures and devise operative mechanism for credit assessment in the modular structure by the teachers and use computer technology for the entire process of assessment and evaluation including creating and effectively using a repository of question banks;

(f) to ensure that the assessment of answer books for award of degrees, diplomas or certificates shall be done centrally through central assessment system by following system of masking and de-masking of answer books or any other alternative system for ensuring the objective of secrecy;

(g) to undertake examination and evaluation reforms in order to make examination and evaluation system more efficient;

(h) to appoint paper-setters, examiners and moderators from amongst the persons included in the panels prepared by the respective Boards of Studies and, where necessary, having regard to the recommendations made by the committee under clause (b) of sub-section (5), remove them or debar them;

(i) to approve detailed programme of examinations and evaluation as prepared by the Director, Board of Examinations and Evaluation;

(j) to consider the reports of review of results of university examinations forwarded by the Director, Board of Examinations and Evaluation;

(k) to hear and decide the complaints relating to conduct of examinations and evaluation;

(l) to exercise such other powers in relation to examinations and evaluation as may be assigned to it by or under this Act.

(2) In case of any emergency requiring immediate action to be taken, the Chairperson of the Board of Examinations and Evaluation or any other officer or person authorized by him in that behalf, shall take such action as he thinks fit and necessary, and shall report the action taken by him at the next meeting of the Board.

(3) (a) In order to appoint paper-setters, examiners and moderators, the Board of Examinations and Evaluation shall constitute committees for every subject consisting of, -

(i) the Dean of the concerned faculty - Chairperson;

(ii) Associate Dean, if any ;

(iii) the Chairperson of the Board of Studies concerned;

(iv) two members of the Board of Studies, nominated by it from amongst its members of whom at least one shall be a post-graduate teacher;

(v) the Director of Board of Examinations and Evaluation shall act as a Secretary of such committee.

(b) The committee shall prepare lists of persons for various examinations and tests, included in the panels to be prepared by the Board of Studies and shall submit them to the Pro- Vice- Chancellor, who shall submit the same with his recommendations, if any, to the Board of Examinations and Evaluation, which shall then appoint paper-setters, examiners and moderators, and where necessary referees.

(c) No member of the Board of Examinations and Evaluation or the committees constituted under this section shall be appointed as a paper-setter, examiner, moderator or referee:

Provided that, the Pro-Vice-Chancellor shall have power to appoint a member of the Board of Examinations and Evaluation or the committees constituted under this section, as a paper-setter, examiner, moderator or referee where no teacher relating to such subject who is not a member of the Board of Examinations and Evaluation or the committees is available.

(4) It shall be obligatory on every teacher and on the non-teaching employee of the University, affiliated, conducted colleges, community colleges or recognized institutions to render necessary assistance and service in respect of examinations of the university and evaluation of students as prescribed by statutes. If any teacher or non-teaching employee fails to comply with the order of the university or college or institution, in this respect, it shall be treated as misconduct and the employee shall be liable for disciplinary action. In case of failure on the part of the teacher or non-teaching employee of any affiliated college, conducted college, community college or recognized institution, to comply with the order of the university in this respect, the Vice-Chancellor shall have power to take an appropriate action against them, which may include imposing penalties including suspension of approval to the appointment of a teacher, as may be prescribed by the Statutes.

(5) (a) In order to investigate and take disciplinary action for failure to comply with the order of the university for rendering assistance or service in respect of examinations by or on behalf of the university or evaluation of students or formal-practices and lapses on the part of candidates, paper-setters, examiners, moderators, referees, teachers or any other persons connected with the conduct of examinations including the pre-examination stage and the post-examination stage or at any stage whatsoever, the Board of Examinations and Evaluation shall constitute a committee of not more than five persons of whom one shall be the Chairperson;

(b) Such committee shall submit its report and recommendations to the Vice-Chancellor, who may direct the Director, Board of Examinations and Evaluation, the disciplinary action to be taken against the person or persons involved in the malpractices, directly or indirectly, and the Director, Board of Examinations and Evaluation shall proceed to implement the decision of the Vice-Chancellor.

Board of
Information
Technology.

49. (1) There shall be a Board of Information Technology to create an umbrella structure to professionally manage the selection, deployment and use of application software and technology in Academics, Finances and Administration, address the issues relating to use of the right kind of technology, software, hardware and connectivity to deploy technology in all domains of activities and associated tasks of the university and to project the funds required for that purpose.

(2) The Board of Information Technology shall meet at least three times in a year.

(3) The Board of Information Technology shall consist of the following members, namely:—

(a) the Vice-Chancellor - Chairperson;

(b) the Pro-Vice-Chancellor;

(c) the Deans of faculties and Associate Deans, if any;

(d) the Director of Board of Examinations and Evaluation;

(e) the Finance and Accounts Officer;

(f) one professor from university departments having knowledge and expertise in the domain of software and hardware, nominated by the Vice-Chancellor;

(g) two experts in the field of information and communication technology, nominated by the Vice-Chancellor, one of whom shall be an expert in software and the other in the field of hardware;

(h) the Registrar;

(i) the Dean of Faculty of Science and Technology shall act as a Member-Secretary.

Powers and
duties of
Board of
Information
Technology.

50. The Board of Information Technology shall have the following powers and duties, namely: —

(a) to plan information technology services through information technology infrastructure;

(b) to decide the annual budget of the university for creating technology related infrastructure;

(c) to devise strategy for creation of virtual classrooms and laboratory infrastructure;

(d) to lay down the policy for networking in the various campuses of the university;

(e) to lay down the policy for generating financial resources in the field of higher education, research and development and allied projects or programmes;

(f) to advise and assist the university to create inter-university and intra-university networks for connecting university administration, departments and colleges;

(g) to assist the university to be part of the national knowledge grid;

(h) to assist the university network, for connecting it with other universities in the State;

(i) to ensure quality and efficiency in the various levels of information technology infrastructure and services within parameters defined by the university;

(j) to devise a policy and strategy plan for use of technology in all aspects connected with academics, evaluation, finances and administration;

(k) to monitor use of technology in administration, finances and evaluation activities of the university;

(l) to devise strategy and technology, financial requirement and operative level mechanism for use of information-flow-line for integrating face-to-face and e-learning objects and also for creation of virtual lecture and laboratory infrastructure;

(m) to work out an approach and operating plan for creation of a repository of data on students, teachers, technical and other staff and other relevant information;

(n) to advise on purchase of software, hardware and networking for university departments and university system as a whole;

(o) to assist and advise the use of technology in blended learning, making of e-learning objects, and teachers training in use of multi-media;

(p) to work out appropriate policy and procedure for creation of a Data Repository Cell for creation, up-gradation and maintenance of data on students, teachers as well as other staff members in the institutions and give a Unique Identification Number;

(q) to undertake any other task as may be assigned by the university authorities so as to carry out objectives of the Board of Information Technology.

51. (1) There shall be a Board of National and International Linkages to cultivate, establish, maintain and strengthen the link of the university with premier national and international universities and institutions.

Board of
National and
International
Linkages.

(2) The Board shall meet at least three times in a year.

(3) The Board of National and International Linkages shall consist of the following members, namely:-

(a) the Vice-Chancellor - Chairperson;

(b) the Pro-Vice-Chancellor;

(c) the Deans of faculties and Associate Deans, if any ;

(d) one member of the Management Council, from amongst its elected members, nominated by the Vice- Chancellor;

(e) one senior professor, nominated by the Vice-Chancellor from the university post-graduate Department;

(f) two principals, of whom one shall be from autonomous or empowered autonomous colleges or empowered autonomous institutions and one shall be from affiliated colleges to be nominated by the Vice-Chancellor;

(g) one expert from industries having proven expertise about National and International linkages to be nominated by Commission;

(h) the Director, Innovation, Incubation and Linkages -Member-Secretary.

Powers and
Duties of
Board of
National and
International
Linkage.

52. The Board of National and International Linkages shall have the following powers and duties, namely:—

(a) to work on long term policy and strategy for promotion of inter-linkages with premier national and international universities and institutions;

(b) to evolve a process to collaborate with national and international agencies, universities, colleges and institutions for sharing of academic resources, running joint research and development and teaching programmes, running joint degree programmes with national and international universities, colleges and institutions;

(c) to evolve mechanism for visits of teachers or research and development scientists or experts from industry and other entities, to the university departments, colleges and institutions and vice-versa, and also to work out the details on logistic support for such visitors;

(d) to evolve mechanism for visits of teachers and students from [university departments to national and international universities or institutions] university departments, colleges and institutions to national and international universities, colleges or institutions and vice-versa, and also to work out details on budgetary provisions and logistic support for such visits;

(e) to evolve a mechanism to assist foreign students and migrant Indian students, their admissions and completion of other statutory formalities;

(f) to organize cultural and other activities such as visits of foreign students and migrant Indian students to other parts of India;

(g) to make arrangements for other logistic infrastructure, if any, created by the university for foreign students and migrant Indian students;

(h) to work out budgetary provision for activities of the Board and for providing various services to foreign students and migrant Indian students;

(i) to undertake any other task as may be assigned by the university authorities so as to carry out objectives of the Board of National and International Linkages.

53. (1) There shall be a Board of Innovation, Incubation and Enterprise for creation and cultivation of an enabling environment to propagate the concept of innovation and to convert the innovative ideas into working models through a process of incubation which shall finally lead to the creation of enterprise.

Board of
Innovation,
Incubation
and
Enterprise.

(2) The university shall establish an independent Centre for Innovation, Incubation and Enterprise to carry out the objectives of the Board for Innovation, Incubation and Enterprise. The Centre shall exercise the powers and perform the duties as may be assigned by the Board, from time to time.

(3) The Board for Innovation, Incubation and Enterprise shall consist of the following members, namely:-

(a) the Vice-Chancellor - Chairperson;

(b) the Pro-Vice-Chancellor;

(c) the Deans of faculties and Associate Deans, if any ;

(d) five prominent industrialists, nominated by Commission from manufacturing, information and communication technology, bio-sciences and technology, agro - industries and service industries;

(e) one senior manager from the lead bank of the District in which head quarter of the University is located to be nominated by Vice-Chancellor;

(f) two teachers from university departments or university institutions, who are active in innovation, research and development nominated by the Vice-Chancellor;

(g) two teachers, nominated by the Vice-Chancellor, from colleges who are active in innovation, research and development;

(h) the representative of Department of Information and Technology, not below the rank of the Deputy Secretary;

(i) the Director, Innovation, Incubation and Linkages - Member-Secretary.

(4) There shall be minimum three meetings of the Board to be conducted in the year.

54. The Board of Innovation, Incubation and Enterprise shall have the following powers and duties, namely:-

Powers and
duties of
Board of
Innovation,
Incubation
and
Enterprise.

(a) to create synergy at policy and operative level mechanism for co-existence and co-operation between various research and development activities in university departments, colleges and various industries in the State and in other States;

(b) to create synergy through operative policy mechanism and support system for incubation of good ideas such as product, process, service and innovation, into a scalable mode so as to establish small, medium and large industries;

(c) to establish a system to support protection of intellectual property rights at national and global level;

(d) to establish a system so as to guide and help young entrepreneurs in operational, legal, business model creation and financial support;

(e) to project and plan the activities to be carried out by the Centre for Innovation, Incubation and Enterprise;

(f) to prepare annual programmes of activities of the Centre for Innovation, Incubation and Enterprise and review the same periodically;

(g) to prepare the annual budget of the Centre for Innovation, Incubation and Enterprise;

(h) to oversee and monitor the activities of the Centre for Innovation, Incubation and Enterprise;

(i) to submit an annual report of working of Centre for Innovation, Incubation and Enterprise to the Management Council;

(j) to undertake any other task as may be assigned by the university authorities to carry out the objectives of the Board for Innovation, Incubation and Enterprise.

Board of
Students'
Develop-
ment.

55. (1) There shall be a Board of Students' Development to plan and oversee the various cultural and welfare activities of the students in colleges, institutions and university departments. The activities of the Board of Student's Development shall be carried out by the Director of Students' Development.

(2) The Board of Students' Development shall consist of the following members, namely:-

(a) the Vice-Chancellor - Chairperson;

(b) the Pro-Vice-Chancellor;

(c) one professional, nominated by the Vice-Chancellor, in the field of Performing Arts;

(d) one professional, nominated by the Vice-Chancellor in the field of Art and Fine Arts;

(e) Two teachers, nominated by the Vice-Chancellor involved in cultural or welfare activities out of whom one shall be woman ;

(f) office bearers of University Students Council;

(g) District Co-ordinators of Culture and Student Welfare for each district to be nominated by Management Council;

(h) Director of National Service Scheme (NSS) of the University;

(i) the Director, Board of Students' Development, Member- Secretary.

Powers
and
Duties of
Board of
Student's
Develop-
ment.

56. (1) The Board of Students' Development shall have the following powers and duties, namely :-

(a) to take necessary steps for promotion of culture and students' development activities in colleges and university departments;

(b) to establish links with regional and national bodies in the various cultural activities and to promote various activities jointly with them;

(c) to take up activities in colleges and university departments to promote interest and skills for appreciation in the field of performing arts, pure art and painting skills;

(d) to hold university level competitions, skills development workshops, interactive activities in order to bring the society closer to the colleges, institutions and university;

(e) to establish rapport with groups (excluding political parties), societies and other professional bodies so as to involve them in the activities of Board of Students' Development;

(f) to devise, develop and implement innovative schemes of students' development including Earn and Learn Scheme, Education Loan, Vice-Chancellors Aid Fund, Endowment Schemes, Student Exchange Schemes, etc.

(g) to devise a mechanism of grievance redressal of student and prevention of sexual harassment and ragging of students and to prepare and submit the Annual Report of the Board to Senate for approval.

(h) to devise a mechanism to implement recommendations of the Commission as regards students' development and culture.

(i) to take necessary measures to ensure participation of well-trained teams in various regional, national and international level competitions, and cultural, recreational and other activities.

(j) to devise, develop and implement schemes of career counselling, psychological counselling and rehabilitation and upliftment of differently-abled students.

(k) to co-ordinate activities of National Service Scheme(NSS)and National Cadet Corps (NCC) in university and affiliated Colleges.

(l) to recommend to competent authority to make alternative arrangements regarding examinations for students participating in the inter-university or national or international sports, cultural competitions or NCC, NSS events during the relevant schedules of examinations as prescribed by Ordinances.

(m) to undertake any other task as may be assigned by the university authorities so as to carry out objectives of the Board of Students' Development and Students' Development Cell.

(2) There shall be a Students' Development Cell and Students Grievance Redressal Cell in the university and in the colleges and recognized institutes to devise an operational level mechanism to assist the Students and provide for prompt redressal of students grievances. These Cells shall be as under,-

(a) Students' Development Cell,-

to assist students on the issues and difficulties in various facets related to their day to day life and other aspects connected with their academic world, personality development and healthy campus life. Such cell in the university shall be headed by Director, Students' Development. The Cell shall consist of other seven members nominated by Vice-Chancellor from amongst the Teachers on the Campus and President and Secretary of the Students Council to be the ex-officio members. There shall be Students' Development Cell in each college and recognized Institution which shall be headed by Vice-Principal or Senior Teacher Nominated by the Principal and other four members shall be nominated by the Principal to include Teachers, Female Teacher, Social Worker, Counselor and office bearers of College Students Council to be the ex-officio members.

(b) Students Grievance Redressal Cell,-

There shall be Students Grievance Redressal Cell at the University and each college and recognized institutions to resolve the Grievances of Students and to suggest to the higher authorities different ways and means to minimize and prevent such grievances. The functional mechanism of working of Students Grievance Redressal Cell shall be as prescribed by Statutes, prepared in accordance with the provisions of the University Grants Commission (Grievance Redressal) Regulations, 2012, or any other regulations for the time being in force.

57. (1) There shall be a Board of Sports and Physical Education in the university to promote the culture of sports and look after sports related activities. The activities of the Board shall be carried out by the Director of Sports and Physical Education.

Board of Sports and Physical Education.

(2) The Board of Sports and Physical Education shall consist of the following members, namely:-

(a) the Vice-Chancellor - Chairperson;

(b) the Pro-Vice-Chancellor;

(c) three professionals, nominated by the Vice-Chancellor with established credibility in different fields of sports;

(d) District Sports Officer of the district where the University Head Quarter is located.

(e) one teacher from the university department of Physical Education, nominated by the Management Council;

(f) two sports teachers, from affiliated, conducted or autonomous colleges, nominated by the Management Council;

(g) Zonal or Divisional president (principal of the host college) and secretary(director physical education of the host college) with the tenure of one year;

(h) the President, Secretary of the University Student Council;

(i) one student member from sports of University Student Council nominated by the President of University Students Council under sub-sub clause (v) of sub-clause (b) of sub-section (4) of section 99;

(j) the Director, Sports and Physical Education - Member-Secretary.

Powers and duties of Board of Sports and Physical Education.

58. The Board of Sports and Physical Education shall have the following powers and duties, namely:-

(a) to take necessary steps for promotion of sports culture and activities in the field of sports in colleges and university departments;

(b) to establish links with regional and national bodies in the various sports and to promote various activities jointly with them;

(c) to establish rapport with groups, societies and other professional bodies so as to involve them in the activities of Board of Sports and Physical Education;

(d) to take up activities in colleges, recognized institutions and university departments to promote interest and also skills in various sports as per the policy of the university and also national policies in the field of sports;

(e) to hold university level competitions, sports skills development camps, interactive activities and also training workshops in various sports in order to bring the society closer to the colleges, institutions and university;

(f) to encourage participation in regional, national and international level activities and competitions through well trained teams in various sports;

(g) to recommend to competent authority to make alternative arrangements regarding examinations of students participating in the inter-university or national or international sports tournaments or events during the relevant schedules of examinations as prescribed by Ordinances;

(h) to undertake any other task as may be assigned by the university authorities so as to carry out the objectives of the Board of Sports and Physical Education.

Board of Research.

59. (1) There shall be a Board of Research to cultivate, promote and strengthen research activities and also to plan, co-ordinate, supervise and to raise finances for research activities in university departments, colleges and recognized institutions.

(2) The Board of Research shall consist of the following members, namely :

(a) the Vice-Chancellor - Chairperson;

(b) the Pro-Vice-Chancellor;

- (c) the Deans of faculties and Associate Deans, if any ;
- (d) four eminent researchers, of national or international repute nominated by the Vice-Chancellor, with proven experience; one each from pure and applied sciences and technology, humanities, commerce, accounts and finances, and interdisciplinary studies;
- (e) two teachers, nominated by the Vice-Chancellor from university departments;
- (f) two teachers, nominated by the Vice-Chancellor, from colleges or recognized institutions having a strong base in research culture;
- (g) eight eminent persons from different areas of Science, Commerce, Agriculture, Banking , Finance, Industry, Intellectual Property Rights, etc., who are conversant with the global trends as well as regional issues to be nominated by Chancellor ;
- (h) the Director, Innovation, Incubation and Linkages -Member-Secretary.

(3) The Board of Research shall meet at least three times in a year.

60. The Board of Research shall have the following powers and duties, namely:-

Powers and duties of Board of Research.

- (a) to work on long term policy and strategy for promotion of research culture in the university, colleges and recognized institutions;
- (b) to advise and encourage the teachers to take up research in emerging areas at individual and group level;
- (c) to promote inter-disciplinary research programmes by co-ordinating amongst teachers and also to make and articulate policies for sharing of research and development infrastructure;
- (d) to encourage the university departments, colleges and recognized institutions to hold research seminars in all disciplines for the research students;
- (e) to publish research journals, monographs for different disciplines;
- (f) to decide upon policy for maintenance of standards of research for Ph.D. degrees, in consonance with the norms of the University Grants Commission and other regulatory bodies;
- (g) to work on creation of research and development data base for work done in university departments, colleges and recognized institutions in a stand-alone mode or as group activity or in collaboration with industries and other research and development laboratories;
- (h) to work out and initiate research in delivery of education, pedagogy of face-to-face and e-learning, impact of e-learning and virtual classrooms on learning and understanding of students, open distance learning and conventional education;
- (i) to make efforts and also assist the teachers, university departments, colleges and recognized institutions to raise the funds for research activities;
- (j) to work out the budget for research activities of the university;
- (k) to mobilize money from the industry for enhancing research activities;
- (l) to identify problems and issues related to the region within the jurisdiction of the university and to take special initiative to address such issues through systematic research;
- (m) to work on long-term policies and strategies for creating synergy between researchers and industries resulting into promotion of knowledge and technology transfer and productive conversion of research;
- (n) to encourage industries to promote, adopt and participate in the basic and applied research projects;

(o) to establish central research laboratories with the help of participation of national and international industries;

(p) to undertake any other task as may be assigned by the university authorities so as to carry out objectives of the Board of Research.

Powers, functions and duties of Authorities.

61. The constitution, powers, functions and duties of the authorities of the university, not laid down under any of the provisions of this Act shall be as prescribed by the Statutes.

Term of office of members of authority.

62. (1) The term of every authority constituted under this Act shall commence on 1st September and shall be of five years from the said date and the term of the members of every authority shall expire on the expiry of the said period of five years, irrespective of the date on which a member has entered upon his office.

(2) The process of election, nomination and co-option shall be commenced at least three months before expiry of the term of the authority and shall be completed not later than 30th November in that year.

Cessation of membership.

63. Notwithstanding anything contained in this Act or the Statutes made thereunder, where a person, elected, nominated, appointed or co-opted, as the case may be, as an officer of university or a member of any of the authority or bodies of the university by virtue of his being eligible to be so elected, nominated, appointed or co-opted as such an officer or a member under any of the categories of officers or members specified by or under the relevant provisions of this Act in relation to such office, authority or body, he shall cease to be such an officer of the university or a member of such an authority or a body as soon as he ceases to belong to such category and shall be deemed to have vacated his office as such officer or member.

Disqualification for membership of authority.

64. A person shall be disqualified for being a member of any of the authorities, bodies and committee of university and voting to the authorities, bodies and committees, if he-

(a) is of unsound mind and stands so declared by a competent court; or

(b) is an undischarged insolvent; or

(c) has been convicted of any offence involving moral turpitude; or

(d) is conducting or engaging himself in private tuitions or private coaching classes; or

(e) has been punished for indulging in or promoting unfair practices in the conduct of any examination and evaluation, in any form, anywhere; or

(f) has willfully omitted or refused to carry out the provisions of this Act, Statutes or Ordinances, or has acted in any manner detrimental to the interests of the university; or

(g) has been punished in any form, by the competent authority for committing a misconduct; or

(h) discloses or causes to disclose to the public, in any manner whatsoever, any confidential matter, in relation to the examination and evaluation, the knowledge of which he has come to be in possession, due to his official position:

Provided that, the right of voting of the person in respect of clauses (e) and (g) shall remain suspended during the term of punishment under the said clauses.

65. No person shall be a member of Management Council or Chairman of Board of Studies, for a second consecutive term whether, as an elected, nominated or co-opted member, as the case may be:

Ineligibility for second consecutive term.

Provided that, any person who was the member of the Management Council of the university or Chairman of the Board of Studies, for the first time whether as elected, nominated or co-opted member, as the case may be, on the date of commencement of this Act, shall not be deemed to have enjoyed the consecutive term if he is nominated or elected or co-opted for the first time after the commencement of this Act.

66. Save as otherwise provided by or under the provisions of this Act, each authority of the university while acting and exercising its powers and discharging functions or duties assigned to it by or under the provisions of this Act, shall have the exclusive jurisdiction to deal with and decide the matters assigned to it and discharging functions or duties assigned to it by or under the provisions of this Act.

Conclusiveness of decision of authority.

67. (1) Every election to any authority or body of the university under this Act, except the elections to the post referred in clauses (a) to (e) of sub-section (2) and clauses (a) to (e) of sub-section (3) of section 99, shall be held by ballot in accordance with the system of proportional representation by means of the single transferable vote and as prescribed by the Statutes.

Election to be by proportional representation.

(2) The other details relating to elections not specified in the Act shall be as prescribed by the Statutes.

68. (1) A member, other than an ex-officio member, may resign by writing under his signature. A nominee of the Chancellor may resign by addressing to the Chancellor, and any other member may resign by addressing to the Vice-Chancellor. The person shall cease to be a member upon his resignation being accepted by the Chancellor or the Vice-Chancellor, as the case may be, or upon expiry of thirty days from the date of resignation, whichever is earlier.

Resignation of membership.

(2) If a person nominated, elected, appointed or co-opted to any authority or body remains absent without prior permission of the authority or body for three consecutive meetings, he shall be deemed to have vacated his membership and he shall cease to be a member from the date of the third such meeting in which he has remained absent:

Provided that, such member should have attended at least one meeting in the previous year.

69. (1) Save as otherwise provided by this Act, all matters with regard to the conduct of meetings of the authorities, bodies or committees, if any, constituted by the university, shall be such as may be prescribed by the Statutes.

Meeting of authorities.

(2) A meeting of an authority or body shall be convened on the date determined by the Chairperson by a notice issued by its Secretary.

(3) Except as otherwise provided, the quorum for a meeting shall ordinarily be one-third of the number of the sitting members. If there is no quorum, the meeting shall be adjourned by the Chairperson to a specific time on the same day, or on a later date and no quorum shall be necessary for such adjourned meeting. No quorum shall be necessary on the following day of the continued meeting.

(4) Where no provision is made by or under the Statutes for a President or Chairperson to preside over a meeting of any authority or body of the university or when the President or the Chairperson so provided for is absent and no provision is made for any other person to preside, the members present shall elect a person from amongst themselves to preside at the meeting.

(5) Save as otherwise provided, all items, questions, matters or proposals on the agenda shall be decided by a majority of votes of members present. The Chairperson shall have a vote. In case of equality of votes, the Chairperson shall have the casting vote. The secretary, if not a member, shall have the right to participate in the deliberations but shall not have the right to vote.

Casual
vacancy
and
Standing
Committee
to fill
vacancies.

70. (1) When any vacancy occurs in the office of a member, other than an *ex-officio* member or, a member nominated by the Chancellor, of any authority or other body of the university except Management Council before the expiry of his normal term, the vacancy shall be filled by nomination of a person by the Standing Committee constituted under sub-section (3) who is otherwise eligible to be elected on the said authority or body from the same category.

(2) In case, any vacancy occurs in the office of a member, other than an *ex-officio* member of Management Council of the university, it shall be filled as soon as possible, by nomination or election or co-option, as the case may be, of a person by the authority, body or the officer concerned. The person so nominated, elected or co-opted shall be a person who is otherwise eligible to be nominated, elected or co-opted on the said authority or body from the same category. The person so nominated, elected or co-opted shall hold office only so long as the member in whose place he has been nominated, elected or co-opted shall have held it, if the vacancy had not occurred.

(3) The constitution of the Standing Committee for filling in the vacancies mentioned in sub-section (1) shall be as follows, namely :-

- (a) Pro-Vice-Chancellor - Chairman;
- (b) Chancellor's nominee on Management Council;
- (c) one dean nominated by Management Council;
- (d) one elected member of the Management Council nominated by that Council;
- (e) one principal nominated by Senate from amongst its members;
- (f) one teacher nominated by Senate from amongst its members;
- (g) one graduate nominated by Senate from amongst its members;
- (h) Registrar - Member-Secretary.

(4) The term of the Standing Committee shall commence on 1st September and shall be of five years from the said date. The term of the members shall expire on the expiry of the said period of five years, irrespective of the date on which a member has entered upon his office.

CHAPTER V

THE STATUTES, ORDINANCES AND REGULATIONS

Statutes
and
their
subject
matters.

71. Subject to the provisions of this Act, the Statutes may provide for all or any of the following matters, namely:-

- (1) conferment of honorary degrees and academic distinctions;
- (2) establishment and maintenance of the sub-campus university departments, institutions, conducted colleges, institutions of higher learning, research or specialized studies and hostels;
- (3) constitution, powers, duties and functions of authorities of the university not laid down under any of the provisions of this Act;
- (4) abolition of university departments or institutions and conducted colleges;
- (5) rules of procedure for conduct of business at the meetings of authorities of the university;

(6) appropriation of funds of the university for furtherance of the objects of the university;

(7) norms for grant of autonomy to university departments or institutions, affiliated colleges and recognized institutions, subject to the approval of the State Government;

(8) acceptance and management of trusts, bequests, donations, endowments and grants from individuals or organizations;

(9) disciplinary action against defaulting teachers, officers and other employees of the university, affiliated colleges and recognized institutions other than the colleges or institutions managed and maintained by the State Government or Central Government or local authorities;

(10) conditions of residence, conduct and discipline of the students of the university, colleges and recognized institutions, and the action to be taken against them for breach of discipline or misconduct, including the following :-

(a) use of unfair means in an examination, or abetment thereof ;

(b) refusal to appear or give evidence in any authorized inquiry by an officer in charge of an evaluation and examination, or by any officer or authority of the university ; or

(c) disorderly or otherwise objectionable conduct, whether within or outside the university ;

(11) mechanism and procedure for redressal of grievances of the students;

(12) functions and duties of Students' Council in university, colleges and recognized institutions ;

(13) procedure for conduct of elections to various authorities and bodies;

(14) conditions and procedure for grant of approval to the appointments of the teachers in the colleges and recognized institutions and suspension or withdrawal thereof ;

(15) inspection of colleges, recognized institutions, halls and hostels;

(16) procedure to be followed while granting permission for transfer of management ;

(17) Norms and Procedure to be followed while nominating members on authorities, boards and committees by the Vice-Chancellor under this Act ;

(18) norms of grant and withdrawal of affiliations to colleges and institutions ;

(19) transferring, in public interest, of the management of a college or institution by the university and the conditions for such transferring, subject to the approval of the State Government;

(20) qualifications, recruitment, code of conduct, terms of office, duties and conditions of service including periodic training and advance training, field exposure, deputation, assessment of teachers, officers and other employees of the university and affiliated colleges except those colleges or institutions which are

maintained by the State or Central Government or local authority, retirement benefits and the manner of termination of their services as approved by the State Government, provided that these shall not be in contravention of State Government policies in this regard ;

(21) procedure to be followed for purchases under sub-section (7) of section 98;

(22) any matter which is to be prescribed by Statutes or which is necessary to give effect to the provisions of this Act.

Statutes
how
made.

72. (1) The Statutes may be made, amended or repealed by the Senate in the manner hereinafter provided.

(2) The Statute Committee shall be constituted by Management Council as under :-

(a) One member of Management Council from amongst the elected members of that Council - as Chairman,

(b) One Dean,

(c) One Professor of university department or affiliated colleges,

(d) One Principal of affiliated college,

(e) Registrar of the university,

(f) Law Officer of the university as Member-Secretary.

Such Statute Committee shall prepare and propose draft Statutes concerning the matters referred to in the last preceding section and shall present to the Management Council for its recommendations to senate.

(3) The Management Council, if it thinks necessary, may obtain the opinion of any officer, authority or body of the university with regard to any draft Statute which is before it for consideration.

(4) Every Statute passed by the Senate shall be submitted to the Chancellor who may give or withhold his assent thereto or send it back to the Management Council for reconsideration. The Chancellor may send the draft Statutes to the State Government for its views, if there are implications, financial or otherwise, on the part of the State Government in the implementation of such Statutes.

(5) No Statute passed by the Senate shall be valid or shall come into force until assented to by the Chancellor.

(6) Notwithstanding anything contained in the foregoing sub-sections, the Chancellor, either suomotu or on the advice of the State Government, may, direct the university to make provisions in the Statutes in respect of any matter specified by him and if the Senate fails to initiate adopt the direction within sixty days of its receipt, the Chancellor may, after considering the reasons, if any, communicated by the Senate for its inability to comply with such direction, make or amend the Statutes in that respect, suitably.

(7) The Senate may take into consideration the draft of a statute either of its own motion or on a proposal by the management council. In the case of a draft which is not proposed by the management council, the senate, before considering the same, shall obtain the opinion of the management council :

Provided that, if the management council fails to submit its opinion within three months from the date it receives the draft, the senate may proceed to take the draft into consideration.

(8) The Senate if it thinks necessary may also obtain the opinion of any officer, authority or body of the university in regard to any draft statute which is before it for consideration :

Provided that, any such draft statute pertains to academic matters, the senate shall obtain the opinion of the academic council before considering the same.

(9) The Management Council shall recommend the draft statutes to senate for approval and every statute passed by the senate shall be submitted to the Chancellor.

(10) Notwithstanding anything contained in the foregoing sub-sections, the State Government shall have power to prescribe uniform Statutes on the subjects through publication in the Official Gazette, which shall be binding on the universities.

73. Subject to the provisions of this Act, the Ordinances may provide for all or any of the following matters, namely :-

Ordinances and their subject matters.

(1) conditions under which students shall be admitted to courses of study for degrees, diplomas, certificates and other academic distinctions ;

(2) Norms and process of fixation of fees, other fees and charges for courses and programs to be adopted by fee fixation committee under this Act ;

(3) fees for affiliation and recognition to colleges and institutions ;

(4) conditions governing the appointment and duties of examiners ;

(5) conduct of examinations, other tests and evaluation, and the manner in which the candidates may be assessed or examined by the examiners ;

(6) recognition of teachers of the university and the conditions subject to which persons may be recognized as qualified to give instruction in the university departments, colleges and recognized institutions ;

(7) norms to be observed and enforced by colleges and recognized institutions regarding transfer of students ;

(8) The constitution, powers, duties and functions of the Equal Opportunity Cell including provisions for establishing a Cell in accordance with the provision of the Persons with Disabilities (Equal Opportunity, Protection of Rights and Full Participation) Act, 1995 and the guidelines and directives of the University Grants Commission issued from time to time ;

1 of 1996.

(9) Mechanism for prevention of ragging of students of university and affiliated colleges ;

(10) Mechanism for prevention of sexual harassment of teachers, employees, students of university and affiliated colleges and redressal of grievances relating to sexual harassment, incidences and penalty for those who indulge in sexual harassment, in accordance with the provisions of the Sexual Harassment of Women at Work place (Prevention, Prohibition and Redressal) Act, 2013;

14 of 2013.

(11) any academic matter which, by or under this Act or the Statutes is to be prescribed by the Ordinance or which is necessary to give effect to the provisions of this Act.

Ordinances and their making.

74. (1) The Management Council may make, amend or repeal Ordinances in the manner hereinafter provided.

(2) The Board of Deans shall prepare and propose draft Ordinances concerning the matters referred to in section 73.

(3) No Ordinance concerning academic matters shall be made, amended or repealed by the Management Council unless a draft thereof has been proposed by the Academic Council.

(4) All Ordinances made by the Management Council shall have effect from the date of the meeting or from such date as it may direct, but every Ordinance so made shall be submitted to the Chancellor within two weeks from the date of the meeting. The Chancellor shall have the power to direct the Management Council, within four weeks of the receipt of the Ordinance, to suspend its operation, and he shall, as soon as possible, inform the Management Council of his objection to it. He may, after receiving the comments of the Management Council, either withdraw the order suspending the Ordinance or disallow the Ordinance, and his decision shall be final.

Regulations.

75. (1) Subject to the provisions prescribed by or under this Act, Management Council may make Regulations consistent with this Act, Statutes and Ordinances, for,-

(a) institution of fellowship, travelling fellowship, scholarship, studentship, medals and prizes and for their award;

(b) collaborations with other universities, institutions and organizations for mutually beneficial academic programmes;

(c) the conditions under which students shall be admitted to courses of study for degrees, diplomas, certificates and other academic distinctions;

(d) preservation of record of the university;

(e) providing for all or any of the matters which, by or under this Act, Statutes or Ordinances, are to be or may be provided by Regulations ;

(f) all non- academic matters for which provision is, in the opinion of the Management Council, necessary for the purposes of this Act, Statutes or Ordinances.

(2) Subject to the provisions prescribed by or under this Act, the Academic Council may make Regulations relating to the academic matters, consistent with this Act, Statutes and Ordinances.

(3) The Board of Deans shall draft and place for approval of the Management Council or the Academic Council, as the case may be, the Regulations, providing for the matters referred to in sub-sections (1) and (2) and for all or any of the matters which, by or under this Act, Statutes or Ordinances, are to be or may be provided by Regulations.

CHAPTER VI

**MAHARASHTRA STATE COMMISSION FOR HIGHER
EDUCATION AND DEVELOPMENT**

- 76.** (1) There shall be established the Maharashtra State Commission for Higher Education and Development. Maharashtra State Commission for Higher Education and Development.
- (2) The composition of the Commission shall be as follows, namely:-
- (a) the Chief Minister Chairperson ;
- (b) the Minister for Higher and Technical Education Vice-Chairperson ;
- (c) the Minister for Finance Member ;
- (d) the Minister for Medical Education Member ;
- (e) the Minister for Industries Member ;
- (f) the Minister for Skill Development and Entrepreneurship Member ;
- (g) the Minister of State for Higher and Technical Education Member ;
- (h) the Leaders of Opposition in the State Legislative Council and Assembly Members;
- (i) three members of the Maharashtra Legislative Assembly, nominated by the Speaker of the Maharashtra Legislative Assembly Members
- (j) two members of the Maharashtra Legislative Council, nominated by the Chairman of the Maharashtra Legislative Council Members;
- (k) two eminent industrialists to be nominated by Chancellor Members ;
- (l) one eminent professional from the domain of finance or commerce or education or law and judiciary, having experience of creation of education linkages with real life situations, nominated by the Chancellor Member ;
- (m) two Scientists or Technocrats or Social Leaders for their eminence in Techno-social-Development work nominated by the Chancellor Members;
- (n) one educationist having experience in reforms in the nature, role and delivery of education, nominated by the Chancellor Member;
- (o) two Vice-Chancellors of the Public and Private Universities in the State nominated by the Chancellor Members ;
- (p) two Principals nominated by the Chancellor for their contributions in linking of education with social development, Members ;
- (q) two senior eminent teachers from universities or colleges with the minimum Teaching and Research experience of fifteen years nominated by the Chancellor. Members ;

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|---|--------------------|
| (r) the Secretary, Higher and Technical Education Department | Member ; |
| (s) the Secretary, Medical Education and Drugs Department | Member ; |
| (t) the Secretary, Planning Department | Member ; |
| (u) the Secretary, Finance Department | Member ; |
| (v) the Secretary, School Education Department | Member; |
| (w) the Secretary, Industries Department | Member; |
| (x) the Secretary, Skill Development and Entrepreneurship Development Department | Member; |
| (y) the Director of Technical Education | Member ; |
| (z) the Director of Higher Education | Member ; |
| (za) the Director of Medical Education and Research | Member; |
| (zb) the Joint Secretary, Western Regional Office of University Grants Commission | Member; |
| (zc) the Chief Executive Officer of the Commission | Member-Secretary : |

Provided that, if the Chief Minister holds the portfolio of Higher and Technical Education, Industries, Medical Education, Skill Development and Entrepreneurship or Finance he may appoint any other Minister as a member.

(3) Term of office of the appointed members of the Commission shall be of five years and shall be co-terminus with the term of the Legislative Assembly.

(4) The Commission shall meet at least twice in a year.

(5) The Commission shall be the authority of the State Government in charge of, and responsible for, the higher education in the State. The Commission shall be the planning, monitoring, co-ordinating and evaluating authority and shall act as a think-tank for higher education, including technical, medical, management, professional education and emerging fields in the education such as Bio-Sciences and Technology and those which would emerge on the horizon of knowledge in future. The Commission shall create synergy between various stakeholders namely, the State Government, public and private universities, private skills education providers and industries.

Functions and duties of the Commission.

77. (1) The functions and duties of the Commission shall be as follows, namely:-

(a) to prepare guidelines for perspective plan of five years for each university for the location of colleges and institutions of higher learning in a manner ensuring equitable distribution of facilities for higher education, in consultation with the respective university ;

(b) to approve comprehensive perspective plan submitted by the university ;

(c) to advise the State Government on exploring new ways and means for raising of additional resources and allocation of funds for public and private universities, and for education information and communication technology network ;

(d) to create synergy at policy and operative level mechanism for co-existence and co-operation between different types of educational institutions in the domain of pure, technical and professional education at core and domain specific skills level in the State ;

(e) to understand and keep track of developments that are taking place at national and global level in delivery of education, use of technology in education, administration and governance of education and evolve an appropriate policy and strategy for the educational systems in the State to be in phase with these changes ;

(f) to create synergy through operative policy for research culture in pure and applied domains in all subjects in various disciplines and across different disciplines in educational institutions and also research culture needs and demands of industries ;

(g) to create a policy and strategy for sharing of academic and knowledge resources infrastructure amongst various educational institutions and the State, Central and industry research and development laboratories ;

(h) to establish and maintain educational information communication network in tandem with the national grid and also enhance the geographical reach so as to bring each and every educational institution into the educational information communication network and to keep track of technology changes and upgrade the network from time to time ;

(i) to establish linkages with National Knowledge Commission, the Ministry of Information and Communication Technology and Human Resources Development ;

(j) to create a repository of e-learning objects and virtual experiments and support material in digital format for teaching-learning processes in frontline environment ;

(k) to develop a policy and strategy for percolation of use of technology for administration, evaluation and governance of educational institutions and to promote establishment of an e-platform to carry out these tasks by use of information and communication technology ;

(l) to explore the scope for sharing research journals, research and technology reviews and other such material that enhances scope and quality of research by use of Information and Communication Technology through creation of network of various knowledge resource centers in educational and research and development institutions in the State and also at national level ;

(m) to prepare programmes in the various subjects in the sphere of higher education, keeping in view the overall priorities, perspectives and needs of the society and expectations from higher education ;

(n) to advise the State Government in respect of determining and maintaining uniformity of standards of education in the universities ;

(o) to advise on promoting co-operation and co-ordination of the various educational institutions among themselves and explore the scope for interaction between the universities on the one hand, and industry and other organizations on the other hand ;

(p) to suggest ways and means of raising additional resources for higher education from industry and other sources ;

(q) to advise on inter-university programmes for various activities undertaken by the universities ;

(r) to advise on programmes for greater co-operation and interaction and exchange of university teachers, college teachers and the teachers of university departments ;

(s) to initiate inter-university programme for various activities related to teaching, research and extension in the field of higher education ;

(t) to take into consideration various suggestions, advises and specific recommendations for making academic, administrative, governance and financial synergy more conducive for growth and sustenance of quality in colleges, educational institutions and universities, and to devise mechanisms to bring them into practice ;

(u) to devise and implement approaches for enhancing of knowledge and use of technology in teaching-learning processes for teachers ;

(v) to create platform for academicians with experience in education and research that would form a core for reforms and also operating mechanism in academic framework, course work, delivery methodologies, evaluation of students ;

(w) to make recommendations regarding performance based appraisal system using key performance indicators for principals, heads of institutions and departments and academic performance indicators for teachers in the university and institutions of higher education ;

(x) to recommend necessary steps to restructure institutions of higher learning whose performance is consistently poor in the areas of academic, governance and infrastructure ;

(y) to interact with national and global assessment and accreditation agencies and to carry systemic total quality assessment and programme-wise assessment processes in colleges, educational institutions and universities ;

(z) to create a data base of teachers, academic and industry experts, colleges, educational institutions and universities in the State ;

(za) to create a data base of Indian students by making use of the unique identification number when they join a college at entry level ;

(zb) to establish information collection and data creation cell for foreign students ;

(zc) to keep information on annual financial estimates of the universities, their generation of finances through other streams, research and development, consultancy, training-cum-skills development programmes, special programmes for foreign students and any other similar activities and to devise various streams for generation of financial resources so as to strengthen their financial position ;

(zd) to take steps and recommend to the State Government and to the universities the steps that may be taken to remove the regional imbalance, and to make higher education available to backward classes, rural and tribal communities, women and any such specified groups;

(ze) to review co-operation and interaction among all educational institutions in the State for sharing of academic and other support infrastructure and suggest ways and means to make it more efficient and effective;

(zf) to review the approach and methods adopted by the colleges and universities, both public and private, for integrating education with social development and to study the impact of such an approach on social development and suggest ways and means to make it more efficient and effective;

(zg) to consider the report of the Maharashtra State Rashtriya Uchchar Shiksha Abhiyan Council, made under sub-section (4) of section 78 ;

(zh) develop the vision plan with specific annual outcomes keeping in view the goals of academic excellence, administrative reforms and financial improvements.

(2) There shall be Board of Management to carry out the functions and duties of Commission as under

(a) Minister, Higher and Technical Education - Chairperson ;

(b) Minister of State, Higher and Technical Education - Vice-Chairperson ;

(c) Secretary, Higher Education and Technical Education Department - Member ;

- (d) Eminent Educationist of National and Global Repute nominated by the Chancellor - Member ;
- (e) Advisor, Planning and Coordination - Member ;
- (f) Advisor, Quality and Excellence Assurance - Member ;
- (g) Advisor, Open Education Resources and Teacher Training - Member ;
- (h) Advisor, Networking and Support Services - Member ;
- (i) Advisor, Finances and Resources Generation - Member ;
- (j) Advisor, Examination and Evaluation - Member ;
- (k) one renowned Industrialist nominated by Chancellor - Member ;
- (l) one Vice-Chancellor of Public Universities nominated by Chancellor - Member ;
- (m) one Professional Expert from the field of Finance, Accounting, Legal and other allied area nominated by Chancellor - Member ;
- (n) one Principal of NAAC accredited A graded College with proven excellence nominated by Chancellor - Member ;
- (o) one Professor from University or College nominated by Chancellor - Member ;
- (p) the Director of Higher Education - Member ;
- (q) the Director of Technical Education - Member ;
- (r) the Chief Executive Officer of Commission - Member-Secretary.

(3) There shall be a Secretariat of the Commission which shall be responsible for administration of the Commission and for execution of the policies, plans and recommendations of the Commission. The Secretariat shall consist of the Chief Executive Officer, other officers and staff as may be required.

(4) The Chief Executive Officer of the commission shall be appointed by the Government and work directly under the superintendence, direction and control of the State Government.

(5) The emoluments, terms and conditions of service qualification and mode of appointment of the Chief Executive Officer and the staff of the Secretariat shall be such as may be determined by the State Government.

(6) The Chief Executive Officer shall,-

(i) be the principal executive officer of the Secretariat of the Commission responsible for carrying out all functions and duties of the Commission;

(ii) lead, oversee and monitor the administration and entire activities of the Secretariat and the Commission;

(iii) be responsible for execution of the policies, plans and recommendations of the Commission;

(iv) establish technology driven operational mechanism for execution of policies, plans and recommendations of the Commission;

(v) establish linkages and co-ordination with Vice-Chancellors of public and private universities, principals and management of all educational institutions in the State ;

(vi) convene meeting of the Commission as per the directions of the Chancellor;

(vii) convene seminars, workshops, meetings as may be necessary to fulfill and carry out the function and duties of the Commission;

(viii) prepare annual financial estimates and statement of financial requirements for the Commission for submission to the Department of Higher Education.

(ix) prepare annual report, annual audit reports of the Commission;

(x) get accounts of the Secretariat and the Commission audited regularly;

(xi) be the appointing and disciplinary authority of the officers and other staff of the Secretariat working under him;

(xii) prepare rules of terms and conditions of service for employees of the Secretariat;

(xiii) exercise such other functions, powers and duties as may be conferred upon him by the Chancellor;

(xiv) do all such activities so as to fulfill objectives, functions and duties of the Commission;

(xv) undertake any other task as may be assigned by the Commission and the State.

(7) The selection and appointment of Advisors on the Board of Management shall be as specified by the State Government by an order published in the OfficialGazette.

(8) Nothing in this section shall empower the Commission to carry out any executive functions in the management of the affairs of the university.

Maharashtra
State
Rashtriya
Uchhatar
Shiksha
Abhiyan
Council.

78. (1) There shall be a Council to be called as the Maharashtra State RashtriyaUchhatrarShikshaAbhiyan Council (hereinafter referred to as "RUSA").

(2) The Council under sub-section (1) shall be a body corporate, having perpetual succession and a common Seal and may by the name sue or be sued.

(3) The State Government may, by notification in the OfficialGazette specify the composition, functions and responsibilities of the council under sub-section (1), which shall be in conformity with the guidelines of RUSA of the Government of India :

Provided that, every such notification shall be laid as soon as may be, after it is issued, before each House of the State Legislature.

(4) The Council under sub-section (1) shall forward a yearly report of its activities, to the Commission under section 76.

CHAPTER VII

GRIEVANCES OF TEACHERS AND EMPLOYEES

79. (1) There shall be a Grievances Committee in each university to deal with all types of grievances ; except grievances against the State Government including its officials, of teachers and other employees of the university, affiliated and autonomous colleges and recognized institutions, other than those managed and maintained by the State Government, Central Government or a local authority ; which are not within the jurisdiction of the University and College Tribunal. Grievances Committee.

(2) The university shall establish a Grievances Redressal Cell headed by the officer of the university not below the rank of the Assistant Registrar for providing administrative assistance to the Grievances Committee.

(3) The Grievances Committee shall consist of the following members, namely :-

(a) retired Judge not below the rank of the District Judge, nominated by the Vice-Chancellor - Chairperson ;

(b) one Dean, nominated by the Vice-Chancellor;

(c) Chancellor's nominee on the Management Council;

(d) Registrar;

(e) one teacher belonging to Scheduled Castes or Scheduled Tribes or De-notified Tribes (Vimukta Jatis) or Nomadic Tribes or Other Backward Classes and one non-teaching employee nominated by the Senate from amongst its members;

(f) Law Officer of the University - Member-Secretary.

(4) The nomination of a retired Judge as the Chairperson and of a Dean as the member of the Grievances Committee, shall be for such period, not exceeding three years in aggregate, as the Vice-Chancellor may from time to time, in each case decide.

(5) The retired judge nominated as the Chairperson of the Grievances Committee shall be entitled for remuneration and conveyance charges, as may be determined by the university.

(6) The Grievances Committee shall hear, settle and decide grievances as per the law, as far as may be practicable, within three months, from the date of filing of the complaint.

(7) It shall be lawful for the Grievances Committee to entertain and decide grievances or complaints relating to service of the employees, which are not within the jurisdiction of the Tribunal, after giving reasonable opportunity of being heard to both the parties.

80. (1) There shall be one or more university and college tribunals for one or more universities in the State, governed by this Act as well as the Maharashtra Agricultural Universities (Krishi Vidyapeeths) Act, 1983, the Maharashtra Animal and Fishery Sciences University Act, 1998 and the Maharashtra University of Health Sciences Act, 1998, for adjudication of disputes between the employees of these universities and their respective university and between the employees of the affiliated or autonomous colleges or recognized institutions of these universities, other than those managed and maintained by the State Government, Central Government or local authority and their respective managements, with regard to the matters specified in sub-section (1) of section 81. University and College Tribunal.

(2) The Tribunal shall consist of the Presiding Officer, to be appointed by the State Government.

(3) A person shall not be qualified to be appointed as a Presiding Officer of a Tribunal, unless,-

(a) he is or has been a Judge of High Court; or

(b) is qualified to be appointed as a Judge of High Court:

Provided that, a person to be appointed under clause (b) shall be from amongst the panel of three persons recommended by the Chief Justice of High Court of Judicature at Bombay.

(4) The appointment of a person as a Presiding Officer of the Tribunal shall be on a full time basis and for such period not exceeding three years in aggregate, as the State Government may, from time to time, in each case decide.

(5) The remuneration and other conditions of service of the Presiding Officer shall be as determined by the State Government.

(6) The university shall make available to the Tribunal such ministerial staff as may be necessary for the discharge of its functions under this Act.

(7) All expenditure on account of the remuneration, pension, provident fund contribution, leave allowance and other allowances and facilities which may be admissible to the Presiding Officer and the staff placed at his disposal shall be borne by the university or universities in such proportion as the State Government may by order specify.

(8) The Presiding Officer may, by writing under his signature resign from his office and shall cease to hold his office on the acceptance of his resignation by the State Government or from the date of expiry of thirty days from the date of resignation, whichever is earlier.

(9) If any vacancy other than a temporary vacancy, occurs in the office of Presiding Officer of a Tribunal, the State Government shall, as soon as possible but in any case within three months, appoint another qualified person to fill the vacancy. In case of a temporary vacancy, the State Government may give the charge to the Presiding Officer of the other Tribunal until the Presiding Officer resumes duty. Any proceedings pending before the former Presiding Officer may be continued and disposed of by his successor from the stage at which they were when the vacancy occurred.

Right of appeal.

81. (1) Notwithstanding anything contained in any law or contract for the time being in force, any teacher or other employee in the university governed by this Act or in affiliated college or recognized institution of any of these universities, other than that managed and maintained by the State Government, Central Government or a local authority, who is-

(a) dismissed or removed or whose services are otherwise terminated or who is compulsorily retired or who is reduced in rank by the university or management and who is aggrieved; or

(b) aggrieved by the decision of the Grievances Committee established under this Act;

shall have a right of appeal and any appeal against any such order or decision shall lie to the Tribunal:

Provided that, no such appeal shall lie to the Tribunal in any case where the matter has already been decided or pending before a court or Tribunal on the date of commencement of this Act or where the order of dismissal, removal, otherwise termination of service, compulsory retirement or reduction in rank, or decision of the Grievances Committee was passed at any time before the date on which this Act comes into force and in which case the period for filing an appeal has expired.

(2) Such appeal shall be made by the employee to the Tribunal, within thirty days from the date of receipt by him of the order of dismissal, removal, otherwise termination of services, compulsory retirement or reduction in rank, or of decision of the Grievances Committee, as the case may be:

Provided that, where such order was made before the date of commencement of this Act, such appeal may be made if the period of thirty days from the date of receipt of such order or decision has not expired.

(3) Notwithstanding anything contained in sub-section (2), the Tribunal may entertain an appeal made to it after the expiry of the said period of thirty days, if it is satisfied that the appellant had sufficient cause for not preferring the appeal within that period.

(4) Every appeal shall be accompanied by a fee as prescribed which shall not be refundable and shall be credited to the university fund:

Provided that, it shall be lawful for the State Government to revise, by notification in the *Official Gazette*, such fees as it may deem fit, from time to time.

82. (1) For the purposes of hearing and disposal of appeals, the Tribunal shall have the same powers as are vested in an appellate court under the Code of Civil Procedure, 1908, and shall also have the power to stay the operation of any order against which an appeal is made, on such conditions as it may think fit to impose and such other powers as are conferred on it by or under this Act.

General power and procedure of Tribunal.

(2) The Presiding Officer of the Tribunal shall decide the procedure to be followed by the Tribunal for the disposal of its business including the place or places at which and the hours during which it shall hold its sittings.

(3) Every appeal shall be decided as expeditiously as possible. In every case, endeavor shall be made by the Tribunal to decide an appeal within three months from the date on which the Tribunal receives it. If the Tribunal is unable to dispose of any appeal within this period, it shall record the reasons therefor.

83. (1) On receipt of an appeal, where the Tribunal after giving reasonable opportunity of being heard to both parties, is satisfied that the appeal does not pertain to any of the matters specified in sub-section (1) of section 81 or is not maintainable, or there is no sufficient ground for interfering with the order of the university or management or decision of the Grievances Committee, it may dismiss the appeal.

Powers of Tribunal to give appropriate relief and directions.

(2) Where the Tribunal, after giving reasonable opportunity to both the parties of being heard, decides in any appeal that the order of dismissal, removal, otherwise termination of service, compulsory retirement or reduction in rank, or the decision of the Grievances Committee, was in contravention of any law, contract or conditions of service for the time being in force or was otherwise illegal or improper, the Tribunal may set aside the order of the university or the management, or decision of the Grievances Committee, as the case may be, partially or wholly, and direct the university or the management,-

(a) to reinstate the employee on the same post or on a lower post as it may specify;

(b) to restore the employee to the rank which he held before reduction or to any lower rank as it may specify;

(c) to give arrears of emoluments, dues and other monetary benefits to the employee for such period as it may specify;

(d) to award such lesser punishment as it may specify in lieu of dismissal, removal, otherwise termination of service, compulsory retirement or reduction in rank, as the case may be;

(e) where it is decided not to reinstate the employee or in any other appropriate case, to give such sum to the employee, not exceeding his emoluments for six months, by way of compensation, regard being had to loss of employment and possibility of getting or not getting suitable employment thereafter, as it may specify; or

(f) to give such other relief to the employee and to observe such other conditions as it may specify, having regard to the circumstances of the case.

(3) It shall be lawful for the Tribunal to recommend to the State Government that any dues directed by it to be paid to the employee may be deducted from the grant payable to the university or, as the case may be, the management and be paid to the employee directly.

(4) Any direction issued by the Tribunal under sub-section (2) shall be communicated to both parties in writing and shall be complied with by the university or management within the period specified in the direction, which shall not be less than two months from the date of its receipt by the university or management.

Decision of Tribunal to be final and binding

84. Notwithstanding anything contained in any law or contract for the time being in force, the decision of the Tribunal on an appeal entertained and disposed of by it shall be final and binding on the employee and the university or management, as the case may be, and no suit, appeal or other legal proceeding shall lie in any court or before any other Tribunal or authority, in respect of the matters decided by the Tribunal.

Penalty to management for failure to comply with directions of Tribunal.

85. (1) If the university or management, as the case may be, fails, without any reasonable cause, to comply with any direction issued by the Tribunal under section 83 within the period specified in the direction, or within such further period as may be allowed by the Tribunal, the university or management, as the case may be, shall on conviction, be punished-

(a) for the first contravention, with fine which may extend to one lakh rupees:

Provided that, in the absence of special and adequate reasons to the contrary to be recorded in the judgment of the Tribunal, the fine shall not be less than ten thousand rupees;

(b) for the second and subsequent contraventions, with fine which may extend to five lakh rupees for each such contravention:

Provided that, in the absence of special and adequate reasons to the contrary to be recorded in the judgment of the Tribunal, the fine shall not be less than five thousand rupees:

Provided further that, when the direction issued by the Tribunal is not complied with, within the period stipulated in the direction or within such further period as allowed by the Tribunal, and when the contravention is a continuing one, the convicted person shall be punished with a further fine of rupees five hundred per day during which such contravention continues after conviction.

(2) (a) Where the university or, as the case may be, management committing the contravention under this section is a society, every person who at the time such contravention has been committed, was in charge of and was responsible to the society, for the conduct of the affairs of the society, as well as the society, shall be deemed to be guilty of the contravention and shall be liable to be proceeded against and punished accordingly:

Provided that, nothing contained in this sub-section shall render any person liable to the punishment, if he proves that the contravention was committed without his knowledge or that he had exercised all the diligence to prevent commission of such contravention.

(b) Notwithstanding anything contained in clause (a), where the contravention has been committed by a society and it is proved that the contravention has been committed with the consent or connivance of, or is attributable to any neglect on the part of the Management Council of the university or any president, chairperson, secretary, member, principal or manager or other officer or servant of the society, such Management Council, president, chairperson, secretary, member, principal or manager or other officer or servant concerned, shall be deemed to be guilty of the contravention and shall be liable to be proceeded against and punished accordingly.

Explanation.- For the purposes of this section, society means a society registered under the Societies Registration Act, 1860 or a public trust registered under the Maharashtra Public Trusts Act, or any other body corporate, and includes an association or body of persons, by whatever name called, under whose management one or more colleges or institutions are conducted and admitted to the privileges of the university.

CHAPTER VIII

**ADMISSIONS, EXAMINATIONS, EVALUATION AND
OTHER MATTERS RELATING TO STUDENTS**

86. Subject to the reservation policy of the State Government for the weaker sections of the society, admissions to all courses in the university departments, affiliated colleges and recognized institutions shall be made on the basis of competitive merit in accordance with the rules, if any, made by the State Government and published in the *Official Gazette*, or Ordinances made by the university:

Admissions.

Provided that, where model rules have been framed by the State Government in the interest of students throughout the State, the university shall adopt the same and such rules shall be published by the university before the commencement of the academic session:

Provided further that, having regard to the maintenance of discipline, the authority concerned shall have the power to refuse admission to a student, except at the entry point of any academic programme.

87. All the disputes relating to admissions to University Departments, affiliated colleges or recognized institutions shall be adjudicated by the University Students Grievance Redressal Cell as per sub-clause (b) of sub-section (2) of section 56.

Disputes
Relating to
Admission.

88. Before the end of each academic year, the university shall prepare and publish a schedule of examinations for the next academic year and choice based credit system of evaluations for each and every course where ever applicable, conducted by itself or by any affiliated college or recognized institutions within its jurisdiction and shall strictly adhere to the schedule. Failing which the concerned authority or officer of the university shall have to make a reasoned report to Chancellor's Office within thirty days and the directions or decisions of the Chancellor in this regard shall be final and binding.

Examina-
tions and
evaluation.

Explanation. I.- "Schedule of Examinations" means a table giving details about the time, day and date of the commencement of each paper which is a part of a scheme of examinations and shall also include the details about the practical examinations.

Explanation. II.- "Choice based credit system" means an evaluation wherein modules taken by students shall be assessed immediately upon completion of required academic work as a part of continuous assessment or at the end of a semester:

Provided that, in case the university is unable to follow the said schedule due to reasons and circumstances beyond its control it shall, as soon as practicable, submit a report to the Chancellor and to the State Government incorporating the detailed reasons for making a deviation from the published schedule.

89. The university shall strive to declare the results of every examination conducted by it within thirty days from the last date of the examination for that particular course and shall in any case declare the results latest within forty-five days thereof :

Declaration
of results

Provided that, if for any reasons whatsoever, the university is unable to finally declare the results of any examination and evaluation within the aforesaid period of forty-five days, Director, Board of Examinations and Evaluation shall prepare a detailed report incorporating the reasons for such delay submit the same through Vice-Chancellor to Chancellor and to the State Government, and the direction of the Chancellor in this regard shall be final and binding.

90. No examination or evaluation or the results of an examination or evaluation shall be held invalid only for the reasons that the university has not followed the schedule as stipulated in sections 88 and 89, as the case may be.

Examina-
tions and
evaluation
not invalid
for non-
compliance
with
schedule.

91. The university shall frame appropriate Statutes, Ordinances and Regulations to ensure that the students selected to represent their classes, colleges or the university, as the case may be, for sports, culture and all other extra-curricular activities are selected entirely on the basis of merit, through open merit competition alone and on no other basis.

Sports and
extra-
curricular
activities.

CHAPTER IX**COMMITTEES AND COUNCILS**Committees
and Councils.**92.** The following shall be the Committees and Councils constituted under this Act, namely:-

- (i) Advisory Council;
- (ii) Finance and Accounts Committee ;
- (iii) Internal Quality Assurance Committee;
- (iv) Knowledge Resource Committee ;
- (v) College Development Committee ;
- (vi) Purchase Committee ;
- (vii) Students' Council ;
- (viii) Buildings and Works Committee ;
- (ix) Fee Fixation Committee; and
- (x) Alumina Committee.

Advisory
Council.**93 . (1)** The Advisory Council shall consist of following members -

(a) to be nominated by the Chancellor,-

(i) An eminent industrialist who has proven wide experience in the changing scenario of opportunities for youth and global trends in academy - industry interaction - Chairman;

(ii) An eminent scientist of repute with experience of working with national and global entities that deal with policy and approaches in research and development - Member;

(iii) An eminent social leader who has experience of working with the masses and understands the linkages between education and social transformations - Member;

(iv) An eminent educationist who is conversant with new trends in the world of higher education - Member;

(v) An Information Communication Technology (ICT) expert who has wide experience at the national and international level in the in higher and professional education - Member;

(b) ex-officio :

(vi) the Vice-Chancellor - Member;

(vii) the Pro Vice-Chancellor -Member- Secretary;

(2) The powers and duties of the Council shall be as follows:-

(i) to advise to the Vice-Chancellor through generation of reports and action plans in academic, research and development, administration, generation of financial resources and governance so as to make a University academically vibrant, administratively efficient and financially a strong system;

(ii) to devise a mechanism and approach for monitoring of the working of the University system as a whole and to keep track of the activities and provide information and critical analysis and comments on the progress and impact of the activities on the working of Universities and its identity in the Society;

(iii) to advise the University regarding strategic perspective planning ;

(iv) to take up any other task that the Chairman of the Council shall find of importance for the growth of the University;

(v) to make periodic report on the development, progress, working of University to the Chancellor ;

(vi) to keep track of various reforms and policies thereon as devised by the Commission.

(3) The Advisory Council shall meet at least two times in a year.

94. (1) There shall be a Finance and Accounts Committee to plan, coordinate and oversee the financial operations of the university. It shall examine the accounts, the progress of expenditure and all new proposals involving fresh expenditure in the light of the provisions available.

Finance and
Accounts
Committee.

(2) The Finance and Accounts Committee shall consist of the following members, namely:-

(a) the Vice-Chancellor-Chairperson ;

(b) the Pro-Vice-Chancellor ;

(c) the Director of Accounts and Treasuries or his representative, not below the rank of Deputy Director of Accounts and Treasuries ;

(d) the Chancellor's nominee from the Management Council ;

(e) one person from the Academic Council, nominated by the Vice-Chancellor ;

(f) two experts nominated by the Management Council, one of whom shall be a Chartered Accountant who is an expert in the field of accounting and auditing and the other shall be an expert in the area of finance ;

(g) the Registrar ;

(h) the Finance and Accounts Officer - Member-Secretary.

(3) The quorum for a meeting of the committee shall be four.

(4) All members of the committee other than ex-officio members shall hold office for a term of five years and shall not be eligible for a second consecutive term.

(5) The committee shall meet at least four times in a year

(6) The Finance and Accounts Committee shall,-

(a) examine and consider Annual Statement of Accounts, Audited final statement of accounts and Audit Report and its compliance report, and the annual financial estimates to be presented by the Finance and Accounts Officer and recommend the same to the Management Council and thereafter to the Senate for Approval ;

(b) examine the progress of expenditure and all new proposals involving fresh expenditure in the light of the provisions available ;

(c) recommend to the Management Council the limits for the total recurring and non-recurring expenditure for the year, based on the income and resources of the university, including the proceeds of loans for productive work ;

(d) recommend to the Management Council productive investment and management of university assets and resources ;

(e) explore the possibilities of, augmenting further the resources for the development of the university ;

(f) take necessary steps to have the university accounts audited by auditors appointed by the Management Council ;

(g) advise the Management Council on matters related to the administration of the property and the funds of the university ;

(h) ensure proper implementation of the orders issued by the State Government from time to time, in respect of funds, assets, and other resources received from the State Government ;

(i) advise on financial matters referred to it by the Management Council, Academic Council or any other authority, body or committee or any officer of the university ;

(j) report to the Vice-Chancellor any lapse or irregularity in financial matters which comes to its notice so that he may take suitable prompt actions after assessing the seriousness of the matter or refer it to the Management Council ;

(k) ensure that the annual accounts of the university, colleges and institutions are open for audit by the auditors appointed by the State Government ;

(l) study various reforms suggested by the Commission for management of financial resources, maintenance of accounts and use of modern technologies to enhance the efficiency in accounts maintenance and audit procedures ;

(m) carry out any other functions and tasks as may be assigned by the university authorities.

Internal
Quality
Assurance
Committee.

95. (1) There shall be an Internal Quality Assurance Committee in the university to plan, guide and monitor quality assurance and quality enhancement in all the academic activities of the university.

(2) The Internal Quality Assurance Committee in the university shall be constituted and function as per the guidelines of the University Grants Commission and State Government issued, from time to time.

(3) The Annual Quality Assurance Report shall be approved by the Management Council of the University for the follow up action for the necessary quality enhancement measures. The university shall regularly submit the Annual Quality Assurance Report to the National Assessment and Accreditation Council or other accreditation bodies.

(4) There shall be an Internal Quality Assurance Committee in each college and recognized institution that shall be constituted and function as per the guidelines of the University Grants Commission and State Government issued, from time to time.

(5) The colleges and recognized institutions shall regularly submit their Annual Quality Assurance Reports to the affiliating university, State level quality assurance bodies and national accreditation bodies.

(6) The university shall monitor the functioning of Internal Quality Assurance Committees in the colleges and recognized institutions within its jurisdiction.

Knowledge
Resource
Committee.

96. (1) There shall be a Knowledge Resource Committee for administering, organizing and maintaining the Knowledge Resource Centre, print and electronic material and related services of the university.

(2) The Knowledge Resource Committee shall consist of the following members, namely :-

(a) the Vice-Chancellor - Chairperson ;

(b) one Dean of faculty, nominated by the Vice-Chancellor ;

(c) one head of the university department or university institution nominated by the Vice-Chancellor ;

(d) two members nominated by the Vice-Chancellor, of whom one shall be from industry and the other shall be librarian from a national level organization ;

(e) the Registrar ;

(f) the Finance and Accounts Officer ;

(g) the Director Knowledge Resource Center - Member - Secretary.

(3) All nominated members of the Knowledge Resource Committee, other than the ex-officio members, shall hold office for a period of three years.

(4) The Knowledge Resource Committee shall meet at least three times in a year.

(5) The Knowledge Resource Committee shall,-

(a) provide for proper organization and support for the functioning of the Knowledge Resource Centre, documentation services and maintenance of records in analogue and digital form ;

(b) provide the approach and operational plan for modernization and improvement of Knowledge Resource Centre and documentation services in both analogue and digital format ;

(c) recommend to the Academic Council fees and other charges for the services and use of the Knowledge Resource Centre by students and others ;

(d) prepare the annual budget and proposal for development of the Knowledge Resource Centre for approval of the Management Council ;

(e) submit the annual report on the functioning of the Knowledge Resource Centre to the Vice-Chancellor ;

(f) establish a network with regional, national and international libraries and information centers ;

(g) hold the information pertaining to all administrative, governance, academic and other documents and information and data pertaining to the working of colleges, university departments or institutions and administrative offices of the university and related to assessment and accreditation of colleges, recognized institutions and the university ;

(h) undertake any other task as may be assigned by the university authorities so as to carry out objectives of the Knowledge Resource Centre.

97. (1) There shall be a separate College Development Committee for every affiliated, autonomous, empowered autonomous college or recognized institution, consisting of the following members, namely :-

College
Development
Committee.

(a) Chairperson of the management or his nominee ex-officio Chairperson ;

(b) Secretary of the management or his nominee ;

(c) one head of department, to be nominated by the principal or the head of the institution ;

(d) three teachers in the college or recognized institution, elected by the full-time amongst themselves out of whom atleast one shall be woman ;

(e) one non-teaching employee, elected by regular non-teaching staff from amongst themselves ;

(f) four local members, nominated by the management in consultation with the principal, from the fields of education, industry, research and social service of whom at least one shall be alumnus;

(g) Co-ordinator, Internal Quality Assurance Committee of the college ;

(h) President and Secretary of the College Students' Council;

(i) Principal of the college or head of the institution - Member - Secretary.

(2) For a college or institution managed and maintained by the State Government, the College Development Committee shall consist of the following members, namely:-

(a) Principal of the college or head of the institution - Chairman.

(b) Joint Director designated by the Director of Higher Education, ex-officio Member ;

(c) three teachers in the college or recognized institutions, elected by the full-time approved teachers from amongst themselves;

(d) one non-teaching employee, elected by the regular non-teaching staff from amongst themselves ;

(e) four local members, nominated by the Director of Higher Education in consultation with the principal, from the fields of education, industry, research and social service and having minimum post-graduate degree of whom at least one shall be alumnus;

(f) Co-ordinator, Internal Quality Assurance Committee of the college, ex-officio;

(g) President and Secretary of the College Students' Council ; and

(h) one head of department, nominated by the principal or the head of the institution - Member Secretary .

(3) The College Development Committee shall meet at least four times in a year.

(4) Elected and Nominated members shall have a term of five years from the date of election or nomination. If any vacancy occurs in the office of such member, the vacancy shall be filled within three months by the Principal and the member so appointed shall hold office for the residual term for which the earlier member shall have held the office if the vacancy had not occurred.

(5) The College Development Committee shall,-

(a) prepare an overall comprehensive development plan of the college regarding academic, administrative and infrastructural growth, and enable college to foster excellence in curricular, co-curricular and extra-curricular activities ;

(b) decide about the overall teaching programmes or annual calendar of the college ;

(c) recommend to the management about introducing new academic courses and the creation of additional teaching and administrative posts ;

(d) take review of the self-financing courses in the college, if any, and make recommendations for their improvement ;

(e) make specific recommendations to the management to encourage and strengthen research culture, consultancy and extension activities in the college ;

(f) make specific recommendations to the management to foster academic collaborations to strengthen teaching and research ;

(g) make specific recommendations to the management to encourage the use of information and communication technology in teaching and learning process ;

(h) make specific recommendations regarding the improvement in teaching and suitable training programmes for the employees of the college ;

(i) prepare the annual financial estimates (budget) and financial statements of the college or institution and recommend the same to the management for approval ;

(j) formulate proposals of new expenditure not provided for in the annual financial estimates (budget) ;

(k) make recommendations regarding the students' and employees' welfare activities in the college or institution ;

(l) discuss the reports of the Internal Quality Assurance Committee and make suitable recommendations ;

(m) frame suitable admissions procedure for different programmes by following the statutory norms ;

(n) plan major annual events in the college, such as annual day, sports events, cultural events, etc. ;

(o) recommend the administration about appropriate steps to be taken regarding the discipline, safety and security issues of the college or institution ;

(p) consider and make appropriate recommendations on inspection reports, local inquiry reports, audit report, report of National Assessment and Accreditation Council, etc. ;

(q) recommend the distribution of different prizes, medals and awards to the students.

(r) prepare the annual report on the work done by committee for the year ending on the 30th June and submit the same to the management of such college and the university ;

(s) perform such other duties and exercise such other powers as may be entrusted by the management and the university.

98. (1) There shall be a Purchase Committee for dealing with all matters pertaining to all purchases of the university, in respect of such items where individual cost of each item exceeds rupees ten lakhs at a time. Purchase Committee.

(2) The committee shall consist of the following members, namely:-

(a) the Vice-Chancellor - Chairperson ;

(b) the Pro-Vice-Chancellor ;

(c) Chancellor's nominee on Management Council ;

(d) two heads of university departments or university institutions nominated by the Management Council ;

(e) one member of the Management Council nominated by the Council from amongst the elected members of the Council.

(f) one expert, nominated by the Vice-Chancellor preferably in the area of Material Management from the Industry ;

(g) the Registrar ; and

(h) the Finance and Accounts Officer - Member - Secretary.

(3) During the absence of the Finance and Accounts Officer, the Registrar shall act as the Secretary of the Committee.

(4) The Purchase Committee shall invite the head of the university department or university institution, for which the purchases are to be made.

(5) All members of the committee, other than ex-officio members shall hold office for a term of three years and shall not be eligible for a second consecutive term in the same university.

(6) All matters pertaining to all purchases of the University in respect of such items where individual cost of each item is not more than rupees ten lakhs at a time, shall be as prescribed by the Statutes.

(7) The powers and duties of the Purchase Committee and the procedure for its meetings shall be as prescribed by the Statutes.

99. (1) There shall be a University Students' Council as specified in clause (b) of sub-section (4), a university department Students' Council for the departments of the university and a college Students' Council for each conducted college or institution of the University and each affiliated college, to look after the welfare of the students and to promote and co-ordinate the extra-curricular activities of different student's associations for better corporate life. The Councils shall not engage in political activities. Students Council.

(2) The University Department Students' Council shall consist of the following members, namely :-

(a) President, elected by an electoral college consisting of students who are engaged in full time studies in all university departments ;

(b) Secretary, elected by an electoral college consisting of students who are engaged in full time studies in all university departments ;

(c) one lady representative, elected by an electoral college consisting of students who are engaged in full time studies in all university departments ;

(d) one representative belonging to Scheduled Castes or Scheduled Tribes or De-notified Tribes (VimuktaJatis) or Nomadic Tribes or Other Backward Classes, elected by an electoral college consisting of students who are engaged in full time studies in all university departments;

(e) one student from each department, elected by an electoral college consisting of students who are engaged in full time studies in that department ;

(f) one student each from (a) National Service Scheme, (b) National Cadet Corps, (c) Sports and (d) Cultural activities, nominated by the Vice-Chancellor from the students who are engaged in National Service Scheme, National Cadet Corps, Sports and Cultural activities, respectively, on the basis of prescribed criteria ;

(g) Director, Students' Development shall be an ex-officio member.

(3) The College Students' Council for each institution, conducted college or affiliated college shall consist of the following members, namely :-

(a) President, elected by an electoral college consisting of students who are engaged in full time studies in that college ;

(b) Secretary, elected by an electoral college consisting of students who are engaged in full time studies in that college ;

(c) one lady representative, elected by an electoral college consisting of students who are engaged in full time studies in that college ;

(d) one representative belonging to Scheduled Castes or Scheduled Tribes or De-notified Tribes (Vimukta-Jatis) or Nomadic Tribes or Other Backward Classes, by rotation, elected by an electoral college consisting of students who are engaged in full time studies in that college:

Provided that the University shall decide the category of reservation for each college for the purpose of this clause by drawing lots;

(e) one student from each class, elected by an electoral college consisting of students who are engaged in full time studies in that class;

(f) one student each from (a) National Service Scheme, (b) National Cadet Corps, (c) Sports and (d) Cultural activities, nominated by the Principal from the students who are engaged in National Service Scheme, National Cadet Corps, Sports and Cultural activities, respectively, on the basis of prescribed criteria ;

(g) one senior teacher as coordinator of the Students' Council appointed by the principal of the college and Director, Sports and Physical Education, NSS Programme Officer and NCC Officer as permanent invitees.

(4) (a) There shall be University Students' Association consisting of the following members, namely :-

(i) Presidents of the University Department Students' Council and each College Students' Council ;

(ii) Secretaries of the University Department Students' Council and each College Students' Council ;

(iii) Lady representatives of the University Department Students' Council and each College Students' Council ;

(iv) Student representatives, belonging to Scheduled Castes or Scheduled Tribes or De-notified Tribes (VimuktaJatis) or Nomadic Tribes or Other Backward Classes of the University Department Students' Council and each College Students' Council.

(b) The University Students' Council shall consist of the following members, namely :-

(i) President, elected by the members of University Students' Association from amongst themselves ;

(ii) Secretary, elected by the members of University Students' Association from amongst themselves ;

(iii) one Lady Representative, elected by the members of University Students' Association from amongst themselves ;

(iv) one Representative belonging to Scheduled Castes or Scheduled Tribes or Denotified Tribes (Vimukta Jatis) or Nomadic Tribes or Other Backward Classes or Special Backward Category, by rotation, elected by the members of University Students' Association from amongst themselves ;

(v) one student each from (a) National Service Scheme, (b) National Cadet Corps (c) Sports and (d) Cultural activities nominated by the President of the University Students' Council in consultation with the Director, Students' Development from amongst the students of the University Departments and affiliated colleges who are engaged in National Service Scheme, National Cadet Corps, Sports and Cultural activities respectively on the basis of prescribed criteria ;

(vi) Director Board of Student Development, Director Sports and Physical Education, Director Board of Lifelong Learning and extension shall be permanent invitees.

(5) The first meeting of the University Students' Council shall be presided over by the Vice-Chancellor and shall be attended by such other officers as he may deem fit.

(6) A student shall be eligible to be, or continue to be, a member of any of the Students' Councils, only if he is enrolled as a full time student.

(7) During the period of election no person, other than a student on the rolls of college or institutions or University, shall be permitted to take part in the election process in any capacity. Any student or a candidate violating this condition shall be liable for disciplinary action against him in addition to the revocation of his candidature.

(8) The budget, frequency of meeting of the University Department Students' Council, Students' Council for each institution, conducted college or affiliated college and University Students' Council shall be as may be prescribed by the Statutes.

(9) The election of the student members of the Students' Councils shall be made every year, as soon as possible after the commencement of the academic year, on a date as may be prescribed. The term of office of the elected student members shall begin with effect from the date of election and shall extend up to the last day of the academic year, unless they have, in the meantime, incurred any of the disqualifications specified by or under the Act, and shall then expire.

(10) One third of the members of the Students' Council shall constitute the quorum. The procedure for conduct of business of the meetings and such other matters shall be such as may be prescribed by the Statutes. The Council shall meet at least once in every three months.

(11) The procedure for election, the powers and duties, authority for the conduct of election, mechanism for conduct of such elections, code of conduct for the candidates and election administrators and grievances redressal mechanism in respect of such election shall be such as may be specified by the State Government, by orders published in the *Official Gazette*.

(12) The provisions of this sections shall come into effect from such date after issuing the order under sub-section (11), as specified by the State Government in such order.

100. (1) There shall be a Buildings and Works Committee to carry out several minor and major infrastructure development activities of the university efficiently and in a time bound manner. Building and Works Committee.

(2) The Buildings and Works Committee shall consist of the following members namely :-

(a) the Vice-Chancellor - Chairperson ;

(b) the Pro - Vice - Chancellor ;

(c) Chancellor's nominee on the Management Council ;

(d) Chief Engineer of the Public Works Department in charge of the region in which the university is situated, or his nominee not below the rank of Executive Engineer from that region ;

(e) one eminent engineer, nominated by the Vice-Chancellor from the private sector ;

(f) an eminent Architect, nominated by the Vice-Chancellor from the private sector ;

(g) the Registrar ;

(h) the Finance and Accounts Officer ;

(i) the Executive Engineer of the University - Member-Secretary.

(3) All members of the committee, other than ex- officio members shall hold office for a term of five years and shall not be eligible for a second consecutive term.

(4) If any vacancy occurs in the office of a member, the same shall be filled within one month by the Vice-Chancellor and the member so appointed shall hold office for the residual term for which the earlier member shall have held the office if the vacancy had not occurred.

(5) The Buildings and Works committee shall,-

(a) under direction and overall superintendence of the Management Council, be responsible for the execution of all types of works, including major works to be executed through the agency of the Public Works Department ;

(b) accord administrative approval and financial sanction, subject to availability of funds in the budget, to the maintenance work ;

(c) recommend and obtain administrative approval and expenditure sanction of the Management Council in respect of all minor and major works ;

(d) recommend to the Management Council through the Finance and Accounts Committee, a 'Programme of Works' to be executed in the ensuing year, specifying maintenance works, minor works and major works, separately;

(e) prepare a panel of ten to twelve Architects and other specialized consultants of proven experience and merit for the university works and get the same approved by Management Council. Such panel shall be subject to the approval of the Chancellor who may make such modifications in it as he deems fit ;

(f) on getting administrative approval and expenditure sanction of the Management Council to minor and major works, to get the plans and estimates of such works prepared from the Executive Engineer of the university or the Architect selected for a project, borne on the panel of approved Architects of the university ;

(g) maintain a list of approved contractors on the basis of their technical experience and financial capability for execution of maintenance works and minor works ;

(h) be responsible for making technical scrutiny as may be considered necessary by it ;

(i) be responsible, after careful scrutiny, for the acceptance of tenders received for maintenance works and major works ;

(j) exercise general supervision over the work of the technical staff of the university, and in particular, ensure that essential records and data are maintained up-to-date and that the rejected tenders are retained for a reasonable period ;

(k) ensure that the Executive Engineer of the university certifies the completion of works in accordance with the designs finally approved by the architect, if appointed, in respect of maintenance works and minor works ;

(l) associate and deliberate with the consulting Architects, as and when necessary;

(m) settle rates not covered by the tender and settle claims and disputes with contractors in respect of maintenance works and minor works :

Provided that, the rates or claims or disputes shall be settled by the Public Works Department in respect of major works entrusted to that Department, subject to the condition that if the decision in respect of any such claims or disputes is likely to cause excess over the approved estimated cost of the project, prior sanction of the Management Council shall be obtained to such an excess amount ;

(n) exercise such other powers and perform such other duties as may be conferred upon it by the Statutes.

(6) The Chairperson of the committee shall, in respect of maintenance and minor works, have the power to sanction the payment of monthly Running Account Bills of a work, subject to such bill having been examined by the Architect, where appointed, and certified as 'fit for payment' by the Executive Engineer of the university. The bills so paid shall be put up for approval of the committee at its next meeting.

(7) If there are reasonable grounds for the Chairperson of the committee to believe that there is an emergency which requires immediate action to be taken, he may exercise the powers of the committee. Such cases shall be reported by the Chairperson at the next meeting of the committee.

(8) Procedure for the execution of all types of works in the university and procedure for conduct of business at the meetings of the committee shall be as prescribed by the Statutes.

101. (1) There shall be a Fee Fixation Committee to work out the real cost of delivery of each and every under-graduate and post-graduate courses or programmes run by the university, colleges and recognized institutions, other than autonomous colleges and autonomous institutions and those managed and maintained by the State Government, Central Government and local authorities. Fee fixation Committee.

(2) The Fee Fixation Committee shall decide the tuition fees, other fees and charges for various courses or programmes as recommended by the board of Deans, and recommend it to the academic Council for approval.

(3) The Fee Fixation Committee shall consist of the following members, namely :-

(a) a retired Vice-Chancellor or an eminent educationist having wide experience in the field of education, who shall not be connected with the university or any college or institution under its jurisdiction as the Chairperson ;

(b) the Dean of the faculty concerned ;

(c) Chancellor's nominee on the Management Council ;

(d) one finance expert nominated by the Vice-Chancellor, preferably a Chartered Accountant, not connected with the university or college or institutions under its jurisdiction ;

(e) one legal expert nominated by the Vice-Chancellor, not connected with the university or college or institution under its jurisdiction ;

(f) Registrar or his nominee not below the rank of Deputy Registrar - Member Secretary.

(4) The quorum for a meeting of the committee shall be three.

(5) All members of the committee, other than ex-officio members shall hold office for a term of five years and shall not be eligible for a second consecutive term.

(6) Notwithstanding anything contained above, the State Government may evolve the Statutory Mechanism of fixation and regulation of fees which shall be binding on different types of colleges and recognized institutions as specified by the State Govt. in this regard.

(7) The tuition fees, other fees, and charges for various courses or programmes as recommended by fee fixation committee and finally approved by the Academic Council

shall be applicable in general. Provided that, any college or recognized institution other than autonomous college and autonomous institution and those managed and maintained by the State Government, Central Government and Local Authorities which intends to charge different fees other than those prescribed and approved by Academic Council may submit the proposal to the fee fixation committee and the fee fixation committee shall decide the tuition fee, other fees and charges for the specific course or programme for such college or institution on the basis of assessment and evaluation of different additional facilities provided by such applicant college or recognized institutions. The decision of fee fixation committee in this regard shall be final and binding on the applicant college or institution.

(8) The committee shall meet at least twice a year to examine and consider the fee fixation proposals on the basis of the norms as prescribed in Ordinance, and shall hold as many meetings as needed. The committee shall decide tuition fees, other fees and charges for various courses or programmes, at least six months before the commencement of academic year.

Selection
and appoint-
ment of
university
teachers.

102. (1) Subject to the provisions of this Act, Statutes and Ordinances, the Vice-Chancellor shall appoint according to the order of merit and recommendations made by the selection committee, a university teacher.

(2) The selection committee for making recommendations for appointment of university teachers shall consist of the following members :-

(a) the Vice-Chancellor or the Pro-Vice-Chancellor upon directions of the Vice-Chancellor-Chairman ;

(b) one person, not below the rank of professor, nominated by the Chancellor ;

(c) the Dean of the Faculty concerned as a Member Secretary ;

(d) the Head of the university department or a head of the concerned School of multidisciplinary institution, nominated by the Vice-Chancellor ;

(e) not less than three experts nominated by the Management Council out of a panel of not less than six names of experts not connected with the university recommended by the Academic Council, who have special knowledge of the subject for which the teacher is to be selected ;

(f) one person not below the rank of Professor or Principal belonging to Scheduled Castes or Scheduled Tribes or De-notified Tribes (VimuktaJatis) or Nomadic Tribes or Other Backward Classes, nominated by the Chancellor ;

(g) one principal who is a member of Management Council to be nominated by the Management Council;

(h) Director, Higher Education or his nominee not below the rank of Joint Director ;

(i) Director, Technical Education or his nominee not below the rank of Joint Director :

Provided that, a head referred to in clause (d), who is an Associate Professor shall be a member of the selection committee for the selection to the Assistant Professor.

(3) Every post of a university teacher, to be filled by selection, shall be duly and widely advertised, according to the draft approved by the Vice-Chancellor, together with particulars of the minimum and additional qualifications, as prescribed, the emoluments and number of posts to be filled, the number of posts which are reserved for the members of the Scheduled castes or Scheduled Tribes or De-notified Tribes (VimuktaJatis) or Nomadic Tribes or Other Backward Classes, to be determined by the Vice-Chancellor on the recommendation of the Board of University Department and Inter Disciplinary Studies, and reasonable time, shall be allowed within which the applicants may, in response to the advertisement, submit their applications.

(4) The date of the meeting of every selection committee shall be so fixed as to allow a notice of at least thirty days of such meeting, be in given to each member; and the particulars of each candidate shall be sent to each member of the selection committee so as to reach him at least seven days before the date of meeting :

Provided that, for the post of professor, the selection committee may in preference to the candidates who have applied and appeared before it, recommend for appointment, with all the requisite details, the name of any other person who may not have applied or appeared before it, but who is duly qualified and has to his credit exceptionally high academic achievements or proficiency in the specialization or has extraordinary academic contribution, to be recorded in writing.

(5) The quorum to constitute a meeting of every selection committee shall be four members, of whom at least two shall be persons nominated under clause (e) of sub-section (2).

(6) If, on petition by any person directly affected, or suomotu, the Chancellor, after making or having made such inquiries or obtaining or having obtained such explanations, including explanations from the teachers whose appointments are likely to be affected, as may be or may have been necessary, made by any authority or officer of the university at any time was not in accordance with the law at that time in force, the Chancellor, may, by order, notwithstanding anything contained in the contract relating to the conditions of service of such teacher, direct the Vice-Chancellor to terminate his appointment after giving him one month's notice or one month's salary in lieu of such notice, and the Vice-Chancellor shall forthwith comply and take steps for a fresh selection to be made. The person whose appointment has been so terminated shall be eligible to apply again for the same post.

(7) Any order made by the Chancellor, under the last preceding sub-section shall be final and a copy of the order shall be served on the teacher concerned by the Vice-Chancellor within three days from its receipts.

(8) It shall be the duty of the Vice-Chancellor, to ensure that no payment whatsoever is made to any person, by way of salary or allowance, from the funds of the university, for any period after the termination of his services, and any authority or officer authorizing or making any such payment shall be liable to reimburse the amount so paid to the university.

(9) The Vice Chancellor shall before proceeding to fill in the vacancies of aided University Teachers in accordance with the prescribed procedure shall ascertain from Director of Higher Education whether there is any suitable person available on the list of surplus aided University teachers as maintained by the Director of Higher Education for absorption in other Universities and in the event of such aided teacher being available, the Vice chancellor shall appoint that teacher.

103. (1) Where an appointment is to be made on a temporary vacancy of teacher of the university because of resignation, leave or any reason, whatsoever, the appointment shall be made, if the vacancy is for a period of more than one year, on the recommendation of the selection committee in accordance with the provisions of section 102. The quorum for the selection committee shall be three:

Filling temporary vacancies of university teachers.

Provided that, if, the vacancy is for a period of less than one year or if, the Vice-Chancellor is satisfied that in the interest of teaching, it is necessary to fill in the vacancy immediately, he may make the appointment of person duly qualified, for a period not exceeding one year on the recommendation of a local selection committee.

(2) Local selection committee shall consist of the following members, namely:-

- (a) the Vice-Chancellor, Chairperson;
- (b) the Dean of the faculty concerned;
- (c) the head of the department concerned;

(d) one expert nominated by the Vice-Chancellor :

Provided that, where the head of the department is also the Dean, the Vice-Chancellor shall nominate two persons instead of one;

(e) one member, belonging to Scheduled Castes or Scheduled Tribes or De-notified Tribes (Vimukta Jatis) or Nomadic Tribes or Other Backward Classes or Special Backward Category, not below the rank of Principal or Professor nominated by the Vice-Chancellor;

(f) one principal or professor who is a member of Management Council to be nominated by the Management Council ;

(g) the Director, Higher Education or his nominee, not below the rank of Joint Director of Higher Education; and

(h) the Director, Technical Education or his nominee, not below the rank of Joint Director of Technical Education:

Provided that, before the expiry of one year as aforesaid, the Vice-Chancellor shall take steps to fill up the post by appointment in accordance with the provisions of section 102.

Appointment and selection of principal of principal of conducted colleges.

104. The selection committee for selection of Principals of conducted colleges or directors or heads of university institutions or post-graduate centres or sub-centres maintained by the university, shall consist of the following members, namely:-

(a) the Vice-Chancellor - Chairperson;

(b) Chancellor's nominee on the Management Council;

(c) two experts, nominated by the Management Council and one expert nominated by the Academic Council, who are not connected with the university, colleges or institutions under its jurisdiction;

(d) one member belonging to Scheduled Castes or Scheduled Tribes or De-notified Tribes (Vimukta Jatis) or Nomadic Tribes or Other Backward Classes not below the rank of Principal or Professor nominated by the Vice-Chancellor;

(e) one principal who is a member of Management Council to be nominated by the Management Council;

(f) the Director, Higher Education or his nominee, not below the rank of Joint Director of Higher Education;

(g) the Director, Technical Education or his nominee, not below the rank of Joint Director of Technical Education.

Selection committees for officers and employees of university principals, teachers and other employees of affiliated colleges.

105. (1) There shall be a selection committee for making recommendations of suitable candidates for appointment to the posts of-

(a) Deans;

(b) Directors of Sub-Campuses of the university;

(c) Registrar;

(d) Director, Board of Examinations and Evaluation;

(e) Finance and Accounts officer;

(f) Director of Sports and Physical Education;

(g) Director of Innovation, Incubation and Linkages;

(h) Director of Lifelong Learning and Extension.

(2) The Selection Committee shall consist of-

(a) the Vice-Chancellor, Chairperson;

(b) the Chancellor's nominee on the Management Council;

(c) two experts having special knowledge in the field related to the post to be filled, who are not connected with the university or affiliated college or recognized institution under its jurisdiction, nominated by the Chancellor;

(d) one person belonging to Scheduled Castes or Scheduled Tribes or De-notified Tribes (Vimukta Jatis) or Nomadic Tribes, or Other Backward Classes, not below the rank of Principal or Professor nominated by the Vice-Chancellor;

(e) one elected principal or teacher who is a member of Management Council to be nominated by the Management Council;

(f) the Director of Higher Education or his nominee, not below the rank of the Joint Director of Higher Education;

(g) the Registrar, Member-Secretary :

Provided that, where he himself is a candidate for the post then in such case, the Pro-Vice-Chancellor shall be the Member-Secretary.

(3) All posts, mentioned in sub-section (1) shall be duly and widely advertised.

(4) The date of the meeting of every selection committee shall be so fixed as to allow a notice of at least thirty days of such meeting, being given to each member; and the particulars of each candidate shall be sent to each member of the selection committee so as to reach him at least seven days before the date of meeting.

(5) In case of appointment to the post referred to in sub-section (1), if, on petition by any person directly affected, or suomotu, the Chancellor, after making or having made such inquiries or obtaining or having obtained such explanations, including explanations from the person whose appointments are likely to be affected, as may be or may have been necessary, made by any authority or officer of the university at any time was not in accordance with the law at that time in force, the Chancellor, may, by order, notwithstanding anything contained in the contract relating to the conditions of service of such person, direct the Vice-Chancellor to terminate his appointment after giving him one month's notice or one month's salary in lieu of such notice, and the Vice-Chancellor shall forthwith comply and take steps for a fresh selection to be made. The person whose appointment has been so terminated shall be eligible to apply again for the same post.

(6) Any order made by the Chancellor, under the last preceding sub-section shall be final and a copy of the order shall be served on the person concerned by the Vice-Chancellor within three days from its receipts.

(7) It shall be the duty of the Vice-Chancellor, to ensure that no payment whatsoever is made to any person, by way of salary or allowance, from the funds of the university, for any period after the termination of his services, and any authority or officer authorizing or making any such payment shall be liable to reimburse the amount so paid to the university.

(8) The Selection Committee and mode of appointment of other officers of the university shall be prescribed by the State Government in the *Official Gazette*.

(9) The management of any affiliated college shall before proceeding to fill in vacancies of aided teachers and other aided employees in accordance with the prescribed procedure shall ascertain from the Director of Higher Education whether there is any suitable person available on the list of aided surplus persons maintained by the Director of Higher Education for absorption in other colleges and in the event of such person being available, the management shall appoint that person in accordance with the direction issued by Director of Higher Education:

Provided that, this process of absorption of surplus teachers and other employees shall be applicable to only aided teachers and aided other employees.

(10) The Selection Committee, selection process and mode of appointment of principals and teachers of affiliated colleges and recognized institutions shall be as per the guidelines, directions of the University Grants Commission as may be prescribed by the State Government in the *Official Gazette*.

106. In addition to the committees constituted under this Act, the authorities of the university may appoint committee with suitable terms and reference for any specific task, and such committee shall consist of members of the same authority constituting such a committee and also of such other persons as that authority may nominate.

other
Committees.

CHAPTER X

PERMISSION, AFFILIATION AND RECOGNITION

Perspective
Plan.

107. (1) The university shall prepare a comprehensive perspective plan for every five years and get the same approved by Commission. Such plan shall be prepared for the location of colleges and institutions of higher learning in a manner ensuring comprehensive equitable distribution of facilities for higher education having due regard, in particular, to the needs of unserved and under-developed areas within the jurisdiction of the university. Such plan shall be prepared by the Board of Deans and shall be placed before the Academic Council and the Senate through the Management Council.

(2) The perspective plan shall include the new courses and faculties to be permitted which shall be determined by studying the social and economic needs of the region, job opportunities available and requirements of the industry and should be as per policies of and in conformity with the plans of the State Government and the National Policy for Higher Education for achieving National and State objectives of higher access, equity, excellence, research, relevance and quality.

(3) The perspective plan shall make provision for the subjects, number of new divisions and satellite centres to be permitted to the colleges and institutions of higher learning in different regions after factoring in the demand for the same and shall be in conformity with the plans of and after the approval of Commission under section 76.

(4) While preparing the perspective plan preference shall be given to the districts where Gross Enrolment Ratio is less than the national average and also to the tribal, hilly and inaccessible areas besides quality benchmarks, inclusive growth, social relevance and value education.

(5) The university shall initiate a time bound programme to prepare an annual plan every year for the location of colleges and institutions of higher learning, in consonance with the perspective plan and shall publish it before the end of academic year preceding the year in which the proposals for the opening of new colleges or institutions of higher learning are to be invited.

(6) The University shall undertake the systematic field survey within the geographical jurisdiction of the University every five years regarding the requirements of the facilities of Higher Education, types of skills needed for the local industries, trade and commerce, aspirations of youth of the region, needs of socially and economically deprived youth like female students, backward and tribal communities and such other related factors. The university shall use the findings of such field survey and develop the scientific database while preparing the perspective plan of the university.

Conditions
of affiliation
and recogni-
tion.

108. (1) The management applying for affiliation or recognition, and the management whose college or institution has been granted affiliation or recognition, shall give the following undertaking and shall comply with the following conditions,-

(a) that the provisions of the Act and Statutes, Ordinances, and Regulations made thereunder and the standing orders and directions of the university and State Government shall be complied with;

(b) that there shall be a separate College Development Committee provided for an affiliated college as provided by section 97 of the Act ;

(c) that the number of students admitted for courses of study shall not exceed the limits prescribed by the university and the State Government, from time to time;

(d) that there shall be suitable and adequate physical facilities such as buildings, laboratories, libraries, books, equipment required for teaching and research, hostels, gymnasium, etc. as may be prescribed;

(e) that the financial resources of the college or institution shall be such as to make due provision for its continued maintenance and working;

(f) that the strength and qualifications of teachers and non-teaching employees of the affiliated colleges and recognized institutions and the emoluments and the terms and conditions of service of the staff of affiliated colleges and recognized institutions shall be such as may be specified by the university and the State Government and which shall be sufficient to make due provision for courses of study, teaching or training or research, efficiently;

(g) that the services of all teachers and non-teaching employees and the facilities of the college to be affiliated shall be made available for conducting examinations and evaluation and for promoting other activities of the university;

(h) that the directions and orders issued by the Chancellor, Vice-Chancellor and other officers of the university in exercise of the powers conferred on them under the provisions of this Act, Statutes, Ordinances and Regulations shall be mandatorily complied with;

(i) that there shall be no change or transfer of the management or shifting of location of college or institution, without prior permission of the university;

(j) that the college or institution shall not be closed without prior permission of the university;

(k) That in the event of disaffiliation or de-recognition or closure of the college or institution under section 121, the management shall abide by and execute the decision of Academic Council regarding the damages or compensation to be recovered from management.

(2) No college or institution of higher learning which is part of another university shall be considered for affiliation or recognition, as the case may be, unless a "no objection certificate" is given by the parent university.

109. (1) The proposal for opening of new colleges or institutions of higher learning or for starting new courses of study, subjects, faculties, additional divisions or satellite centers, shall be invited and considered by the university.

Procedure for permission for opening new college or new course, subject, faculty, division.

(2) No application for opening a new college or institution of higher learning, which is not in conformity with the perspective plan prepared under section 107 shall be considered by the university.

(3)(a) The Management seeking a Letter of Intent for opening a new college or institution of higher learning shall apply in a prescribed format to the Registrar of the university before the last day of September of the year preceding the year in which the Letter of Intent is sought;

(b) only those applications complying with the requirements and received within the prescribed time limit, shall be accepted and considered by the university;

(c) all such applications received within the aforesaid prescribed time limit, shall be scrutinized by the Board of Deans and be forwarded to the State Government with the approval of the Management Council on or before 30th November of the year in which such application is received by the university. The university shall submit alongwith the application, its recommendation, duly supported by relevant reasons, as are deemed appropriate by the Management Council;

(d) out of the applications recommended by the university, the State Government may grant a Letter of Intent on or before 31st January of the immediately following year after the recommendations of the university under clause (c). The Letter of Intent may be granted to such institutions as the State Government may consider fit and proper in its absolute discretion, taking into account the relevant factors, the suitability of the management seeking Letter of Intent, state level priority with regard to location of institutions of higher learning, etc. The Letter of Intent shall be communicated by the State Government to the university, on or before the date specified in this clause:

Provided, however, that in exceptional cases and for the reasons to be recorded in writing any application not recommended by the university may be approved by the State Government for grant of a Letter of Intent to college or institutions of higher learning;

(e) such Letter of Intent granted by the State Government shall be valid up to 31st January of the next following year. The management shall have to comply with the necessary conditions mentioned in the Letter of Intent, within such period and submit compliance report to the university with the present status of the academic and infrastructure facilities and readiness to start the institutions with required documents for final approval;

(f) Such compliance report received within aforesaid time-limit, shall be scrutinized by the Board of Deans and be forwarded to the State Government with the approval of the Management Council on or before, 1st day of May in which the compliance report has been received. The recommendation of the Board of Deans and approved by the Management Council shall be duly supported by relevant reasons as are deemed appropriate by Management Council:

Provided that, if the management fails to comply with the conditions of Letter of Intent, within the time limit as specified in clause (e), the Letter of Intent shall be deemed to have been lapsed:

Provided however that, in exceptional cases and reasons to be recorded in writing, the State Government may, on application by the management duly processed by the university, extend from time to time, the validity of Letter of Intent for further period which shall not exceed twelve months in the aggregate;

(g) after considering the report of the university under clause (f), the State Government may grant final approval to such management as it may consider fit and proper in its absolute discretion, taking into account the State Government's budgetary resources, and other relevant factors, the suitability of management seeking permission to open new institution, etc. The final approval under this clause may be granted on or before 15th June, of the year in which such new college or institutions are proposed to be started. Such approval from the State Government shall be communicated to the university. Approvals granted thereafter shall be given effect by the university only in the subsequent academic year:

Provided however that, in exceptional cases and for the reasons to be recorded in writing any compliance report on the Letter of Intent, which is not recommended by the university, may be approved by the State Government.

(4)(a) The management seeking permission to start a new course of study, subjects, faculties, additional divisions or satellite centers shall apply in a prescribed format to the Registrar of the University before the last day of the September, of the year preceding the year in which the permission is sought;

(b) only those applications complying with the requirement and received within the prescribed time limit shall be accepted and considered by the university;

(c) all such applications received within the aforesaid prescribed time limit, shall be scrutinized by the Board of Deans and be forwarded to the State Government with the approval of Management Council on or before the 1st day of April of the year, with such recommendation duly supported by relevant reasons as are deemed appropriate by the Management Council;

(d) out of the applications recommended by the university, the State Government may grant permission on or before 15th June of the year to such institutions as it may consider fit and proper in its absolute discretion, taking into account other relevant factors, the budgetary resources of the State Government and other relevant factors, the suitability of the management seeking permission, etc. The permission shall be communicated by the State Government to the university, on or before the date specified in this clause:

Provided however that, in exceptional cases and for the reasons to be recorded in writing any application not recommended by the university may be approved by the State Government.

(5) No application shall be entertained directly by the State Government for grant of Letter of Intent, under sub-section (3) or final approval under sub-section (4), as the case may be.

(6) The application for starting new course of study, subject, faculty or additional division or satellite center by existing colleges or institutions of Higher learning, shall not be forwarded to the State Government by the university, if,-

(a) they have not been accredited or re-accredited either from National Assessment and Accreditation Council or National Board of Accreditation even though they are eligible and due for being accredited or re-accredited as per the norms of accreditation agencies; and

(b) they have not complied with the conditions laid down by the State Government.

(7) Notwithstanding anything contained in this Act or any other law for the time being in force,-

(a) no management shall establish or open a new college or an institution of higher learning in the State, except with the prior permission of the State Government;

(b) no management shall start a new course of study or subjects, faculty, additional division or satellite centers except with the prior permission of the State Government.

Explanation.- For the purpose of this sub-section, the expressions "establish or open a new college or an institution of higher learning" and "start a new course of study, subject, faculty, additional division or satellite center" shall include establishing or opening of such college or institution of higher learning, and starting of any such course of study, subject, faculty, additional division, or satellite center, on the basis of no grant-in aid from the State Government.

(8) In case of extraordinary situations which warrant starting of new divisions of particular faculties, the State Government, with reasons to be recorded in writing, shall have the authority to declare and adopt the fast track system of grant of permission to start such new divisions and the norms and procedures related thereto:

Provided that, the procedure for grant of permission in such extraordinary situations shall be completed not later than 31st August of the Academic Year in which such new divisions are to be started:

Provided further that, the applications for starting of new divisions under the fast track system shall be duly processed by the university. On the compliance of necessary conditions, if the University recommends to the Government the proposal for starting such new divisions, then such permission shall be deemed to have been accorded by the State Government if no adverse communication of any nature is issued by the State Government up to 31st August of the Academic Year in which such new divisions are to be started.

(9) The State Government, for the purpose of giving effect to the provisions of sub-section (3) or sub-section (4), as the case may be, may by notification in the *Official Gazette*, lay down the procedure to be followed for the purposes under the said sub-sections.

110. (1) On receipt of the permission from the State Government, the Academic Council of the university shall consider grant of first time affiliation to the new college or institution of higher learning or to the new courses of study, subjects, faculties, additional divisions, or satellite centers as the case may be: Procedure for affiliation.

(2) The Academic Council shall decide,-

(a) whether affiliation should be granted or rejected;

(b) whether affiliation should be granted in whole or part;

(c) subjects, courses of study, the number of students to be admitted;

(d) conditions, if any, which may be stipulated while granting or for granting the affiliation to be complied within reasonable time :

Provided that, in case of failure to comply with such conditions within such period, the affiliation granted shall be deemed to have been cancelled and no communication in this regard by the university to the management concerned shall be necessary.

(3) The Pro-Vice-Chancellor shall communicate the decision of Academic Council to the management with a copy to the Director of Higher Education, within one month from the date of communication of sanction by the State Government in respect of opening the new college or institution of higher learning or starting a new course of study, subjects, faculties or additional divisions, or satellite centers and if the application for affiliation is granted, along with an intimation regarding,-

(a) the courses of study, subjects, faculties or additional divisions for which affiliation is granted;

(b) the number of students to be admitted ;

(c) the conditions, if any, subject to the fulfillment of which the affiliation is granted and time stipulated for compliance of such conditions.

(4) Where the college or institution is eligible and due for accreditation or re-accreditation, as the case may be, and such college fails to comply with the requirements of accreditation or re-accreditation, then no affiliation shall be granted by the university to such college or institution:

Provided that, nothing in this sub-section shall apply in respect of the affiliation for natural growth of the faculty, additional division, course of study, subject or satellite centre.

(5) No student shall be admitted by the college or institution unless the university has granted the affiliation to the college or institution of higher learning or to a new course of study, subject, faculty or additional division.

Procedure
of recogni-
tion of
institu-
tions.

111. (1) The management of an institution actively engaged in conducting research or specialized studies for a period of not less than five years, and seeking recognition shall apply to the Registrar of the university before the last day of September of the year preceding the year from which the recognition is sought, with full information regarding the following matters, namely:-

(a) the constitution and personnel of the management;

(b) the subjects and courses of study and research Programmes for which recognition is sought;

(c) the accommodation, equipment and the number of students for whom provision has been made;

(d) the permanent, visiting and honorary staff of the institution, recognized for guiding research or recognizable for the purpose by the university; their experience, evidence of research work carried out at the institution, publications, report, monographs, books published by the institution;

(e) the fees levied, or proposed to be levied, and the provisions made for capital expenditure on buildings, equipment and for the continued maintenance and efficient working of the institution.

(2) Only those applications complying with the requirements shall be accepted and considered by the university.

(3) All such applications shall be scrutinized by the Board of Deans. The Board of Deans may call for any further information, which it thinks necessary and shall ask the management to comply with the requirements.

(4) If the Board of Deans decides to consider the application, it shall cause an inspection by a committee of persons having specialized knowledge in the subject or field concerned, for physical verification of all requirements for grant of recognition.

(5) The committee shall visit the institution and submit a report thereof to the Board of Deans, with such recommendations duly supported by relevant reasons as are deemed appropriate.

(6) After considering the report of such inquiry, and making such further inquiry, as it may think necessary, the Board of Deans shall submit to the Vice- Chancellor the proposal to grant or reject the application, in part or in whole, with such recommendations duly supported by relevant reasons as are deemed appropriate and the report of the inquiry committee.

(7) The Vice-Chancellor shall after considering the proposal submitted by the Board of Deans, may, either grant or reject it. The decision of the Vice-Chancellor in this regard shall be final and binding.

(8) The Pro-Vice-Chancellor shall communicate the decision of the Vice-Chancellor to the management with a copy to the Director of Higher Education.

(9) The process laid down in sub-sections (1) to (8) shall be completed within six months.

112. (1) The management of private skills education provider seeking recognition from the university to various degree, diploma, advanced diploma and certificate courses as prescribed by the University as per the National, State level policy regarding skill qualification and education framework and to the experts engaged for conducting such courses shall apply to the Registrar in the prescribed format, with full information on the programmes run by the private skills education provider and other data as sought in the format, before the last day of September of the year preceding the year from which the recognition is sought.

Procedure for recognition of private education provider.

(2) Only those applications complying with the requirements and received within the prescribed time-limit, shall be accepted and considered by the university.

(3) All such applications shall be scrutinized by the Board of Deans. The Board of Deans shall inform the management the discrepancies in the application or documents submitted for seeking recognition, and shall ask the management to comply with the requirements.

(4) The Board of Deans after being satisfied with the authenticity of the private skills education providers shall cause an inspection by the committee of experts in skills education, industry and academia, for the purpose of grant of recognition.

(5) The committee shall visit the institution and submit a report thereof to the Board of Deans, with such recommendations duly supported by relevant reasons as are deemed appropriate.

(6) After considering the report of such inquiry, and making such further inquiry as it may think necessary, the Board of Deans shall submit to the Vice-Chancellor the proposal to grant or reject the application, in part or in whole, with such recommendations duly supported by relevant reasons as are deemed appropriate and the report of the inquiry committee.

(7) The Vice-Chancellor shall after considering the proposal submitted by the Board of Deans, may, either grant or reject it and the decision of the Vice-Chancellor in this regard shall be final and binding.

(8) The Pro-Vice-Chancellor shall communicate the decision of the Vice-Chancellor to the management.

(9) The time schedule for the process laid down in sub-sections (2) to (8) shall be published and completed by the University up to 30th April of the year, in which private skills education provider intends to start various degree, diploma, advance diploma and certificate courses.

(10) The recognition shall be valid for a period of five years. The procedure referred to in sub-sections (1) to (8) shall apply mutatis-mutandis, for continuation of such recognition, from time to time.

(11) The recognized private skills education provider shall conduct assessment, declare results and recommend to the University for Award of certificate, diploma, advanced diploma and degree for different programmes.

(12) The management desirous of closing down the institution providing private skills education shall apply to the Registrar on or before the first day of August of the preceding year, stating fully the grounds for closure, and pointing out the assets in the form of buildings and equipment, their original cost, the prevailing market value and the grants so far received by it either from the University Grants Commission, the State Government or from public funding agencies.

(13) On receipt of such an application, the Vice-Chancellor shall cause to make enquiries as it may deem fit, to assess and determine whether the private skills education provider be permitted to effect the closure. The Vice-Chancellor may examine whether the closure should be avoided by transferring it to another management.

(14) If the Vice-Chancellor decides to recommend the closure, the Board of Deans shall prepare and submit to the Management Council, a report on the extent of damages or compensation to be recovered from the management and whether the assets created utilizing the funds provided by the University Grants Commission, the State Government or other public funding agencies, be transferred to other management.

(15) The Vice-Chancellor shall, with prior concurrence of the Management Council, decide whether private skills education provider be permitted the closure.

(16) The procedure to give effect to the closure shall be in phases, so as to ensure that the students already admitted to the private skills education provider are not affected, and that the first year shall be closed first and no new admission shall be effected. The procedure to phase out the closure shall be such as may be prescribed.

Recognition to empowered autonomous skills development colleges. **113.** (1) The management of the empowered autonomous skills development college applying for recognition shall give and comply with the following undertakings, namely:-

(a) that the provisions of this Act and Statutes, Ordinances and Regulations made thereunder and the standing orders and directions of the university shall be observed;

(b) that there shall be suitable and adequate physical facilities such as buildings, classrooms with modern delivery facilities, skills development laboratories with necessary equipment, if needed, library and knowledge access facilities, information and communication technology connectivity and other facilities as may be prescribed by the university;

(c) that the financial resources of the college shall be such as to make provision for its continued maintenance and working;

(d) that there shall be core academic and technical staff, as prescribed by the university, and the emoluments and the terms and conditions of services of the staff of the college shall be such as prescribed by the university;

(e) that there shall be linkages with the industries or businesses as may be necessary to give professional experiences and also a panel of experts from industries or businesses which shall work as visiting teachers or trainers as demanded by the various programmes of that college which intends to run;

(f) that the services of all teaching staff, visiting teachers or experts, supporting and technical staff and the facilities of the college shall be made available for conducting examinations, evaluation and for promoting other activities of the university;

(g) that there shall be no change or transfer of the management without previous permission of the university;

(h) that the college shall not be closed without permission of the university;

(i) that in the event of disqualification or de-recognition or closure of the college, the college shall continue to function and discharge its duties till last batch of student's registered for various programmes are trained, assessed or evaluated, their results are declared by the university and they are given appropriate certificate of completion of the programme.

(2) The management of college seeking recognition from the university shall apply to the Registrar of the university in the prescribed format, before the last day of September of the year preceding the year from which the recognition is sought, to various degree, diploma, advanced diploma and certificate courses as prescribed by the University as per the National, State level policy regarding skills qualification and education framework providing information on the programmes proposed to be conducted in college, which shall include relevant data on curriculum, delivery

process, creation of necessary academic and skills training infrastructure, linkages with appropriate industries or business, faculty and experts with their academic qualifications and domain experience and other supporting information on assessment of students and the financial details of the college seeking recognition.

(3) Only those applications complying with the requirements and received within the prescribed time-limit, shall be accepted and considered by the university.

(4) All such applications shall be scrutinized by the Board of Deans and a report thereof be forwarded to the Vice-Chancellor and the university shall inform the management, of the discrepancies in the application or documents submitted for seeking recognition and shall ask the management to comply with the requirements.

(5) The Board of Deans after being satisfied with the authenticity of the proposal, shall cause an inspection by the committee of experts in skills education, industry and academia for the purpose of grant of recognition.

(6) The committee shall visit the institution and submit a report thereof to the Board of Deans, with such recommendations duly supported by relevant reasons as are deemed appropriate.

(7) After considering the report of such inquiry, and making such further inquiry as it may think necessary, the Board of Deans shall submit to the Vice-Chancellor the proposal to grant or reject the application, in part or in whole, with such recommendations duly supported by relevant reasons as are deemed appropriate and the report of the inquiry committee.

(8) The Vice-Chancellor shall after considering the proposal submitted by the Board of Deans, may, either grant or reject it and the decision of the Vice-Chancellor in this regard shall be final and binding.

(9) The time schedule for the process laid down in sub-sections (2) to (8) shall be published and completed by the University up to 30th April of the year, in which empowered autonomous skills development college intends to start various degree, diploma, advance diploma and certificate courses.

(10) The Pro-Vice-Chancellor shall communicate the decision of the Vice-Chancellor to the management, on or before the 30th April of the year, in which the management desires to seek recognition.

(11) The recognition shall be valid for a period of five years. The procedure referred to in sub-sections (1) to (10) shall apply mutatis-mutandis, for continuation of recognition, from time to time.

(12) The recognized empowered autonomous skills development college shall conduct assessment, declare results and recommend to the university award of joint certificate, diploma, advanced diploma and degree for different programmes.

(13) The management desirous of closing down the empowered autonomous skills development college shall apply to the Registrar on or before the first day of August of the preceding year, stating fully the grounds for closure, and specifying the assets in the form of buildings and equipment, their original cost, the prevailing market value and the grants so far received by it either from the University Grants Commission, the State Government or from public funding agencies.

(14) On receipt of such an application, the Vice-Chancellor shall cause to make enquiries as it may deem fit, to assess and determine whether the college be permitted to effect the closure. The Vice-Chancellor may, examine whether the closure should be avoided by making provisions for transferring it to another management.

(15) If the Vice-Chancellor decides to recommend the closure, it shall prepare and submit to the Management Council, a report on the extent of damages or compensation to be recovered from the management and whether the assets created utilizing the funds provided by the University Grants Commission, the State Government or other public funding agencies, be transferred to other management.

(16) The Vice-Chancellor shall, with prior concurrence of the Management Council, decide whether the college be permitted the closure.

(17) The procedure to effect the closure shall be in phases, so as to ensure that the students already admitted to the college are not affected, and that the first year shall be closed first and no new admission shall be effected. The procedure to phase out the closure shall be such as may be prescribed.

Continuation of affiliation or recognition.

114. (1) The procedure prescribed in sub-sections (1) to (3) of section 110 shall apply, *mutatis mutandis*, for the consideration of continuation of affiliation, from time to time.

(2) The procedure prescribed in section 111, for grant of recognition shall apply, *mutatis-mutandis*, for the consideration of continuation of recognition.

Extension of affiliation or recognition.

115. The affiliated college or recognized institution may apply for affiliation or recognition for additional courses of study. The university shall follow the procedure as prescribed in sections 108, 109, 110 and 111, so far as may be applicable.

Permanent affiliation and recognition.

116. The affiliated college or institution or recognized institution with at least five years standing as an affiliated or recognized institution shall apply for permanent affiliation or recognition. The Board of Deans shall consider and scrutinize the applications and make recommendation to the Academic Council. If the Academic Council is satisfied that the affiliated college or institution or recognized institution has fulfilled all the conditions of affiliation or recognition satisfactorily and has attained high academic and administrative standards as prescribed by the university and concerned regulatory bodies, from time to time, the Academic Council shall grant permanent affiliation or recognition to the college or institution, as the case may be.

Inspection of colleges and recognized institutions and report.

117. (1) Every affiliated college and recognized institution shall furnish such reports, returns and other particulars as the university may require for enabling it to judge the academic standards and standards of academic administration of the college or recognized institution.

(2) The Pro-Vice-Chancellor shall cause every university department or institution, affiliated college or recognized institution to be inspected, at least once in every three years, by one or more committees appointed by him in that behalf which shall consist of the following members, namely:-

(a) the Dean of the faculty concerned - Chairperson;

(b) one expert, not connected with the university or with any affiliated college or recognized institution under its jurisdiction, nominated by the Academic Council;

(c) one expert, to be nominated by the Management Council;

(d) one expert, to be nominated by the Senate:

Provided that, no member on such committee shall be connected with the management of college or institution concerned.

(3) The committee shall submit its report to the Pro-Vice-Chancellor for his consideration and for further action as may be necessary.

Shifting college location.

118. (1) The permission for shifting of location of a college or institution of higher learning only within the same district shall be granted.

(2) The Management Council of the university shall consider the points referred to in sub-section (3) before granting permission for shifting of location of a college.

(3) Permission shall be granted by the university after the concurrence of the State Government:

Provided that,-

(a) such shifting of location does not result in disturbing the educational development of the location from where the college is being shifted;

(b) such shifting to a new location is allowed only if such location is within the periphery of five kilometres of the location for opening a new college or institution of higher learning, as indicated in the annual perspective plan; and

(c) the infrastructure and other facilities in the new location are adequate as per the prescribed norms.

(4) If the college is being shifted from one location to another for reason of natural calamity, emergent permission shall be granted by the university and shall in due course of time be approved by the State Government.

119. The Management Council of the university shall consider the proposals for transfer of management of colleges and institutions, as prescribed in the Statutes subject to the permission of the State Government.

Transfer of management.

120. (1) If an affiliated college or recognized institution fails to comply with the conditions of affiliation or recognition as provided in section 108 or to allow the College Development Committee as provided in section 97 to function properly or to take action as per directions issued under the Act, or if it is conducting the college or recognized institution in a manner prejudicial to the interest of the university or the standards laid down by it, the Board of Deans may issue a notice to the management to show cause as to why the privileges conferred on the college or recognized institution by affiliation or recognition should not be withdrawn in part or in whole or modified.

withdrawal of affiliation or recognition.

(2) The Board of Deans shall mention the grounds on which it proposes to take the action and shall send a copy of the notice to the principal of the college, or head of recognized institution. It shall also specify in the notice, the period, being a period which shall not be less than thirty days within which the management should file its written statement in reply to the notice.

(3) On receipt of such written statement or on expiry of the period specified in the notice issued under sub-section (1), the Board of Deans shall place before the Academic Council, the notice and the written statement, if any, with or without the motion for withdrawal or modification of such privileges.

(4) The Academic Council shall, having regard to the interest of students studying in the colleges or recognized institutions, shall recommend an action in this behalf to the Vice-Chancellor and the Vice-Chancellor shall pass the necessary order.

121. (1) No management of an affiliated college or recognized institution shall be allowed to close down the affiliated college or recognized institution without prior permission of the State Government.

Closure of affiliated college or recognized institutions.

(2) The management desirous of closing down the college or recognized institution shall apply to the university on or before the first day of August of the preceding year, stating fully the grounds for closure, and pointing out the assets in the form of buildings and equipment, their original cost, the prevailing market value and the grants so far received by it either from the University Grants Commission, the State Government or from public funding agencies.

(3) On receipt of such an application, the Academic Council shall cause to make inquiries as it may deem fit, to assess and determine whether the affiliated college or recognized institution be permitted to effect the closure. The Academic Council may examine whether the closure should be avoided by [providing necessary assistance or taking over the college or institution by the university or] transferring it to another management.

(4) If the Academic Council decides to recommend the closure, it shall prepare and submit to the Management Council, a report on the extent of damages or compensation to be recovered from the management for the assets created utilizing the funds provided by the University Grants Commission, the State Government or other public funding agencies.

(5) The Academic Council shall, with prior concurrence of the Management Council and approval of the State Government decide whether the affiliated college or recognized institution be permitted the closure.

(6) The university may transfer the college or a recognized institution to another management with prior approval of the State Government and after following the procedure prescribed in that behalf.

(7) The procedure to effect the closure shall be in phases, to ensure that the students already admitted to the affiliated college or recognized institution are not affected, and that the first year shall be closed first and no new admissions shall be effected. The procedure to phase out the closure shall be such as may be prescribed.

(8) The procedure for closure of affiliated colleges, or recognized institutions, referred to in sub-sections (1) to (7) shall, mutatis-mutandis apply in the case of closure of faculties, courses of studies or satellite centres.

Autonomous
university
department
or institu-
tions,
college or
recognized
institution.

122. (1) A university department or institution, affiliated college or recognized institution may apply to the university for grant of autonomous status. The Management Council on the recommendation of the Academic Council may confer the autonomous status.

(2) Autonomous university department or institution or affiliated college or recognized institution shall function with the objectives of promoting academic freedom and scholarship on the part of teachers and students which are essential to the fostering and development of an intellectual climate conducive to the pursuit of scholarship and excellence.

(3) The autonomous university department or institution or affiliated college or recognized institution, may constitute its authorities or bodies and exercise the powers and perform the functions and carry out the administrative, academic and other activities of the university, as may be prescribed by the Statutes.

(4) The autonomous university department or institution or affiliated college or recognized institution may prescribe its own courses of study, evolve its own teaching methods and hold examinations and tests for students receiving instruction in it, and recommend the university for award degrees, diplomas or certificates, after following the procedure as prescribed in the Statutes. The autonomous university department or institution or affiliated college or recognized institution shall have full academic and administrative autonomy subject to the provisions of this Act and Statutes and the guidelines issued by the University Grant Commission, from time to time.

Empowered
autonomous
colleges.

123. (1) Affiliated autonomous colleges that are identified by University Grants Commission as College with Potential for Excellence or College of Excellence which have a high level grade to be prescribed by the State Government through Official Gazette may apply to the university for grant of empowered autonomous status. The Management Council on the recommendation of the Academic Council may confer the empowered autonomous status upon such college.

(2) Norms and procedure for grant of the empowered autonomous status and continuation thereof, shall be as may be prescribed by the Statutes.

(3) The empowered autonomous college may constitute its authorities or bodies and exercise the powers and perform the functions and carry out the administrative, academic, financial and other activities of the university, as may be prescribed by the Statutes.

(4) The empowered autonomous college shall enjoy all such privileges in addition to the privileges enjoyed by autonomous college as may be prescribed by the statutes and guidelines of State Government and University Grants Commission.

Empowered
autonomous
cluster
institutions.

124. (1) A group of affiliated autonomous colleges or recognized institutions of the same management or educational society which includes the colleges or institutions, identified by the University Grants Commission as Potential for Excellence or College of Excellence or which have a high level grade to be prescribed by the State Government through Official Gazette may apply to the university for grant of status of empowered autonomous cluster institutions. The Management Council on the recommendation of the Academic Council may confer the status of empowered autonomous cluster institutions upon such group of colleges or institutions.

(2) Norms and procedure for grant status of empowered autonomous cluster institutions and continuation thereof, shall be as may be prescribed by the Statutes.

(3) The empowered autonomous cluster institutions may constitute its authorities or bodies and exercise the powers and perform the functions and carry out the administrative, academic, financial and other activities of the university, as may be prescribed by the Statutes and guidelines of State Government and University Grants Commission.

CHAPTER XI

ENROLMENT, DEGREES AND CONVOCATIONS

125. All post-graduate instruction, teaching, training, research, research collaborations and partnerships, shall normally be conducted within the university area by the university, affiliated colleges and the recognized institutions in such manner as may be prescribed. Post-graduate teaching and research.

126. A person to be enrolled as student of the university shall possess such qualifications and fulfill such conditions as may be prescribed. Enrolment of students.

127. (1) All powers relating to discipline and disciplinary action in relation to the students of the university departments and institutions and colleges maintained by the university, shall vest in the Vice-Chancellor. Disciplinary powers and discipline amongst students.

(2) The Vice-Chancellor may, by an order, delegate all or any of his powers under sub-section (1), as he deems fit, to such other officer as he may nominate in that behalf.

(3) The Vice-Chancellor may, in the exercise of his powers, by an order, direct that any student or students be expelled or rusticated for a specified period, or be not admitted to a course or courses of study in conducted college, institution or department of the university for a specified period, or be punished with fine, as prescribed by the university, or be debarred from taking an examination or evaluation conducted by the department, conducted college or institution maintained by the university for a specified period not exceeding five years or that the result of the student or students concerned in the examination or evaluation in which he or they have appeared, be cancelled:

Provided that, the Vice-Chancellor shall give reasonable opportunity of being heard to the student concerned, if expulsion is for a period exceeding one year.

(4) Without prejudice to the powers of the Vice-Chancellor, the principals of conducted colleges, heads of university institutions and the heads of departments of the university shall have authority to exercise all such powers over the student in their respective charge as may be necessary for the maintenance of proper discipline.

(5) Provisions as regards discipline and proper conduct for students of the university and the action to be taken against them for breach of discipline or misconduct, shall be as may be prescribed by the Statutes, which shall apply to the students of all its conducted colleges and university departments or institutions, affiliated colleges and recognized institutions.

(6) Statutes relating to discipline and proper conduct for students, and the action to be taken against them for breach of discipline or misconduct, shall also be published in the prospectus of the university, affiliated college or recognized institution and every student shall be supplied with a copy of the same. The principals of the colleges and heads of the institutions, maintained by the university and affiliated colleges, may, prescribe additional norms of discipline and proper conduct, not inconsistent with the Statutes, as they think necessary and every student shall be supplied with a copy of such norms.

(7) At the time of admission, every student shall sign a declaration to the effect that he submits himself to the disciplinary jurisdiction of the Vice-Chancellor and the other officers and authorities or bodies of the university and the authorities or bodies of the conducted colleges, affiliated colleges and recognized institutions, and shall observe and abide by the Statutes made in that behalf and in so far as they may apply, the additional norms made by the principals of conducted colleges and heads of university institutions and affiliated colleges.

(8) All powers relating to disciplinary action against students of an affiliated college or recognized institution not maintained by the university, shall vest in the principal of the affiliated college or head of the recognized institution, and the provisions of the sub-sections (6) and (7) including the Statutes made thereunder, shall mutatis-mutandis apply to such colleges, institutions and students therein.

Degrees,
diplomas,
certificates &
other
academic
distinctions.

128. (1) The Management Council may institute and confer such degrees, diplomas, certificates and other academic distinctions as may be recommended by the Academic Council.

(2) The Management Council may institute and confer post- doctoral degrees such as D.Sc. and D.Litt. - by Research, as may be recommended by Academic Council.

(3) The Chancellor may, on the recommendation of the Management Council and the Academic Council, supported by a majority of not less than two-third members of each such authority, present at its meeting, such majority comprising not less than one-half of the members of each such authority, withdraw the degree or diploma or certificate or any other academic distinction permanently or for such period as the Chancellor thinks fit, if such a person is convicted by a court of law for any offence involving moral turpitude or has been found to have sought admission to any degree or diploma or certificate course by fraudulent means or has been found to have obtained such degree or diploma or certificate or any other academic distinction by fraudulent means. No such action under this section shall be taken unless the person concerned is given an opportunity to defend himself.

129. (1) The Management Council may consider and recommend to the Senate the conferment of an honorary degree or other academic distinction on any person, without requiring him to undergo any test or examination or evaluation, on the ground solely that he, by reason of his eminent position, attainments and public service, is a fit and proper person to receive such degree or other academic distinction, and such recommendation shall be deemed to have been duly passed if supported by a majority of not less than two-thirds of the members present at the meeting of the Senate, being not less than one-half of its total membership:

Provided that, the Management Council shall not entertain or consider any proposal in that behalf without the Vice-Chancellor having obtained the previous approval of the Chancellor.

(2) The Management Council may take a decision on the proposal of the Senate:

Provided that, the Senate shall not entertain or consider any proposal in that behalf without the Vice-Chancellor having obtained prior approval of the Chancellor.

Convocation.

130. The convocation of the university shall be held at least once during an academic year in the manner prescribed by the Statutes for conferring degrees, post-graduate diplomas or for any other purpose.

Registered
graduates.

131. (1) Subject to the provisions of sub-section (2), the following persons shall be entitled to have their names entered in the register of registered graduates or deemed to be registered graduates, maintained by the university, namely:-

(a) who are graduates of the university;

(b) who are graduates of the parent university from which corresponding new university is established:

Provided that, the graduates registered in the parent university as registered graduates but residing in the jurisdiction of the new university will have to apply for registration, as registered graduates, to the new university and once registered with the new university, they will automatically cease to be the registered graduates of the parent university.

(2) A person who -

(a) is of unsound mind and stands so declared by a competent court; or

(b) is an un-discharged insolvent; or

(c) is convicted for an offence involving moral turpitude; or

(d) has obtained a degree by fraudulent means; or

(e) is a registered graduate of any other university established by law in the State, shall not be qualified to have his name entered in the register of graduates, or be a registered graduate.

(3) Every person who intends to be a registered graduate shall make an application to the Registrar in such form and make payment of such fees as may be prescribed by the Statutes.

(4) The Vice-Chancellor shall, after making such inquiry as he thinks fit, decide whether the person is entitled to be a registered graduate. If any question arises whether a person is entitled to have his name entered in the register of graduates or be a registered graduate or is not qualified to be a registered graduate, it shall be decided by the Vice-Chancellor after making such inquiry as he thinks fit and his decision shall be final.

(5) From amongst the persons registered as registered graduates, an electoral college shall be constituted for election of members of the Senate under clause (t) of sub-section (2) of section 28, and for that purpose, an electoral roll shall be prepared as prescribed by publishing a public notice, requiring the registered graduates desirous of enrolling themselves in such electoral roll to fill in the prescribed form for such enrolment.

132. (1) The Vice-Chancellor may, on the recommendation of the Management Council, supported by a majority of not less than two-third of its members present at its meeting, such majority comprising not less than one-half of its members, remove the name of any person from the register of graduates for such period as the Vice-Chancellor thinks fit, for any of the reasons mentioned in sub-section (2) of section 131.

Removal of name from register of graduates.

(2) No action under this section shall be taken unless the person concerned is, as prescribed by the Statutes, given an opportunity of being heard in his defence.

CHAPTER XII

UNIVERSITY FUNDS, ACCOUNTS AND AUDIT

133. (1) The annual financial estimates (budget) of the university for ensuing financial year shall be prepared by the Finance and Accounts Officer under the direction of the Finance and Accounts Committee, at least two months before the commencement of the financial year.

Annual financial estimates.

(2) The Finance and Accounts Officer shall thereafter forward copies of annual financial estimates (budget) as approved by the Management Council and the Senate to the Chancellor, the Maharashtra State Commission for Higher Education and Development and the State Government.

(3) The Financial year of the university shall be the same as that of the State Government.

134. (1) The university shall establish the following funds, namely :-

University funds.

(a) general fund ;

(b) salary fund,-

(i) for all posts approved by the State Government;

(ii) for all other posts separately;

(c) trust fund;

(d) development and programme fund;

(e) contingency fund;

(f) any other fund which, in the opinion of the university, is deemed necessary to establish.

(2) The following shall form part of, or be paid into, the general fund:

(a) non-salary contribution or grant, received from the State Government or Central Government or University Grants Commission ;

(b) all incomes of the university from any source whatsoever, including income from fees, other fees and charges;

(c) any sums borrowed from the banks or any other agency, with the permission of the State Government;

(d) sums received from any other source or agency.

(3) The salary fund shall consist of all amounts received from the State Government, Central Government or University Grants Commission or any other endowment or contribution received towards full or part payment of the salary and allowances. No amount from this fund shall be utilized for the purpose other than payment of salary and allowances.

(4) All income or moneys from trusts, bequests, donations, endowments, subventions and similar grants shall form part of the trust fund.

(5) (a) The development and programme fund of the university shall consist of all infrastructure development grants received from the State Government, all contributions made by the University Grants Commission for development and research grants received from other funding agencies of the Central Government, United Nations and its affiliates, other international agencies, industry, banks and financial institutions or any person or institution;

(b) no amount from this fund shall be appropriated to any other fund of the university or expended for any other purpose ;

(c) the development and programme fund shall be utilized in the manner consistent with the object of the programme and as per guidelines of the funding agency on expenditure and audit, to be granted and approved by the Management Council.

(6) The university shall have and maintain a contingency fund under a separate head of the university accounts which shall be used only for the purpose of meeting any unforeseen expenditure.

(7) Surplus money at the credit of these funds, including accruals thereto, which cannot immediately or at any early date be applied for the purposes aforesaid shall, from time to time, be deposited in the Nationalized or Scheduled Banks or invested in any other Equity or securities issued by the Corporations having financial participation of the State Government.

Annual
accounts and
Audit.

135. (1) The accounts of the University shall be maintained on the basis and principles of double entry accounting system, and the method of accounting to be followed shall be the mercantile system by following the Maharashtra Universities Account Code as prescribed by State Government.

(2) The accounts of the university shall be audited at least once every year and in any case within four months of the close of the financial year by the auditors appointed by the Management Council from amongst the firms of Chartered Accountants whose partners have no interest in any of the authorities or affairs of the university. The university shall comply with the remarks and discrepancies as shown in the audit report in any case within one month of the receipt of such audit report, audited accounts shall be published by the university and a copy thereof, together with the copy of the auditor's report shall be submitted to the Chancellor and the State Government within one year of the close of the financial year.

(3) The audited accounts shall be published by the university and a copy thereof, together with the copy of the auditor's report and compliance report shall be submitted to the Chancellor and the State Government and shall be submitted for approval before the senate in any case within six months from the close of the financial year.

(4) The State Government shall cause the audited annual accounts of the university, received by it, to be laid before each House of the State Legislature.

(5) The State Government shall provide for conduct of the test audit or full audit of the accounts of the university at regular intervals by the auditors appointed by the State Government.

136. (1) The Board of Deans shall prepare the Annual Report containing the administrative, academic, research and development and other activities of the university, colleges and institutions under its jurisdiction, for each academic year and submit it to the Management Council for consideration. The Senate shall discuss and approve the Annual Report as received from the Management Council. Such report as approved by the Senate shall be submitted to the Chancellor and the State Government, within one year from the conclusion of the academic year.

(2) The State Government shall cause the Annual Report to be laid before each House of the State Legislature.

CHAPTER XIII

SPECIAL PROVISIONS FOR SHREEMATI NATHIBAI DAMODAR THACKERSEY WOMEN'S UNIVERSITY

137. (1) In addition to the other provisions of this Act and Statutes, the provisions set out in this section shall apply to the Shreemati Nathibai Damodar Thackersey Women's University.

(2) The territorial limits, within which the powers conferred upon the university by this Act shall be exercised, shall comprise the entire State:

Provided that, the university may, subject to such conditions and restrictions as it and the State Government may think fit to impose, admit any women's educational institution in any other territory to the privileges of the university, with the approval of the Government concerned.

(3) Any female student from any part of the State of Maharashtra or any other territory may register as a private student of the university or join correspondence course or any other external degree or diploma course of the university.

(4) Any society, association or body in the State seeking affiliation or recognition by the university to the college or institution started or conducted by it exclusively for women students need not seek the permission of any other university in the area of which the college or the institution, as the case may be, is to be or is located. On an application of any such society or association or body, the university may, notwithstanding anything contained in any other law for the time being in force, grant the affiliation, with the previous sanction of the State Government, or the recognition, as the case may be, without seeking permission of any other university in the area of which the college or institution, as the case may be, is to be or is located.

(5) The university may, in the interest of women's education, start or conduct a college or research institution in any territory outside the State of Maharashtra, with the approval of the Government concerned.

(6) No educational institution affiliated to or recognized by the university shall be associated in any way with, or seek admission to any privileges of, any other university established by law, except, with the permission of the university and the State Government.

(7) The Senate of the university shall have the following additional members, namely:-

(a) two representatives of women's educational associations or bodies in the State of Maharashtra, nominated by the Vice-Chancellor;

(b) two representatives of women's educational associations or bodies from outside the State admitted to the privileges of the Shreemati Nathibai Damodar Thackersey Women's University, nominated by the Vice-Chancellor;

(c) one representative of women's educational associations or bodies in other territories, nominated by the Vice-Chancellor.

Annual Report.

Special provisions for Shreemati Nathibai Damodar Thackersey Women's university.

(8) The university shall have powers to draw up Statutes or Ordinances or Regulations or to undertake other activities, such as running schools, polytechnics, etc.

(9) No member of the Board of Examinations or the Committees of the University shall be appointed as paper setter, examiner, moderator or referee except with the written approval of the Board under exceptional circumstances to be recorded in writing.

CHAPTER XIV

MISCELLANEOUS

Authorities and officers responsible for damages.

138. (1) It shall be the duty of every authority or body and officer of the university to ensure that the interests of the university are duly safeguarded.

(2) If it is found that a damage or loss has been caused to the university by any action on the part of any authority or body or officer of the university, not in conformity with the provisions of this Act, Statutes, Ordinances or Regulations, except when done in good faith, or any failure so as to act in conformity thereof, by willful neglect or default on its or his part, such damage or loss shall be liable to be recovered from the authority or body or the concerned members thereof, jointly or severally, or from the officer concerned, as the case may be, in accordance with the procedure prescribed by the Statutes.

Membership of State Legislature and of Parliament.

139. (1) A teacher or a non-teaching employee shall not be disqualified for continuing as such teacher or a non-teaching employee merely on the ground that he has been elected or nominated as a member of the Legislative Assembly or of the Legislative Council of the State or of the Parliament.

(2) A teacher or a non-teaching employee elected or nominated as a member of the Legislative Assembly or of the Legislative Council of the State, or of the Parliament shall be entitled to treat the period of his membership of the Legislative Assembly or of the Legislative Council or of the Parliament as on leave without salary and allowances.

(3) A teacher or a non-teaching employee referred to in sub-section (2) shall also be entitled to count the period of his membership of the Legislative Assembly or of the Legislative Council or of the Parliament for the purposes of pension, seniority and increments.

Questions regarding interpretation and disputes regarding constitution of university authority or body, etc.

140. If any question arises regarding the interpretation of any provision of this Act, or of any Statutes, Ordinance or Regulation or Rule, or whether a person has been duly elected or appointed or nominated or co-opted as a member or is entitled to be a member of any authority or body of the university, the matter may, be referred, on petition by any person or body directly affected or suomotu by the Vice-Chancellor to the Chancellor, who shall after taking such advice as he thinks necessary, decide the question, and his decision shall be final:

Provided that, such reference shall be made by the Vice-Chancellor upon a requisition signed by not less than one fourth members of the senate.

Protection of Acts and orders.

141. All acts and orders done or passed in good faith by the university or any of its officers, authorities or bodies, shall subject to the other provisions of this Act, be final; and accordingly, no suit or other legal proceedings shall be instituted against, or maintained, or damages claimed from the university or its officers, authorities or bodies for anything done or passed, or purporting to have been done or passed in good faith and in pursuance of the provisions of this Act and the Statutes, Ordinances and Regulations.

Delegation of powers.

142. Subject to the provisions of this Act and the Statutes, any officer or authority of the university may, by order, delegate his or its powers, except the power to make Statutes, Ordinances and Regulations to any other officer or authority under his or its control, and subject to the condition that the ultimate responsibility for the exercise of the powers so delegated shall continue to vest in the officer or authority delegating them.

143. No act or proceeding of the Senate or the Management Council or the Academic Council or any other authority or anybody or committee of the university, including a committee appointed by the Chancellor for the appointment of a Vice-Chancellor, shall be deemed to be invalid at any time merely on the ground that -

Acts and proceedings not invalid merely on ground of defect in constitution, vacancies, irregularity in procedure, etc.

(a) any of the members of any such authority, body or committee are not elected, appointed, nominated or co-opted or for any other reason are not available to take office at the time of the constitution or to attend any meeting thereof or any person is a member in more than one capacity or there is any other defect in the constitution thereof or there are one or more vacancies in the offices of members thereof;

(b) there is any irregularity in the procedure of any such authority, body or committee not affecting the merits of the matter under consideration, and the validity of such act or proceeding shall not be questioned in any court or before any authority or officer merely on any such ground.

CHAPTER XV

ESTABLISHMENT OF NEW UNIVERSITIES

144. When any new university is constituted by a notification in the Official Gazette under sub-section (2) of section 3, or a cluster university under sub-section (6) of that section, the State Government may, notwithstanding anything contained in this Act, by one or more orders published in the *Official Gazette*, provide for all or any of the following matters, namely:-

Issue of order providing for matters when a new university is constituted.

(a) the appointment of the first Vice-Chancellor and other officers of the university and the term for which they shall be appointed;

(b) the constitution of the first Management Council and Academic Council in such manner as it thinks fit and the term for which it shall function;

(c) the continuance or application of such Statutes, Ordinances and Regulations with such modifications as it may specify:

Provided that, the Competent Authority of the new university shall adopt such statutes, ordinances and regulations, either in toto or with such modifications as deemed fit, within a period of two years from its establishment.

(d) the exercise of option by the registered graduates of any of the then existing universities to continue to remain registered graduates of the same universities or to get registered with the new university;

(e) the continuance or discontinuance of membership of the Management Council, the Academic Council and other authorities, bodies and committees of the existing universities constituted under this Act;

(f) the filling in the vacancies caused by discontinuance of the members of authorities or bodies or committees of the existing university;

(g) the continuance of affiliation of the colleges or the recognition of the institutions by the new university to which the area is added and discontinuance of the same by the existing university from which the area is carved out;

(h) the transfer of any of the employees of the existing university to the new university and the terms and conditions of service applicable to such employees or termination of the service of the employees of the existing university by giving such terminal benefits as the State Government deems fit:

Provided that, the terms and conditions of service of any employee so transferred shall not be varied to his disadvantage;

(i) transfer of assets, that is to say, the property, movable or immovable, right, interest of whatsoever kind acquired, and the liabilities and obligations incurred, before the issue of any such order; and

(j) such other supplemental, incidental and consequential provisions as the State Government may deem necessary.

CHAPTER XVI

TRANSITORY PROVISIONS

Continuance
of existing
officers and
employees of
university.

145. Save as otherwise provided by or under this Act, every person holding office either as an officer or the employee, whether teaching or other employee, of any university on the date immediately before the commencement of this Act shall continue to hold office on the same terms and conditions as were applicable to him immediately before such date, and shall exercise such powers and perform such duties as are conferred on them by or under this Act.

Provisions
relating to
continuance
and constitu-
tion of
authorities.

146. (1) Every authority of an existing university shall, as soon as practicable, but within a period of six months or immediately following 31st August, from the date of commencement of this Act, whichever is later, be re-constituted in accordance with the provisions of this Act. Every such authority shall, be deemed to be reconstituted with effect from such date as the Vice-Chancellor may, from time to time, specify by notification.

(2) Every person holding office as a member of any authority immediately before the commencement of this Act shall, on the date of such commencement, continue to hold the said office and the authority with such members shall exercise the powers and perform the duties conferred on it by or under this Act, until the date on which the authority is deemed to be re-constituted or a period of six months from the date of commencement of this Act expires, whichever is later.

(3) On the date on which any authority is deemed to be re-constituted or on which a period of six month expires, whichever is earlier, every member of an authority of an existing university who is continued in office under this section shall be deemed to have vacated his office.

(4) If on the date of commencement of this Act, any authority or body cannot be constituted in accordance with the provisions of this Act, the Vice-Chancellor may, after approval of the Chancellor take such measures for interim constitution of such authority or body.

(5) The term of such authority or body constituted under sub-section (4) shall be for a period of one year from its constitution or till such authority or body is duly constituted under this Act, whichever is earlier.

(6) For the removal of doubt, it is hereby declared that on expiry of a period of one year of the interim constitution of such authority or body, such authority or body shall cease to function.

Repeal and
savings.

147. (1) On and from the date of commencement of this Act, the Maharashtra Universities Act, 1994 shall stand repealed.

(2) Notwithstanding the repeal of the said Act,-

(a) any person holding office immediately before the commencement of this Act as Vice-Chancellor of the university shall, on such commencement, continue to hold the said office till his term of office as Vice-Chancellor of that university would have expired had he continued to be as such unless he ceases to be the Vice-Chancellor by reason of death, resignation or otherwise before the expiry of his term of office as aforesaid and shall exercise all the powers and perform all the duties conferred and imposed on the Vice-Chancellor of the respective university by or under this Act;

(b) all colleges which stood affiliated to the university immediately before the commencement of this Act, shall be deemed to be affiliated to that university under this Act till their affiliation is withdrawn by that university under this Act;

(c) all other educational institutions which were entitled to any privileges of the university shall be entitled to similar privileges of that university;

(d) all property, movable or immovable, and all rights, interest of whatsoever kind, powers and privileges of the university shall stand transferred to and shall, without further assurance, vest in, that university and be applied to the objects and purposes for which that university is constituted;

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1994.

(e) all benefactions accepted or received by the university and held by it immediately before the commencement of this Act, shall be deemed to have been accepted or received or held by that university under this Act, and all the conditions on which such benefactions were accepted or received or held shall be deemed to be valid under this Act, notwithstanding that such conditions may be inconsistent with any of the provisions of this Act;

(f) all debts, liabilities and obligations incurred before the commencement of this Act, and lawfully subsisting against the university, shall be discharged and satisfied by that university;

(g) any will, deed or other document made before the commencement of this Act, which contains any bequest, gift, term or trust in favour of the university shall be deemed to have been made thereunder and for the purposes of this Act in favour of that university;

(h) all references in any enactment or other instruments issued under any enactment to the university before the commencement of this Act, shall be deemed to have been construed under and for the purposes of this Act;

(i) the appointment of examiners validly made under the said Act and subsisting immediately before the commencement of this Act, shall be deemed to have been made under and for the purposes of this Act for the respective university, and such examiners shall continue to hold office and to act until fresh appointments are made under this Act;

(j) the teachers, who were recognized teachers of the university under the said Act immediately before the commencement of this Act, shall be deemed to be recognized teachers of that university under and for the purposes of this Act and shall continue to be such recognized teachers until fresh recognitions are granted under this Act;

(k) the registered graduates, whose names were entered in the register of graduates maintained by the university immediately before the commencement of this Act, shall be deemed to be the registered graduates of that university under and for the purposes of this Act and the register so maintained and the registered graduates whose names are so entered therein, shall continue to be the register maintained by that university, and the registered graduates to be the registered graduates of that university;

(l) all Statutes and Ordinances made under the said Act in respect of the university shall, in so far as they are not inconsistent with the provisions of this Act, continue to be in force and be deemed to have been made under this Act in respect of that university, until they are superseded or modified by the Statutes or Ordinances, as the case may be, made under this Act;

(m) all Regulations made under the said Act in respect of the university shall, in so far as they are not inconsistent with the provisions of this Act, continue to be in force and be deemed to have been made under this Act by the that university, until they are superseded or modified by the Regulations, made under this Act;

(n) a standard code, if any, prescribed under the said Acts shall be deemed to have been prescribed under this Act and shall, save as otherwise provided by or under this Act, continue to remain in force, until it is superseded in accordance with the provisions of this Act;

(o) all notices and orders made or issued by any authority under the said Act or by the State Government shall, in so far as they are not inconsistent with the provisions of this Act, continue to be in force and be deemed to have been made or issued by that authority or by the State Government until they are superseded or modified under this Act;

(p) the Tribunal constituted under the said Act and existing on the date of commencement of this Act shall continue to function as such under this Act and all the disputes or matters or appeals pending before such Tribunal shall be dealt with and disposed of by such Tribunal:

Provided that, no Statutes, Ordinances, Regulations, Notices or orders made or issued under the said Act, repealed by this section and in force immediately before the commencement of this Act, shall be deemed to be inconsistent with the provisions of this Act by reason only that the power to make or issue such Statute, Ordinance, Regulation, Notice or Order under this Act vests in a different authority or body or officer, or that the subject matter thereof is permissible only under a different form of subordinate legislation or instrument to be made, under this Act.

Removal of difficulties.

148. (1) If any difficulty arises in giving effect to the provisions of this Act, the State Government may, as occasion arises, by Order published in the Official Gazette, do anything, not inconsistent with the provisions of this Act, which appears to it to be necessary or expedient for the purpose of removing the difficulty:

Provided that, no such Order shall be made after the expiry of the period of two years from the date of commencement of this Act.

(2) Every Order made under sub-section (1) shall be laid, as soon as may be, after it is made, before each House of the State Legislature.

SCHEDULE

PART I

[See sections 3 (1) and 6(1)]

| Name of the University (1) | University Area (2) |
|---|--|
| 1. The University of Mumbai, Mumbai | Districts of - (1) City of Mumbai (2) Mumbai Suburban (3) Raigad (4) Thane (5) Palghar (6) Ratnagiri (7) Sindhudurg |
| 2. The Savitribai Phule Pune University, Pune | Districts of - (1) Pune (2) Ahmednagar (3) Nashik |
| 3. The Shivaji University, Kolhapur | Districts of - (1) Kolhapur (2) Sangli (3) Satara |
| 4. The Dr. Babasaheb Ambedkar Marathwada University, Aurangabad | Districts of - (1) Aurangabad (2) Jalna (3) Beed (4) Osmanabad |

| Name of the University (1) | University Area (2) |
|--|---|
| 5. The Rashtra Sant Tukdoji Maharaj University, Nagpur | Districts of - (1) Nagpur (2) Bhandara (3) Gondia (4) Wardha |
| 6. The Shreemati Nathibai Damodar Thackersey Women's University, Mumbai | The State of Maharashtra |
| 7. The Sant Gadge Baba University, Amravati | Districts of - (1) Amravati (2) Akola (3) Buldhana (4) Yavatmal (5) Washim |
| 8. The North Maharashtra University, Jalgaon | Districts of - (1) Jalgaon (2) Dhule (3) Nandurbar. |
| 9. The Swami Ramananda Teerth Marathwada University, Nanded | Districts of - (1) Nanded (2) Parbhani (3) Latur (4) Hingoli |
| 10. The Solapur University, Solapur | District of Solapur |
| 11. The Gondwana University, Gadchiroli | Districts of - (1) Gadchiroli (2) Chandrapur |

PART II

[See section 3 (2)]

| Name of the University (1) | University Area (2) |
|-------------------------------|------------------------|
|-------------------------------|------------------------|



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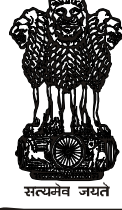
Principal

M.Sc., A.D.C.S.A&A, Ph.D.

(NAAC- RE-ACCREDITED 'B')

Member-B.O.S.(Physics) Savitribai Phule Pune University

**UNIVERSITY GRANTS COMMISSION (PROMOTION OF ACADEMIC
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विश्वविद्यालय अनुदान आयोग

अधिसूचना

विश्वविद्यालय अनुदान आयोग (उच्चतर शिक्षा संस्थानों में अकादमिक सत्यनिष्ठा एवं साहित्यिक चोरी की रोकथाम को प्रोत्साहन) विनियम, 2018

नई दिल्ली, 23 जुलाई, 2018

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प्रस्तावना

जबकि, विश्वविद्यालय अनुदान आयोग (यूजीसी) अधिनियम, 1956 के अनुसार, उच्च शिक्षा के मानकों को समन्वित एवं सुनिश्चित करने के लिए आदेशाधीन है।

तथा जबकि, किसी छात्र या संकाय या शोधकर्ता या कर्मचारी द्वारा निष्णात तथा शोध स्तर पर डिग्री प्रदान करने हेतु आंशिक रूप से सम्पादित किया गया कार्य, जिसका अकादमिक एवं शोधकार्य का मूल्यांकन किया जा चुका हो, जो शोध-निबन्ध, शोध-प्रबन्ध, शोध पत्रों के प्रकाशन, पुस्तकों में अध्याय, सम्पूर्ण पुस्तकों के रूप में हो तथा कोई अन्य समरूप कार्य, जो अकादमिक, सत्यनिष्ठा एवं मौलिकता के मूल तत्वों को दर्शाये तथा जिसका उच्चतर शिक्षा संस्थानों (HEIs) द्वारा अपनायी गई विभिन्न संबंधित प्रक्रियाओं में अवलोकन किया जाए।

अतः, वि. अ. आ. अधिनियम 1956 के अनुच्छेद 26 के उप अनुच्छेद (1) के खण्ड (एफ) एवं (जी) के साथ पठित अनुच्छेद 12 के खण्ड (जे) के द्वारा प्रदत्त अधिकारों का प्रयोग करते हुए, वि. अ. आ. ने एतद्वारा निम्नलिखित विनियम निर्मित किए हैं:—

1. संक्षिप्त शीर्षक, अनुप्रयोग तथा प्रारंभ :

- (ए) इन नियमों को, विश्वविद्यालय अनुदान आयोग (उच्चतर शिक्षा संस्थानों में अकादमिक सत्यनिष्ठा एवं साहित्यिक चोरी की रोकथाम को प्रोत्साहन) विनियम 2018 कहा जाएगा।
- (बी) ये विनियम, देश के सभी उच्चतर शिक्षा संस्थानों के छात्रों, संकायों, शोधकर्ताओं तथा कर्मचारियों पर लागू होंगे।
- (सी) ये विनियम, सरकारी राजपत्र में उनकी अधिसूचना की तारीख से प्रभावी होंगे।

2. परिभाषा:

इन विनियमों में, जब तक कि प्रसंग में अन्यथा अपेक्षित न हो—

- (ए) “अकादमिक सत्यनिष्ठा” से तात्पर्य, किसी क्रियाकलाप को प्रस्तावित करने, निष्पादित करने, सूचित करने एवं बौद्धिक ईमानदारी से है, जिससे बौद्धिक गुणों का सृजन हो सके।
- (बी) “रचनाकार” रचनाकार के अंतर्गत उच्चतर शैक्षिक संस्थान (HEI) के छात्र या संकाय या शोधकर्ता या कर्मचारी आते हैं जो विचाराधीन कार्य के सृजनकर्ता होते हैं।
- (सी) “आयोग” से अभिप्राय वि. अ. आ. से है, जैसा कि वि. अ. आ. अधिनियम, 1956 में यथापरिभाषित है।
- (डी) “सामान्य ज्ञान” से अभिप्राय, सुप्रसिद्ध तथ्य, उद्धरण, आंकड़ा या जानकारी से है जिसकी अधिकांश व्यक्तियों को जानकारी हो।
- (ई) “डिग्री” से अभिप्राय, वि. अ. आ. द्वारा निर्धारित की गई ऐसी डिग्री से है जो कि वि. अ. आ. अधिनियम 1956 के अनुच्छेद 22 के अंतर्गत सरकारी राजपत्र में अधिसूचित की गई हो।
- (एफ) “विभागीय अकादमिक सत्यनिष्ठा नामसूची” से तात्पर्य होगा विभागीय स्तर पर गठित निकाय, जो साहित्यिक चोरी के आरोपों की जांच पड़ताल करेगा।
- (जी) “संकाय” से तात्पर्य, किसी उच्चतर शिक्षा संस्थान में नामांकित किसी व्यक्ति से है जो छात्रों को शिक्षण तथा/या मार्गदर्शन प्रदान करता हो, चाहे वह किसी भी क्षमता का हो अर्थात् नियमित, तदर्थ, अतिथि, अस्थायी, मुलाकाती आदि।
- (एच) “उच्चतर शिक्षा संस्थान (HEI)” से अभिप्राय ऐसे वि. वि. से है जो वि. अ. आ. अधिनियम, 1956 के अनुच्छेद 2(एफ) के अंतर्गत मान्यताप्राप्त हो या वि. अ. आ. अधिनियम 1956 के अनुच्छेद 3 के अंतर्गत वह संस्थान जो मानित वि. वि. के अंतर्गत आता हो या मान्य महाविद्यालय/संस्थान या किसी वि. वि. की एक संघटक इकाई हो।
- (आई) “सूचना” इसके अंतर्गत आंकड़े, संदेश, पाठ्यवस्तु, आकृतियां, ध्वनि, आवाज, कोड, कम्प्यूटर कार्यक्रम, सॉफ्टवेयर एवं डाटाबेस या माइक्रोफिल्म या कम्प्यूटर सृजित माइक्रोफिश सम्मिलित हैं।
- (जे) “संस्थागत अकादमिक सत्यनिष्ठा नामसूची” से अभिप्राय एक ऐसे निकाय से है जो विभागीय अकादमिक सत्यनिष्ठा नामसूची की सिफारिशों पर विचार करने के लिए तथा साहित्यिक चोरी के आरोपों के बारे में उचित निर्णय लेने तथा दण्ड लागू करने संबंधी निर्णय लेने के लिए संस्थागत स्तर पर गठित किया गया हो। अपवादिक मामलों में यह न्यास संस्थागत स्तर पर साहित्यिक चोरी के आरोपों की जांच करेगा।
- (के) “अधिसूचना” से तात्पर्य, सरकारी राजपत्र में प्रकाशित की गई अधिसूचना से है तथा अधिसूचित करने की अभिव्यक्ति का उसके समानार्थी तथा व्याकरणीय भिन्नता के अनुरूप अनुमान लगाया जाएगा।
- (एल) “साहित्यिक चोरी” से अभिप्राय किसी अन्य के द्वारा किए गए कार्य या विचार को निज प्रयोग में लेना तथा अपने नाम से दूसरे को देना।
- (एम) “पाठ्यक्रम” से तात्पर्य, अध्ययन किया जाने वाला वह पाठ्यक्रम जिसके लिए निष्णात एवं शोध स्तर पर डिग्री प्रदान की जाए।
- (एन) “शोधकर्ता” से तात्पर्य है उच्चतर शैक्षिक संस्थानों में अकादमिक/वैज्ञानिक शोध करने वाला व्यक्ति।
- (ओ) “पाण्डुलिपि” के अंतर्गत शोध-लेख, शोध-निबन्ध, शोध-पत्र, पुस्तकों में अध्याय, सम्पूर्ण पुस्तकें तथा अन्य समान कार्य का मूल्यांकन/अभिमत हेतु जमा किया जाने वाला कार्य जो उच्चतर शिक्षा संस्थान के छात्रों या संकाय या शोधकर्ता या कर्मचारी द्वारा निष्णात एवं शोधस्तर की डिग्रियों को प्राप्त करने या प्रिंट या इलेक्ट्रॉनिक मीडिया में प्रकाशन हेतु तैयार किया जाए। तथापि, इसमें नियत कार्य/आवधिक पत्र/परियोजना रिपोर्ट/पाठ्यक्रम संबंधी कार्य/निबन्ध तथा उत्तर पुस्तिकाएं शामिल नहीं होंगी।
- (पी) “स्रोत” से अभिप्राय, किसी भी स्रोत से किसी भी रूप में प्राप्त की गई प्रकाशित मुख्य एवं गौण अध्ययन सामग्री से है, जिसमें लिखित जानकारी तथा अन्य व्यक्तियों अर्थात् विख्यात विद्वानों, लोकप्रिय हस्तियों, किसी भी प्रकार के पेशेवर व्यक्तियों से प्रत्यक्षतः प्राप्त किये गए दृष्टिकोण को शामिल किया गया हो। इसके अतिरिक्त, इलेक्ट्रॉनिक रूप में आंकड़े एवं सूचना यथा श्रव्य, दृश्य, आकृति या पाठ्यक्रम के रूप में, जिसकी सूचना समान अर्थ में, सूचना प्रौद्योगिकी अधिनियम 2000 के अनुच्छेद 2(1)(V) के अंतर्गत वर्णित है तथा जिसको यहां विनियम 2(1) में पुनः प्रस्तुत किया गया है।

- (क्यू) "कर्मचारी" से तात्पर्य उच्चतर शिक्षा संस्थानों में कार्यरत् गैर-शैक्षणिक कर्मचारी वर्ग से है, जो किसी भी क्षमता अर्थात् नियमित, अस्थायी, अनुबन्धात्मक, बाह्य स्रोत आदि में कार्यरत् हों।
- (आर) "छात्र" से तात्पर्य उस व्यक्ति से है, जिसका विधिवत दाखिला हुआ हो, पाठ्यक्रम का अध्ययन कर रहा हो, जिसमें किसी भी पद्धति (पूर्णकालिक या अंशकालिक या दूरस्थ माध्यम) से अध्ययन करने वाले शोध पाठ्यक्रम को सम्मिलित किया गया है।
- (एस) "विश्वविद्यालय" से अभिप्राय उन विश्वविद्यालयों से है, जो केन्द्रीय अधिनियम, प्रान्तीय अधिनियम या राज्य अधिनियम के अधीन स्थापित अथवा निगमित हैं तथा उनमें वह मानित वि. वि. संस्थान सम्मिलित हैं जो यूजीसी अधिनियम, 1956 के अनुच्छेद (3) के अंतर्गत आते हैं।
- (टी) "वर्ष" से तात्पर्य वह अकादमिक सत्र है, जिसमें प्रमाणित अपराध किया गया हो।
ऐसे शब्द तथा अभिव्यक्तियां, जिन्हें इन विनियमों में परिभाषित नहीं किया गया है, लेकिन वि.अ.आ. अधिनियम, 1956 में परिभाषित हैं तथा इन विनियमों के साथ सुसंगत नहीं हैं उनका इस अधिनियम में निर्दिष्ट तदनु रूप अर्थ लगाया जाएगा।

3. उद्देश्य:

- 3.1 शोध, शोध-पत्र, शोध-निबन्ध के दायित्वपूर्ण आचरण, अकादमिक सत्यनिष्ठा के प्रोत्साहन के प्रति जागरूकता पैदा करना, छात्र संकाय, शोधकर्ता एवं कर्मचारी वर्ग में अकादमिक लेखन में साहित्यिक चोरी सहित कदाचार से बचाव करना।
- 3.2 शिक्षण एवं प्रशिक्षण के जरिये, संस्थानात्मक तंत्र स्थापित करना, जिससे शोध, शोध-पत्र शोधनिबन्ध, अकादमिक सत्यनिष्ठा तथा साहित्यिक चोरी के निवारण में प्रोन्नति सहज हो सके।
- 3.3 साहित्यिक चोरी का पता लगाने के लिए पद्धतियां विकसित करना तथा साहित्यिक चोरी से बचाव के लिए रचना-तंत्र की स्थापना करना तथा उच्चतर शिक्षा संस्थान के छात्र, संकाय, शोधकर्ता या कर्मचारी को साहित्यिक चोरी का कृत्य करने पर दण्डित करना।

4. उच्चतर शिक्षा संस्थान के दायित्व :

प्रत्येक उच्चतर शिक्षा संस्थान को एक ऐसे तंत्र की स्थापना करनी चाहिए जैसा कि इन विनियमों में निर्दिष्ट किया गया है, जो कि शोध एवं अकादमिक कार्यकलापों के दायित्वपूर्ण आचरण के प्रति जागरूकता लाने में संवर्धन करे, साथ ही अकादमिक सत्यनिष्ठा को प्रोन्नत करे तथा साहित्यिक चोरी से बचाव करे।

5. जागरूकता कार्यक्रम एवं प्रशिक्षण :

(क) उच्चतर शिक्षा संस्थान, अपने छात्रों, संकायों, शोधकर्ताओं तथा कर्मचारियों को उचित आरोपण के संबंध में अनुदेश देगा, जहां कहीं भी आवश्यक हो, लेखक से स्वीकृति की मांग करेगा, आवश्यकतानुसार उन सुसंगत तथा अनुमतिनिर्दिष्ट अनुशासनों के स्रोत की जानकारी प्राप्त करेगा तथा जो नियमों के अनुरूप, अंतर्राष्ट्रीय सम्मेलन तथा स्रोत को नियंत्रित करने वाले विनियमों से संबंधित होंगे।

(ख) उच्चतर शिक्षा संस्थान, प्रत्येक सत्र में सम्मेलन/जागरूकता कार्यक्रमों का सुग्राही संचालन करेगा, जो शोध, शोध-पत्र, शोध-निबन्ध के दायित्वपूर्ण आचरण तथा अकादमिक सत्यनिष्ठा की प्रोन्नति तथा छात्रों, संकायों, शोधकर्ताओं तथा कर्मचारियों के लिए शिक्षा में नैतिकता को बढ़ावा देगा।

(ग) उच्चतर शिक्षा संस्थान, निम्नलिखित कार्यों पर जोर देगा :

- i. एक अनिवार्य पाठ्यक्रम कार्यविधि/माड्यूल के रूप में स्नातकपूर्व (यूजी)/स्नातकोत्तर (पीजी)/निष्णात डिग्री की पाठ्यवस्तु में अकादमिक सत्यनिष्ठा के आधारभूत सिद्धांतों को सम्मिलित करना।
- ii. निष्णात एवं शोधविशेषज्ञों के लिए अनिवार्य पाठ्यक्रम कार्यविधि/माड्यूल के रूप में शोध एवं प्रकाशन के दायित्वपूर्ण आचरण संबंधी मूल तत्वों को सम्मिलित करना।
- iii. उच्चतर शिक्षा संस्थान के संकाय एवं कर्मचारी सदस्यों हेतु अभिमुखी एवं पुनश्चर्या पाठ्यक्रमों को आयोजित करना, शोध एवं प्रकाशन के आधारभूत दायित्वपूर्ण आचरण के तथ्यों को शामिल करना।
- iv. छात्र, संकाय, शोधकर्ता एवं कर्मचारियों को साहित्यिक चोरी का पता लगाने वाले उपकरणों/साधनों तथा संदर्भप्रबन्धन उपकरणों को प्रयुक्त करने का प्रशिक्षण प्रदान करना।
- v. साहित्यिक चोरी का पता लगाने हेतु आधुनिक प्रौद्योगिकियों सहित सुविधा उपकरणों की स्थापना करना।

- vi. अंतर्राष्ट्रीय शोधकर्ताओं की पंजीकरण पद्धतियों पर छात्र, संकाय शोधकर्ता एवं कर्मचारी सदस्य के पंजीकरण को प्रोत्साहित करना।

6. साहित्यिक चोरी पर रोकथाम :

- (ए) उच्चतर शिक्षा संस्थान, उपयुक्त सॉफ्टवेयर प्रयुक्त करते हुए प्रौद्योगिकी आधारित रचनातंत्र की घोषणा एवं कार्यान्वयन करेगा, जिससे यह सुनिश्चित हो सके कि शोध-पत्र, शोध-निबन्ध, प्रकाशन या कोई अन्य दस्तावेज उसकी प्रस्तुति के समय साहित्यिक चोरी से मुक्त हैं।
- (बी) ऊपर (ए) में वर्णित रचनातंत्र, शोधकार्य में संलिप्त सभी छात्रों को उपलब्ध कराया जाएगा जिसमें छात्र, संकाय शोधकर्ता एवं कर्मचारी सदस्य आदि भी सम्मिलित होंगे।
- (सी) प्रत्येक छात्र, जो शोध-पत्र, शोध-निबन्ध या समान दस्तावेज, उच्चतर शिक्षा संस्थान को प्रस्तुत करने जा रहा है, वह एक ऐसा वचन-बंध प्रस्तुत करेगा जिसमें यह दर्शाया जाएगा कि प्रस्तुत दस्तावेज उसके द्वारा तैयार किया गया है तथा यह दस्तावेज उसका मौलिक लेखन कार्य है तथा किसी भी प्रकार की साहित्यिक चोरी से मुक्त है।
- (डी) इस वचन-बंध में यह तथ्य भी शामिल किया जाएगा कि इस दस्तावेज की उच्चतर शिक्षा संस्थान द्वारा साहित्यिक चोरी का पता लगाने वाले उपकरणों के जरिये विधिवत जाँच कर ली गई है।
- (ई) संस्थान, साहित्यिक चोरी के संबंध में एक ऐसी संबंधित नीति का विकास करेगा तथा इससे संबंधित विधायी निकायों/प्राधिकरणों से उसे स्वीकृत कराएगा। स्वीकृत नीति को HEI वेबसाइट के होमपेज पर डाउनलोड किया जाएगा।
- (एफ) प्रत्येक पर्यवेक्षक, एक प्रमाण-पत्र प्रस्तुत करेगा जिसमें यह निर्दिष्ट किया जाएगा कि शोधकर्ता द्वारा किया गया अमुक कार्य, शोधकर्ता के द्वारा तथा मेरे अधीन रहकर किया गया है तथा यह साहित्यिक चोरी से मुक्त है।
- (जी) संस्थान, सभी निष्णात, शोध पाठ्यक्रम के शोध-पत्रों तथा शोध-निबन्धों को, डिग्री प्रदान किए जाने के पश्चात् 1 माह के भीतर 'शोध गंगा ई-रिपोजिटरी' के अंतर्गत डिजिटल रिपोजिटरी को पोषित करने हेतु इनफलीबनेट पर इसकी सॉफ्ट प्रतियां प्रस्तुत करेगा।
- (एच) संस्थान, संस्थानात्मक रिपोजिटरी का संस्थान की वेबसाइट पर सृजन करेगा जिसमें शोध-निबन्ध/शोध-पत्र/पत्र-आलेख/प्रकाशन तथा अन्य आंतरिक (इन-हाउस) प्रकाशनों को भी सम्मिलित करेगा।

7. साहित्यिक चोरी के बहिष्करण हेतु समरूपता रोकथाम :

साहित्यिक चोरी के लिए समानता जांच में निम्नवत वर्जित होंगे :

- सभी अनिवार्य अनुमतियों और/अथवा गुणधर्म के साथ उद्धृत कार्य।
- सभी सदर्थ, पुस्तकसूची, विषयवस्तु की तालिका, आमुख तथा साभार।
- सभी सामान्य शब्दावली, विधि, मानक, चिहन् तथा मानक समीकरण।

नोट:

छात्रों, संकाय, शोधकर्ताओं तथा कर्मचारिवृंदों द्वारा किया गया शोधकार्य, मूल विचार पर आधारित होगा, जिसमें केवल संक्षेपण, सारांश, अवधारणा, टिप्पणियां, परिणाम, निष्कर्ष तथा सिफारिशें शामिल होंगी तथा इसमें कोई समानताएं नहीं होंगी। इसमें चौदह (14) क्रमगत शब्दों तक सामान्य ज्ञान अथवा अनुरूप शब्दावली विवर्जित होगी।

8. साहित्यिक चोरी के स्तर :

साहित्यिक चोरी को परिभाषित करने के प्रयोजनार्थ उसकी गंभीरता के बढ़ते क्रम में साहित्यिक चोरी को निम्नवत स्तरों में मापा जाएगा:

- स्तर शून्य : दस प्रतिशत तक समानता— थोड़ी बहुत समानताएं, कोई दण्ड नहीं।
- प्रथम स्तर : दस प्रतिशत से चालीस प्रतिशत तक समानताएं।
- द्वितीय स्तर : चालीस प्रतिशत से साठ प्रतिशत तक समानताएं।
- तृतीय स्तर : साठ प्रतिशत से अधिक समानताएं।

9. साहित्यिक चोरी का पता लगाना/जानकारी प्रदान करना/कार्यवाही करना :

यदि शैक्षिक समुदाय का कोई सदस्य उपर्युक्त प्रमाण के साथ संदेह व्यक्त करता है कि किसी दस्तावेज में साहित्यिक चोरी का कोई प्रकरण बनता है, वह इस मामले की जानकारी विभागीय शैक्षिक सत्यनिष्ठा पेनल (डीएआईपी) को देगा। डीएआईपी, ऐसी शिकायत अथवा आरोप की प्राप्ति पर मामले की जांच करेगा तथा उच्चतर शिक्षा संस्थान की संस्थागत शैक्षिक सत्यनिष्ठा नामसूची (आईएआईपी) को अपनी सिफारिशों सौंपेगा।

उच्चतर शिक्षा संस्थान के प्राधिकारी साहित्यिक चोरी के कृत्य का स्वयंमेव संज्ञान भी ले सकते हैं और इन विनियमों के तहत कार्यवाहियां कर सकते हैं। इसी प्रकार, परीक्षक के निष्कर्षों के आधार पर भी उच्चतर शिक्षा संस्थान द्वारा कार्यवाही आरंभ की जा सकती है। ऐसे सभी मामलों की आईएआईपी द्वारा जांच की जाएगी।

10. विभागीय शैक्षिक सत्यनिष्ठा नामसूची (डीएआईपी) :

- i. उच्चतर शिक्षा संस्थान के सभी विभाग एक डीएआईपी को अधिसूचित करेंगे जिसकी संरचना नीचे दी गई है:
 - क. अध्यक्ष-विभागाध्यक्ष
 - ख. सदस्य-विभाग से इतर एक वरिष्ठ शिक्षाविद्, जिसे उच्चतर शिक्षा संस्थान के प्रमुख द्वारा नामित किया जाएगा।
 - ग. सदस्य-साहित्यिक चोरी के साधनों से भली-भांति परिचित एक व्यक्ति, जिसे विभागाध्यक्ष द्वारा नामित किया जाएगा।

बिंदु 'ख' तथा 'ग' के संबंध में सदस्यगणों का कार्यकाल दो वर्षों का होगा। बैठक के लिए सदस्यों की गणपूर्ति 3 में से 2 सदस्यों द्वारा होगी (सभापति सहित)।
- ii. डीएआईपी, छात्रों, संकाय, शोधकर्ताओं तथा कर्मचारिवृंदों के विरुद्ध साहित्यिक चोरी के आरोपों के संबंध में निर्णय देते हुए नैसर्गिक न्याय के सिद्धांतों का पालन करेगा।
- iii. डीएआईपी, को साहित्यिक चोरी के स्तरों का मूल्यांकन करने तथा तदनुसार, दण्ड की सिफारिश करने की शक्तियां प्राप्त होंगी।
- iv. शिकायत प्राप्त होने/ कार्यवाहियां आरंभ किए जाने की तिथि से 45 दिनों के भीतर डीएआईपी, जांच उपरांत, अपनी रिपोर्ट सहित लगाए जाने वाले दण्डों पर अपनी सिफारिशों को आईएआईपी को प्रस्तुत करेगी।

11. संस्थागत शैक्षिक सत्यनिष्ठा पेनल (आईएआईपी) :

- i. उच्चतर शिक्षा संस्थान, आईएआईपी को अधिसूचित करेंगे जिसकी संरचना नीचे दी गई है :
 - क. अध्यक्ष-उच्चतर शिक्षा संस्थान का सम-कुलपति/संकाय अध्यक्ष/वरिष्ठ शिक्षाविद्।
 - ख. सदस्य-उच्चतर शिक्षा संस्थान के अध्यक्ष द्वारा नामित एक वरिष्ठ शिक्षाविद्।
 - ग. सदस्य-उच्चतर शिक्षा संस्थान से इतर किसी अन्य उच्चतर शिक्षा संस्थान द्वारा नामित किया जाने वाला एक सदस्यगण।
 - घ. सदस्य-साहित्यिक चोरी के साधनों से भली-भांति परिचित एक व्यक्ति, जिसे विभागाध्यक्ष द्वारा नामित किया जाएगा।

एक ही व्यक्ति, डीएआईपी और आईएआईपी का अध्यक्ष नहीं होगा। अध्यक्ष सहित समिति के सदस्यगणों का कार्यकाल 3 वर्षों का होगा। बैठक के लिए सदस्यों की गणपूर्ति 3 में से 2 सदस्यों (सभापति सहित) द्वारा होगी।

- ii. आईएआईपी, डीएआईपी की सिफारिशों पर विचार करेगा।
- iii. आईएआईपी, इन विनियमों में उल्लिखित उपबंधों के अनुसार साहित्यिक चोरी के मामलों की जांच भी करेगा।
- iv. आईएआईपी, उच्चतर शिक्षा संस्थान के छात्रों, संकाय, शोधकर्ताओं तथा कर्मचारिवृंदों के विरुद्ध साहित्यिक चोरी के आरोपों के संबंध में निर्णय देते हुए नैसर्गिक न्याय के सिद्धांतों का पालन करेगा।
- v. आईएआईपी को विधिवत् औचित्य के साथ दण्ड सहित डीएआईपी की सिफारिशों की समीक्षा करने की भी शक्तियां प्राप्त होंगी।
- vi. आईएआईपी जांच उपरांत रिपोर्ट तथा उच्चतर शिक्षा विभाग के प्रमुख द्वारा लगाए जाने वाले दण्ड संबंधी सिफारिशों को डीएआईपी द्वारा शिकायत प्राप्त होने/ कार्यवाहियां आरंभ किए जाने की तिथि से 45 दिनों के भीतर भेजेगा।
- vii. आईएआईपी उस व्यक्ति(यों) को रिपोर्ट की प्रति उपलब्ध कराएगा जिसके विरुद्ध जांच रिपोर्ट प्रस्तुत की गई है।

12. दण्ड :

साहित्यिक चोरी के मामले में निष्णात तथा शोध कार्यक्रमों के स्तर पर उच्चतर शिक्षा संस्थान में अध्ययनरत छात्रों तथा उच्चतर शिक्षा के संस्थानों के शोधकर्ताओं, संकाय तथा कर्मचारिवृंदों पर केवल उस स्थिति में ही दण्ड लगाया जाएगा जब बिना किसी संदेह के किसी व्यक्ति विशेष द्वारा शैक्षिक कदाचार किए जाने की पुष्टि हो जाती है और जब अपील के सभी विकल्पों को पूर्णतः उपयोग कर लिया जाता है और जब अमुक व्यक्ति को अपना बचाव करने के लिए स्पष्ट अथवा पारदर्शी पद्धति से पर्याप्त अवसर प्रदान किया गया हो।

12.1 शोध-प्रबंध (थीसीस) तथा शोध-निबंध (डिसरटेशन) को प्रस्तुत करने के मामले में साहित्यिक चोरी :

संस्थागत शैक्षिक सत्यनिष्ठा नामसूची (आईएआईपी) साहित्यिक चोरी की गंभीरता पर विचार कर दण्ड आरोपित करेगा :

- i. **स्तर शून्य : दस प्रतिशत तक समानताएं—** थोड़ी बहुत समानताएं, कोई दण्ड नहीं।
- ii. **प्रथम स्तर : दस प्रतिशत से चालीस प्रतिशत तक समानताएं—** ऐसे छात्रों को अधिकतम छह माह की विनिर्धारित अवधि के भीतर संशोधित आलेख जमा करने को कहा जाएगा।
- iii. **द्वितीय स्तर : चालीस प्रतिशत से साठ प्रतिशत तक समानताएं—** ऐसे छात्रों को अधिकतम एक वर्ष की अवधि के लिए संशोधित आलेख जमा करने से वंचित किया जाएगा।
- iv. **तृतीय स्तर : साठ प्रतिशत से अधिक समानताएं—** ऐसे छात्रों के उस कार्यक्रम के लिए पंजीकरण को रद्द कर दिया जाएगा।

नोट 1: बार-बार साहित्यिक चोरी करने पर दण्ड : प्रत्येक छात्र को साहित्यिक चोरी के लिए दण्डित किया जाएगा यदि उसके द्वारा की गई साहित्यिक चोरी पिछली बार की गई साहित्यिक चोरी से एक स्तर अधिक हो। यदि सर्वोच्च स्तर की साहित्यिक चोरी की गई हो तो उसे कारगर दंड दिया जाएगा।

नोट 2: उस स्थिति में साहित्यिक चोरी जब उपाधि/क्रेडिट पहले ही प्राप्त किया गया हो— यदि उपाधि/क्रेडिट किए जाने, जैसा भी मामला हो, प्रदान किए जाने की तिथि के बाद में साहित्यिक चोरी सिद्ध हो तो उसकी उपाधि/क्रेडिट को आईएआईपी द्वारा संस्तुत अवधि के लिए आस्थगित रखा जाएगा तथा संस्थान के प्रमुख द्वारा अनुमोदित किया जाएगा।

12.2 शैक्षिक तथा शोध प्रकाशनों में साहित्यिक चोरी के मामले में दण्ड :

- I. **स्तर शून्य : दस प्रतिशत तक समानताएं—** थोड़ी बहुत समानताएं, कोई दण्ड नहीं।
- II. **प्रथम स्तर : दस प्रतिशत से चालीस प्रतिशत तक समानताएं—**
 - i. ऐसे छात्रों को, पांडुलिपि वापस लेने को कहा जाएगा।
- III. **द्वितीय स्तर : चालीस प्रतिशत से साठ प्रतिशत तक समानताएं—**
 - i. उन्हें पांडुलिपि वापस लेने को कहा जाएगा।
 - ii. उन्हें एक वार्षिक वेतन वृद्धि के अधिकार से वंचित किया जाएगा।
 - iii. उन्हें दो वर्ष की अवधि के लिए किसी नई निष्णात, एम.फिल., पीएच.डी. छात्र/ विद्वान का पर्यवेक्षण करने की अनुमति नहीं दी जाएगी।
- IV. **तृतीय स्तर : साठ प्रतिशत से अधिक समानताएं—**
 - i. उन्हें पांडुलिपि वापस लेने को कहा जाएगा।
 - ii. उन्हें लगातार दो वार्षिक वेतन वृद्धि के अधिकार से वंचित किया जाएगा।
 - iii. उन्हें तीन वर्ष की अवधि के लिए किसी नए निष्णात, एम.फिल., पीएच.डी. छात्र/ विद्वान का पर्यवेक्षण करने की अनुमति नहीं दी जाएगी।

नोट 1: बार-बार साहित्यिक चोरी करने पर दण्ड : उन्हें पांडुलिपि वापस लेने को कहा जाएगा और उन्हें की गई साहित्यिक चोरी के निम्न स्तर से एक स्तर ऊपर की साहित्यिक चोरी के लिए दण्डित किया जाएगा। यदि की गई साहित्यिक चोरी सर्वोच्च स्तर की हो तो उसके लिए विहित दंड लागू होगा। यदि तृतीय स्तर के दोष की पुनरावृत्ति की गई हो तो उच्चतर शिक्षा संस्थान द्वारा सेवा नियमों के अनुसार निलंबन/सेवा समाप्ति सहित अनुशासनात्मक कार्रवाई की जाएगी।

नोट 2: उस स्थिति में दण्ड, जब साहित्यिक चोरी का लाभ अथवा क्रेडिट पहले ही प्राप्त किया गया हो— यदि लाभ अथवा क्रेडिट प्राप्त किए जाने, जैसा भी मामला हो, की तिथि के बाद साहित्यिक चोरी सिद्ध हो तो उसके द्वारा प्राप्त लाभ अथवा क्रेडिट को आईएआईपी द्वारा संस्तुत अवधि के लिए आस्थगित रखा जाएगा तथा संस्थान के प्रमुख द्वारा अनुमोदित किया जाएगा।

नोट 3 : उच्चतर शिक्षा संस्थान ऐसा तंत्र विकसित करेंगे ताकि यह सुनिश्चित किया जाए कि छात्र, संकाय, शोधकर्ता अथवा कर्मचारिवृंद द्वारा प्रकाशित किए गए प्रत्येक पत्र/शोध-प्रबंध (थीसीस) तथा शोध-निबंध (डिसरटेशन) को अग्रेषित/ प्रस्तुत किए जाने के समय साहित्यिक चोरी के लिए जांचा जाए।

नोट 4 : यदि उच्चतर शिक्षा संस्थान के प्रधान के विरुद्ध साहित्यिक चोरी की कोई शिकायत हो तो, इन विनियमों के अनुरूप उच्चतर शिक्षा संस्थान के नियंत्रण अधिकारी द्वारा उपर्युक्त कार्रवाई की जाएगी।

नोट 5 : यदि संस्थागत स्तर पर विभागाध्यक्ष/प्राधिकारियों के विरुद्ध साहित्यिक चोरी की कोई शिकायत हो तो, इन विनियमों के अनुरूप आईएआईपी द्वारा उपयुक्त कार्रवाई की जाएगी जिसे सक्षम अधिकारी द्वारा अनुमोदित किया जाएगा।

नोट 6 : यदि डीएआईपी अथवा आईएआईपी के किसी सदस्यगण के विरुद्ध साहित्यिक चोरी की कोई शिकायत हो तो, ऐसा सदस्य ऐसी बैठकों में भाग नहीं लेगा जहां उसके मामले के संबंध में चर्चा की जा रही हो/अथवा जांच की जा रही हो।

13. कठिनाइयों का निवारण

विश्वविद्यालय अनुदान आयोग, इन विनियमों के कार्यान्वयन के दौरान सामने आने वाली कठिनाइयों को भारत सरकार/मानव संसाधन विकास मंत्रालय के परामर्श से निवारण करने का अधिकार सुरक्षित रखता है।

प्रो. रजनीश जैन, सचिव

[विज्ञापन-III/4/असा./161/18]

UNIVERSITY GRANTS COMMISSION

NOTIFICATION

UNIVERSITY GRANTS COMMISSION (PROMOTION OF ACADEMIC INTEGRITY AND PREVENTION OF PLAGIARISM IN HIGHER EDUCATIONAL INSTITUTIONS) REGULATIONS, 2018

New Delhi, the 23rd July, 2018

F. 1-18/2010(CPP-II).—

Preamble

Whereas, University Grants Commission (UGC), as per UGC Act, 1956, is mandated to coordinate and determine the standards of higher education;

And whereas, assessment of academic and research work done leading to the partial fulfillment for the award of degrees at Masters and Research level, by a student or a faculty or a researcher or a staff, in the form of thesis, dissertation and publication of research papers, chapters in books, full-fledged books and any other similar work, reflects the extent to which elements of academic integrity and originality are observed in various relevant processes adopted by Higher Educational Institutions (HEIs);

Therefore, in exercise of the powers conferred by clause (j) of Section 12 read with clauses (f) and (g) of sub-section (1) of Section 26 of the University Grants Commission Act, 1956, the University Grants Commission hereby makes the following regulations:-

1. Short title, application and commencement –

- These regulations shall be called the University Grants Commission (Promotion of Academic Integrity and Prevention of Plagiarism in Higher Educational Institutions) Regulations, 2018.
- They shall apply to the students, faculty, researchers and staff of all Higher Educational Institutions in the country.
- These regulations shall come into force from the date of their notification in the Official Gazette.

2. Definitions -

In these regulations, unless the context otherwise requires—

- a. “Academic Integrity” is the intellectual honesty in proposing, performing and reporting any activity, which leads to the creation of intellectual property;
- b. “Author” includes a student or a faculty or a researcher or staff of Higher Educational Institution (HEI) who claims to be the creator of the work under consideration;
- c. “Commission” means the University Grants Commission as defined in the University Grants Commission Act, 1956;
- d. “Common Knowledge” means a well known fact, quote, figure or information that is known to most of the people;
- e. “Degree” means any such degree specified by the University Grants Commission, by notification in the Official Gazette, under section 22 of the University Grants Commission Act, 1956;
- f. “Departmental Academic Integrity Panel” shall mean the body constituted at the departmental level to investigate allegations of plagiarism;
- g. “Faculty” refers to a person who is teaching and/or guiding students enrolled in an HEI in any capacity whatsoever i.e. regular, ad-hoc, guest, temporary, visiting etc;
- h. “Higher Educational Institution (HEI)” means a university recognized under section 2(f) of the UGC Act, 1956 or an institution deemed to be university under section 3 of the UGC Act, 1956 or an affiliating college / institution or a constituent unit of a university;
- i. “Information” includes data, message, text, images, sound, voice, codes, computer programs, software and databases or microfilm or computer generated microfiche;
- j. “Institutional Academic Integrity Panel” shall mean the body constituted at Institutional level to consider recommendations of the departmental academic integrity panel and take appropriate decisions in respect of allegations of plagiarism and decide on penalties to be imposed. In exceptional cases, it shall investigate allegations of plagiarism at the institutional level;
- k. “Notification” means a notification published in the Official Gazette and the expression “notify” with its cognate meanings and grammatical variation shall be construed accordingly;
- l. “Plagiarism” means the practice of taking someone else’s work or idea and passing them as one’s own.
- m. “Programme” means a programme of study leading to the award of a masters and research level degree;
- n. “Researcher” refers to a person conducting academic / scientific research in HEIs;
- o. “Script” includes research paper, thesis, dissertation, chapters in books, full-fledged books and any other similar work, submitted for assessment / opinion leading to the award of master and research level degrees or publication in print or electronic media by students or faculty or researcher or staff of an HEI; however, this shall exclude assignments / term papers / project reports / course work / essays and answer scripts etc.;
- p. “Source” means the published primary and secondary material from any source whatsoever and includes written information and opinions gained directly from other people, including eminent scholars, public figures and practitioners in any form whatsoever as also data and information in the electronic form be it audio, video, image or text; Information being given the same meaning as defined under Section 2 (1) (v) of the Information Technology Act, 2000 and reproduced here in Regulation 2 (1);
- q. “Staff” refers to all non-teaching staff working in HEIs in any capacity whatsoever i.e. regular, temporary, contractual, outsourced etc.;
- r. “Student” means a person duly admitted and pursuing a programme of study including a research programme in any mode of study (full time or part-time or distance mode);
- s. “University” means a university established or incorporated by or under a Central Act, a Provincial Act or a State Act, and includes an institution deemed to be university under section 3 of the UGC Act, 1956;
- t. “Year” means the academic session in which a proven offence has been committed.

Words and expressions used and not defined in these regulations but defined in the University Grants Commission Act, 1956 shall have the meanings respectively assigned to them in UGC Act, 1956.

3. Objectives

- 3.1 To create awareness about responsible conduct of research, thesis, dissertation, promotion of academic integrity and prevention of misconduct including plagiarism in academic writing among student, faculty, researcher and staff.
- 3.2 To establish institutional mechanism through education and training to facilitate responsible conduct of research, thesis, dissertation, promotion of academic integrity and deterrence from plagiarism.
- 3.3 To develop systems to detect plagiarism and to set up mechanisms to prevent plagiarism and punish a student, faculty, researcher or staff of HEI committing the act of plagiarism.

4. Duties of HEI:

Every HEI should establish the mechanism as prescribed in these regulations, to enhance awareness about responsible conduct of research and academic activities, to promote academic integrity and to prevent plagiarism.

5. Awareness Programs and Trainings:

- (a) HEI shall instruct students, faculty, researcher and staff about proper attribution, seeking permission of the author wherever necessary, acknowledgement of source compatible with the needs and specificities of disciplines and in accordance with rules, international conventions and regulations governing the source.
- (b) HEI shall conduct sensitization seminars/ awareness programs every semester on responsible conduct of research, thesis, dissertation, promotion of academic integrity and ethics in education for students, faculty, researcher and staff.
- (c) HEI shall :
 - i. Include the cardinal principles of academic integrity in the curricula of Undergraduate (UG)/Postgraduate (PG)/Master's degree etc. as a compulsory course work/module.
 - ii. Include elements of responsible conduct of research and publication ethics as a compulsory course work/module for Masters and Research Scholars.
 - iii. Include elements of responsible conduct of research and publication ethics in Orientation and Refresher Courses organized for faculty and staff members of the HEI.
 - iv. Train student, faculty, researcher and staff for using plagiarism detection tools and reference management tools.
 - v. Establish facility equipped with modern technologies for detection of plagiarism.
 - vi. Encourage student, faculty, researcher and staff to register on international researcher's Registry systems.

6. Curbing Plagiarism

- a) HEI shall declare and implement the technology based mechanism using appropriate software so as to ensure that documents such as thesis, dissertation, publications or any other such documents are free of plagiarism at the time of their submission.
- b) The mechanism as defined at (a) above shall be made accessible to all engaged in research work including student, faculty, researcher and staff etc.
- c) Every student submitting a thesis, dissertation, or any other such documents to the HEI shall submit an undertaking indicating that the document has been prepared by him or her and that the document is his/her original work and free of any plagiarism.
- d) The undertaking shall include the fact that the document has been duly checked through a Plagiarism detection tool approved by the HEI.
- e) HEI shall develop a policy on plagiarism and get it approved by its relevant statutory bodies/authorities. The approved policy shall be placed on the homepage of the HEI website.
- f) Each supervisor shall submit a certificate indicating that the work done by the researcher under him / her is plagiarism free.
- g) HEI shall submit to INFLIBNET soft copies of all Masters, Research program's dissertations and thesis within a month after the award of degrees for hosting in the digital repository under the "Shodh Ganga e-repository".
- h) HEI shall create Institutional Repository on institute website which shall include dissertation / thesis / paper / publication and other in-house publications.

7. Similarity checks for exclusion from Plagiarism

The similarity checks for plagiarism shall exclude the following:

- i. All quoted work reproduced with all necessary permission and/or attribution.
- ii. All references, bibliography, table of content, preface and acknowledgements.
- iii. All generic terms, laws, standard symbols and standards equations.

Note:

The research work carried out by the student, faculty, researcher and staff shall be based on original ideas, which shall include abstract, summary, hypothesis, observations, results, conclusions and recommendations only and shall not have any similarities. It shall exclude a common knowledge or coincidental terms, up to fourteen (14) consecutive words.

8. Levels of Plagiarism

Plagiarism would be quantified into following levels in ascending order of severity for the purpose of its definition:

- i. Level 0: Similarities upto 10% - Minor similarities, no penalty
- ii. Level 1: Similarities above 10% to 40%
- iii. Level 2: Similarities above 40% to 60%
- iv. Level 3: Similarities above 60%

9. Detection/Reporting/Handling of Plagiarism

If any member of the academic community suspects with appropriate proof that a case of plagiarism has happened in any document, he or she shall report it to the Departmental Academic Integrity Panel (DAIP). Upon receipt of such a complaint or allegation the DAIP shall investigate the matter and submit its recommendations to the Institutional Academic Integrity Panel (IAIP) of the HEI.

The authorities of HEI can also take *suomotu* notice of an act of plagiarism and initiate proceedings under these regulations. Similarly, proceedings can also be initiated by the HEI on the basis of findings of an examiner. All such cases will be investigated by the IAIP.

10. Departmental Academic Integrity Panel (DAIP)

- i. All Departments in HEI shall notify a DAIP whose composition shall be as given below:
 - a. Chairman - Head of the Department
 - b. Member - Senior academician from outside the department, to be nominated by the head of HEI.
 - c. Member - A person well versed with anti plagiarism tools, to be nominated by the Head of the Department.

The tenure of the members in respect of points 'b' and 'c' shall be two years. The quorum for the meetings shall be 2 out of 3 members (including Chairman).
- ii. The DAIP shall follow the principles of natural justice while deciding about the allegation of plagiarism against the student, faculty, researcher and staff.
- iii. The DAIP shall have the power to assess the level of plagiarism and recommend penalty(ies) accordingly.
- iv. The DAIP after investigation shall submit its report with the recommendation on penalties to be imposed to the IAIP within a period of 45 days from the date of receipt of complaint / initiation of the proceedings.

11. Institutional Academic Integrity Panel (IAIP)

- i. HEI shall notify a IAIP whose composition shall be as given below:
 - a. Chairman - Pro-VC/Dean/Senior Academician of the HEI.
 - b. Member - Senior Academician other than Chairman, to be nominated by the Head of HEI.
 - c. Member - One member nominated by the Head of HEI from outside the HEI
 - d. Member - A person well versed with anti-plagiarism tools, to be nominated by the Head of the HEI.

The Chairman of DAIP and IAIP shall not be the same. The tenure of the Committee members including Chairman shall be three years. The quorum for the meetings shall be 3 out of 4 members (including Chairman).

- ii. The IAIP shall consider the recommendations of DAIP.
- iii. The IAIP shall also investigate cases of plagiarism as per the provisions mentioned in these regulations.

- iv. The IAIP shall follow the principles of natural justice while deciding about the allegation of plagiarism against the student, faculty, researcher and staff of HEI.
- v. The IAIP shall have the power to review the recommendations of DAIP including penalties with due justification.
- vi. The IAIP shall send the report after investigation and the recommendation on penalties to be imposed to the Head of the HEI within a period of 45 days from the date of receipt of recommendation of DAIP/ complaint / initiation of the proceedings.
- vii. The IAIP shall provide a copy of the report to the person(s) against whom inquiry report is submitted.

12. Penalties

Penalties in the cases of plagiarism shall be imposed on students pursuing studies at the level of Masters and Research programs and on researcher, faculty & staff of the HEI only after academic misconduct on the part of the individual has been established without doubt, when all avenues of appeal have been exhausted and individual in question has been provided enough opportunity to defend himself or herself in a fair or transparent manner.

12.1 Penalties in case of plagiarism in submission of thesis and dissertations

Institutional Academic Integrity Panel (IAIP) shall impose penalty considering the severity of the Plagiarism.

- i. **Level 0: Similarities upto 10%** - Minor Similarities, no penalty.
- ii. **Level 1: Similarities above 10% to 40%** - Such student shall be asked to submit a revised script within a stipulated time period not exceeding 6 months.
- iii. **Level 2: Similarities above 40% to 60%** - Such student shall be debarred from submitting a revised script for a period of one year.
- iv. **Level 3: Similarities above 60%** -Such student registration for that programme shall be cancelled.

Note 1: Penalty on repeated plagiarism- Such student shall be punished for the plagiarism of one level higher than the previous level committed by him/her. In case where plagiarism of highest level is committed then the punishment for the same shall be operative.

Note 2: Penalty in case where the degree/credit has already been obtained - If plagiarism is proved on a date later than the date of award of degree or credit as the case may be then his/her degree or credit shall be put in abeyance for a period recommended by the IAIP and approved by the Head of the Institution.

12.2 Penalties in case of plagiarism in academic and research publications

- I. **Level 0: Similarities up to 10%** - Minor similarities, no penalty.
- II. **Level 1: Similarities above 10% to 40%**
 - i) Shall be asked to withdraw manuscript.
- III. **Level 2: Similarities above 40% to 60%**
 - i) Shall be asked to withdraw manuscript.
 - ii) Shall be denied a right to one annual increment.
 - iii) Shall not be allowed to be a supervisor to any new Master's, M.Phil., Ph.D. Student/scholar for a period of two years.
- IV. **Level 3: Similarities above 60%**
 - i) Shall be asked to withdraw manuscript.
 - ii) Shall be denied a right to two successive annual increments.
 - iii) Shall not be allowed to be a supervisor to any new Master's, M.Phil., Ph.D. Student/scholar for a period of three years.

Note 1: Penalty on repeated plagiarism - Shall be asked to withdraw manuscript and shall be punished for the plagiarism of one level higher than the lower level committed by him/her. In case where plagiarism of highest level is committed then the punishment for the same shall be operative. In case level 3 offence is repeated then the disciplinary action including suspension/termination as per service rules shall be taken by the HEI.

Note 2: Penalty in case where the benefit or credit has already been obtained - If plagiarism is proved on a date later than the date of benefit or credit obtained as the case may be then his/her benefit or credit shall be put in abeyance for a period recommended by IAIP and approved by the Head of the Institution.

Note 3: HEIs shall create a mechanism so as to ensure that each of the paper publication/thesis/dissertation by the student, faculty, researcher or staff of the HEI is checked for plagiarism at the time of forwarding/submission.

Note 4: If there is any complaint of plagiarism against the Head of an HEI, a suitable action, in line with these regulations, shall be taken by the Controlling Authority of the HEI.

Note 5: If there is any complaint of plagiarism against the Head of Department/Authorities at the institutional level, a suitable action, in line with these regulations, shall be recommended by the IAIP and approved by the Competent Authority.

Note 6: If there is any complaint of plagiarism against any member of DAIP or IAIP, then such member shall excuse himself / herself from the meeting(s) where his/her case is being discussed/investigated.

13. Removal of Difficulty

UGC reserves the right to remove difficulty/difficulties in the course of implementations of these Regulations in consultation with the Government of India/ Ministry of Human Resource Development.

Prof. RAJNISH JAIN, Secy.

[ADVT.-III/4/Exty./161/18]

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Principal

(NAAC- RE-ACCREDITED 'B')

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विश्वविद्यालय अनुदान आयोग (सम विश्वविद्यालय संस्थान) विनियम, 2019

प्रस्तावना

मि. सं. 1-2/2018 (सी.पी.पी.-1/डीयू).—सिद्ध शैक्षणिक गुणों वाले संस्थानों को सम विश्वविद्यालयों के रूप में घोषित करने की प्रक्रिया को एक सुव्यवस्थित पद्धति से विनियमित करने, और आगे विश्वविद्यालय के मानकों के अनुरूप सम विश्वविद्यालय संस्थानों द्वारा प्रदान की गई उच्चतर शिक्षा की गुणवत्ता को बनाए रखने के लिए विश्वविद्यालय अनुदान आयोग, विश्वविद्यालय अनुदान आयोग अधिनियम, 1956 की धारा 26 की उपधारा (i) की खंड (च) और (छ) द्वारा प्रदत्त शक्तियों का प्रयोग करते हुए निम्नवत विनियम बनाता है, नामतः

1.0 लघु शीर्षक, अनुप्रयोग तथा प्रारंभ

- 1.1 इन विनियमों को विश्वविद्यालय अनुदान आयोग (सम विश्वविद्यालय संस्थान) विनियम, 2019 कहा जाएगा।
- 1.2 ये विनियम ऐसे प्रत्येक संस्थान पर लागू होंगे जो स्वयं को सम विश्वविद्यालय संस्थान घोषित करवाना चाहते हैं, यद्यपि, उत्तरव्यापी प्रभाव से ऐसे संस्थान पर भी लागू होंगे जिसे विश्वविद्यालय अनुदान आयोग अधिनियम, 1956 की धारा 3 के तहत सम विश्वविद्यालय संस्थान के रूप में घोषित किया गया है।
- 1.3 ये विनियम आधिकारिक राजपत्र में प्रकाशन की तिथि से प्रभावी होंगे।
- 1.4 ये विनियम विश्वविद्यालय अनुदान आयोग (सम विश्वविद्यालय संस्थान) विनियम, 2016 को प्रतिस्थापित करेंगे।

2.0 परिभाषाएं

इन विनियमों में, जब तक कि संदर्भ में अन्यथा अपेक्षित न हो:

- 2.01 "अधिनियम" से विश्वविद्यालय अनुदान आयोग अधिनियम, 1956 (1956 का अधिनियम 3) अभिप्रेत है,
- 2.02 "कैम्पस अथवा परिसर" से अभिप्राय ऐसे सम विश्वविद्यालय संस्थान के मुख्यालय स्थित परिसर से है, जिसमें संकाय, कर्मचारी वृंद, छात्र, तथा इसके शैक्षणिक विभाग जैसी इसकी मुख्य सुविधाएं भारत के किसी शहर/कस्बे/ग्राम में अवस्थित होंगी और इसमें मुख्यालय में उसी क्षेत्र के क्षेत्राधिकार के अधीन स्थित सभी परिसर शामिल हैं।

- 2.03 “आयोग” से अभिप्राय, अधिनियम के अंतर्गत गठित विश्वविद्यालय अनुदान आयोग (वि0अ0आ0) से है।
- 2.04 “श्रेणी” का अभिप्राय विश्वविद्यालय अनुदान आयोग [ग्रेडिड स्वायत्तता प्रदान करने के लिए (केवल) विश्वविद्यालयों को श्रेणीकरण] विनियम, 2018 के तहत सम विश्वविद्यालय संस्थानों की श्रेणी से है। “श्रेणी- I और श्रेणी- II” का अर्थ तदनुसार निर्धारित किया जाएगा।
- 2.05 “संघटक संस्थान” से अभिप्राय किसी ऐसे संस्थान से है, जो प्रायोजक संगठन के प्रशासनिक, अकादमिक और वित्तीय नियंत्रण के अंतर्गत कार्य कर रहा हो तथा जिसे अधिसूचना के तहत ऐसा घोषित किया गया हो।
- 2.06 “संघटक इकाई” से अभिप्राय संस्थान की ऐसी इकाई(यों) से है, जो संस्थान को सम विश्वविद्यालय संस्थान घोषित किया जाने हेतु प्रस्ताव जमा करने के समय मौजूद थीं।
- 2.07 “नए संस्थान” (डी-नोवो) का अभिप्राय ऐसे संस्थान से है जिसे आयोग द्वारा विधिवत् प्रक्रिया का पालन करने के उपरांत यथा-निर्धारित किए गए विशिष्ट तथा ‘उभरते हुए ज्ञान के क्षेत्र’ में शिक्षण और अनुसंधान पर ध्यान केन्द्रित करने वाले किसी संस्थान के रूप में दर्जा दिया गया हो।
- 2.08 “ज्ञान के उभरते हुए क्षेत्र” का “नए संस्थान” के संदर्भ में अभिप्राय ज्ञान के ऐसे विशेषज्ञतापूर्ण/विशिष्ट ऐसे क्षेत्रों से है जिसे वांछनीय तथा उपयोगी समझा जाता है परंतु जिन्हें वर्तमान में देश में पढ़ाया नहीं जाता है।
- 2.09 “विशेषज्ञ समिति” का अभिप्राय आयोग के अध्यक्ष द्वारा नामित किए जाने वाले ज्ञान और अनुशीलन के प्रासंगिक क्षेत्रों में शिक्षाविदों या अन्य विशेषज्ञों की ऐसी समिति से है जिसमें वैधानिक निकायों के प्रतिनिधि शामिल हैं; और विभिन्न उद्देश्यों के लिए ऐसी कितनी भी विशेषज्ञ समितियां हो सकती हैं जैसा कि आयोग निर्धारित करें।
- 2.10 “सरकार” से अभिप्राय, जब तक संदर्भ में अन्यथा विनिर्दिष्ट न किया गया, हो, से अभिप्राय केन्द्र सरकार के मानव संसाधन विकास मंत्रालय से है जिसे उच्चतर शिक्षा से संबंधित कार्य सौंपा गया हो।
- 2.11 “संस्थान” से अभिप्राय, स्नातक, स्नातकोत्तर अथवा उच्चतर स्तरों पर शिक्षण और शोध कार्य में जुटे किसी उच्चतर शिक्षा संस्थान से है।
- 2.12 “सम विश्वविद्यालय संस्थान” से अभिप्राय अधिनियम की धारा 3 के अंतर्गत सरकार द्वारा, आयोग के परामर्श पर, उच्चतर शिक्षा के लिए इस प्रकार घोषित किए गए किसी उच्चतर शिक्षा संस्थान से है।
- 2.13 “अनिवार्य अवसंरचना” का अभिप्राय संबंधित सांविधिक निकाय/आयोग के मानकों के तहत यथा-अपेक्षित अवसंरचना से है।
- 2.14 “ऑफ-कैम्पस केन्द्र” से अभिप्राय, सरकार द्वारा अनुमोदित तथा सम विश्वविद्यालय संस्थान के परिसर से इतर देश के किसी भाग में स्थित परिसर से है।
- 2.15 “ऑफ-शोर कैम्पस” से अभिप्राय, सरकार द्वारा अनुमोदित तथा सम विश्वविद्यालय संस्थान के परिसर से इतर विदेश में स्थित किसी परिसर से है।
- 2.16 “संसाधन शुल्क” से अभिप्राय ऐसे शुल्क से है जिसे आवेदक संस्थान द्वारा आवेदन के संसाधन हेतु आवेदन के साथ आयोग को भुगतान करना होगा।
- 2.17 “अधिसूचना” से अभिप्राय, सरकार द्वारा शासकीय राजपत्र में जारी किसी अधिसूचना से है जिसमें उच्चतर शिक्षा संस्थान को विश्वविद्यालय अनुदान आयोग अधिनियम की धारा 3 के तहत सम विश्वविद्यालय संस्थान के रूप में घोषित किया गया हो।
- 2.18 “प्रायोजक निकाय” से अभिप्राय, एक पूर्त अथवा लाभ अर्जित न करने वाली सोसायटी/न्यास/किसी कम्पनी जिसे कम्पनी अधिनियम, 2013 की धारा 8 के अंतर्गत निगमित किया गया हो, से है जो अपने प्रशासनिक, शैक्षणिक तथा वित्तीय नियंत्रण के तहत किसी संस्थान को सम विश्वविद्यालय संस्थान घोषित किए जाने के लिए आवेदन करता है।
- 2.19 “सांविधिक निकाय/प्राधिकरण/परिषद्” का अभिप्राय उच्चतर शिक्षा के संगत क्षेत्रों में गुणवत्ता के मानकों का निर्धारण और रखरखाव करने के लिए वर्तमान में लागू किसी कानून के तहत निगमित किसी निकाय से है जैसे अखिल भारतीय तकनीकी शिक्षा परिषद् (एआईसीटीई), भारतीय चिकित्सा परिषद् (एमसीआई), भारतीय दंत परिषद् (डीसीआई), राष्ट्रीय अध्यापक शिक्षा परिषद् (एनसीटीई), बॉर काउंसिल ऑफ इंडिया (बीसीआई), भारतीय परिचर्या परिषद् (आईएनसी), अथवा संसद के अधिनियम के तहत स्थापित इस प्रकार के किसी ऐसे अन्य विनियामक निकाय से है।
- 2.20 “शिक्षक” का अभिप्राय, आचार्य, सह आचार्य या सहायक आचार्य के स्तर पर, नियमित संकाय के सदस्य से है, और इसमें ‘एडजंक्ट फैकल्टी’ और कम से कम तीन वर्ष के दीर्घकालिक अनुबंध पर नियुक्त शामिल है।
- 2.21 “विश्वविद्यालय” का अभिप्राय, विश्वविद्यालय अनुदान आयोग अधिनियम, 1956 में परिभाषित किसी विश्वविद्यालय से है।
- 2.22 “एनएएसी” का अभिप्राय राष्ट्रीय मूल्यांकन और प्रत्यायन परिषद् से है।
- 2.23 “एनबीए” का अभिप्राय राष्ट्रीय प्रत्यायन बोर्ड से है।

2.24 "एनआईआरएफ" का अभिप्राय राष्ट्रीय संस्थागत रैंकिंग फ्रेमवर्क से है।

3.0 सम विश्वविद्यालय संस्थान के उद्देश्य

निम्नलिखित उद्देश्यों के लिए सरकार द्वारा किसी संस्थान को सम विश्वविद्यालय संस्थान घोषित किया जाएगा:

3.01 ऐसी उच्चतर शिक्षा उपलब्ध कराना जिससे ज्ञान की ऐसी शाखाओं में उत्कृष्टता और नवोन्मेष प्राप्त हो जो मुख्यरूप से स्नातकोत्तर और शोध उपाधि के स्तरों के लिए उपयुक्त समझे जाएं तथा उनमें यथा-परिभाषित विश्वविद्यालय की संकल्पना पर पूर्णरूप से खरे उतरें।

3.02 विविध विधाओं में उच्चतर शिक्षा प्रणाली के उद्देश्यों में विशिष्ट योगदान करने की सिद्ध क्षमता के साथ विशिष्टता के क्षेत्र में कार्य करना।

3.03 राष्ट्रीय तथा अंतर्राष्ट्रीय रूप से मान्यताप्राप्त उच्च गुणवत्तायुक्त शिक्षा और शोध उपलब्ध कराना।

4.0 सम विश्वविद्यालय संस्थान के रूप में घोषित किए जाने वाले किसी संस्थान के लिए अर्हता मानदंड

4.01 सम विश्वविद्यालय संस्थान के रूप में घोषित किए जाने हेतु आवेदन करने वाले किसी संस्थान को निम्नवत विनिर्दिष्टताओं पर खरा उतरना होगा—

- (i) कम से कम 20 (बीस) से अधिक वर्षों से अस्तित्व में रहा हो,
- (ii) आवेदन करते समय लगातार तीन चरणों के लिए कम से कम 3.26 सीजीपीए के साथ राष्ट्रीय मूल्यांकन और प्रत्यायन परिषद् (एनएएसी) द्वारा वैध प्रत्यायन होना चाहिए अथवा तकनीकी संस्थान के मामले में, दो-तिहाई अर्हक तकनीकी कार्यक्रम राष्ट्रीय प्रत्यायन बोर्ड (एनबीए) से प्रत्यायित होने चाहिए।
- (iii) आवेदन करते समय नेशनल इंस्टीट्यूट रैंकिंग फ्रेमवर्क (एनआईआरएफ) की समग्र रैंकिंग में सर्वोच्च 100 (सौ) संस्थानों में अथवा किसी विशिष्ट श्रेणी में 50 (पचास) संस्थानों में होना चाहिए।
- (iv) उन्होंने बहुविधा पाठ्यक्रमों के माध्यम से उच्च गुणवत्तायुक्त शोध परिणामों को दर्शाते हुए विश्वविद्यालय की विशेषताओं को प्रदर्शित किया हो।
- (v) विश्वविद्यालय अनुदान आयोग के गुणवत्तायुक्त जर्नलों की संदर्भ सूची के अनुसार सहकर्मी समीक्षित अथवा स्वीकार्य गुणवत्ता की एससीओपीयूस अथवा वेब ऑफ साइंस पत्रिकाओं में प्रति संकाय कम से कम 2 (दो) वार्षिक प्रकाशन होंगे।
- (vi) शिक्षक छात्र अनुपात 1:20 से कम नहीं होगा जिसमें नियमित कक्षा पद्धति के तहत 2000 पंजीकृत छात्रों के लिए कम से कम 100 (सौ) शिक्षक होंगे जिसमें से कम से कम एक— तिहाई छात्र स्नातकोत्तर/ शोध से जुड़े छात्र होंगे; और शोध कार्यक्रमों के साथ कम से कम पिछले 3 वर्षों से कम से कम 5 स्नातकोत्तर विभाग होंगे।
- (vii) संस्थान में ऐसी शैक्षिक और वास्तविक अवसंरचना मौजूद होगी जैसा कि आयोग और/ अथवा संगत निकायों द्वारा विहित किया गया हो।
- (viii) संस्थान में प्रति छात्र कम से कम 30 वर्ग मीटर का निर्मित क्षेत्र होगा जिसमें शैक्षिक (शिक्षा भवन, ग्रंथालय, व्याख्यान कक्ष, प्रयोगशालाएं आदि), प्रशासनिक (छात्रावास, संकाय निवास सुविधाएं, स्वास्थ्य परिचर्या), सामान्य और मनोरंजन सुविधाएं शामिल हैं।

4.02 कायिक निधि:

- (i) सरकार द्वारा अनुरक्षित अथवा वित्तपोषित नहीं किए गए संस्थानों के मामले में मौजूदा संस्थान के लिए 10 करोड़ रुपए तथा नए संस्थान के लिए 25 करोड़ रुपए के लिए कायिक निधि का सृजन किया जाएगा जिसे अप्रतिसंहरणीय सरकारी प्रतिभूतियों अथवा आयोग द्वारा अनुमोदित अन्य स्वरूप के माध्यम से प्रस्तावित सम विश्वविद्यालय संस्थान के नाम में स्थायी रूप से सृजित तथा रख-रखाव किया जाएगा।
- (ii) कायिक निधि पर प्रोदभूत ब्याज को केवल सम विश्वविद्यालय संस्थान के विकास के लिए ही उपयोग किया जाएगा।

4.03 अभिशासनात्मक ढांचा

प्रस्तावित सम विश्वविद्यालय संस्थान का अभिशासनात्मक ढांचा इन विनियमों के खंड 10.00 के अनुसार होगा।

5.0 किसी संस्थान को सम विश्वविद्यालय संस्थान घोषित किए जाने की प्रक्रिया।

5.01 सम विश्वविद्यालय संस्थान के रूप में घोषित किए जाने हेतु प्रस्तावों पर विचार करने के लिए इन विनियमों में यथा-निर्धारित न्यूनतम अर्हता मानदंड पर खरा उतरने वाले संस्थान, सरकार को सूचना देते हुए इस प्रयोजनार्थ विकसित किए गए आयोग के वेब पोर्टल पर ऑनलाइन आवेदन कर सकते हैं।

5.02 ऑनलाइन आवेदन के साथ निम्नलिखित दस्तावेज अपलोड किए जाएंगे, ऐसा नहीं करने पर, ऑनलाइन प्रणाली आवेदन को स्वीकार नहीं करेगी:

- (i) सम विश्वविद्यालय संस्थान अथवा प्रायोजक निकाय के नाम पर भूमि के स्वामित्व संबंधी दस्तावेज।
- (ii) एनएएसी/ एनबीए प्रत्यायन के संबंध में प्रमाणपत्र।
- (iii) वर्तमान में चलाए जा रहे व्यावसायिक पाठ्यक्रमों के लिए संगत निकाय का अनुमोदन।
- (iv) मौजूदा शैक्षिक और वास्तविक अवसंरचना के संबंध में जानकारी और साक्ष्य।
- (v) संस्थागत विकास योजना जिसमें अगले पांच वर्षों के लिए कार्यनीतिक दृष्टिकोण सहित के साथ साथ शैक्षिक, शोध, अवसंरचनात्मक, वित्तीय और अभिशासन संबंधी योजना को शामिल करते हुए इसके कार्यान्वयन की प्रवाही योजना।
- (vi) संस्थान की सृजित की गई कायिक निधि और संस्थान की वित्तीय धारणीयता का ब्योरा।
- (vii) राज्य/ केन्द्र सरकार द्वारा वित्तपोषित संस्थान के मामले में, संबंधित सरकार से वचनबद्धता संबंधी पत्र जिसमें उन्होंने इस बात की प्रतिबद्धता की हो कि वे सम विश्वविद्यालय के रूप में घोषित किए जाने के बाद भी वित्तीय सहायता जारी रखेंगे।
- (viii) आयोग के वेब पोर्टल पर अपलोड की गई दस्तावेजों की प्रतियों को संस्थान की वेबसाइट पर भी सार्वजनिक रूप से उद्घटित किया जाएगा जिसे संस्थान के प्रमुख द्वारा विधिवतरूप से अनुप्रमाणित किया जाएगा। विधिवतरूप से सत्यापित किए जाने के पश्चात् गलत पाई गई जानकारी के संबंध में, समय समय पर यथा-संशोधित भारतीय दंड संहिता, 1860 के तहत आपराधिक अभियोजन चलाया जाएगा।

5.03 आयोग, आवेदन के साथ जमा किए गए दस्तावेजों का संबंधित जन प्राधिकरणों से सत्यापन करेगा ताकि उनकी सटीकता का निर्धारण किया जा सके।

5.04 आयोग, संस्थागत विकास योजना का मूल्यांकन करने के लिए नामनिर्दिष्ट विशेषज्ञ समिति की मदद से आवेदन की जांच करेगा ताकि मौजूदा शैक्षिक और वास्तविक मानदंडों का मूल्यांकन किया जा सके तथा सरकार को ऑनलाइन आवेदन जमा करने के साठ दिनों के भीतर अपना परामर्श दे सके।

5.05 आयोग के परामर्श को ध्यान में रखते हुए केन्द्र सरकार सामान्यतः आयोग के परामर्श की प्राप्ति के 30 दिनों के भीतर प्रस्ताव पर निर्णय लेगी। यदि प्रस्ताव पर सहमति बने तो ऐसे संस्थान को प्रारंभ में पांच वर्षों की अवधि के लिए सम विश्वविद्यालय संस्थान घोषित करते हुए अधिनियम की धारा 3 के तहत अधिसूचना जारी की जाएगी; अथवा, यदि प्रस्ताव पर सहमति न बने तो सरकार अपने निर्णय से प्रायोजक निकाय को तत्संबंधी कारणों का उल्लेख लिखित में अवगत कराएगी। सरकार का निर्णय अंतिम होगा।

5.06 यदि अधिनियम की धारा 3 के तहत संस्थानों को सम विश्वविद्यालय संस्थान के रूप में घोषित किया जाता है तो इसके पश्चात् ऐसे विश्वविद्यालय जो ऐसे संस्थानों से संबद्ध करते हैं, वे ऐसी घोषणा के तीस दिनों के भीतर छात्रों के क्रेडिट तथा ट्रांसक्रिप्टों को अंतरित करेंगे जो उक्त संस्थान में नामांकित हों तथा अध्ययनरत हों। मौजूदा छात्रों को उनकी प्राथमिकता के अनुसार संबद्ध करने वाले विश्वविद्यालयों अथवा सम विश्वविद्यालयों से उपाधि प्राप्त हो सकती है। नए भर्ती हुए छात्रों को सम विश्वविद्यालय की उपाधि प्राप्त होगी।

6.04 नई श्रेणी (नए संस्थान की श्रेणी) के तहत किसी संस्थान को सम विश्वविद्यालय संस्थान के रूप में घोषित किए जाने की प्रक्रिया :-

6.04.1 कोई भी प्रायोजक निकाय, जिसका शिक्षा के क्षेत्र में सिद्ध पिछला रिकार्ड रहा हो, वह सरकार को जानकारी प्रदान करते हुए विशिष्ट तथा 'उभरते हुए ज्ञान के क्षेत्र' में शिक्षण और अनुसंधान के प्रति समर्पित किसी सम विश्वविद्यालय संस्थान, जिसे मौजूदा संस्थानों द्वारा चलाया नहीं जा रहा हो, की स्थापना हेतु आयोग को अपना ऑनलाइन आवेदन प्रस्तुत कर सकता है।

तथापि, इस श्रेणी के तहत आवेदन करने वाले केन्द्र/ राज्य/ संघ राज्य क्षेत्र के संस्थानों को इन विनियमों की खंड 4.01 के तहत छूट प्रदान की जाएगी बशर्ते कि वे देश की कार्यनीतिक आवश्यकताओं की पूर्ति करने और/ अथवा, सांस्कृतिक धरोहर के संरक्षण में कार्यरत हों।

6.04.2 कोई भी प्रायोजक निकाय आवेदन प्रस्तुत करेंगे जिसमें निम्नवत शामिल होंगे :

(क) एक विस्तृत परियोजना रिपोर्ट (डीपीआर) जिसमें उसके पंद्रह वर्ष के विस्तृत कार्यनीतिक विजन योजना और पांच वर्ष की प्रवाही कार्यान्वयन योजना शामिल हो जैसे शैक्षणिक योजना, संकाय भर्ती योजना, छात्र प्रवेश योजना, अनुसंधान योजना, नेटवर्किंग योजना, अवसंरचना विकास योजना, वित्त योजना, प्रशासनिक योजना, अभिशासन योजना, आदि जिसमें स्पष्ट वार्षिक लक्ष्यों और कार्य योजनाओं का उल्लेख हो कि नए अभिज्ञेय निष्कर्षों तथा परिणामों के साथ सम विश्वविद्यालय संस्थान की स्थापना किस प्रकार की जाएगी;

(ख) विलेख दस्तावेजों के साथ संस्थान की स्थापना के लिए कब्जे के तहत भूमि का विवरण;

(ग) गठित कायिक कोष का विवरण, और संस्थान की वित्तीय स्थिरता का विवरण;

(घ) मुख्य अकादमिक और प्रशासनिक कर्मियों के विवरण के साथ, प्रायोजक निकाय का विवरण;

(ङ) वचनबद्धता कि वह इन विनियमों के सभी उपबंधों का पालन करेगा;

(च) केन्द्र/ राज्य/ संघ राज्य क्षेत्र के संस्थानों के मामले में, संबंधित सरकार से एक वचनबद्धता का पत्र प्रस्तुत किया जाएगा ताकि संस्थान को सम विश्वविद्यालय संस्थान के रूप में घोषित करने के पश्चात् भी वित्तीय सहायता जारी रखी जाएगी।

6.04.3 आयोग, आवेदन की जांच के लिए आवेदन को एक विशेषज्ञ समिति को भेजेगा, और समिति आवेदक संस्थान को एक प्रस्तुति करने के लिए निदेश दे सकता है जिसमें वह इस बात को सिद्ध करे कि क्या संस्था डी-नोवो श्रेणी में आती है अथवा नहीं और क्या विस्तृत परियोजना रिपोर्ट इन विनियमों के अनुसार है। यदि आवश्यक हो, तो समिति अपनी रिपोर्ट प्रस्तुत करने से पहले आवेदक संस्थान का दौरा कर सकती है।

6.04.4 विशेषज्ञ समिति, आयोग द्वारा उसे रिपोर्ट भेजे जाने की तिथि से तीस दिनों के भीतर अपनी रिपोर्ट आयोग को सौंपेगी जिसमें इस बारे में सिफारिश की गई होगी कि क्या आशय पत्र जारी किया जाना चाहिए अथवा नहीं, और यदि इस बात की सिफारिश की जाती है कि आशय पत्र जारी किया जाए तो क्या इसे अतिरिक्त शर्तों के साथ अथवा उसके बिना जारी किया जाए साथ ही ऐसी शर्तों को लागू करने अथवा लागू नहीं करने के कारणों का उल्लेख किया जाएगा।

6.04.5 आयोग, विशेषज्ञ समिति की रिपोर्ट प्राप्त होने की तिथि से तीस दिनों के भीतर सरकार को अपने परामर्श से अवगत कराएगा, और इसके बाद, सरकार, आयोग के परामर्श को ध्यान में रखते हुए, सामान्यतः तीस दिनों की अवधि के भीतर, तीन वर्ष की अवधि के लिए वैध एक आशय पत्र जारी करेगी अथवा कारणों को दर्शाते हुए प्रस्ताव को खारिज करेगी।

6.04.6 प्रायोजक निकाय, आशय पत्र में उल्लिखित शर्तों के अनुपालन की एक रिपोर्ट सरकार को तीन वर्षों की अवधि के भीतर सरकार सौंपेगा, जिसे उसके सत्यापन और परामर्श के लिए आयोग को भेजा जाएगा और सरकार इन विनियमों के खंड 5 में उल्लिखित प्रक्रिया को अपनाते हुए आगे के कदम उठाएगी।

ऑफ-कैंपस केन्द्र :

7.01 श्रेणी- I और श्रेणी II अथवा मौजूदा एनआईआरएफ रैंकिंग की "विश्वविद्यालय" श्रेणी में 1 से 50 रैंक वाले सम विश्वविद्यालय संस्थानों को यहां उल्लिखित प्रक्रिया का अनुपालन करते हुए नए ऑफ-कैंपस केन्द्र आरंभ करने की अनुमति प्रदान की जाएगी :

7.01.1 श्रेणी- I और श्रेणी II अथवा मौजूदा एनआईआरएफ रैंकिंग की "विश्वविद्यालय" श्रेणी में 1 से 50 रैंक वाले सम विश्वविद्यालय संस्थान ऑफ-कैंपस केन्द्र आरंभ करने हेतु अनुमोदन के लिए विहित प्ररूप में एक शपथपत्र के माध्यम से सरकार को आवेदन प्रस्तुत करेंगे ताकि ऑफ-कैंपस केन्द्र आरंभ करने के लिए आशय पत्र, जैसा भी मामला हो, जारी किया जाए।

7.01.2 सरकार, मौजूदा अथवा प्रस्तावित अवसंरचनात्मक सुविधाओं, अध्ययन पाठ्यक्रमों/ कार्यक्रमों, छात्रों के दाखिले की संख्या, वित्तपोषण संबंधी व्यवस्थाओं के ब्योरे वाले आवेदनों की प्रारंभिक संवीक्षा, जैसा वह उचित समझे, करने के उपरांत, आवेदन को आयोग का परामर्श प्राप्त करने के लिए अग्रेषित करेगी। ऑफ-कैंपस केन्द्र आरंभ करने हेतु आवेदन करने वाले संस्थानों को निम्नलिखित विनिर्दिष्टताओं पर खरा उतरना होगा :

- (i) शिक्षक छात्र अनुपात 1:20 से कम नहीं होगा जिसमें नियमित कक्षा पद्धति के तहत पंजीकृत कम से कम 500 छात्रों के लिए कम से कम 25 (पच्चीस) शिक्षक होंगे जिसमें से कम से कम एक—तिहाई छात्र स्नातकोत्तर/ शोध से जुड़े छात्र होंगे; और शोध कार्यक्रमों के साथ कम से कम 3 स्नातकोत्तर विभाग होंगे।
- (ii) संस्थान में ऐसी शैक्षिक और वास्तविक अवसंरचना मौजूद होगी जैसा कि आयोग और/ अथवा संगत निकायों द्वारा विहित किया गया हो।
- (iii) संस्थान में प्रति छात्र कम से कम 30 वर्ग मीटर का निर्मित क्षेत्र होगा जिसमें शैक्षिक (शिक्षा भवन, ग्रंथालय, व्याख्यान हॉल, प्रयोगशालाएं आदि)।

7.01.3 श्रेणी- I अथवा मौजूदा एनआईआरएफ रैंकिंग की "विश्वविद्यालय" श्रेणी में 1 से 50 रैंक वाले सम विश्वविद्यालय संस्थानों के मामले में वास्तविक निरीक्षण किए जाने की कोई आवश्यकता नहीं है। आयोग का अध्यक्ष संस्थान द्वारा उपलब्ध कराई गई जानकारी की जांच करने के लिए एक स्थायी समिति का गठन कर सकता है। आयोग की ओर से अध्यक्ष, स्थायी समिति की टिप्पणियों को ध्यान में रखते हुए आवेदन की प्राप्ति के तीस दिनों के भीतर सरकार को परामर्श भेजेगा। श्रेणी- I अथवा मौजूदा एनआईआरएफ रैंकिंग की "विश्वविद्यालय" श्रेणी में 1 से 50 रैंक वाले सम विश्वविद्यालय संस्थान पांच वर्षों की अवधि में केवल तीन ऑफ कैंपस ही स्थापित कर सकते हैं, बशर्ते कि एक शिक्षा वर्ष में अधिकतम एक ही परिसर की स्थापना ही की जा सकती है। सरकार द्वारा अधिसूचना जारी किए जाने की तिथि से पांच वर्षों की अवधि के पश्चात् इन ऑफ कैंपसों की समीक्षा की जाएगी।

7.01.4 श्रेणी- II के सम विश्वविद्यालय संस्थानों के मामले में, आवेदन के साथ उपलब्ध कराई गई जानकारी का विशेषज्ञ समिति द्वारा मूल्यांकन और सत्यापन किया जाएगा, जिसका आयोग द्वारा इस प्रयोजनार्थ गठन किया गया हो। आयोग की ओर से अध्यक्ष, विशेषज्ञ समिति की टिप्पणियों को ध्यान में रखते हुए आवेदन की प्राप्ति के साठ दिनों के भीतर सरकार को परामर्श भेजेगा। श्रेणी- II के सम विश्वविद्यालय संस्थान पांच वर्षों की अवधि में केवल दो ऑफ कैंपसों की स्थापना ही कर सकते हैं, बशर्ते कि एक शिक्षा वर्ष में अधिकतम एक ही परिसर की स्थापना ही की जा सकती है। सरकार द्वारा अधिसूचना जारी किए जाने की तिथि से पांच वर्षों की अवधि के पश्चात् इन ऑफ कैंपसों की समीक्षा की जाएगी।

7.01.5 सरकार, आयोग के परामर्श को ध्यान में रखते हुए, साधारणतया ऐसे परामर्श की प्राप्ति की तिथि से अगले पंद्रह दिनों की अवधि के भीतर, या तो ऑफ कैंपस केन्द्र(द्रों) को आरंभ करने के लिए अधिसूचना जारी करेगी अथवा, जैसा भी मामला हो, नया कैंपस केन्द्र(द्रों) की स्थापना हेतु एक आशय पत्र जारी करेगी अथवा तत्संबंधी कारणों का उल्लेख करते हुए प्रस्ताव को अस्वीकार करेगी। सरकार का निर्णय अंतिम तथा बाध्यकारी होगा।

7.01.6 यदि किसी समय आवेदक संस्थान द्वारा उपलब्ध कराई गई जानकारी असत्य पाई जाती है तो सरकार ऑफ कैंपस केन्द्र(द्रों) को आरंभ करने संबंधी अनुमोदन को वापस ले सकती है; और ऐसे केन्द्रों में नामांकित छात्रों के हितों की रक्षा करने के लिए, संस्थान से ऑफ कैंपस केन्द्र को राज्य/

केन्द्रीय विश्वविद्यालय से संबद्ध कराने को कहा जाएगा जिसका प्रादेशिक क्षेत्राधिकार हो। विधिवतरूप से सत्यापित किए जाने के पश्चात् गलत पाई गई जानकारी के संबंध में समय-समय पर यथा-संशोधित भारतीय दंड संहिता, 1860 के तहत आपराधिक अभियोजन चलाया जाएगा।

ऑफ शोर कैम्पस:

7.02 श्रेणी- I के सम विश्वविद्यालय संस्थानों को विदेश मंत्रालय, गृह मंत्रालय से अनापति प्रमाणपत्र प्राप्त होने तथा मानव संसाधन विकास मंत्रालय की पूर्व अनुमति प्राप्त करने के उपरांत नया ऑफ शोर कैम्पस आरंभ करने की अनुमति प्रदान की जाएगी। सम विश्वविद्यालय संस्थान नए ऑफ शोर कैम्पस में भी अपने मुख्य कैम्पस के समान ही मानकों का रखरखाव करेंगे तथा समान प्रवेश मानक, पाठ्यचर्या, परीक्षा प्रणाली तथा मूल्यांकन प्रणाली का पालन करेंगे। ऑफ शोर कैम्पस के बारे में सभी जानकारियों को सम विश्वविद्यालय संस्थान की वेबसाइट पर प्रदर्शित किया जाएगा।

7.03 मौजूदा ऑफ शोर कैम्पस चलते रहेंगे बशर्ते कि उन्होंने विधिवतरूप से अनुमति प्राप्त की हो।

8.0 सम विश्वविद्यालय संस्थान के मुख्य परिसर तथा अनुमोदित ऑफ कैम्पस में नए पाठ्यक्रम/ विभाग/ स्कूल आरंभ किए जाने की प्रक्रिया

8.01 श्रेणी I अथवा श्रेणी II अथवा मौजूदा एनआईआरएफ रैंकिंग की "विश्वविद्यालय" श्रेणी में 1 से 50 रैंक वाले सम विश्वविद्यालय संस्थान, अपने मौजूदा मुख्य कैम्पस और अनुमोदित ऑफ कैम्पस(सों) में किसी भी क्षेत्र में अपने प्रबंधन बोर्ड तथा जहां कहीं भी लागू हो, संबंधित सांविधिक निकायों के पूर्व अनुमोदन से नए पाठ्यक्रम(सों)/कार्यक्रम(सों)/ विभाग(गों)/स्कूल/संकाय(यों) को आरंभ कर सकते हैं। ऐसे संस्थान, आयोग को अपने मौजूदा मुख्य परिसर तथा अनुमोदित ऑफ कैम्पस में सम विश्वविद्यालय के प्रबंधन बोर्ड तथा संबंधित सांविधिक निकायों द्वारा अनुमोदन प्रदान किए जाने के एक माह के भीतर नए पाठ्यक्रम/कार्यक्रम/ विभाग/ स्कूल/केन्द्र आरंभ करने के बारे में जानकारी प्रदान करेंगे।

बशर्ते कि सम विश्वविद्यालय संस्थान जो कि केन्द्र सरकार अथवा राज्य सरकार अथवा इसकी किसी ऐजन्सी से सहायता अनुदान अथवा अन्य अनुसंधान निधियां प्राप्त कर रहे हों, उस स्थिति में उपर्युक्त सरकार की पूर्व अनुमति प्राप्त करना अपेक्षित होगा।

8.02 उपर्युक्त 8.01 में उल्लिखित संस्थानों के अलावा अन्य सम विश्वविद्यालय संस्थान, केवल अपने मौजूदा परिसर तथा अनुमोदित ऑफ कैम्पस केन्द्रों में केवल प्रबंधन बोर्ड और, साथ ही जहां लागू हो, संगत सांविधिक निकायों से अनुमति प्राप्त करके ही संबद्ध क्षेत्रों में नए पाठ्यक्रम(सों)/कार्यक्रम(सों)/विभाग(गों)/स्कूल/संकाय(यों) को आरंभ कर सकते हैं। संबद्ध क्षेत्रों के अलावा पाठ्यक्रम(सों)/कार्यक्रम(सों)/विभाग(गों)/स्कूल/संकाय(यों) को आरंभ करने के लिए संगत सांविधिक निकायों से अनुमोदन प्राप्त करने के अलावा आयोग से भी पूर्व अनुमोदन प्राप्त करना अपेक्षित होगा। आयोग, संस्थान से आवेदन प्राप्त होने के साठ दिनों के भीतर अनुमोदन अथवा आवेदन को अस्वीकार करने, जैसा भी मामला हो, के संबंध में निर्णय के बारे में अवगत कराएगा।

9.0 सम विश्वविद्यालयों के निष्पादन की निगरानी

9.01 सभी सम विश्वविद्यालय संस्थानों के निष्पादन और शैक्षिक उपलब्धियों की सार्वजनिक उद्घटनों और निष्पादन मानदंडों के आधार पर वार्षिक रूप निगरानी करना आयोग का उत्तरदायित्व होगा, नामतः

क) स्नातक स्तर पर उपलब्धियां इस प्रकार के होंगे कि स्नातक उत्तीर्ण करने वाले छात्रों में से कम से कम 50 प्रतिशत रोजगार/ स्व-रोजगार तक पहुँच प्राप्त करें या उच्चतर शिक्षा में अध्ययनरत हों;

ख) समाज/ उद्योग के साथ छात्रों के जुड़ाव को बढ़ावा देना, ताकि संस्थान में अध्ययन के दौरान कम से कम दो-तिहाई छात्र सामाजिक रूप से उत्पादक गतिविधियों में संलग्न हों;

ग) छात्रों को आवश्यक ब्यावसायिक कौशल जैसे टीम-वर्क, संचार कौशल, नेतृत्व कौशल, समय-प्रबंधन कौशल, 'सॉफ्ट स्किल', आदि में छात्रों को प्रशिक्षित करना; और छात्रों के बीच नवाचार/ उद्यमशीलता और महत्वपूर्ण सोच की भावना पैदा करना और इन प्रतिभाओं के प्रदर्शन के लिए मार्ग प्रशस्त करना;

घ) शिक्षक छात्र अनुपात 1:20 से कम नहीं होगा जिसमें नियमित कक्षा पद्धति के तहत पंजीकृत कम से कम 2000 छात्रों के लिए कम से कम 100 (सौ) शिक्षक होंगे जिसमें यह सुनिश्चित किया जाएगा कि किसी भी समय पर शिक्षक के 10 प्रतिशत से अधिक पद रिक्त नहीं होंगे;

ङ) छात्रों के लिए प्रशिक्षण कार्यक्रम आयोजित करना;

च) नियमित अंतराल पर परिणाम आधारित अधिगम पाठ्यचर्या ढांचे (एलओसीएफ) को अंगीकार करना तथा पाठ्यचर्या को संशोधित करना;

छ) प्रभावी शिक्षण-अधिगम प्रक्रियाओं के लिए सूचना संचार प्रौद्योगिकी (आईसीटी) आधारित शिक्षण उपकरण का उपयोग करना;

ज) चयन आधारित क्रेडिट प्रणाली (सीबीसीएस), अंतर्विधा शिक्षण के लिए शैक्षणिक लचीलेपन को अपनाना;

झ) परीक्षा सुधार करना ताकि यह सुनिश्चित किया जा सके कि छात्रों का मूल्यांकन अवधारणाओं की समझ तथा उनके अनुप्रयोग पर आधारित हो;

ञ) सुनिश्चित करना कि उत्तीर्ण होने वाले छात्रों में से कम से कम आधे छात्र गेट/ जेएएम/ वि.अ.आ.- नेट जैसी परीक्षाओं के लिए बैठें तथा उनमें बैठने वाले छात्रों में कम से कम आधे छात्र ऐसी परीक्षाओं में उत्तीर्ण हो जाएं।

ट) पाठ्यक्रम पूरा होने के बाद छात्र की प्रगति पर नज़र रखना;

- ठ) सुनिश्चित करना कि भर्ती के तुरंत बाद सभी नए शिक्षकों को शैक्षणिक पहलुओं के संबंध में एक प्रशिक्षण पाठ्यक्रम करवाया जाए;
- ड) सभी मौजूदा शिक्षकों को एक वार्षिक पुनश्चर्या प्रशिक्षण करवाया जाए;
- ढ) एनआईआरएफ रैंकिंग में अनिवार्य भागीदारी;
- ण) राष्ट्रीय स्तर की योग्यता-आधारित प्रवेश प्रक्रिया;
- त) विअआ के गुणवत्ता संबंधी अधिदेश के अनुसार गुणवत्ता सुधार के उपायों का प्रभावी कार्यान्वयन किया जाना;

थ) सुनिश्चित करना कि संसद के विशिष्ट अधिनियमों के तहत गठित प्राधिकरण के बिना पूर्व और विशिष्ट अनुमोदन प्राप्त किए, साथ साथ इन विनियमों की खंड 8 के अनुरूप अभिशासित कोई भी व्यावसायिक पाठ्यक्रम न ही शुरू करें न ही चलाएं;

द) चलाए जा रहे पाठ्यक्रमों के स्वरूप के बारे में प्रत्येक वर्ष 30 अप्रैल तक ब्योरा दें। प्रदान किया जाने वाला ब्योरा इस प्रकार है – वर्ष, विभाग, पाठ्यक्रमों की पेशकश, क्या पाठ्यक्रम पेशेवर या सामान्य स्वरूप का है, सांविधिक परिषद् की मंजूरी, विअआ की मंजूरी, प्रवेश दिए गए छात्रों की संख्या, नामांकित छात्रों की वास्तविक संख्या, आदि।

ध) विअआ और संगत सांविधिक निकायों द्वारा समय-समय पर इन विनियमों और अन्य नियमों / विनियमों / निदेशों का पालन करने के संबंध में जारी निर्देश।

न) प्रत्येक वर्ष दाखिले की प्रक्रिया पूरी होने पर, सम विश्वविद्यालय संस्थान अपनी वेबसाइट पर सभी आंकड़ों को अपलोड करेगा।

9.02 आयोग, किसी सम विश्वविद्यालय संस्थान के वास्तविक सत्यापन के बारे में निर्णय करेगा, या खण्ड 9.01 में संदर्भित मानदंडों के संबंध में संस्था की वेबसाइट पर डाली गई जानकारी की सटीकता और सत्यता के विरुद्ध शिकायत प्राप्त होने पर ही ऐसे सत्यापन के लिए दलों का गठन करेगा।

10.0 अभिशासन प्रणाली

10.01 प्रस्तावित/मौजूदा सम विश्वविद्यालय संस्थान, सोसाइटी रजिस्ट्रीकरण अधिनियम, 1860 के तहत लाभ अर्जित नहीं करने वाली सोसायटी अथवा लोक न्यास अधिनियम, 1950 के तहत लाभ अर्जित नहीं करने वाले न्यास अथवा कंपनी अधिनियम, 2013 की धारा 8 के तहत लाभ अर्जित नहीं करने वाली संस्था के रूप में पंजीकृत होने चाहिए :

बशर्ते यदि, प्रयोजक निकाय को विशिष्टरूप से शैक्षणिक संस्थानों को चलाने के लिए स्थापित किया गया है, तो उन्हें सम विश्वविद्यालय के लिए पृथक लाभ अर्जित नहीं करने वाली सोसायटी/न्यास/कंपनी का गठन करने से छूट प्राप्त होगी। तथापि, प्रायोजक निकाय ने अपने पंजीकरण विलेख में स्पष्ट रूप से उल्लेख किया हो कि प्रायोजक निकाय का केवल सम विश्वविद्यालय संस्थान का प्रबंधन करने के लिए सृजन किया गया है और प्रायोजक निकाय द्वारा कोई अन्य क्रियाकलाप नहीं किए जा रहे हैं अथवा भविष्य में नहीं किए जाएंगे :

बशर्ते आगे कि किसी मौजूदा सम विश्वविद्यालय संस्थान के प्रयोजक निकाय की शैक्षणिक संस्थानों को चलाने के लिए कोई विशिष्ट सोसायटी/न्यास/कंपनी नहीं हो, तो वह एक नई गैर-लाभ अर्जक सोसायटी/न्यास/कंपनी का गठन करेगा। ऐसे मामलों में प्रयोजक निकाय को नई बनाई गई सोसायटी/न्यास/कंपनी में चल और अचल परिसम्पत्तियों को अंतरित करने से छूट प्राप्त होगी। यदि ऐसा प्रायोजक निकाय विधिवत रूप से नोटरी द्वारा अनुप्रमाणित किया गया एक वचनपत्र जमा करता है कि सम विश्वविद्यालय संस्थान को आवंटित समग्र चल तथा अचल परिसम्पत्तियों को आयोग की पूर्व अनुमति के बिना विक्रय नहीं किया जाएगा अथवा पट्टे पर नहीं दिया जाएगा। इसके अलावा, सम विश्वविद्यालय के लिए विशिष्ट रूप से स्थापित की गई सोसायटी/न्यास/कंपनी द्वारा सभी भावी विस्तार किए जाएंगे :

बशर्ते यह भी कि प्रायोजक निकाय किसी भी किराए या अन्य प्रभारों के बिना सम विश्वविद्यालय को संचालित करने के लिए बुनियादी ढांचा उपलब्ध कराएगा।

10.02 संस्थान की सभी चल और अचल संपत्ति का उपयोग केवल शैक्षणिक क्रियाकलापों के संचालन, अनुसंधान को बढ़ावा देने, सम विश्वविद्यालय संस्थान की संबंधित प्रशासनिक आवश्यकताओं के प्रयोजनार्थ किया जाएगा।

10.03 सम विश्वविद्यालय संस्थान का सर्वोच्च शासी निकाय, कम से कम 10 से अधिकतम 15 सदस्यों वाला प्रबंधन बोर्ड होगा जिसकी अध्यक्षता कुलपति महोदय करेंगे।

10.04 संस्थान का प्रबंधन बोर्ड, प्रायोजक निकाय से स्वतंत्र होगा तथा शैक्षणिक और प्रशासनिक उत्तरदायित्वों का निर्वहन करने के लिए प्रायोजक निकाय से पूर्ण रूप से स्वतंत्र होगा।

10.05 प्रबंधन बोर्ड की संरचना निम्नवत होगी:-

- (i) कुलपति – अध्यक्ष;
- (ii) उप कुलपति – (जहां कहीं भी लागू हो),
- (iii) सम विश्वविद्यालय संस्थान के दो संकाय अध्यक्ष जिन्हें पारस्परिक वरिष्ठता के आधार पर क्रमावर्ती आधार पर नियुक्त किया जाएगा;

- (iv) कुलाधिपति द्वारा यथा-नामनिर्दिष्ट तीन उत्कृष्ट शिक्षाविद्, जो आचार्य के पद पर कार्य कर चुके हों तथा वे न ही सम विश्वविद्यालय संस्थान, न ही प्रायोजक निकाय से जुड़े होंगे।
- (v) केन्द्र सरकार अथवा राज्य सरकार का एक प्रतिनिधि, जैसा भी मामला हो, जो कि उत्कृष्ट शिक्षाविद् होगा तथा आचार्य के पद से नीचे नहीं होगा, जहां सम विश्वविद्यालय संस्थान ऐसी सरकार द्वारा नियंत्रित और प्रबंधित किया जाता हो अथवा पिछले तीन वर्षों के औसत व्यय के 50 प्रतिशत अथवा उससे अधिक का अनुदान सीधे सरकार से अथवा इसकी एजेन्सियों के माध्यम से प्राप्त कर रहे हों, जोकि कम से कम आचार्य के पद पर नियुक्त एक उत्कृष्ट शिक्षाविद् होगा, अन्य सभी सम विश्वविद्यालयों के मामले में विश्वविद्यालय अनुदान आयोग, आयोग द्वारा अनुमोदित एक प्रक्रिया के माध्यम से चयनित नामों के पैनल से एक एक प्रतिनिधि को नामित करेगा।
- (vi) सम विश्वविद्यालय संस्थान से दो शिक्षक, जिनमें से एक आचार्य, सह आचार्य के संवर्ग से होगा, जिन्हें पारस्परिक वरिष्ठता के अनुसार क्रमावर्ती आधार पर नियुक्त किया जाएगा;
- (vii) प्रायोजक निकाय के अधिकतम चार नामिति;
- (viii) कुल सचिव, जो कि प्रबंधन बोर्ड का पदेन सचिव होगा।

10.06 प्रबंधन बोर्ड के सदस्यों का कार्यकाल

10.06.1 पदेन सदस्यों तथा शिक्षकों के अलावा प्रबंधन बोर्ड के सभी अन्य सभी सदस्यगण पहली नियुक्ति की तिथि से तीन वर्ष की कार्य अवधि के लिए कार्यालय में बने रहेंगे तथा पुनर्नियुक्ति के लिए पात्र होंगे।

10.06.2 शिक्षकों में से प्रबंधन बोर्ड में नियुक्त सदस्यगण दो वर्ष की अवधि अथवा ऐसे समय के लिए पद पर बने रहेंगे जब तक कि वे सम विश्वविद्यालय संस्थान के शिक्षण कर्मचारी वृंद बने रहते हैं, इनमें से जो भी पहले हो।

10.07 प्रबंधन बोर्ड की शक्तियां तथा सीमाएं

10.07.1 प्रबंधन बोर्ड, प्रबंधन तथा सम विश्वविद्यालय संस्थान के शीर्ष कार्यकारी निकाय का मूल अंग होगा। इसे संस्थान के नियम बनाने की शक्तियां प्राप्त होंगी।

10.07.2 प्रबंधन बोर्ड, शैक्षणिक, प्रशासनिक, कार्मिक, वित्तीय, विकास संबंधी मामलों आदि सहित सम विश्वविद्यालय संस्थान के प्रत्येक मामले के संबंध में संस्थान का अंतिम निर्णय लेने वाला निकाय होगा।

10.07.3 प्रबंधन बोर्ड, इन विनियमों के तहत संबंधित प्राधिकारियों की शक्तियों का अतिक्रमण नहीं करेगा। जहां कहीं भी प्राधिकारियों को परामर्शदात्री/ संस्तुतिकारी शक्तियां प्रदान की गई हों, प्रबंधन बोर्ड ऐसे प्राधिकारियों से परामर्श/ सिफारिशें प्राप्त करने के बाद ही निर्णय लेगा।

10.08 प्रबंधन बोर्ड की बैठकें :

- (i) प्रबंधन बोर्ड की वर्ष में कम से कम चार बैठकें होंगी, जिसके लिए प्रत्येक बैठक हेतु कम से कम 15 दिनों का नोटिस दिया जाएगा।
- (ii) प्रबंधन बोर्ड के सदस्यों की कुल संख्या के आधे से अधिक सदस्यों की उपस्थिति से बैठक की गणपूर्ति होगी।
- (iii) कुलपति की अनुपस्थिति में, सम-कुलपति बैठक की अध्यक्षता करेगा; तथा यदि किसी सम विश्वविद्यालय संस्थान में सम कुलपति नहीं हो तो, उपस्थित अन्य सदस्यगणों द्वारा चुना गया सदस्य, बैठक की अध्यक्षता करेगा।
- (iv) प्रबंधन बोर्ड का प्रत्येक सदस्यगण, जिसमें इसका अध्यक्ष भी शामिल होगा, का एक मत होगा तथा बोर्ड की बैठकों में साधारण बहुमत से निर्णय लिया जाएगा; मतों की संख्या बराबर होने पर अध्यक्ष महोदय का मत निर्णायक होगा।
- (v) कोई भी कार्य जिसे प्रबंधन बोर्ड द्वारा अनिवार्य रूप से किया जाना हो, उसे उसके सदस्यगणों के बीच परिचालित कर किया जाएगा।
- (vi) प्रत्येक बैठक की कार्यवाहियों की एक प्रति, बैठक के पश्चात् यथासंभव शीघ्र, सम विश्वविद्यालय संस्थान के कुलाधिपति को उपलब्ध कराई जाएगी।

10.09 सदस्यता की समाप्ति

यदि कुलपति के अलावा कोई अन्य सदस्यगण तथा शिक्षकों का प्रतिनिधित्व करने वाला सदस्य, सम विश्वविद्यालय संस्थान में पूर्णकालिक नियुक्ति स्वीकार करते हैं अथवा उचित रूप से अनुपस्थित रहने की अनुमति प्राप्त किए बिना प्रबंधन बोर्ड की लगातार तीन बैठकों में उपस्थित नहीं होते हैं तो वे प्रबंधन बोर्ड के सदस्य नहीं रहेंगे।

10.10 प्रबंधन बोर्ड की शक्तियों का प्रत्यायोजन

प्रबंधन बोर्ड, संकल्प के माध्यम से, सम विश्वविद्यालय संस्थान के कुलपति और किसी अन्य अधिकारी/संकाय अथवा अधिकारियों/संकायों की समिति, जैसा वह उचित समझे, को शक्तियों का प्रत्यायोजन कर सकता है, बशर्ते कि इस प्रकार प्रत्यायोजित की गई शक्तियों का प्रयोग करते हुए कुलपति अथवा संबंधित अधिकारी/संकाय द्वारा की गई कार्यवाही के संबंध में प्रबंधन बोर्ड की अगली बैठक में जानकारी प्रदान की जाएगी।

10.11 **सम विश्वविद्यालय संस्थान के अन्य प्राधिकरण**10.11.1 **शिक्षा परिषद्**

(क) शिक्षा परिषद्, सम विश्वविद्यालय संस्थान का मूल शैक्षणिक निकाय होगा तथा नियमों के उपबंधों के अधीन, यह सम विश्वविद्यालय संस्थान में शिक्षण के मानकों का रखरखाव करने, शोध और प्रशिक्षण, पाठ्यचर्या का अनुमोदन करने, शोध क्रियाकलापों, परीक्षाओं तथा जांच के मानकों का रखरखाव करने हेतु उत्तरदायी होगा और उन्हें नियंत्रित भी करेगा और ऐसी शक्तियों का प्रयोग करेगा तथा ऐसे अन्य कर्तव्य तथा कृत्य करेगा जैसा विहित किया जाए और संस्थान के नियमों के तहत उन्हें प्रदत्त किए गए हों। शिक्षा परिषद् की संरचना निम्नवत् होगी:-

- (i) कुलपति - अध्यक्ष;
- (ii) सम कुलपति - (यदि कोई हो तो);
- (iii) संकाय अध्यक्ष;
- (iv) विभागाध्यक्ष;
- (v) पारस्परिक वरिष्ठता के अनुसार क्रमावर्ती आधार पर नियुक्त विभागाध्यक्षों के अलावा दो आचार्य;
- (vi) पारस्परिक वरिष्ठता के अनुसार क्रमावर्ती आधार पर नियुक्त विभागाध्यक्षों के अलावा विभागों से दो सह-आचार्य;
- (vii) पारस्परिक वरिष्ठता के अनुसार क्रमावर्ती आधार पर नियुक्त विभागाध्यक्षों के अलावा विभागों से दो सहायक आचार्य;
- (viii) विख्यात शिक्षाविदों अथवा सम विश्वविद्यालय संस्थान में क्रियाकलापों के क्षेत्र से जुड़े किसी अन्य क्षेत्र से संबंधित तीन व्यक्ति जो कि सम विश्वविद्यालय संस्थान में सेवारत नहीं हो, जिन्हें कुलपति द्वारा नामनिर्दिष्ट किया जाएगा।
- (ix) तीन व्यक्ति, जो कि शिक्षक नहीं हों, जिन्हें उनके विशिष्ट ज्ञान के लिए शिक्षा परिषद् द्वारा चयनित किया जाएगा।
- (x) कुल सचिव, जो कि शिक्षा परिषद् का पदेन सचिव होगा।

नोट : अलग-अलग श्रेणियों का प्रतिनिधित्व चयन द्वारा नहीं बल्कि क्रमावर्ती तरीके से ही होगा। पदेन सदस्यगणों के अलावा अन्य सदस्यों का कार्यकाल दो वर्ष के लिए होगा। शिक्षा परिषद् की बैठकों में परीक्षा नियंत्रक स्थायी आमंत्रित होगी।

ख. शिक्षा परिषद् की शक्तियां तथा कार्य: शिक्षा परिषद् की निम्नवत् शक्तियां तथा कर्तव्य होंगे, नामत:-

- (i) अपनी स्वयं की पहल पर अथवा प्रबंधन बोर्ड के कहने पर अथवा विभागों/संकायों द्वारा प्रस्तावित शैक्षणिक रुचि के मामलों पर विचार करना तथा उन पर उपयुक्त कार्यवाही करना;
- (ii) सम विश्वविद्यालय संस्थान के शैक्षणिक कार्य का सामान्य पर्यवेक्षण करना तथा शैक्षणिक मानकों में सुधार करने के लिए शिक्षण पद्धति, मूल्यांकन और शिक्षा के मानकों में सुधार करने आदि के संबंध में निदेश देना;
- (iii) सम विश्वविद्यालय संस्थान के भीतर शोध को बढ़ावा देना, और समय-समय पर ऐसे शोध पर रिपोर्टें प्राप्त करना;
- (iv) सम विश्वविद्यालय संस्थान में अध्ययन के ऐसे पाठ्यक्रम/कार्यक्रम विहित करना जिससे डिग्री तथा डिप्लोमा प्रदान किए जाएं;
- (v) उप विधि के अनुरूप परीक्षाएं आयोजित करवाने के लिए व्यवस्था करना;
- (vi) अलग-अलग परीक्षाओं के लिए परीक्षकों, 'मॉडरेटर्स', सारणीकारों (टेब्यूलेटर्स) तथा ऐसे ही अन्य कर्मियों की नियुक्ति करना;
- (vii) परीक्षाओं के उपर्युक्त मानकों को बनाए रखना;
- (viii) विश्वविद्यालयों तथा अन्य संस्थानों में डिप्लोमा तथा डिग्रियों को मान्यता प्रदान करना तथा सम विश्वविद्यालय संस्थान के डिप्लोमा तथा डिग्रियों के साथ समतुल्यता का निर्धारण करना;
- (ix) विभागीय समन्वय हेतु उपायों का सुझाव देना;
- (x) प्रबंधन बोर्ड को निम्नवत् के संबंध में सिफारिश देना:-
 - (क) शिक्षण शोध तथा प्रशिक्षण के मानकों में सुधार हेतु उपाय करना;
 - (ख) अध्येतावृत्तियां, यात्रा अध्येतावृत्तियां, छात्रवृत्तियां पदक तथा पुरस्कार आदि आरंभ करना;
 - (ग) प्रबंधन बोर्ड को विभागों/केन्द्रों की स्थापना करने तथा उन्हें बंद करने की सिफारिश करना; और
 - (घ) सम विश्वविद्यालय संस्थान के शैक्षणिक कार्यकलापों जिसमें प्रवेश, परीक्षाएं, अध्येतावृत्तियां तथा छात्रवृत्तियां, 'फ्री शिप्स', छूट, उपस्थितियां, अनुशासन, निवास स्थान आदि को सम्मिलित करते हुए नियम तैयार करना।

- (xi) प्रबंधन बोर्ड द्वारा संदर्भित किये जाने वाले ऐसे विशिष्ट मामलों के संबंध में परामर्श प्रदान करने के लिए उप-समितियों का गठन करना;
- (xii) उप-समितियों की सिफारिशों पर विचार करना और प्रत्येक मामले में यथा अपेक्षित परिस्थितियों के अनुसार कार्यवाही करना;
- (xiii) विभागों/केन्द्रों के क्रियाकलापों की आवधिक समीक्षा करना तथा अनुदेश के मानकों का रखरखाव करने तथा उनमें सुधार करने के मद्देनजर उपर्युक्त कार्यवाही करना;
- (xiv) प्रबंधन बोर्ड को शिक्षण पदों (आचार्य, सह आचार्य तथा सहायक आचार्य) के प्रतिष्ठापन के संबंध में सिफारिश करना; और
- (xv) ऐसी अन्य शक्तियों का प्रयोग करना तथा ऐसे अन्य कर्तव्यों का निर्वहन करना जो नियमों द्वारा प्रदत्त की गई हों अथवा उन्हें सौंपी गई हों।

ग. शिक्षा परिषद् की बैठक

- (i) शिक्षा परिषद् की जितनी बार आवश्यकता हो, बैठक होगी परंतु एक शिक्षा वर्ष में तीन से कम बैठकें आयोजित नहीं की जाएंगी। शिक्षा परिषद् की प्रत्येक बैठक से पूर्व कम से कम 15 दिन का नोटिस दिया जाएगा।
- (ii) शिक्षा परिषद् की बैठक हेतु शिक्षा परिषद् के सदस्यों की कुल संख्या के एक तिहाई सदस्यों द्वारा गणपूर्ति होगी।
- (iii) अध्यक्ष सहित प्रत्येक सदस्य का एक मत होगा। शिक्षा परिषद् की बैठकों में साधारण बहुमत से निर्णय लिया जाएगा। मत बराबर होने पर अध्यक्ष का मत निर्णायक होगा।
- (iv) शिक्षा परिषद् द्वारा अनिवार्य रूप से निष्पादित किया जाने वाला कोई भी कार्य, सिवाय ऐसे कार्यों के जिन्हें बैठक में रखा जा सकता है, को संकल्प परिचालित कर निष्पादित किया जा सकता है।

10.11.2 आयोजना तथा निगरानी बोर्ड:

- (i) आयोजना और निगरानी बोर्ड, सम विश्वविद्यालय संस्थान का मुख्य आयोजनाकार निकाय होगा तथा सम विश्वविद्यालय संस्थान के विकास क्रियाकलापों की निगरानी करने के लिए उत्तरदायी होगा।
- (ii) कुलपति तथा कुल सचिव आयोजना और निगरानी बोर्ड के क्रमशः अध्यक्ष और सचिव होंगे। इसमें सम विश्वविद्यालय संस्थान से सात सदस्यगण तथा तीन बाह्य विख्यात विशेषज्ञ शामिल होंगे।
- (iii) आयोजना और निगरानी बोर्ड की संरचना, शक्तियां तथा कार्यकरण को नियमों द्वारा विहित किया जाएगा।
- (iv) आयोजना और निगरानी बोर्ड, प्रबंधन बोर्ड तथा शिक्षा परिषद् को ऐसे किसी भी मामले पर परामर्श देने का अधिकार होगा जिसे वह सम विश्वविद्यालय संस्थान के उद्देश्यों की पूर्ति के लिए आवश्यक समझे।
- (v) आयोजना और निगरानी बोर्ड की सिफारिशों को प्रबंधन बोर्ड के विचारार्थ तथा अनुमोदनार्थ रखा जाएगा।

10.11.3 वित्त समिति

क. वित्त समिति की संरचना निम्नानुसार होगी:

- (i) कुलपति— अध्यक्ष;
- (ii) सम कुलपति (यदि कोई हो तो);
- (iii) सोसाइटी/ न्यास/ कंपनी द्वारा नामनिर्दिष्ट एक व्यक्ति;
- (iv) प्रबंधन बोर्ड के दो नामिति, जिसमें से एक बोर्ड का सदस्य होगा;
- (v) केन्द्र सरकार का एक प्रतिनिधि जोकि भारत सरकार में संयुक्त सचिव के पद से नीचे नहीं होगा अथवा भारत सरकार की ओर से उसका प्रतिनिधि, यदि संस्थानों को केन्द्र सरकार द्वारा नियंत्रित और प्रबंधित किया जाता हो अथवा संस्थान अपने व्यय (पिछले तीन वर्ष के लेखा के औसत पर आधारित) के 50 प्रतिशत अथवा समकक्ष अथवा उससे अधिक का अनुदान प्रत्यक्ष रूप से अथवा इसकी एजेंसियों से प्राप्त हो रहा हो; अन्य सभी सम विश्वविद्यालय संस्थानों के मामले में विश्वविद्यालय अनुदान आयोग, आयोग द्वारा अनुमोदित एक प्रक्रिया के माध्यम से चयनित नामों की एक तालिका से एक प्रतिनिधि को नामनिर्दिष्ट करेगा।
- (vi) यदि सम विश्वविद्यालय संस्थान राज्य सरकार से अनुदान प्राप्त करता हो तो राज्य सरकार का एक प्रतिनिधि होगा;
- (vii) वित्त अधिकारी— पदेन सचिव होगा।

ख. वित्त समिति के सदस्यों का कार्यकाल:

पदेन सदस्यों के अलावा वित्त समिति के सभी सदस्यगणों का कार्यकाल प्रथम नियुक्ति की तिथि से तीन वर्षों की अवधि का होगा।

ग. वित्त समिति की शक्तियां तथा कार्यकरण:

- (i) सम विश्वविद्यालय संस्थान के वार्षिक लेखे तथा वित्त प्राक्कलन पर विचार करना तथा उन्हें अनुमोदन के लिए प्रबंधन बोर्ड के समक्ष प्रस्तुत करना;
- (ii) वार्षिक बजट तथा संशोधित अनुमानों पर विचार करना तथा प्रबंधन बोर्ड को सिफारिश करना;
- (iii) सम विश्वविद्यालय संस्थान की आय तथा संसाधनों के आधार पर प्रत्येक वर्ष के कुल आवर्ती व्यय तथा कुल अनावर्ती व्यय की सीमा निर्धारित करना।

नोट : सम विश्वविद्यालय संस्थान द्वारा बजट में उपबंधित किसी व्यय के अलावा कोई भी व्यय, वित्त समिति के अनुमोदन के बिना नहीं किया जाएगा।

घ. वित्त समिति की बैठकें:

लेखाओं की जांच करने तथा व्यय हेतु प्रस्तावों की संवीक्षा करने के लिए वर्ष में कम से कम दो बार वित्त समिति की बैठकें आयोजित की जाएंगी। बैठक हेतु चार सदस्यों की गणपूर्ति होगी।

10.11.4 अध्ययन बोर्ड:

सम विश्वविद्यालय संस्थान के प्रत्येक विभाग के लिए एक अध्ययन बोर्ड होगा। प्रत्येक संकाय/विभाग हेतु अध्ययन बोर्ड की संरचना निम्नवत होगी:-

- (i) संकाय अध्यक्ष/विभागाध्यक्ष : अध्यक्ष;
- (ii) संकाय/विभाग के सभी आचार्यगण;
- (iii) पारस्परिक वरिष्ठता के क्रमावर्तन के अनुसार संकाय/विभाग के दो सह-आचार्य
- (iv) पारस्परिक वरिष्ठता के क्रमावर्तन के अनुसार संकाय/विभाग के दो सहायक आचार्य
- (v) संबंधित पेशे अथवा उद्योग से संबंध रखने वाले व्यक्तियों सहित विशेषज्ञतापूर्ण ज्ञान हेतु अधिकतम दो व्यक्तियों का चुनाव किया जाएगा।

नोट : अध्ययन बोर्ड की शक्तियों तथा कार्यकरणों को सम विश्वविद्यालय संस्थान के नियमों द्वारा विहित किया जाएगा।

10.11.5 चयन समिति:

(i) समय-समय पर यथा-आशोधित विश्वविद्यालय अनुदान आयोग (विश्वविद्यालयों तथा महाविद्यालयों में शिक्षकों तथा अन्य अकादमिक कर्मचारिवृंदों की नियुक्ति हेतु न्यूनतम अर्हता तथा उच्चतर शिक्षा के मानकों के रखरखाव करने हेतु उपाय) संबंधी विनियम, 2018 के अनुरूप आचार्य, सह आचार्य, सहायक आचार्य के पदों पर नियुक्ति हेतु प्रबंधन बोर्ड को सिफारिश करने के लिए एक अथवा एक से अधिक चयन समिति होगी।

(ii) चयन समिति की बैठकें, जब कभी आवश्यक हों, चयन समिति के अध्यक्ष द्वारा आयोजित की जाएंगी।

(iii) चयन समिति के चार सदस्य जिसमें कम से कम दो विशेषज्ञ होंगे, द्वारा गणपूर्ति होगी।

10.11.6 सम विश्वविद्यालय संस्थान के विभिन्न प्राधिकरणों से संबंधित प्रकीर्ण मामले

(i) यदि ऐसा कोई प्रश्न उठता है कि क्या किसी व्यक्ति को विधिवत् रूप से नामनिर्दिष्ट किया गया है अथवा नियुक्त किया गया है, अथवा वह, किसी प्राधिकरण अथवा किसी सम विश्वविद्यालय संस्थान की समिति की सदस्यता के लिए अर्हक है तो मामले को कुलाधिपति को भेजा जाएगा, जिसका निर्णय तत्संबंध में अंतिम और बाध्यकारी होगा।

(ii) किसी प्राधिकरण के किसी पदेन सदस्य के अलावा कोई अन्य सदस्य, कुल सचिव के नाम पत्र भेजकर त्यागपत्र दे सकता है तथा ऐसा त्यागपत्र, कुलाधिपति अथवा प्रबंधन बोर्ड के अध्यक्ष, जैसा भी मामला हो, द्वारा स्वीकृत किए जाने पर तुरंत प्रभावी होगा।

(iii) किसी प्राधिकरण के सदस्यों अथवा सम विश्वविद्यालय संस्थान की किसी समिति में अचानक हुई रिक्तियों को यथा-संभव शीघ्र, और छह माह की अवधि के भीतर संबंधित प्राधिकरण द्वारा भरा जाएगा।

(iv) कोई भी व्यक्ति, सम विश्वविद्यालय संस्थान के किसी भी प्राधिकरण का सदस्य चुने जाने अथवा सदस्य होने से निरह हो जाएगा:

(क) यदि वह विक्षिप्त हो;

(ख) यदि वह अनुन्मुक्त दिवालिया हो;

(ग) यदि उसे विधि द्वारा स्थापित किसी न्यायालय से नैतिक अधमता के लिए दोषसिद्ध ठहराया गया हो;

(घ) यदि उसे विश्वविद्यालय अनुदान आयोग विनियमों के उपबंधों के अनुरूप नियुक्त न किया गया हो।

नोट: यदि कोई प्रश्न उठता है कि कोई व्यक्ति जो कि उपर्युक्त उल्लिखित कारणों से निरहं हुआ हो अथवा निरहं किया गया है, तो इस संबंध में निर्णय लेने के लिए इस प्रश्न को कुलाधिपति के पास भेजा जाएगा और उसका निर्णय अंतिम तथा बाध्यकारी होगा।

10.12 सम विश्वविद्यालय संस्थान के अधिकारीगण:

10.12.1 कुलाधिपति और प्रति-कुलाधिपति

(i) सम विश्वविद्यालय संस्थान में एक कुलाधिपति होगा, जो उपस्थित होने पर, सम विश्वविद्यालय संस्थान के दीक्षांत समारोह की अध्यक्षता करेगा परंतु वह मुख्य कार्यकारी अधिकारी नहीं होगा।

(ii) कुलाधिपति, जिसे प्रायोजक निकाय द्वारा नियुक्त किया जाएगा, वह पद भार ग्रहण करने की तिथि से 5 वर्ष की अवधि के लिए कार्यरत होगा तथा एक और कार्यकाल के लिए पात्र होगा।

(iii) जहां कुलाधिपति को व्यक्तियों को प्राधिकरण में नामनिर्दिष्ट करने की शक्तियां प्रदान की गई हों, तो वह जिस सीमा तक आवश्यक हो, सम विश्वविद्यालय संस्थान के उद्देश्यों को आगे बढ़ाने के लिए विभिन्न हितों से संबद्ध व्यक्तियों का प्रतिनिधित्व करने के लिए व्यक्तियों को नामनिर्दिष्ट करेगा।

(iv) **प्रति-कुलाधिपति :** सम विश्वविद्यालय संस्थान का प्रायोजक निकाय, किसी व्यक्ति को प्रति-कुलाधिपति नियुक्त कर सकता है, जिसकी भूमिका इन विनियमों में केवल कुलाधिपति को सौंपे गए कार्यों का निर्वहन करना होगा, जब कुलाधिपति महोदय इन कार्यों के निर्वहन के लिए उपलब्ध नहीं हों। इस प्रकार नियुक्त प्रति-कुलाधिपति, कुलाधिपति के पद पर बने रहने तक ही अपने पद पर बना रहेगा तथा उसके द्वारा पद त्यागने के साथ ही उसका कार्यकाल समाप्त हो जाएगा।

10.12.2 कुलपति

क. कुलपति सम विश्वविद्यालय संस्थान का एक पूर्णकालिक वेतनभोगी अधिकारी होगा तथा उसे खोज-सह-चयन समिति द्वारा सुझाए गए तीन नामों की तालिका से कुलाधिपति द्वारा नियुक्त किया जाएगा।

ख. कुलपति की पात्रता समय-समय पर यथा संशोधित विश्वविद्यालय अनुदान आयोग (विश्वविद्यालयों तथा महाविद्यालयों में शिक्षकों तथा अन्य अकादमिक कर्मचारिवृंदों की नियुक्ति हेतु न्यूनतम अर्हता तथा उच्चतर शिक्षा के मानकों के रखरखाव करने हेतु उपाय) संबंधी विनियम, 2018 के अनुरूप होंगी।

ग. कुलपति का चयन करने हेतु खोज-सह-चयन समिति की प्रक्रिया/ संरचना निम्नवत होगी:-

(i) यदि, सम विश्वविद्यालय संस्थान का प्रबंध नियंत्रण केन्द्र सरकार अथवा राज्य सरकार के पास हो तो कुलपति की नियुक्ति केन्द्र सरकार अथवा राज्य सरकार, जैसा भी मामला हो, द्वारा निर्धारित प्रक्रिया के अनुरूप की जाएगी।

(ii) यदि सम विश्वविद्यालय संस्थान को सरकार अथवा इसकी एजेन्सियों द्वारा सहायता अनुदान अथवा किसी अन्य पद्धति से वित्तीय सहायता प्रदान की जाती हो जोकि इसके व्यय के 50 प्रतिशत अथवा उससे अधिक हो (पिछले तीन वर्ष के लेखाओं के औसत के आधार पर) तो खोज-सह-चयन समिति की संरचना निम्नवत होगी:-

(क) समिति के अध्यक्ष के रूप में कुलाधिपति का एक नामिति, जोकि एक प्रख्यात शिक्षाविद् होगा;

(ख) सरकार द्वारा नामनिर्दिष्ट केन्द्र सरकार का एक नामिति, जो कि एक विख्यात शिक्षाविद् होगा।

(ग) प्रबंधन बोर्ड द्वारा नामनिर्दिष्ट किया जाने वाला एक शिक्षाविद् जिसकी आचार्य के रूप में कम से कम 10 वर्ष की सेवा पूर्ण हो गई हो;

(iii) यदि, सहायता अनुदान अथवा किसी अन्य पद्धति से वित्तीय सहायता प्रदान की जाती हो, जोकि इसके व्यय के 50 प्रतिशत से कम हो (पिछले तीन वर्ष के लेखाओं के औसत के आधार पर) तो उस स्थिति में खोज-सह-चयन समिति की संरचना निम्नवत होगी:

(क) समिति के अध्यक्ष के रूप में कुलाधिपति का एक नामिति, जोकि एक प्रख्यात शिक्षाविद् होगा;

(ख) विश्वविद्यालय अनुदान आयोग के अध्यक्ष महोदय का नामिति

(ग) प्रबंधन बोर्ड द्वारा नामनिर्दिष्ट किया जाने वाला एक शिक्षाविद् जिसकी आचार्य के रूप में कम से कम 10 वर्ष की सेवा पूर्ण हो गई हो;

घ. कुलपति का कार्यकाल:

(i) कुलपति का कार्यकाल, पद भार ग्रहण करने की तिथि से पांच वर्ष का होगा। वह द्वितीय कार्यकाल के लिए पात्र होगा :

बशर्त कि किसी भी स्थिति में कुलपति के रूप में नियुक्त किए गए व्यक्ति की आयु 70 वर्ष से अधिक न हो :

बशर्ते कि पांच वर्ष की अवधि की समाप्ति के बावजूद भी वह अधिकतम छह माह अथवा जब तक उसका उत्तरवर्ती नियुक्त न हो जाए, और कार्यभार ग्रहण न कर ले, इनमें से जो भी पहले हो, की अवधि के लिए पद पर बना रह सकता है।

(ii) यदि कुलपति का पद, मृत्यु, त्यागपत्र अथवा किसी अन्य कारण से रिक्त हो जाए अथवा बीमारी अथवा किसी अन्य कारण से कुलपति अनुपस्थित रहें तो सम कुलपति, और उनकी अनुपस्थिति में वरिष्ठतम आचार्य, नए कुलपति की नियुक्ति होने अथवा मौजूदा कुलपति द्वारा कार्यभार ग्रहण किए जाने, जैसा भी मामला हो, तक कुलपति के कर्तव्यों का निर्वहन करेगा।

ड. कुलपति की शक्तियां

- (i) कुलपति, सम विश्वविद्यालय संस्थान का मुख्य कार्यकारी अधिकारी होगा तथा वह सम विश्वविद्यालय संस्थान के कार्यों का सामान्य पर्यवेक्षण करेगा तथा उन्हें नियंत्रित करेगा तथा वह सम विश्वविद्यालय संस्थान के सभी प्राधिकरणों के निर्णयों के कार्यान्वयन के लिए मुख्य रूप से उत्तरदायी होगा।
- (ii) कुलपति, प्रबंधन बोर्ड, शिक्षा परिषद्, वित्त समिति तथा आयोजना और निगरानी बोर्ड तथा चयन समिति का पदेन अध्यक्ष होगा।
- (iii) कुलपति को सम विश्वविद्यालय संस्थान के विभिन्न प्राधिकरणों की बैठक आहूत करने अथवा आहूत करवाने की शक्तियां प्राप्त होंगी।
- (iv) कुलपति, यदि उसके विचार से किसी मामले में तुरंत कार्यवाही किए जाने की आवश्यकता हो तो सम विश्वविद्यालय संस्थान के विनियमों तथा नियमों के तहत सम विश्वविद्यालय संस्थान के किसी प्राधिकरण को प्रदत्त शक्तियों का प्रयोग करेगा तथा ऐसी कार्यवाही करेगा और ऐसी कार्यवाही करने के लिए कदम उठाएगा तथा ऐसे मामलों पर उसके द्वारा की गई कार्यवाही के संबंध में संबंधित प्राधिकरण को जानकारी देगा :

बशर्ते कि उपर्युक्त खंड (ii) में यथा-उल्लिखित संबंधित प्राधिकरण का यह मत हो, कि ऐसी कार्यवाही नहीं की जानी चाहिए थी, तो वह मामले को कुलाधिपति को भेजेगा, जिसका तत्संबंध में निर्णय अंतिम होगा :

बशर्ते आगे कि यदि कोई व्यक्ति जो कि सम विश्वविद्यालय संस्थान में सेवारत हो तथा उक्त खंड के तहत कुलपति द्वारा की गई कार्यवाही से क्षुब्ध हो तो उसे ऐसी कार्यवाही के बारे में संसूचित की गई तिथि से 30 दिनों के भीतर ऐसे निर्णय के संबंध में प्रबंधन बोर्ड के समक्ष अपील करने का अधिकार होगा तथा उस पर प्रबंधन बोर्ड, तत्पश्चात् एक बैठक बुलाएगा तथा कुलपति द्वारा की गई कार्यवाही की पुष्टि कर सकता है, उसे आशोधित कर सकता है अथवा कुलपति द्वारा की गई कार्यवाही को उलट सकता है।

- (v) यह सुनिश्चित करना कुलपति का कर्तव्य होगा कि इन विनियमों और सम विश्वविद्यालय संस्थान के नियमों का विधिवत् रूप से पालन किया जाए और उन्हें कार्यान्वित किया जाए; और उनके पास इस संबंध में सभी अनिवार्य शक्तियां होंगी।
- (vi) सम विश्वविद्यालय संस्थान के उपयुक्त रखरखाव तथा अनुशासन से संबंधित सभी शक्तियां, कुलपति में निहित होंगी।
- (vii) कुलपति ऐसी सभी अन्य शक्तियों का प्रयोग करेगा जो उसे प्रबंधन बोर्ड द्वारा प्रत्यायोजित की गई हों।
- (viii) कुलपति को अपनी कतिपय शक्तियों को प्रबंधन बोर्ड की सहमति तथा अनुमति से उसके अधीनस्थ अधिकारियों को पुनः प्रत्यायोजित करने की शक्तियां प्राप्त होंगी।
- (ix) कुलपति, ऐसी अन्य शक्तियों का प्रयोग करेगा तथा ऐसे अन्य कार्य करेगा जैसा कि विनियमों, नियमों तथा उप विधि द्वारा विहित की जाएं।

ड. कुलपति का निष्कासन

(i) यदि ऐसा विश्वास करने के समुचित कारण हों कि सम विश्वविद्यालय संस्थान के कुलपति के पास इन विनियमों में यथा-अपेक्षित योग्यताएं नहीं हैं और साथ ही साथ समय-समय पर यथा-संशोधित विश्वविद्यालय अनुदान आयोग (विश्वविद्यालयों तथा महाविद्यालयों में शिक्षकों तथा अन्य अकादमिक कर्मचारी वृंदों की नियुक्ति हेतु न्यूनतम अर्हता तथा उच्चतर शिक्षा के मानकों के रखरखाव करने हेतु उपाय) संबंधी विनियम, 2018 में विनिर्दिष्ट प्रक्रिया के अनुसार नियुक्त नहीं किया गया हो अथवा उन्होंने कोई वित्तीय/प्रशासनिक अनियमितताएं की हों, तो विश्वविद्यालय अनुदान आयोग का अध्यक्ष इस मामले की जांच करने के लिए शैक्षणिक, प्रशासनिक अथवा वित्तीय विशेषज्ञों की एक समिति का गठन करेगा।

(ii) जहां जांच समिति की रिपोर्ट अपात्रता, अथवा प्रक्रियागत उल्लंघनों, अथवा अनियमितताओं, जैसा भी मामला हो, की पुष्टि करे तो आयोग कुलाधिपति को विधिवत् प्रक्रिया का पालन कर कुलपति को निष्कासित करने का निदेश दे सकता है;

बशर्ते कि, केन्द्र अथवा राज्य सरकार द्वारा नियंत्रित सम विश्वविद्यालय संस्थानों के कुलपतियों के मामले में, आयोग, कुलपति को हटाने के संबंध में अपना परामर्श भारत सरकार के संबंधित मंत्रालय/राज्य सरकार/संघ राज्य क्षेत्र सरकार, जैसा भी मामला हो, को भेजेगा।

10.12.3 प्रति- कुलपति

(i) प्रबंधन बोर्ड के अनुमोदन से प्रति- कुलपति के पद का सृजन किया जा सकता है।

तथापि, केन्द्र सरकार अथवा राज्य सरकार द्वारा प्रबंधित और नियंत्रित संस्थानों के मामले में पद का सृजन करने से पूर्व उपयुक्त सरकार से पूर्व अनुमोदन प्राप्त किया जाएगा।

- (ii) कुलपति की सिफारिश पर प्रबंधन बोर्ड द्वारा प्रति-कुलपति की नियुक्ति की जाएगी।
- (iii) प्रति-कुलपति का कार्यकाल, कुलपति के कार्यकाल के साथ समाप्त हो जाएगा।
- (iv) प्रति-कुलपति की सम विश्वविद्यालय संस्थान के नियमों द्वारा यथा विहित शक्तियां तथा कर्तव्य होंगे।

10.12.4 कुल सचिव

(i) कुल सचिव, सम विश्वविद्यालय संस्थान का पूर्णकालिक वेतनभोगी अधिकारी होगा जिसे चयन समिति की सिफारिशों पर प्रबंधन बोर्ड द्वारा नियुक्त किया जाएगा जिसमें निम्नवत अंतर्विष्ट होंगे :-

- (क) कुलपति -अध्यक्ष;
 - (ख) कुलाधिपति का एक नामिति;
 - (ग) प्रबंधन बोर्ड का एक नामिति; और
 - (घ) प्रबंधन बोर्ड द्वारा नियुक्त एक विशेषज्ञ जोकि सम विश्वविद्यालय संस्थान का कर्मचारी नहीं होगा।
- (ii) कुल सचिव की परिलब्धियां तथा सेवा की अन्य निबंधन और शर्तें, सम विश्वविद्यालय संस्थान के नियमों द्वारा यथा-विहित होंगी।
- (iii) जब कुल सचिव का पद रिक्त होगा अथवा जब कुल सचिव अवकाश पर होगा या किसी अन्य कारणवश अनुपस्थित होगा, तो कुल सचिव के कर्तव्यों तथा कृत्यों को कुलपति, द्वारा इस प्रयोजनार्थ नियुक्त किसी अन्य व्यक्ति, द्वारा निष्पादित किया जाएगा।
- (iv) कुल सचिव, प्रबंधन बोर्ड, शिक्षा परिषद् तथा आयोजना और निगरानी बोर्ड का पदेन सचिव होगा तथा इन्हें इनमें से किसी प्राधिकरण का सदस्य नहीं माना जाएगा।

(v) कुल सचिव, सीधे कुलपति के प्रति उत्तरदायी होगा तथा उसके निदेशानुसार कार्य करेगा।

(vi) कुल सचिव के निम्नवत कर्तव्य होंगे:-

- (क) अभिलेखों तथा निधियों तथा सम विश्वविद्यालय संस्थान की ऐसी अन्य सम्पत्तियों का अभिरक्षक होगा जैसा कि प्रबंधन बोर्ड द्वारा उन्हें सौंपा जाए;
- (ख) सम विश्वविद्यालय संस्थान के प्राधिकरणों की ओर से आधिकारिक पत्राचार करना;
- (ग) सम विश्वविद्यालय संस्थान के प्राधिकरणों तथा इन प्राधिकरणों द्वारा गठित सभी समितियों तथा उप-समितियों की बैठकें आयोजित करने के लिए नोटिस जारी करना;
- (घ) सम विश्वविद्यालय संस्थान के सभी प्राधिकरणों तथा इन प्राधिकरणों द्वारा गठित सभी समितियों तथा उप-समितियों की बैठकों के कार्यवृत्त का रखरखाव करना;
- (ङ) सम विश्वविद्यालय संस्थान द्वारा आयोजित की जाने वाली परीक्षाओं के लिए व्यवस्था करना;
- (च) सम विश्वविद्यालय संस्थान के विरुद्ध तथा उसके द्वारा दायर मुकदमों तथा कार्यवाहियों में सम विश्वविद्यालय संस्थान का प्रतिनिधित्व करना, मुख्तारनामे पर हस्ताक्षर करना तथा अभिवचन देना अथवा इस प्रयोजनार्थ उनके प्रतिनिधियों को प्रतिनियुक्त करना;
- (छ) सम विश्वविद्यालय संस्थान की ओर से करारों, दस्तावेजों पर हस्ताक्षर करना तथा अभिलेखों को अधिप्रमाणित करना;
- (ज) सम विश्वविद्यालय संस्थान के भवनों, उद्यानों, कार्यालयों, जलपान गृह, कारों तथा अन्य वाहनों, प्रयोगशालाओं, ग्रंथालयों, वाचनालयों, उपकरणों तथा अन्य सम्पत्तियों के संरक्षण तथा उनके रखरखाव हेतु व्यवस्था करना।
- (झ) ऐसे अन्य कर्तव्यों का निर्वहन करना जैसाकि सम विश्वविद्यालय संस्थान के नियमों में विनिर्दिष्ट किया जाए अथवा जिन्हें समय-समय पर प्रबंधन बोर्ड अथवा कुलपति द्वारा सौंपा जाए।

10.12.5 वित्त अधिकारी

- (i) वित्त अधिकारी, सम विश्वविद्यालय संस्थान का एक पूर्णकालिक वेतनभोगी अधिकारी होगा तथा उसे प्रबंधन बोर्ड द्वारा नियुक्त किया जाएगा।
- (ii) वित्त अधिकारी की परिलब्धियां तथा सेवा की अन्य निबंधन और शर्तें, सम विश्वविद्यालय संस्थान द्वारा विहित नियमों के अनुरूप होंगी।
- (iii) वित्त अधिकारी, कुलपति के निदेशों के तहत कार्य करेगा तथा कुलपति के माध्यम से प्रबंधन बोर्ड के प्रति उत्तरदायी होगा।
- (iv) वह वित्त समिति तथा प्रबंधन बोर्ड के समक्ष रखने हेतु वार्षिक बजट, प्राक्कलन तथा लेखा विवरण तैयार करने के लिए उत्तरदायी होगा।
- (v) वह प्रबंधन बोर्ड के नियंत्रण के अधीन, सम विश्वविद्यालय संस्थान की निधियों के प्रबंधन तथा निवेश के लिए उत्तरदायी होगा।

10.12.6 परीक्षा नियंत्रक

- (i) प्रबंधन बोर्ड द्वारा परीक्षा नियंत्रक की नियुक्ति की जाएगी।
- (ii) परीक्षा नियंत्रण की परिलब्धियां तथा सेवा की अन्य निबंधन और शर्तें, सम विश्वविद्यालय संस्थान के नियमों द्वारा यथा-विहित होंगी।
- (iii) परीक्षा नियंत्रक यह सुनिश्चित करेगा कि परीक्षा तथा मूल्यांकन के संबंध में प्रबंधन बोर्ड, शिक्षा परिषद् तथा कुलपति के सभी विशिष्ट निदेशों का अनुपालन किया जाए।
- (iv) परीक्षा नियंत्रक, शिक्षा परिषद् में स्थायी आमंत्रिती होगा।

10.12.7 संकाय अध्यक्ष

संबद्ध विषयों से जुड़े हुए विभागों को संकायों में समूहबद्ध किया जा सकता है, और प्रत्येक संकाय की अध्यक्षता, संकाय अध्यक्ष करेगा।

10.12.8 विभागाध्यक्ष

- (i) सम विश्वविद्यालय संस्थान के प्रत्येक विभाग के लिए एक विभागाध्यक्ष होगा जिसे कुलपति द्वारा विभाग के आचार्यों में से नियुक्त किया जाएगा : बशर्ते कि, यदि विभाग में कोई आचार्य नहीं हो अथवा विभाग में केवल एक आचार्य हो जिसका विभागाध्यक्ष के रूप में कार्यकाल समाप्त हो रहा हो, तो कुलपति किसी सह आचार्य को विभागाध्यक्ष नियुक्त कर सकता है।
- (ii) विभागाध्यक्ष का कार्यकाल सामान्यतः 3 वर्ष का होगा और वह एक और कार्यकाल हेतु पुनर्नियुक्ति के लिए पात्र होगा, परंतु लगातार दो कार्यकालों के लिए पात्र नहीं होगा।
- (iii) विभागाध्यक्ष की शक्तियां तथा कार्यकरण, सम विश्वविद्यालय संस्थान द्वारा विहित नियमों के अनुरूप होंगी।

10.12.9 इन विनियमों में अंतर्विष्ट किसी बात के होते हुए भी केन्द्र सरकार अथवा राज्य सरकार द्वारा नियंत्रित सम विश्वविद्यालय संस्थान की अभिशासन प्रणाली तथा प्रबंधन ढांचा, केन्द्र सरकार अथवा राज्य सरकार, जैसा भी मामला हो, उपर्युक्त सरकार के निर्णय के अनुरूप होगा।

11.0 प्रवेश तथा शुल्क का ढांचा

11.01 कोई भी सम विश्वविद्यालय संस्थान, किसी भी ऐसे संस्थान में किसी पाठ्यक्रम अथवा अध्ययन कार्यक्रम में प्रवेश के लिए प्रवेश शुल्क तथा अन्य शुल्कों तथा प्रभारों के लिए कोई भुगतान स्वीकार नहीं करेगा—

- (क) जो कि कैपिटेशन शुल्क अथवा दान, जिस भी नाम अथवा स्वरूप में प्रत्यक्ष अथवा अप्रत्यक्ष रूप से हो;
- (ख) ऐसे प्रवेश हेतु ऐसे शुल्क अथवा प्रभारों के अलावा जिन्हें ऐसी किसी सीट के समक्ष प्रवेश हेतु प्रवेश प्रपत्र और संस्थान की वेबसाइट पर घोषित किया गया हो;
- (ग) आयोग द्वारा जारी शुल्क संबंधी विनियम के अनुसार गठित शुल्क समिति द्वारा विहित शुल्क से अधिक शुल्क प्रभारित करना।
- (घ) ऐसे संस्थान में दाखिला पाने वाले छात्रों को ऐसे भुगतान के लिए लिखित में उपयुक्त रसीद जारी किए बिना।

11.02 (1) कोई भी सम विश्वविद्यालय संस्थान प्रवेश हेतु परीक्षाएं आयोजित करने के लिए संस्थान द्वारा व्यय की गई औचित्य पूर्ण राशि के अलावा प्रवेश परीक्षा हेतु किसी अन्य शुल्क को प्रभारित नहीं करेगा।

(2) सम विश्वविद्यालय संस्थान, शुल्क के प्रतिदाय तथा मूल प्रमाणपत्रों को संस्थान द्वारा रखे जाने के संबंध में समय समय पर यथा संशोधित विश्वविद्यालय अनुदान आयोग की अधिसूचना का अनुपालन करेगा।

11.03 किसी सम विश्वविद्यालय संस्थान, चाहे वह निजी हो अथवा सार्वजनिक क्षेत्र का हो, में छात्रों का प्रवेश कड़ाई से उपयुक्त सांविधिक प्राधिकरण द्वारा विहित प्रवेश परीक्षा में प्राप्त मेरिट के आधार पर किया जाएगा, यदि कोई प्रवेश परीक्षा विहित नहीं की गई हो, तो प्रवेश प्रपत्र में विनिर्दिष्ट पद्धति से प्रवेश दिया जाएगा।

11.04 प्रत्येक सम विश्वविद्यालय संस्थान अभ्यर्थियों के चयन की संपूर्ण प्रक्रिया के सभी अभिलेखों का रखरखाव करेगा तथा अपनी वेबसाइट पर ऐसे अभिलेखों को प्रदर्शित करेगा तथा ऐसे अभिलेखों को कम से कम पांच वर्षों के लिए अभिरक्षित करेगा।

11.05 प्रत्येक सम विश्वविद्यालय संस्थान किसी पाठ्यक्रम अथवा अध्ययन कार्यक्रम में प्रवेश प्रारंभ होने के साठ दिन पूर्व प्रवेश प्रपत्र को प्रकाशित करेगा तथा उसे अपनी वेबसाइट पर भी डालेगा (शपथपत्र के स्वरूप में), जिसमें अन्य बातों के साथ साथ निम्नवत ब्योरा शामिल होगा :

- (i) ऐसे संस्थान में पाठ्यक्रम अथवा अध्ययन कार्यक्रम जारी रखने हेतु प्रवेश पाने वाले छात्रों द्वारा भुगतान किया जाने वाले शुल्क, जमा राशि तथा अन्य प्रभारों के प्रत्येक घटक का बयौरा तथा ऐसे भुगतान की अन्य निबंधन और शर्तें,

(ii) यदि छात्र, पाठ्यक्रम अथवा अध्ययन कार्यक्रम के पूर्ण होने से पूर्व अथवा उसके पश्चात् ऐसे संस्थान से नाम वापस लेता है तो ऐसे संस्थान में प्रवेश पाने वाले छात्रों के शिक्षण शुल्क तथा अन्य प्रतिदाय योग्य प्रमारों का प्रतिशत तथा प्रतिदाय की समय-सीमा, पद्धति जिसके माध्यम से छात्रों को ऐसा प्रतिदाय किया जाएगा का ब्योरा;

(iii) शिक्षा वर्ष जिसके लिए प्रवेश दिया जाना प्रस्तावित है उसके प्रत्येक पाठ्यक्रम अथवा अध्ययन कार्यक्रम के संबंध में अनुमोदित सीटों की संख्या;

(iv) जहां किसी भी सांविधिक प्राधिकरण द्वारा किन्ही अर्हता मानदंडों को विनिर्दिष्ट नहीं किया गया हो वहां संगत सांविधिक प्राधिकरण/निकाय अथवा संस्थान द्वारा विनिर्दिष्ट शैक्षणिक योग्यता का ब्योरा;

(v) प्रवेश की प्रक्रिया तथा ऐसे प्रवेश के लिए आवेदन करने वाले पात्र अभ्यर्थियों का चयन, जिसमें ऐसे अभ्यर्थियों को प्रत्येक पाठ्यक्रम अथवा अध्ययन पाठ्यक्रम में चुनने के लिए आयोजित की जाने वाली परीक्षा का ब्योरा तथा प्रवेश परीक्षा के लिए भुगतान किए जाने वाले शुल्क की राशि शामिल है, का ब्योरा अंतर्विष्ट होगा;

(vi) छात्रों द्वारा संस्थान के भीतर तथा परिसर के बाहर अनुशासन बनाए रखने के संबंध में सभी संगत अनुदेश, विशेषरूप से, ऐसे अनुशासन में किसी छात्र अथवा छात्रों की रैगिंग को निषिद्ध करने तथा तत्संबंधी परिणामों और विश्वविद्यालय अनुदान आयोग अधिनियम, 1956 अथवा वर्तमान में लागू किसी अन्य कानून के तहत बनाए गए किसी विनियम के उपबंधों का उल्लंघन करने के परिणामों का उल्लेख होगा।

11.06 कोई भी सम विश्वविद्यालय संस्थान प्रवेश पाने के इच्छुक अभ्यर्थियों से प्रवेश हेतु विद्यालय छोड़ने के प्रमाणपत्र, अथवा डिग्री अथवा कोई अन्य अवार्ड के मूल प्रमाणपत्रों को अपने पास जमा नहीं करेगा, तथापि, वह मूल प्रमाणपत्रों के साथ उनका विधिवत् सत्यापन कर छात्रों द्वारा ऐसे प्रमाणपत्रों की स्वयं अनुप्रमाणित की गई प्रतियों को ही अपने अभिलेख स्वरूप ले सकता है।

12.0 सम विश्वविद्यालय संस्थान सभी के लिए खुला है

12.01 किसी सम विश्वविद्यालय संस्थान में प्रवेश तथा नियोजन, भारत के सभी नागरिकों के लिए, नस्ल, धर्म, जाति व पंथ तथा देश में निवास के क्षेत्र/स्थान पर विचार किए बिना खुला होगा।

12.02 विश्वविद्यालय स्तर के निजी और सार्वजनिक रूप से वित्तपोषित संस्थानों में प्रवेश तथा नियोजन के संबंध में सभी मामलों पर यथा लागू सभी नीतियां तथा प्रक्रियाएं, सम विश्वविद्यालय संस्थान की उपर्युक्त श्रेणी पर लागू होंगी।

13.0 सम विश्वविद्यालय संस्थान का एकात्म स्वरूप

किसी संस्थान को एक बार "सम विश्वविद्यालय संस्थान" घोषित किए जाने पर, इसका एकात्मक स्वरूप होगा तथा यह अन्य संस्थानों को संबद्ध नहीं करेगा न ही अन्य किसी घटक संस्थानों को शामिल करेगा।

14.0 आरक्षण नीति

सम विश्वविद्यालय संस्थान, भारत के संविधान अथवा वर्तमान में लागू संसद के किसी अधिनियम के उपबंधों के अनुरूप प्रवेश तथा भर्ती में आरक्षण नीति को लागू करेगा तथा ऐसी सभी जानकारी अपनी वेबसाइट पर उद्घटित करेगा।

15.0 दूरस्थ शिक्षा

सम विश्वविद्यालय संस्थान, समय समय पर यथासंशोधित विश्वविद्यालय अनुदान आयोग (मुक्त और दूरस्थ शिक्षा) विनियम, 2017 तथा विश्वविद्यालय अनुदान आयोग (ऑनलाइन पाठ्यक्रम अथवा कार्यक्रम) विनियम, 2018 के अनुरूप मुक्त, दूरस्थ शिक्षा/ऑनलाइन पद्धति से पाठ्यक्रमों की पेशकश कर सकते हैं :

बशर्ते कि पहले ही आयोग के अनुमोदन से मुक्त, दूरस्थ शिक्षा/ऑनलाइन पद्धति के माध्यम से अध्ययन कार्यक्रमों की पेशकश करने वाले सम विश्वविद्यालय संस्थानों को आयोग द्वारा आगे अनुमोदन प्रदान किए जाने के अध्यक्षीन ऐसे कार्यक्रमों को जारी रखने की अनुमति होगी।

16.0 जांच करने की शक्ति तथा विनियम का उल्लंघन करने के परिणाम

16.01 जहां मंत्रालय अथवा आयोग, जैसा भी मामला हो, किसी शिकायत अथवा अन्यथा माध्यम से किसी सम विश्वविद्यालय संस्थान द्वारा इन विनियमों के किन्हीं उपबंधों के उल्लंघन के बारे में जानकारी प्राप्त होती है, तो वह किसी सम विश्वविद्यालय संस्थान को इस संबंध में नोटिस जारी करके ऐसी जानकारी के तथ्यों का पता लगाने के लिए जांच करने के आदेश कर सकता है।

16.02 आयोग, किसी सम विश्वविद्यालय संस्थान के प्रशासन अथवा वित्त से जुड़े किसी मामले के शैक्षिक निष्कर्षों के संबंध में जांच करने के प्रयोजनार्थ शिक्षा, प्रशासन और वित्त के मामलों में विशेषज्ञ किन्हीं विख्यात तथा सत्यनिष्ठ व्यक्तियों से जांच भी करवा सकता है।

16.03 जांच के आधार पर अथवा इन विनियमों में उल्लिखित नियमित निरीक्षण के माध्यम से, यदि कोई सरकार अथवा आयोग इस बात से संतुष्ट हो की इन विनियमों का उल्लंघन किया गया है, तो सम विश्वविद्यालय संस्थान को अपना पक्ष रखने हेतु संस्थान को दिए गए औचित्यपूर्ण अवसर के पश्चात् संस्थान पर ऐसी कार्रवाई की जाएगी जैसी कि इन विनियमों में उपबंध किया गया हो।

16.04 जहां यह पाया जाता है कि सम विश्वविद्यालय संस्थान ने इन विनियमों के उपबंध(धों) का उल्लंघन किया है, तो उस स्थिति में संस्थान के विरुद्ध निम्नवत एक अथवा एक से अधिक कार्रवाई/कार्रवाईयां की जा सकती हैं

क. उल्लंघन के परिणामस्वरूप अननुमोदित डिग्रियां जारी किया जाना:

- (i) विश्वविद्यालय अनुदान आयोग अधिनियम, 1956 की धारा 24 के तहत दंड।
- (ii) एक सीमित अवधि के लिए नए पाठ्यक्रमों/ अध्ययन कार्यक्रमों/ विभाग(गों) तथा ऑफ कैम्पस(सों)/घटक संस्थान(नों)/ ऑफ- शोर कैम्पसों के संदर्भ में किसी भी विस्तार को वर्जित करना।
- (iii) किसी सीमित अवधि अथवा शाश्वत रूप से किसी विशिष्ट पाठ्यक्रम(मों) अथवा सभी पाठ्यक्रमों में छात्रों के दाखिले की क्षमता को कम करना।
- (iv) किसी विशिष्ट पाठ्यक्रम(मों) अथवा सभी पाठ्यक्रमों में सीमित अवधि अथवा शाश्वत रूप से छात्रों के प्रवेश को रोकना।
- (v) पाठ्यक्रमों/ अध्ययन कार्यक्रमों/ विभाग(गों) तथा ऑफ- कैम्पस(सों)/घटक संस्थान(नों)/ऑफ- शोर कैम्पसों को बंद करना।
- (vi) सम विश्वविद्यालय संस्थान के रूप में घोषित किए जाने हेतु अधिसूचना को वापस लेना।

ख. इन विनियमों का अनुपालन नहीं किए जाने के परिणामस्वरूप होने वाले उल्लंघन:

- (i) जहां आयोग द्वारा इन विनियमों के उपबंधों के अनुपालन में कोई कमियां पाई जाती हैं, आयोग सम विश्वविद्यालय संस्थान को एक युक्तिसंगत समय के भीतर उसे ठीक करने हेतु एक चेतावनी जारी करेगा; और, उक्त अवधि के भीतर उपचारात्मक कार्रवाई न कर पाने से इन विनियमों के उपबंधों के तहत दंड दिया जाएगा :

बशर्ते कि सम विश्वविद्यालय संस्थान को दिया गया दंड छात्रों के हितों पर प्रतिकूल प्रभाव न डालेगा।

- (ii) इस विनियमों की संगत खंड में निर्धारित प्रक्रिया के अनुसार सम विश्वविद्यालय संस्थान के कुलपति को पदच्युत किया जा सकता है।
- (iii) इन विनियमों के उपबंधों का बार-बार उल्लंघन किए जाने की स्थिति में खंड 16.05क में उल्लिखित कार्रवाई(यां) की जा सकती है।

17.0 पुराने विनियमों के तहत प्रस्तावों पर विचार किया जाना

सम विश्वविद्यालय संस्थान के रूप में घोषित किए जाने, अथवा ऑफ कैम्पस केन्द्र अथवा ऑफ- शोर कैम्पस(सों) को स्थापित किए जाने हेतु अनुमोदन प्राप्त करने अथवा अन्य संस्थानों को सम विश्वविद्यालय संस्थान के दायरे में लाया जाने संबंधी सभी प्रस्ताव, जो या तो लंबित हों अथवा आयोग में संसाधित किए जाने की प्रक्रियाधीन हो, अथवा उन्हें इस विनियम की अधिसूचना की तिथि से पूर्व ही केन्द्र सरकार द्वारा प्राप्त कर लिया गया हो, वे इन विनियमों द्वारा शासित होंगे :

बशर्ते यह कि यदि आवेदक ने इन विनियमों के अधिसूचित होने से पूर्व सरकार को अपना प्रस्ताव सौंप दिया हो और यदि वह लिखकर अपनी इच्छा प्रकट करता है कि उसके आवेदन को विश्वविद्यालय अनुदान आयोग (सम विश्वविद्यालय संस्थान) विनियम, 2016 के तहत संसाधित किया जाए, तो सरकार अथवा आयोग, जैसा भी मामला हो, वह आवेदक से लिखित में एक वचनपत्र प्राप्त करेगा, कि वह इन विनियमों की अधिसूचित होने के दो वर्ष के भीतर इन विनियमों का अनुपालन करेगा, ऐसा नहीं करने पर सरकार द्वारा सम विश्वविद्यालय संस्थान का दर्जा वापस ले लिया जाएगा, और आवेदक को इन विनियमों के तहत ऐसा दर्जा प्राप्त करने के लिए नए सिरे से आवेदन करना होगा।

18.0 निधियां, लेखा, लेखा परीक्षा तथा वार्षिक रिपोर्ट

- (i) सम विश्वविद्यालय संस्थान के लेखा बही का रखरखाव, प्रबंधन तथा प्रचालन सम विश्वविद्यालय संस्थान के नाम पर किया जाएगा न कि प्रायोजक निकाय अथवा किसी अन्य के नाम पर किया जाएगा; और, सम विश्वविद्यालय संस्थान के लेखा का रखरखाव इस प्रकार किया जाएगा जैसा प्रबंधन बोर्ड द्वारा निर्धारित किया जाए तथा आयोग द्वारा विहित किए गए नियमों, यदि कोई हों तो, के अनुरूप किया जाएगा।
- (ii) सम विश्वविद्यालय संस्थान के खाते से प्रायोजित निकाय के खाते सहित किसी अन्य खाते में निधियों का विपथन नहीं किया जाएगा।
- (iii) सम विश्वविद्यालय संस्थान, अपने लेखों बहियों की वार्षिक रूप से और ऐसी अवधि पर लेखापरीक्षा करवाएगा जैसाकि आयोग द्वारा विहित किया जाएगा, उसे पृथक रूप से प्रकाशित करवाएगा तथा संस्थान की वेबसाइट पर अपलोड करवाएगा। यदि ऐसे संस्थान को केन्द्र अथवा राज्य सरकार अथवा इसकी एजेंसियों से पूर्ण रूप से अथवा आंशिक रूप से वित्तपोषित किया जाता है तो, ऐसे सम विश्वविद्यालय संस्थान के खाते की भारत के नियंत्रक- महालेखा परीक्षक द्वारा लेखापरीक्षा की जा सकती है; सम विश्वविद्यालय संस्थान के खातों की, जब कभी आवश्यकता हो, आयोग द्वारा निरीक्षण किया जा सकता है।
- (iv) वार्षिक वित्तीय विवरण तथा लेखों की लेखापरीक्षा किसी योग्य पेशेवर से करवाई जाएगी, जोकि भारतीय सनदी लेखाकार संस्थान का सदस्य अथवा अध्येता हो, जिसे सम विश्वविद्यालय संस्थान द्वारा नियुक्त किया जाए :

बशर्ते कि सम विश्वविद्यालय संस्थान के खाते से वित्तीय अनियमितता अथवा गबन अथवा अवैध विपथन; अथवा इन विनियमों के उपबंधों के विरुद्ध शुल्क संग्रहण करने के संबंध में जानकारी प्राप्त होने पर, आयोग एक नोटिस जारी करेगा जिसमें सम विश्वविद्यालय संस्थान को कारण बताने को कहा जाएगा कि शिकायत के संबंध में फॉरेंसिक लेखापरीक्षा सहित निरीक्षण करने का आदेश क्यों न जारी किया जाए, तथा प्रतिवादी संस्थान को एक औचित्यपूर्ण अवसर उपलब्ध करवाकर, आयोग इस बात से संतुष्ट हो कि इस मामले में आगे कार्रवाई करने का पर्याप्त आधार है, आयोग के दल द्वारा एक निरीक्षण करवाएगा साथ ही भारत के सनदी लेखाकार संस्थान के योग्य सदस्य अथवा अध्येता से एक फॉरेंसिक लेखापरीक्षा करवाने के भी निदेश देगा; निरीक्षण दल और फॉरेंसिक लेखापरीक्षा, दोनों की रिपोर्ट पर एक साथ विचार कर आयोग द्वारा इन विनियमों के तहत, जैसा वह उचित समझेगा, कार्रवाई करेगा।

- (v) सम विश्वविद्यालय संस्थान द्वारा लेखा वर्ष की समाप्ति के नौ माह के भीतर आयोग को वार्षिक रिपोर्ट तथा लेखापरीक्षित रिपोर्ट प्रस्तुत की जाएगी।

19.0 प्रकीर्ण

- (i) सम विश्वविद्यालय संस्थान कैम्पस/ ऑफ कैम्पस/ऑफ-शोर कैम्पस/ संघटक इकाई/ संघटक संस्थान का नाम और उसकी अवस्थिति का उल्लेख डिग्री, डिप्लोमा, प्रमाणपत्र, अथवा नामांकित किसी छात्र को प्रदान की गई किसी अन्य उपाधि पर करेगा।
- (ii) सम विश्वविद्यालय संस्थान, शिक्षा कार्यक्रम की समाप्ति उपरांत, यथा संभव शीघ्र, और किसी भी स्थिति में इस प्रकार कार्यक्रम की समाप्ति की तिथि से अधिकतम 180 दिनों के भीतर अध्ययन कार्यक्रम के संबंध में डिग्री, डिप्लोमा, प्रमाणपत्र, अथवा किसी अन्य उपाधि को प्रदान करेगा और छात्रों को उपलब्ध कराएगा।
- (iii) कोई भी सम विश्वविद्यालय संस्थान किसी भी समय किसी भी व्यक्ति अथवा संगठन के साथ ऑफ कैम्पस/ऑफ-शोर कैम्पस/ संघटक इकाई/ संघटक संस्थान/ पाठ्यक्रम/ अध्ययन कार्यक्रम, विभाग/ विद्यालय/ सम विश्वविद्यालय संस्थान का संकाय स्थापित करने, अनुसंधान करने अथवा चलाने के लिए स्पष्टरूप से अथवा प्रच्छन्नरूप से कोई भी फ्रेंचाइजी करार अथवा व्यवस्था नहीं करेगा।
- (iv) जबकि, सरकार अथवा आयोग, जैसा भी मामला हो, द्वारा प्रायोजक निकायों अथवा सम विश्वविद्यालय संस्थानों से प्राप्त आवेदनों को विहित समय सीमा, यदि कोई हो तो, के भीतर निपटान करने का हर संभव प्रयास किया जाएगा, तथापि, केवल समय सीमा लांघ जाने पर ही ऐसे आवेदनों को निपटाया गया नहीं मानना चाहिए; तथापि, यदि आवेदक चाहे तो, सरकार अथवा आयोग, जैसा भी मामला हो, को अनुस्मरण करवा सकता है।
- (v) सम विश्वविद्यालय संस्थान की आय तथा सम्पत्ति को पूर्ण रूप से सम विश्वविद्यालय संस्थान के उद्देश्य को आगे बढ़ाने के प्रयोजनार्थ ही उपयोग किया जाएगा।
- (vi) आयोग को सरकार की किसी सार्वजनिक नीति अथवा वर्तमान में लागू किसी विधि के कार्यान्वयन के साथ साथ सम विश्वविद्यालय संस्थान द्वारा किसी विधि अथवा नीति के उल्लंघन के मामले में सम विश्वविद्यालय संस्थान को उपर्युक्त निदेश जारी करने की शक्तियां होंगी।
- (vii) सम विश्वविद्यालय संस्थान का दर्जा प्रदान करने के लिए आवेदन को संसाधित करने के लिए किए गए सभी व्यय, ऑफ कैम्पस/ ऑफ-शोर कैम्पस/ संघटक संस्थान आदि आरंभ करने के साथ-साथ विशेषज्ञ समिति द्वारा किए जाने वाले सभी निरीक्षणों हेतु किए जाने वाले सभी व्यय को आयोग द्वारा वहन किया जाएगा; और प्रायोजक निकाय अथवा सम विश्वविद्यालय संस्थान, जैसा भी मामला हो, द्वारा आयोग के किसी निरीक्षण दल के दौरे पर अथवा उसके संबंध में प्रत्यक्ष अथवा परोक्ष रूप में किया जाने वाला कोई भी व्यय, इन विनियमों का उल्लंघन माना जाएगा और इस पर तदनुसार कार्रवाई की जाएगी।
- (viii) सम विश्वविद्यालय संस्थान की आय तथा सम्पत्ति के किसी भाग का लाभांश, बोनस अथवा अन्यथा भुगतान अथवा अंतरण, प्रत्यक्ष अथवा अप्रत्यक्ष रूप से ऐसे व्यक्तियों को लाभ के रूप में नहीं किया जाएगा जो किसी भी समय सम विश्वविद्यालय संस्थान के सदस्य रहे हों अथवा वर्तमान में सदस्य हों अथवा उनके माध्यम से ऐसा दावा करने वाले व्यक्तियों को नहीं किया जाएगा, बशर्ते कि इस खंड में अंतर्विष्ट कोई भी शर्त पारिश्रमिक के रूप में सद्भाव से किसी सदस्य अथवा किसी अन्य व्यक्ति को सम विश्वविद्यालय संस्थान में की गई सेवा अथवा की गई यात्रा अथवा ऐसे अन्य भत्ते तथा ऐसे अन्य प्रभार के रूप में भुगतान करने से बाधित नहीं करेगी।
- (ix) सरकार के पास, आयोग के परामर्श से आशय पत्र अथवा अधिसूचना में ऐसी अन्य शर्त(तें) लगाने की शक्तियां होंगी जो इन विनियमों से सुसंगत नहीं होंगी, और यह सम विश्वविद्यालय संस्थान पर बाध्यकारी होंगी।
- (x) प्रत्येक सम विश्वविद्यालय संस्थान, विश्वविद्यालय अनुदान आयोग के संगत मानकों का अनुपालन करने के लिए निम्नवत हेतु व्यवस्था करेंगे, नामतः:
- (क) रैगिंग रोधी प्रकोष्ठ
- (ख) भेदभाव रोधी प्रकोष्ठ
- (ग) लिंग संवेदीकरण प्रकोष्ठ
- (घ) शिकायत निवारण प्रकोष्ठ
- (ङ) यौन उत्पीड़न रोधी आंतरिक शिकायत समिति
- (च) दिव्यांग जनो की सभी सुविधाओं तक अवरोध मुक्त पहुंच
- (xi) यदि कोई सम विश्वविद्यालय संस्थान, 'सम विश्वविद्यालय संस्थान' का दर्जा त्यागना चाहे तो वह केन्द्र सरकार की पूर्व अनुमति से ऐसा कर सकता है, इसी प्रकार सम विश्वविद्यालय संस्थान के क्षेत्राधिकार से सम विश्वविद्यालय संस्थान की किसी संघटक इकाई(यों) को हटाए जाने के लिए प्रायोजक निकाय को सरकार से पूर्व अनुमति प्राप्त करना अपेक्षित होगा :

बर्तते कि दर्जे को त्यागना अथवा वापस लेना, जैसा भी मामला हो, सम विश्वविद्यालय संस्थान अथवा इसकी किसी संघटक इकाई(यों), जैसा भी मामला हो, में नामांकित छात्रों के अंतिम बैच को अध्ययन कार्यक्रम को पूर्ण करने हेतु अथवा डिग्री अर्वाड करने का अवसर प्रदान करने के उपरांत ही प्रभावी होगा।

(xii) इन विनियमों के निर्वर्णन के संबंध में मत में विरोध होने की स्थिति में आयोग का निर्णय अंतिम होगा।

20.0 विधिक कार्यवाहियां

(1) सोसाइटी रजिस्ट्रीकरण अधिनियम, 1860 की धारा 6 के प्रयोजनार्थ, व्यक्ति जिसके नाम पर सम विश्वविद्यालय संस्थान पर वाद चलाया जा सकता है वह कुल सचिव होगा, जिसे सम विश्वविद्यालय संस्थान की ओर से करार, दस्तावेजों पर हस्ताक्षर करने, अभिलेखों को अभिप्रमाणित करने की शक्तियां होंगी, और वह ऐसी शक्तियों का प्रयोग करेगा तथा ऐसी कर्तव्यों का निर्वहन करेगा, जैसा कि इन विनियमों में विहित किया गया हो।

(2) सरकार, अथवा आयोग, अथवा सम विश्वविद्यालय संस्थान, अथवा सम विश्वविद्यालय संस्थान के किसी अधिकारी, अथवा सम विश्वविद्यालय संस्थान के प्राधिकरण के किसी सदस्य के विरुद्ध इन विनियमों के अनुपालन में किया गया कोई कार्य अथवा तात्पर्यित हो अथवा आशयित हो, कोई वाद अथवा विधिक कार्यवाहियां दायर नहीं की जा सकेंगी।

21. कठिनाइयों का निवारण

विश्वविद्यालय अनुदान आयोग इन विनियमों के कार्यान्वयन के दौरान पेश आने वाली कठिनाई/ कठिनाइयों को भारत सरकार, मानव संसाधन विकास मंत्रालय के परामर्श से निवारण करने का अधिकार सुरक्षित रखता है।

रजनीश जैन, सचिव

[विज्ञापन-III / 4 / असा. / 548 / 18]

UNIVERSITY GRANTS COMMISSION

NOTIFICATION

New Delhi, the 20th February, 2019

UGC [INSTITUTIONS DEEMED TO BE UNIVERSITIES] REGULATIONS, 2019

PREAMBLE

No. F. 1-2/2018 (CPP-I/DU).—To regulate, in an orderly manner, the process of declaration of institutions of academic excellence as Deemed to be Universities; and, further to maintain quality of higher education imparted by Institutions Deemed to be Universities consistent with the ideals of the concept of a University; the University Grants Commission, in exercise of powers conferred under clauses [f] & [g] of sub-section [1] of Section 26 of the University Grants Commission Act, 1956, hereby, makes the following Regulations namely:-

1.0 SHORT TITLE, APPLICATION AND COMMENCEMENT

1.1 These Regulations may be called the UGC [Institutions Deemed to be Universities] Regulations, 2019.

1.2 These Regulations shall apply to every institution seeking declaration as an Institution Deemed to be University, as also, albeit prospectively, to an institution which has been declared as an Institution Deemed to be University under Section 3 of the UGC Act, 1956.

1.3 They shall come into force with effect from the date of their notification in the Official Gazette.

1.4 These Regulations shall replace the UGC (Institutions Deemed to be Universities) Regulations, 2016.

2.0 DEFINITIONS

In these Regulations, unless the context otherwise requires:

2.01 “Act” means the University Grants Commission Act, 1956 [Act 3 of 1956].

2.02 “Campus” means campus of the Institution Deemed to be University at its headquarters, wherein its major facilities, faculty, staff, students and its Academic Departments are located in a city /town / village in India; and includes all the campuses situated in the same territorial jurisdiction.

2.03 “Commission” means the University Grants Commission (UGC) constituted under the Act.

- 2.04 “Category” means the category of Institution Deemed to be University under the University Grants Commission (Categorization of Universities (only) for the Grant of Graded Autonomy) Regulations, 2018; and “Category I” and “Category II” shall be construed accordingly.
- 2.05 “Constituent Institution” means an institution operating under the administrative, academic and financial control of the sponsoring body and declared as such under the Notification.
- 2.06 “Constituent Unit” means unit(s) of the Institution existing on the date of submission of proposal to be declared as an Institution Deemed to be University.
- 2.07 “*De-novo* Institution” means an institution with the focus on teaching and research in unique and ‘emerging areas of knowledge’ so determined by the Commission after a due process,
- 2.08 “Emerging area of knowledge” in the context of *De-Novo* Institutions means such specialized/niche areas of knowledge which are considered desirable and useful and not usually imparted in the country.
- 2.09 “Expert Committee” means a Committee consisting of academics or other experts in the relevant fields of knowledge or practice to be nominated by Chairman of the Commission and include representatives of the Statutory bodies; and there may be as many Expert Committees as the Commission may determine for different purposes.
- 2.10 “Government”, unless the context so specifies, means the Central Government in the Ministry of Human Resource Development allocated with business pertaining to higher education.
- 2.11 “Institution” means an institution of higher education engaged in teaching and research at the undergraduate, post-graduate or higher levels.
- 2.12 “Institution Deemed to be University” means an institution of higher education so declared, on the advice of the Commission, by the Government under Section 3 of the Act.
- 2.13 “Necessary Infrastructure” means infrastructure as required under the norms of concerned Statutory Body/Commission.
- 2.14 “Off-Campus centre” means a centre of the Institution Deemed to be University, approved by the Government and situated beyond its Campus within India.
- 2.15 “Off-Shore Campus” means a centre of the Institution Deemed to be University approved by the Government and situated beyond its campus outside India.
- 2.16 “Processing Fee” means the charges that have to be paid by the applicant institution to the Commission along with the application for processing such application.
- 2.17 “Notification” means a notification issued by the Government in the Official Gazette declaring an institution of higher education, as an Institution Deemed to be University under Section 3 of the Act.
- 2.18 “Sponsoring body” means a body being a charitable or a not-for-profit Society or Trust or Company under Section 8 of Companies Act 2013 making an application for declaring an institution under its administrative, academic and financial control as a Deemed to be University.
- 2.19 “Statutory Body” means a body constituted under any law for the time being in force for determining or maintaining standards of quality in the relevant areas of higher education such as the All India Council for Technical Education (AICTE), Medical Council of India (MCI), Dental Council of India (DCI), National Council for Teacher Education (NCTE), Bar Council of India (BCI), Indian Nursing Council (INC), or any other such regulatory body established under an Act of Parliament.
- 2.20 “Teacher” means a member of the regular faculty at the levels of Professor, or Associate Professor or Assistant Professor, and includes adjunct faculty and faculty on a long-term contract of not less than three years.
- 2.21 “University” means a University defined in the University Grants Commission Act, 1956.
- 2.22 “NAAC” means National Assessment and Accreditation Council.

2.23 “NBA” means National Board of Accreditation.

2.24 “NIRF” means National Institutional Ranking Framework.

3.0 OBJECTIVES OF AN INSTITUTION DEEMED TO BE UNIVERSITY

The objectives for which an institution is declared by the Government as an Institution Deemed to be University shall be:

3.01 To provide for higher education leading to excellence and innovations in such branches of knowledge as may be deemed fit, primarily at undergraduate, at post-graduate and research degree levels, fully conforming to the concept of University as defined herein.

3.02 To engage in areas of specialization with proven ability to make distinctive contributions to the objectives of the higher education system in diverse disciplines.

3.03 To provide for high quality teaching and research recognized nationally and globally.

4.0 ELIGIBILITY CRITERIA FOR AN INSTITUTION TO BE DECLARED AS AN INSTITUTION DEEMED TO BE UNIVERSITY

4.01 An institution applying to be declared as an Institution Deemed to be University shall have to meet the following stipulations:-

- i. Has been in existence for not less than 20(twenty) years,
- ii. Has, at the time of application, valid accreditation by National Assessment and Accreditation Council (NAAC) with at least 3.26 CGPA for three consecutive cycles OR if in case of technical institution, two-third of the eligible technical programmes accredited by the National Board of Accreditation (NBA).
- iii. Should be at the time of application, figure among the top 50 (Fifty) ranks in any specific category or among the top 100 (Hundred) of overall ranking of National Institute Ranking Framework (NIRF).
- iv. Has demonstrated the characteristics of a university through multi-disciplinary courses,
- v. The annual per faculty publications in SCOPUS, Web of Science or peer-reviewed journals of acceptable quality as per the UGC Reference List of Quality Journals shall not be less than 2 (two).
- vi. The teacher student ratio shall not be less than 1:20 with a faculty strength of not less than 100 (Hundred) teachers and a minimum of 2,000 students on its rolls under the regular class-room mode, of which not less than one third being postgraduate/research students; and at least 5 Post Graduate Departments in existence for at least 3 years with research programmes.
- vii. Shall possess such academic and physical infrastructure as may be prescribed by the Commission and/or the relevant statutory bodies.
- viii. Shall have a built up area of not less than 30 sq.mts. per student which shall include academic (academic buildings, library, lecture hall, laboratories, etc.), administrative (hostels, faculty residences, health care), common and recreational facilities.

4.02 Corpus Fund:

- i) In the case of Institutions not maintained or financed by the Government a Corpus Fund of Rs.10 Crore for an existing institution and Rs.25 Crore for a de-novo institution, shall be created and maintained permanently in the name of the proposed Institution Deemed to be University by way of irrevocable Government Securities or other forms approved by the Commission.
- ii) The interest accrued on the Corpus Fund shall be used only for the purpose of development of the Institution Deemed to be University.

4.03 Governance Structure

The Governance structure of the proposed Institution Deemed to be University shall be as per Clause 10.0 of these Regulations.

5.0 PROCEDURE FOR DECLARATION OF AN INSTITUTION AS AN INSTITUTION DEEMED TO BE A UNIVERSITY

5.01 An institution, fulfilling the minimum eligibility criteria as laid down in these Regulations for considering proposals for declaration as an Institution Deemed to be University, may apply 'online' to the Commission on its web portal developed for this purpose, and under intimation to the Government.

5.02. The following documents shall be uploaded in the online application, failing which, the online system shall not accept the application:

- i. Land ownership documents in the name of the Institution Deemed to be University or the sponsoring body.
- ii. Certificates regarding NAAC/NBA accreditation
- iii. Approval of the relevant statutory bodies for the professional courses which are currently being run.
- iv. Information along with evidence regarding the existing academic and physical infrastructure.
- v. Institution Development Plan consisting of the strategic vision for a 5-year period next, along with a rolling plan of its implementation covering academic, research, infrastructural, financial and governance plans.
- vi. Details of the corpus fund created, and details of the financial sustainability of the institution.
- vii. In case of institutions which are funded by the State/Central Government, a letter of commitment from the respective Government to continue financial support to the institution even after declaration as a Deemed to be University.
- viii. Copies of the documents uploaded on the Commission's web portal shall also be publicly disclosed on the website of the institution, duly certified by the Head of the institution. Any information found to be false after due verification shall be liable for criminal prosecution under the Indian Penal Code, 1860, as amended from time to time.

5.03 The Commission shall verify the documents submitted in the application with the concerned public authorities to ascertain their accuracy.

5.04 The Commission shall examine the application; with the help of an Expert Committee nominated to evaluate the Institution Development Plan to assess the existing academic and physical standards and submit its advice to the Government within sixty days from the date of online application.

5.05 Taking into consideration the advice of the Commission, the Government may, ordinarily within thirty days of receipt of the advice of the Commission, either issue a notification under Section 3 of the Act, declaring such institution as an Institution Deemed to be University for an initial period of five years; or, if the proposal is not agreed upon, convey its decision in writing to the Sponsoring body along with the reasons thereof. The decision of the Government shall be final.

5.06 In case of institutions declared as institutions Deemed to be universities as per section 3 of the Act, the University/ies which had hitherto granted affiliation to such institutions, shall transfer the credits and the transcripts of students who are enrolled and studying in the said institution, within thirty days of such declaration. The existing students may get the degree from the affiliating University or Deemed to be University as per preference of the student. The newly admitted students shall get degree of Deemed to be University.

6.04 PROCEDURE FOR DECLARATION OF AN INSTITUTION AS DEEMED TO BE UNIVERSITY UNDER DE-NOVO CATEGORY:-

6.04.1 Any Sponsoring body, with a proven track record in education, can submit an application online to the Commission under intimation to the Government, for setting up a new Institution Deemed to be

University devoted to study and research in unique and emerging areas of knowledge not being pursued by existing institutions.

However, institutions of Central/State/UT Government applying under this category shall be given exemption from Clause 4.01 of these Regulations provided they address the strategic needs of the country and/or, engaged in preservation of cultural heritage.

6.04.2 Any Sponsoring body shall submit the application consisting of the following:

- (a) A Detailed Project Report (DPR) containing its fifteen year detailed Strategic Vision Plan and a five year rolling implementation plan viz. Academic Plan, Faculty Recruitment Plan, Students Admission Plan, Research Plan, Networking Plan, Infrastructure development Plan, Finance Plan, Administrative Plan, Governance Plan, etc, with clear annual milestones and action plans on how the new Institution Deemed to be University is to be set up, with identifiable outputs and outcomes;
- (b) Details of the land in possession for establishing the institution along with the title documents;
- (c) Details of the corpus fund created, and details of the financial sustainability of the institution;
- (d) Details of the sponsoring body, along with the details of the key academic and administrative personnel;
- (e) An undertaking to the effect that it shall abide by all provisions of these Regulations.
- (f) In case of institutions of Central/State/UT Government, a letter of commitment from the respective Government to continue financial support to the institution even after declaration as an Institution Deemed to be University.

6.04.3 The Commission shall refer the application for examination to an Expert Committee, and the Committee may direct the applicant institution to make a presentation to demonstrate whether or not the institution falls under de-novo category and whether the Detailed Project Report is in accordance with these Regulations. If necessary, the Committee may prefer to visit the applicant institution before submitting its report.

6.04.4 The Expert Committee shall submit its report to the Commission, within thirty days from the date of reference to it, by way of recommendation on whether or not the Letter of Intent ought to be issued, and in the event of recommending that a Letter of Intent be issued, whether the same shall be with or without any additional conditions along with reasons for imposing or not imposing such conditions.

6.04.5 The Commission shall forward its advice to the Government within thirty days from the date of receiving the report of the Expert Committee; and thereafter, the Government shall, having taken into consideration the advice of the Commission, usually within a further period of thirty days, either issue a Letter of Intent valid for a period of three years or reject the proposal stating reasons thereto.

6.04.6 The Sponsoring body shall submit a report of compliance in respect of the conditions mentioned in the Letter of Intent within a period of three years to the Government, which shall be forwarded to the Commission for its verification and advice and the Government shall take further steps following the procedure mentioned in Clause 5 of these Regulations.

OFF-CAMPUS CENTRE(S):

7.01 Institutions Deemed to be Universities in Category-I & Category-II or ranked from 1-50 in the "Universities" category of current NIRF ranking shall be permitted to start new Off-Campus Centre(s), following the procedure mentioned hereunder:

7.01.1 Institutions Deemed to be Universities in Category-I & Category-II or ranked from 1-50 in the "Universities" category of current NIRF ranking shall submit their application to the Government by way of an Affidavit in the prescribed proforma for approval to start an Off-Campus Centre or, for issuance of Letter of Intent for setting up an Off-Campus Centre, as the case may be.

- 7.01.2 The Government, after such preliminary scrutiny as it may deem fit, of the application containing details of existing or proposed infrastructure facilities, Courses/Programmes of study, Students intake, financing arrangements, shall forward to the application to the Commission for its advice. The Institutions applying for Off-Campus Centre(s), shall have to meet the following stipulations:
- (i) The teacher student ratio shall not be less than 1:20 with a faculty strength of not less than 25 (twenty five) teachers and a minimum of 500 students on its rolls under the regular class-room mode, of which not less than one third being postgraduate/research students; and at least 3 Post Graduate Departments with research programmes.
 - (ii) Shall possess such academic and physical infrastructure as may be prescribed by the Commission and/or the relevant statutory bodies.
 - (iii) Shall have a built up area of not less than 30 sq. mts. per student which shall include academic (academic buildings, library, lecture hall, laboratories, etc.), administrative (hostels, faculty residences, health care), common and recreational facilities.
- 7.01.3 In respect of Institutions Deemed to be Universities in Category -I or ranked from 1-50 in the “Universities” category of current NIRF ranking, there shall be no requirement of physical inspection. The Chairman of the Commission may constitute a Standing Committee to undertake examination of the information furnished by the Institution. The Chairman, on behalf of the Commission, shall forward the advice to the Government within thirty days on receipt of the application taking into consideration the observations of Standing Committee. Category-I Institutions Deemed to be Universities or ranked from 1-50 in the “Universities” category of current NIRF ranking can establish only three off-campus in a period of five years provided that not more than one campus can be established in one academic year. These off-campus shall be reviewed by the Commission after a period of five years from the date of Notification by the Government.
- 7.01.4 In respect of Institutions Deemed to be Universities in Category-II, the information provided with the application may be assessed and verified by an Expert Committee, constituted for the purpose by the Commission. The Chairman, on behalf of the Commission, shall forward the advice to the Government within sixty days on receipt of the application taking into consideration the observations of Expert Committee. Category- II Institutions Deemed to be Universities can establish only two off-campus in a period of five years provided that not more than one campus can be established in one academic year. These off-campus shall be reviewed by the Commission after a period of five years from the date of Notification by the Government.
- 7.01.5 The Government shall, after taking into consideration the advice of the Commission, ordinarily within a further period of fifteen days from the date of receipt of such advice, either issue a notification for starting of off-campus centre(s) or, as the case may be, a Letter of Intent for setting up of new off-Campus centre(s) or reject the proposal stating the reasons thereto. The decision of the Government shall be final and binding.
- 7.01.6 If at any time, the information provided by the applicant Institute is found to be incorrect, the Government may withdraw the approval for starting the off-Campus centre; and in order to protect the interests of students enrolled at such centre, the Institution shall be asked to seek affiliation of the Off-Campus centre to the State/ Central University having territorial jurisdiction. Any information found to be false after due verification shall be liable for criminal prosecution under the Indian Penal Code, 1860, as amended from time to time.

Off-shore Campus:

- 7.02 Institutions Deemed to be Universities in Category-I shall be allowed to start new Off-Shore Campuses with the prior approval of the Ministry of Human Resource Development after receiving NOC from Ministry of External Affairs and Ministry of Home Affairs. Institutions Deemed to be Universities shall maintain the standards similar to their main campus and shall follow similar admission criteria, curriculum, examination system and evaluation system. All the information about off-shore campus shall be disclosed on the website of the Institution Deemed to be University.
- 7.03 Existing Off-Shore campus will continue to operate provided they have obtained due permissions.

8.0 STARTING OF NEW COURSE(S)/PROGRAMME(S)/DEPARTMENT(S)/ SCHOOL(S)/ FACULTY(IES) IN THE CAMPUS OR APPROVED OFF-CAMPUS CENTRES OF AN INSTITUTION DEEMED TO BE UNIVERSITY

8.01 Institutions Deemed to be universities in Category-I, Category-II or institutions from 1-50 in “university” category of NIRF ranking may start new Course(s) /Programme(s) /Department(s) / School(s) /Faculty(ies) in any field in their existing campus and approved off-Campus centre(s), with the prior approval of its Board of Management and, also where applicable, the relevant Statutory bodies. Such Institutions shall inform the Commission about starting of a new course/ programme/ department/ school/ centre in its existing main campus and approved off-campus within one month of the grant of approval by the Board of Management of the Deemed to be University and concerned Statutory bodies.

Provided that where the Institutions Deemed to be Universities in receipt of grants in aid or other funds for maintenance from the Central Government or the State Government or its Agencies, prior approval of the appropriate Government shall also be required.

8.02. Institutions Deemed to be universities, other than those referred to in clause 8.01 herein above, shall start new Course(s)/Programme(s) /Department(s) /School(s)/Faculty(ies) in allied field only in their existing Campus and approved off-Campus centre(s) only after obtaining permission from its Board of Management and, also where applicable, the relevant Statutory bodies. In case of starting of new Course(s)/ Programme(s)/ Department(s) / School(s) / Faculty(ies) in other than allied fields, prior approval of the Commission shall be required in addition to approval from the relevant statutory bodies. The Commission shall convey its decision either for approval or rejection as the case may be, within sixty days of receipt of the application from the institution.

9.0 MONITORING THE PERFORMANCE OF DEEMED TO BE UNIVERSITIES

9.01 It shall be the responsibility of the Commission to monitor, annually, the performance and academic outcomes of all institutions Deemed to be universities, based on public disclosures on performance parameters, namely:

- a) The graduate outcomes shall be such that a minimum of 50% of the graduating students secure access to employment/self-employment or engage themselves in pursuit of higher education;
- b) Promote linkage of the students with the society/industry such that at least two-third of the students engage in socially productive activities during their period of study in the institutions;
- c) Train the students in essential professional skills such as team-work, communication skills, leadership skills, time-management skills, soft skills, etc; and inculcate a spirit of innovation/entrepreneurship and critical thinking among the students and promote avenues for display of these talents;
- d) The teacher student ratio shall not be less than 1:20 with a faculty strength of not less than 100 (Hundred) teachers and a minimum of 2,000 students on its rolls under the regular class-room mode, and ensure that not more than 10% of the sanctioned posts of teachers is vacant at any point of time;
- e) Conduct induction programmes for students;
- f) Adopt Learning-outcome based curriculum framework(LOCF)and revise curriculum at regular intervals;
- g) Use Information Communication Technology (ICT) based learning tools for effective teaching-learning processes;
- h) Choice Based Credit System (CBCS), Academic flexibility for interdisciplinary learning
- i) Examination Reforms to ensure that the student assessment is based on understanding of the concepts, and application thereof;
- j) Ensure that at least half of the students passing out appear for examinations such as GATE/JAM/UGC-NET, and at least half of those appearing qualify;

- k) Tracking of the student progress after completion of course;
- l) Ensure that all new teachers, immediately after recruitment, are put through an induction course imparting pedagogical aspects;
- m) All existing teachers shall be placed through an annual refresher training;
- n) Compulsory participation in the NIRF ranking;
- o) National level merit-based admission process.
- p) Effective implementation of measures for quality improvement as per the quality mandate of UGC.
- q) To ensure not to start or run any professional courses governed by specific Acts of parliament, except with the prior and specific approval of the authority constituted thereunder as well as in conformity with the Clause 8 of these Regulations.
- r) To submit the type of courses those are being offered latest by 30th April every year. The details to be provided are – year, department, courses offered, whether the course is professional or general, approval of the statutory council, approval of the UGC, student intake, actual number of students enrolled, etc
- s) To adhere to these regulations and other rules / regulations/ directions issued by the UGC and relevant statutory bodies from time to time.
- t) Every year on completion of the admissions, the Deemed to be University shall upload all the data on its website.

9.02. The Commission shall decide on the physical verification of an Institution Deemed to be University, or constitute teams for such verification only on receipt of complaints against the accuracy and veracity of the information placed on the website of the institution in respect of the parameters referred to in clause 9.01.

10.0 SYSTEM OF INSTITUTIONAL GOVERNANCE

10.01 The proposed/existing Institution Deemed to be University shall be registered as a not-for-profit Society under the Societies Registration Act, 1860 or as a not-for-profit Trust under the Public Trust Act, or as a not-for-profit company under section 8 of the Companies Act, 2013.

Provided that a sponsoring body exclusively established for running educational institutions shall be exempted from registering as a separate not-for-profit Society /Trust /Company for the Deemed to be University. However, the sponsoring body shall categorically mention in its Registration Deed that the sponsoring body is exclusively for running educational activities and no other activities are being carried out or shall be carried out in future under it.

Provided further that if the sponsoring body of an existing Institution Deemed to be University does not have a Society /Trust /Company exclusively for running educational institutions, it shall form a new not for profit Society / Trust /Company for the Deemed to be University. In such cases, the sponsoring body shall be exempted from transferring of its moveable and immoveable assets to the newly created Society/Trust/Company, if such sponsoring body provides Notarized Affidavit to the effect that the entire moveable and immoveable assets allocated to the Institution Deemed to be University shall not be leased or otherwise disposed off without the prior permission of the Commission, and also that all expansion in the future shall be undertaken by the Society /Trust /Company exclusively established for Deemed to be University.

Provided also that the sponsoring body shall make available the infrastructure for operating the Institution Deemed to be University without any rental or other such charges.

10.02 All moveable and immoveable assets of the institutions shall be used only for the purpose of conducting academic activities, promotion of research and related administrative requirements of the Institution Deemed to be University.

- 10.03 The highest governing body of the Institution Deemed to be University shall be a Board of Management to be headed by the Vice Chancellor, and consisting of not less than 10 and not more than 15 members.
- 10.04 The Board of Management of the institution shall be independent of the sponsoring body with full autonomy to discharge its academic and administrative responsibilities.
- 10.05 The composition of Board of Management shall be as under: -
- i) Vice-Chancellor.....Chairperson;
 - ii) Pro Vice-Chancellor (wherever applicable),
 - iii) Two Deans of Faculties of the Institution Deemed to be University, to be appointed by rotation based on inter-se seniority;
 - iv) Three eminent academics, who shall have functioned at the rank of Professor, to be appointed by the Chancellor from among persons unconnected with the Institution Deemed to be University as well as the Sponsoring body;
 - v) One representative of the Central Government or the State Government, as the case may be, where the Institution Deemed to be University is controlled and managed by such Government or is receiving grants directly or indirectly of a minimum of 50% of the average expenditure of three previous years, who shall be an eminent academic not below the rank of Professor - in respect of all other institutions Deemed to be universities, the UGC shall nominate a representative from a panel of names selected through a process approved by the Commission;
 - vi) Two teachers of the Institution Deemed to be University, one each from among the cadres of Professors and Associate Professors, to be appointed by rotation based on inter-se seniority;
 - vii) Nominees of the Sponsoring body, not exceeding Four in number;
 - viii) The Registrar, who shall be ex officio Secretary of the Board of Management.

10.06 Tenure of the members of the Board of Management

- 10.06.1 All the members of the Board of Management, other than the ex-officio members and teachers, shall hold office for a term of three years from the date of first appointment and shall be eligible for reappointment.
- 10.06.2 Members of the Board of Management appointed from among teachers shall hold office for a period of two years or till such time as they cease to be teachers of the Institution Deemed to be University, whichever is earlier.

10.07 Powers and Limitations of the Board of Management

- 10.07.1 The Board of Management shall be the principal organ of management and the apex executive body of the Institution Deemed to be University, with powers to make rules of the Institution Deemed to be University.
- 10.07.2 The Board of Management shall be the final decision making body of the Institute in respect of every matter of the Institution Deemed to be University, including in the academic, administrative, personnel, financial, developmental matters.
- 10.07.3 The Board of Management shall not infringe upon the powers of the respective authorities provided under these Regulations; and where any authority has been given advisory /recommendatory powers, the Board of Management shall obtain advice /recommendations from such authority, before deciding on any matter before it.

10.08 Meetings of the Board of Management:

- i. The Board of Management shall meet at least four times a year, with not less than 15 days' notice being given before every meeting of the Board of Management.

- ii. Attendance by more than one-half of the total number of members of Board of Management shall form the quorum for a meeting.
- iii. In the absence of the Vice-Chancellor, the Pro-Vice Chancellor shall preside over the meeting; and where there be no Pro Vice Chancellor in an Institution Deemed to be University, a member chosen by the other members present, shall preside over the meeting.
- iv. Every member of the Board of Management, including its Chairperson, shall have one vote and decisions at the meetings of the Board shall be taken by simple majority; and in case of a tie, the Chairperson shall have a casting vote.
- v. Any business, which it may be necessary for the Board of Management to perform, may be carried out by circulation amongst its members.
- vi. A copy of the proceedings of each meeting shall be furnished to the Chancellor of the Institution Deemed to be University as soon as maybe possible after the meeting.

10.09 Termination of Membership

If a member other than the Vice- Chancellor, and those representing the teachers, accepts a fulltime appointment in the Institution Deemed to be University or does not attend three consecutive meetings of the Board of Management, without proper leave of absence, such member shall cease to be a member of the Board of Management.

10.10 Delegation of Powers of the Board of Management

The Board of Management may, by a resolution, delegate to the Vice Chancellor or any other officer/faculty or to a Committee of officers/faculties of the Institution Deemed to be University, such powers as it may deem fit, subject to the condition that the action taken by the Vice Chancellor or the officer/faculty, or the Committee in the exercise of the powers so delegated, shall be reported at the next meeting of the Board of Management.

10.11 Other Authorities of the Institution Deemed to be University

10.11.1 Academic Council

- A. The Academic Council shall be the principal academic body of the Institution Deemed to be University and shall, subject to the provision of the Rules, have the control over, and be responsible for, the maintenance of standards of teaching, research and training, approval of syllabus, co-ordination of research activities,

examinations and tests conducted by the Institution Deemed to be University; and shall exercise such powers and perform such other duties and functions as may be prescribed or conferred upon it by the Rules of the institution. The composition of the Academic Council shall be as under:

- i. Vice Chancellor Chairperson;
- ii. Pro Vice-Chancellor (wherever applicable);
- iii. Dean(s) of Faculties;
- iv. Heads of the Departments;
- v. Ten Professors, other than the Heads of the Departments, by rotation based on inter-se seniority;
- vi. Two Associate Professors from the Departments, other than the Heads of the Departments, by rotation based on inter-se seniority;
- vii. Two Assistant Professors from the Departments by rotation based on inter-se seniority;
- viii. Three persons from amongst educationists of repute or persons from any other field related to the activities of the Institution Deemed to be University who are not in the service of the Institution Deemed to be University, nominated by the Vice-Chancellor;
- ix. Three persons who are not teachers, co-opted by the Academic Council for their specialized knowledge

- x. The Registrar, who shall be ex officio the Secretary of the Academic Council

Note: The representation of different categories shall be only through rotation and not through election. The term of members, other than the *ex-officio* members, shall be two years. The Controller of Examination shall be the permanent invitee to the meetings of the Academic Council.

B. Powers and Functions of the Academic Council: The Academic Council shall have

the following powers and duties, namely:-

- i. To consider matters of academic interest either on its own initiative or at the instance of the Board of Management or those proposed by the departments/ faculties and to take appropriate action thereon;
- ii. To exercise general supervision over all academic work of the institution Deemed to be University and to give direction regarding methods of instruction, evaluation, and improvements in academic standards;
- iii. To promote research within the Institution Deemed to be University, and to acquire reports on such researches from time to time;
- iv. To prescribe courses /programmes of study leading to degree and diploma of the Institution Deemed to be University;
- v. To make arrangements for the conduct of examinations in conformity with the Bye-Laws;
- vi. To appoint examiners, moderators, tabulators and such other personnel for different examinations;
- vii. To maintain proper standards of the examinations;
- viii. To recognize diplomas and degrees of universities and other Institutions and to determine equivalence with the diplomas and degrees of the institutions Deemed to be University;
- ix. To suggest measures for departmental co-ordination;
- x. To make recommendations to the Board of Management on:
 - a) measures for improvement of standards of teaching research and training;
 - b) institution of Fellowships, Travel Fellowships, Scholarships, Medals, Prizes etc.;
 - c) to recommend to the Board of Management, the establishment or abolition of departments/centres; and
 - d) To frame rules covering the academic functioning of the institution Deemed to be University, admissions, examinations, award of fellowships and studentships, free-ships, concessions, attendance, discipline, residence etc.
- xi. To appoint sub-committees to advise on such specific matters as may be referred to it by the Board of Management;
- xii. To consider the recommendations of the sub-committees and to take such action as the circumstances of each case may require;
- xiii. To take periodical review of the activities of the departments/centres and to take appropriate action with a view to maintaining and improving standards of instruction;
- xiv. To recommend institution of teaching posts (Professors, Associate Professors and Assistant Professors) to the Board of Management; and
- xv. To exercise such other powers, and to perform such other duties, as may be conferred or imposed upon it by the Rules.

C. Meeting of the Academic Council

- i. The Academic Council shall meet as often as may be necessary but not less than three times during an academic year with not less than 15 days' notice being given before every meeting of the Academic Council.
- ii. One third of the total number of members of the Academic Council shall constitute the quorum for the meeting of the Academic Council.
- iii. Each member, including its Chairman, shall have one vote and decisions at the meetings of the Academic Council shall be taken by simple majority; and in case of a tie, the Chairman shall have a casting vote.
- iv. Any business, which it may be necessary for the Academic Council to perform, except such as may be placed before its meeting, may be carried out by circulation of the resolution.

10.11.2 Planning & Monitoring Board:

- i. The Planning & Monitoring Board shall be the principal Planning Body of the institution Deemed to be University and shall be responsible for the monitoring of the development programmes of the Institution Deemed to be University.
- ii. The Vice-Chancellor and the Registrar shall be the Chairman and the Secretary, respectively, of the Planning & Monitoring Board, which may include seven members, internal to the Institution Deemed to be University, and three experts of eminence from outside the institution.
- iii. The constitution, powers and functions of the Planning & Monitoring Board shall be prescribed by the Rules.
- iv. The Planning & Monitoring Board shall have the right to advise the Board of Management and the Academic Council on any matter which it considers necessary for the fulfillment of the objectives of the Institution Deemed to be University.
- v. The recommendations of the Planning & Monitoring Board shall be placed before the Board of Management for consideration and approval.

10.11.3 Finance Committee**A. The composition of Finance Committee shall be as under:**

- i. Vice Chancellor – Chairperson;
- ii. Pro Vice-Chancellor (wherever applicable);
- iii. One person nominated by the Society/Trust/Company;
- iv. Two nominees of the Board of Management, one of whom shall be a member of the Board;
- v. One representative of Central Government not below the rank of Joint Secretary or his representative to the Government of India, in case the institution is controlled and managed by Central Government or is receiving grants more than or equal to 50% of its expenditure (based on average of previous three year account) from the Central Government directly or through its Agencies; and in all other institutions Deemed to be universities, the Commission shall nominate a representative from a panel of names selected through a process approved by the Commission;
- vi. One representative of the State Government, in case the Institution Deemed to be University is receiving grants from the State Government;
- vii. Finance Officer- Secretary ex officio

B. Tenure of members of the Finance Committee:

All members of the Finance Committee other than ex-officio members shall hold office for a term of three years from the date of first appointment.

C. Powers and Functions of the Finance Committee:

- i. To consider the annual accounts and financial estimates of the Institution Deemed to be University and to submit them to the Board of the Management for its approval;
- ii. To consider and recommend the annual budget and revised estimates to the Board of Management;
- iii. To fix limits on the total recurring expenditure and the total non-recurring expenditure of each year based on the income and resources of the Institution Deemed to be University.

Note: No expenditure other than that provided in the budget shall be incurred by the Institution Deemed to be University without the approval of the Finance Committee.

D. Meetings of the Finance Committee:

The Finance Committee shall meet at least twice a year to examine the accounts and to scrutinize proposals for expenditure. Four members shall constitute the quorum for the meeting.

10.11.4 Board of Studies:

There shall be one Board of Studies for each Department of the Institution Deemed to be University. The composition of Board of Studies of each faculty/ Department shall be as under:

- i. Dean of faculty/ Head of the Department – Chairperson;
- ii. All Professors of the faculty/ Department;
- iii. Two Associate Professors of the faculty/ Department by rotation based on inter-se seniority;
- iv. Two Assistant Professors of the faculty/Department by rotation based on inter-se seniority;
- v. Not more than 2 persons to be co-opted for their expert knowledge including those belonging to the profession or industry concerned.

Note: The powers and functions of the Board of Studies shall be prescribed by the Rules of the Institution Deemed to be University.

10.11.5 Selection Committee:

- i. There shall be one or more Selection Committees constituted, for making recommendations to the Board of Management for appointment to the post of Professors, Associate Professors, Assistant Professors and such other posts as may be prescribed, in accordance with the UGC Regulations (on Minimum Qualifications for Appointment of Teachers and Other Academic Staff in Universities and Colleges and Measures for the Maintenance of Standards in Higher Education), 2018, as amended from time to time.
- ii. The meetings of the Selection Committees shall be convened, as and when necessary, by the Chairperson of each Selection Committee.
- iii. Four members of the Selection Committee, of which at least two shall be experts, shall form the quorum.

10.11.6 Miscellaneous matters pertaining to different authorities of the Institution Deemed to be University

- i. If any question arises, as to whether any person has been duly nominated or appointed as, or is, entitled to be a member of any authority or any committee of the Institution Deemed to be University, the matter shall be referred to the Chancellor, whose decision thereon shall be final and binding.
- ii. Any member, other than an ex-officio member of any authority, may resign by a letter addressed to the Registrar and the resignation shall take effect as soon as it is accepted by the Chancellor or the Chairperson of the Board of Management, as the case may be.
- iii. Sudden vacancies among the members of any authority or any Committee of the Institution Deemed to be University shall be filled by the respective authority, as soon as may be, and within a period of six months.

- iv. A person shall be disqualified for being chosen as, and for being, a member of any of the authorities of the Institution Deemed to be University:
 - a) if he/she is of unsound mind
 - b) if he/she is an un-discharged insolvent
 - c) if he/she has been convicted by a court of law for an offence involving moral turpitude.
 - d) if he/she has not been appointed as per the provisions of these Regulations.

Note: If any question arises as to whether a person is or has been subjected to any disqualifications mentioned above, the question shall be referred for decision to the Chancellor, whose decision shall be final and binding.

10.12 Officers of the Institution Deemed to be University:

10.12.1 Chancellor & Pro Chancellor

- i. The Institution Deemed to be University shall have a Chancellor who shall, when present, preside over the convocations of the Institution Deemed to be University but shall not be the Chief Executive Officer.
- ii. The Chancellor, who shall be appointed by the sponsoring body, shall hold office for a period of 5 years from the date of first assuming office, and shall be eligible for reappointment for one more term.
- iii. Where power is conferred upon the Chancellor to nominate persons to authorities, he/she shall, to the extent necessary, nominate persons to represent the various interests for the furtherance of the objectives of the Institutions Deemed to be University.
- iv. **Pro-Chancellor:** The Sponsoring body of the Institution Deemed to be University may also appoint a person as a Pro Chancellor, whose role would be limited to carrying out the tasks assigned to the Chancellor in these Regulations, when the latter is not available for carrying out the same. The Pro Chancellor, if so appointed, shall hold office for a period co-terminus with that of the Chancellor.

10.12.2 Vice-Chancellor

- A. The Vice-Chancellor shall be a whole time salaried officer of Institution Deemed to be University, and shall be appointed by the Chancellor from a panel of three names suggested by a Search-cum-Selection Committee.
- B. The qualifications of the Vice-Chancellor shall be in accordance with the UGC Regulations (on Minimum Qualifications for Appointment of Teachers and Other Academic Staff in Universities and Colleges and Measures for the Maintenance of Standards in Higher Education), 2018, as amended from time to time.
- C. The procedure/composition of Search-cum-Selection-Committee (SCSC) for selection of Vice-Chancellor shall be as under:
 - i. Where control of the management of an Institution Deemed to be University is with the Central Government or the State Government, the Vice-Chancellor shall be appointed in accordance with the procedure laid down by the Central Government or the State Government, as the case may be.
 - ii. Where the financial assistance, by way of grants in aid or otherwise, to the Institution Deemed to be University by the Central Government or by its Agencies is more than or equal to 50% of its expenditure (based on average of previous three year accounts) the composition of Search-cum-Selection-Committee shall be as under:
 - a) A nominee of Chancellor, who shall be a reputed academician as the Chairperson of the Committee;
 - b) A nominee of the Central Government, who shall be an academic of eminence; and,

- c) An academician, with not less than 10 years service as Professor, nominated by the Board of Management
- iii. Where the financial assistance, by way of grants in aid or otherwise, is less than 50% of its expenditure (based on average of previous three year accounts), the composition of Search-cum-Selection Committee shall be as under:
 - a) A nominee of the Chancellor, who shall be a reputed academician as the Chairperson of the Committee
 - b) A nominee of the Chairman, University Grants Commission
 - c) An academician, with not less than 10 year service as Professor, nominated by the Board of Management

D. Tenure of Vice-Chancellor:

- i. The Vice-Chancellor shall hold office for a term of 5 years from the date of assuming office, and shall be eligible for reappointment for a second term;

Provided that in no case shall the person appointed as Vice Chancellor hold office beyond the age of 70years;

Provided further that notwithstanding the expiry of the period of 5 years, the Vice Chancellor may continue in office for not more than six months or till the successor is appointed and the latter assumes office, whichever, is earlier.
- ii. Where the office of the Vice-Chancellor falls vacant due to death, resignation or otherwise and in case of his/her absence due to illness or any other cause, the Pro Vice-Chancellor, and in his/her absence, the Senior most Professor shall perform the duties of the Vice-Chancellor until a new Vice-Chancellor is appointed, or the existing Vice-Chancellor resumes duties, as the case may be.

E. Powers of the Vice-Chancellor

- i. The Vice-Chancellor shall be the Principal Executive Officer of the Institution Deemed to be University and shall exercise general supervision and control over its affairs, and shall be mainly responsible for implementation of the decisions of all its authorities.
- ii. The Vice-Chancellor shall be the Ex-officio Chairperson of the Board of Management, the Academic Council, the Finance Committee, the Planning & Monitoring Board and Selection Committees.
- iii. The Vice-Chancellor shall have the power to convene, or cause to be convened, meeting of the various authorities of the Institution Deemed to be University.
- iv. The Vice-Chancellor may, if he/ she is of the opinion that immediate action is called for on any matter, exercise any power conferred upon any authority of the Institution Deemed to be University under these Regulations and Rules of the Institution Deemed to be University, and take such action, or proceed to take such action, and shall report to the authority concerned on the action taken by him/her on such matters.

Provided that if the relevant authority mentioned in Clause (ii) herein above is of the opinion that such action ought not to have been taken, it may refer the matter to the Chancellor whose decision thereon shall be final.

Provided further that if any person in the service of the Institution Deemed to be University is aggrieved by the action taken by the Vice-Chancellor under the said Clause, he/she shall have the right to appeal against such decision to the Board of Management within 30 days from the date on which such action is communicated to him/her and thereupon the Board of Management shall call the matter in a subsequent meeting and may confirm, modify or reverse the action taken by the Vice-Chancellor.

- v. It shall be the duty of the Vice-Chancellor to ensure that these Regulations and Rules of the Institution Deemed to be University are duly observed and implemented; and, he/she shall have all the necessary powers in this regard.
- vi. All powers relating to the proper maintenance and discipline of the Institution Deemed to be University shall be vested in the Vice-Chancellor.
- vii. The Vice-Chancellor shall exercise all other powers as may be delegated to him/her by the Board of Management.
- viii. The Vice-Chancellor shall have the power to re-delegate some of his/her powers to any of his/her subordinate officers with the concurrence and approval of the Board of Management.
- ix. The Vice-Chancellor shall exercise such other powers and perform such other functions as may be prescribed by these Regulations, Rules and Bye-Laws of the Institution Deemed to be University.

E. Removal of Vice-Chancellor

- i. Where there are reasons to believe that the Vice-Chancellor of an Institution Deemed to be University does not possess the qualification as required under these Regulations and also 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, 2018, as amended from time to time or is not appointed as per the procedure stipulated in these Regulations or has committed any financial/administrative impropriety, the Chairman of Commission shall constitute a committee consisting of academic, administrative or financial experts to enquire into the matter.
- ii. Where the report of the Enquiry Committee confirms the ineligibility, or procedural violations, or impropriety, as the case may be, the Commission shall direct the Chancellor to remove the Vice Chancellor after following the due process;

Provided that, in respect of Vice Chancellors of institutions Deemed to be universities managed and controlled by the Central Government or State Government, the Commission shall convey its advice regarding removal of Vice-Chancellor to the relevant Ministry of the Central Government or the State Government, as the case may be.

10.12.3 Pro Vice-Chancellor

- i. The post of the Pro Vice-Chancellor may be created in an Institution Deemed to be University by the Board of Management;
Provided that in respect of institutions managed and controlled by Central Government or State Government the prior approval of the appropriate Government shall be obtained before creating the post.
- ii. The Pro Vice-Chancellor shall be appointed by the Board of Management on the recommendation of the Vice-Chancellor.
- iii. The Pro Vice-Chancellor shall hold office co-terminus with the office of the Vice-Chancellor
- iv. The Pro Vice-Chancellor shall have the powers and duties as prescribed by Rules of the Institution Deemed to be University.

10.12.4 Registrar

- i. The Registrar shall be a whole time salaried officer of the Institution Deemed to be University and shall be appointed by the Board of Management on the recommendations of the Selection Committee consisting of the following:-
 - a) Vice Chancellor – Chairperson;
 - b) One nominee of the Chancellor;
 - c) One nominee of the Board of Management; and,

- d) One expert, not being an employee of the Institution Deemed to be University, to be appointed by the Board of Management.
- ii. The emoluments and other terms and conditions of service of the Registrar shall be as prescribed by Rules of the Institution Deemed to be University.
- iii. When the office of the Registrar is vacant or when the Registrar is on leave or absent due to any other reasons, the duties and functions of the Registrar shall be performed by such other person as the Vice Chancellor may appoint for the purpose.
- iv. The Registrar shall be ex-officio Secretary of the Board of Management, the Academic Council and the Planning and Monitoring Board, but shall not be Deemed to be a member of any of these authorities.
- v. The Registrar shall be directly responsible to the Vice-Chancellor and shall work under his direction.
- vi. The following shall be the duties of the Registrar: -
 - a) To be the custodian of the records and the funds and such other property of the Institution Deemed to be University as the Board of Management may commit to his/her charge;
 - b) To conduct the official correspondence on behalf of the authorities of the institution Deemed to be university;
 - c) To issue notices convening meetings of the authorities of the Institution Deemed to be University and all Committees and sub-Committees appointed by any of these authorities;
 - d) To maintain the minutes of the meetings of all the authorities of the Institution Deemed to be University and of all the Committees and sub-Committees appointed by any of these authorities;
 - e) To make arrangements for the examinations conducted by the Institution Deemed to be University;
 - f) To represent the Institution Deemed to be University in suits or proceedings by or against the Institution Deemed to be University, sign powers of attorney and perform pleadings or depute his/her representatives for this purpose;
 - g) To enter into agreement, sign documents and authenticate records on behalf of the Institution Deemed to be University;
 - h) To make arrangements to safeguard and maintain the buildings, gardens, office, canteen, cars and other vehicles, laboratories, libraries, reading rooms, equipment and other properties of the Institution Deemed to be University;
 - i) To perform such other duties as may be specified in the Rules of the Institution Deemed to be University, or as may be assigned by the Board of management or the Vice-Chancellor from time to time.

10.12.5 **Finance Officer**

- i. The Finance Officer shall be a whole time salaried officer of the Institution Deemed to be University and shall be appointed by the Board of Management.
- ii. The emoluments and other terms and conditions of service of the Finance Officer shall be as may be prescribed by Rules of the Institution Deemed to be University.
- iii. The Finance Officer shall work under the direction of the Vice-Chancellor and shall be responsible to the Board of Management through the Vice-Chancellor.
- iv. He/she shall be responsible for the preparation of annual budget estimates and statements of account for submission to the Finance Committee and the Board of Management.

- v. He/she shall be responsible for the management of funds and investments of Institution Deemed to be University, subject to the control of Board of Management.

10.12.6 Controller of Examinations

- i. The Controller of Examinations shall be appointed by the Board of Management.
- ii. The emoluments and other terms and conditions of service of the Controller of Examination shall be as may be prescribed by Rules of the Institution Deemed to be University.
- iii. The Controller of Examinations shall ensure that all the specific directions of the Board of Management, Academic Council and Vice-Chancellor in respect of examination and evaluation are complied with.
- iv. The Controller of Examinations shall be a permanent invitee to the Academic Council.

10.12.7 Dean

The Departments dealing with allied subjects could be grouped into faculties, and every faculty may be headed by a Dean.

10.12.8 Head of the Department

- i. There shall be a Head of the Department for each of the Departments in the Institution Deemed to be University who shall be appointed by the Vice-Chancellor from amongst the Professors of the Department.
- Provided that if there is no Professor in the Department or there is only one Professor in the Department whose term as Head of the Department is ending, the Vice-Chancellor may appoint an Associate Professor as Head of the Department.
- ii. The term of the Head of the Department shall normally be 3 years and he/ she shall be eligible for reappointment for one more term, but not for two consecutive terms.
- iii. The powers and functions of the Head of the Department shall be prescribed by Rules of the Institution Deemed to be University.

10.12.9 Notwithstanding anything contained in these Regulations, the governance system and management structure of an Institution Deemed to be University managed and controlled by the Central Government or the State Government shall be in accordance with the decision of the appropriate Government.

11.0 ADMISSIONS AND FEES STRUCTURE

11.01 No Institution Deemed to be University shall, for admission in respect of any course or programme of study conducted in such institution, accept payment towards admission fee and other fees and charges,-

- (a) which is a capitation fee or donation in whatever nomenclature or form, either directly or indirectly
- (b) other than such fee or charges for such admission, which has been declared by it in the prospectus for admission against any such seat, and on the website of the institution,
- (c) more than the fee prescribed by the fee committee constituted as per fee regulations issued by the Commission.
- (d) without a proper receipt in writing issued for such payment to the student admitted in such institution.

11.02 (1) No Institution Deemed to be University shall charge any fee for an admission test other than an amount representing the reasonable cost incurred by it in conducting such test.

- (2) Institution Deemed to be University shall be abided by UGC notification regarding refund of fees and non retention of original certificate as amended time to time.

- 11.03 Admission of students to an Institution Deemed to be University, public or private, shall be strictly based on merit in the entrance exam prescribed by the appropriate statutory authority and in the manner specified in the prospectus, in case no entrance exam has been prescribed.
- 11.04 Every Institution Deemed to be University shall maintain the records of the entire process of selection of candidates, exhibit such records on its website, and preserve such records for a minimum period of five years.
- 11.05 Before the expiry of sixty days prior to the commencement of admission to any of its courses or programmes of study, every Institution Deemed to be University shall publish and upload on its website (in the form of an affidavit) its prospectus containing inter alia, the following:
- i. each component of the fee, deposits and other charges payable by the students admitted to such institution for pursuing a course or a programme of study, and the other terms and conditions of such payment;
 - ii. the percentage of tuition fee and other charges refundable to a student admitted in such institution in case such student withdraws from such institution before or after completion of course or programme of study and the time within, and the manner in, which such refund shall be made to the student;
 - iii. the number of seats approved in respect of each course or programme of study for the academic year for which admission is proposed to be made;
 - iv. the educational qualifications specified by the relevant statutory authority/body, or by the institution, where no such qualifying standards have been specified by any statutory authority;
 - v. the process of admission and selection of eligible candidates applying for such admission, including all relevant information in regard to the details of test or examination for selecting such candidates for admission to each course or programme of study and the amount of fee to be paid for the admission test;
 - vi. all relevant instructions in regard to maintaining the discipline by students within or outside the campus of the institution, and, in particular, such discipline relating to prohibition of ragging of any student or students and the consequences thereof and for violating the provisions of any regulation in this behalf made under the University Grants Commission Act, 1956 or any other law for the time being in force.
- 11.06 No Institution Deemed to be University shall retain from the candidates seeking admission any original certificates of school leaving examinations, or degree or any other award; and shall, after due verification with the original certificates, retain only copies of such certificates self-attested by the candidates for its records.

12.0 INSTITUTION DEEMED TO BE UNIVERSITY OPEN TO ALL

- 12.01 Admission and employment in an Institution Deemed to be University shall be open to all citizens of India regardless of religion, race, caste, sex, place of birth or residence.
- 12.02 All policies and procedures, in matters of admission and employment as applicable to the university-level public and privately funded institutions respectively, shall apply to the appropriate category of institutions Deemed to be universities.

13.0 INSTITUTION DEEMED TO BE UNIVERSITY TO BE UNITARY

Once an institution is declared as Institution Deemed to be University, it shall be unitary in nature, and shall not affiliate any other institution nor shall add any constituent institutions.

14.0 RESERVATION POLICY

Institution Deemed to be University shall implement the policy on reservations in admissions and recruitment, in accordance with provisions of the Constitution of India and any Act of Parliament for the time being in force and disclose all such information on its website.

15.0 DISTANCE EDUCATION

Institution Deemed to be Universities may offer courses in the Open, Distance Learning / On Line mode in accordance with the UGC (Open and Distance Learning) Regulations, 2017, and UGC (Online Courses or Programs) Regulations 2018 as amended from time to time.

Provided that Institution Deemed to be University, which are already offering programmes of study, with the approval of the Commission, through the Open and Distance Learning mode, shall be permitted to continue such programmes subject to further approval by the Commission.

16.0 POWER TO CONDUCT ENQUIRY AND CONSEQUENCES OF VIOLATION OF REGULATIONS

16.01 Where the Government or the Commission, as the case may be, receives information by way of a complaint or otherwise, that an Institution Deemed to be University has violated any of the provisions of these Regulations, it shall cause to conduct an enquiry into the facts of such information after issuing a notice to the said effect to the Institution Deemed to be University.

16.02 The Commission may also cause an inspection, to be made by persons of eminence and integrity; being experts in matters of academics, administration and finance; regarding academic outcomes or any matter connected with the administration or finances of the Institution Deemed to be University for the purpose of the enquiry.

16.03 Based on the enquiry or through regular inspections mentioned in these Regulations, if the Government or the Commission, as the case may be, is satisfied that these Regulations have been violated, the Institution Deemed to be University shall be subjected to such action as provided in these Regulations, after a reasonable opportunity has been given to the institution to present its case.

16.04 Where an Institution Deemed to be University is found to have violated the provision(s) of these Regulations, it may be subjected to one or more of the following action(s) :

A. Violations leading to issuance of unapproved degrees:

- i. Punishment under Section 24 of the University Grants Commission, 1956.
- ii. Barring from any expansion in terms of diversification to new Courses / Programmes of study / Department(s) and Off-Campus(es) / Constituent Institution(s) / Off-Shore Campuses, for a limited period.
- iii. Reducing the intake capacity in student enrolment in a specific course(s) or in all courses, for a limited period or in perpetuity.
- iv. Barring from admission of students for a limited period or in perpetuity in a specific course(s) or all courses.
- v. Closure of the Courses / Programmes of study / Department(s) and Off-Campus(es) / Constituent Institution(s) / Off-Shore Campuses.
- vi. Withdrawal of the notification of declaration as Institution Deemed to be University.

B. Violations leading to non-adherence of the Regulations:

- i. Where any deficiencies in complying with the provisions of these Regulations come to the notice of the Commission, it shall issue a warning in that regard to the Institution Deemed to be University requiring rectification within a reasonable time; and, failure to take remedial action within the said period shall attract punishments provided under these Regulations.

Provided that any punishment awarded to the institution Deemed to be university shall be without detriment to the interests of the students.

- ii. Vice-Chancellor of the Institution Deemed to be University may be removed as per the procedure laid down in relevant Clause of these Regulations.
- iii. Repeated violations of the provisions of these regulations shall attract action(s) mentioned in Clause 16.05A, herein above.

17.0 CONSIDERATION OF PROPOSALS UNDER PREVIOUS REGULATIONS

All proposals for seeking declaration as an Institution Deemed to be University or seeking approval for establishing off-Campus Centres or off-shore Campus(es) or for the inclusion of other institutions in the ambit of the Institution Deemed to be University, which are either pending or in process before the Commission or have been received by the Government prior to the date of notification of these Regulations, shall be governed by these Regulations.

Provided that if an applicant, in respect of a proposal prior to notification of these Regulations, desires so in writing that such application be processed under the UGC [Institutions Deemed to be Universities] Regulations, 2016, the Government or the Commission, as the case may be, shall proceed to do so after obtaining an undertaking in writing from the applicant, to become compliant with these Regulations within two years of its notification, failing which the Deemed university status shall be withdrawn by the Government, and the applicant shall have to apply afresh for such status under these Regulations.

18.0 Funds, Accounts, Audits and Annual Report

- i. The books of accounts of the Institution Deemed to be University shall be maintained, managed and operated in the name of the Institution Deemed to be University and not in the name of the sponsoring body or any other; and, shall be kept in such form as may be laid down by the Board of Management and conform to the rules, if any, prescribed in this regard by the Commission.
- ii. Funds shall not be diverted at any time from the accounts of the Institution Deemed to be University to any other accounts, including to the accounts of the Sponsoring body.
- iii. The Institution Deemed to be University shall get its books of accounts audited, annually and at such other frequency as shall be prescribed by the Commission, separately published and uploaded on the website of the Institution; and if such institution is funded by Central or State Government or through its agencies fully or partially, then the accounts of such Institution Deemed to be University shall be open for examination by the Controller and Auditor General of India; accounts of Institution Deemed to be University shall also, where required, be open for inspection by the Commission.
- iv. The annual financial statements and accounts shall be audited by a qualified professional, being a Member or Fellow of the Institute of Chartered Accountants of India, to be appointed by the Institution Deemed to be University.

Provided that, the Commission may, on receipt of information in regard to financial impropriety or embezzlement or illegal diversion of funds from the accounts of the Institution Deemed to be University; or of fees being collected against the provision of the regulations, issue a notice directing the Institution Deemed to be University to show cause as to why an inspection, including a forensic audit, not be ordered in respect of the complaint, and after providing a reasonable opportunity to the respondent institution, the Commission may on being satisfied that there were sufficient grounds to proceed further, cause an inspection by a team of the Commission and also direct a forensic audit to be undertaken by a qualified Member or Fellow of the Institute of Chartered Accountants of India; the report of and the inspection team and the forensic audit report taken together shall form the basis for the Commission to take further action, as it may be Deemed fit, under these Regulations.

- v. Annual Reports and the Audit Reports shall be submitted by the Institution Deemed to be University to the Commission within nine months of the closure of the accounting year.

19.0 Miscellaneous

- i. The Institution Deemed to be University shall mention the name with location of campus/off campus /off-shore campus/ constituent unit/Constituent institution on the degree, diploma, certificate, or any other qualification awarded to students on its rolls.
- ii. The Institution Deemed to be University shall, as soon as may be, after the completion of the academic programme, and in no case later than 180 days from the date of such completion, ensure that

- the degree, diploma, certificate, or any other qualification in respect of the programme of studies, is awarded and made available to students.
- iii. No Institution Deemed to be University shall at any time enter into any franchise agreement or arrangement, either overtly or covertly, with any individual or organization for establishing, maintaining or operating the off-Campus/off-shore campus/constituent unit(s) / constituent institution/course/ programme of study/ department/ school/ faculty of the Institution Deemed to be University.
- iv. While every effort shall be made by the Government or the Commission, as the case may be, in respect of disposal of applications received from Sponsoring bodies or Institution Deemed to be University within the prescribed time limit, if any, such applications shall not be Deemed to have been disposed off owing merely to the fact that such time limit has been exceeded; the applicant shall, however, be at liberty to remind the Government or the Commission, as the case may be.
- v. The income and property of the Institution Deemed to be University shall be utilized solely for promoting the objectives of the Institution Deemed to be University.
- vi. The Commission shall have the powers to issue directions to an Institution Deemed to be University for implementation of any public policy of the Government or in spect of any law in force, including appropriate directions in case of any violation of any law or licy by the Institution Deemed to be University.
- vii. All expenditure incurred on the processing of application for granting Deemed to be University status, starting of off-campus/off-shore campus/constituent institution, etc. including all inspections by the Expert Committee shall be borne by the Commission; and any expenditure incurred directly or indirectly by the Sponsoring body or the Institution Deemed to be University, as the case may be, on or in connection with the visit of any inspection team of the Commission shall be Deemed to be a violation of these Regulations and proceeded with accordingly.
- viii. No portion of the income and property of the Institution Deemed to be University shall be paid or transferred directly or indirectly, by way of dividend, bonus or otherwise howsoever by way of profit to the persons who were at any time or are members of the Institution Deemed to be University or to any of them or any persons claiming through them, provided that nothing herein contained shall prevent the payment in good faith of remuneration to any member thereof or other person as consideration for any service rendered to the Institution Deemed to be University or for travelling or other allowances and such other charges.
- ix. The Government, in consultation with the Commission, shall have powers to impose such other condition(s), not inconsistent with these Regulations, in the Letter of Intent or Notification, and the same shall be binding on the Institution Deemed to be University.
- x. Every Institution Deemed to be University shall, in order to comply with the relevant UGC norms, provide for the following, namely:
- a) Anti Ragging Cell
 - b) Anti discrimination Cell
 - c) Gender Sensitization Cell
 - d) Grievance Redressal Cell
 - e) Internal Complaints Committee for prevention of Sexual Harassment
 - f) Barrier Free access to persons with disabilities to all its facilities
- xii. Where, an Institution Deemed to be University wishes to surrender its status of 'Institution Deemed to be University', it may do so with the prior permission of the Government; and similarly, withdrawal of any Constituent Unit(s) of the Institution Deemed to be University from the purview of an Institution Deemed to be University, shall require the Sponsoring body to take the prior permission of the Government.
- Provided that such surrender or withdrawal, as the case may be, shall take effect only after the last batch of students on the rolls of the Institution Deemed to be University or its Constituent Unit(s), as

the case may be, have been accorded opportunity to qualify for the completion of the programme of study and award of degree.

- xi. In the event of conflict of opinion with regard to interpretation of these Regulations, the opinion of the Commission shall be final.

20.0 Legal Proceedings

- (1) For the purpose of Section 6 of the Societies Registration Act, 1860, the person in whose name the Institution Deemed to be University may sue or be sued shall be the Registrar, who shall have the power to enter into agreements, sign documents and authenticate records on behalf of the Institution Deemed to be University, and shall exercise such powers and perform such duties, as may be prescribed by these Regulations.
- (2) No suit or legal proceedings shall lie against the Government, or the Commission, or the Institution Deemed to be University, or an Officer of the Institution Deemed to be University, or a member of the authority of the Institution Deemed to be University, in respect of anything done or purported or intended to be done in pursuance of any of these Regulations.

21. Removal of Difficulty

UGC reserves the right to remove difficulty/ies in the course of implementation of these regulations in consultation with the Government of India, Ministry of Human Resource Development.

RAJNISH JAIN, Secy.

[ADVT.-III/4/Exty./548/18]