

FIRST STATUTES

**Deen Dayal Upadhyaya Gorakhpur University
Gorakhpur
(Amended up to date)**

Approved by:

First Statutes
Deen Dayal Upadhyaya Gorakhpur University, Gorakhpur

In pursuance of the provisions of clause (3) of Article 48 of the Constitution of India, the Governor is pleased to order the publication of the following English translation of Notification No. 187/15-10-77-4(39)-75, dated January 12, 1977:

No. 187/xv-10-77-4 (39)-75

Dated: Lucknow, January 26, 1977

In exercise of the powers conferred by sub-section (1) of Section 50 of the Uttar Pradesh State Universities Act, 1973, as amended and re-enacted by the Uttar Pradesh Universities (Re-enactment and Amendment) Act, 1974, the Governor is pleased to make the following First Statutes of the Deen Dayal Upadhyaya Gorakhpur University, Gorakhpur.

Chapter-I PRELIMINARY

- 1.01 (1) These Statutes may be called the Deen Dayal Upadhyaya Gorakhpur University First Statutes, 1977.
(2) They shall come into force on January 26, 1977
- 1.02 (1) All existing Statutes and all such ordinances of the University, as are inconsistent with these Statutes, are to the extent of such inconsistency, hereby rescinded and shall forthwith cease to have effect except as respects things done or omitted to be done before the commencement of these Statutes.
(2) The Uttar Pradesh State Universities First Statutes (Age of Superannuation Scales of Pay and Qualifications of Teachers), 1975 issued with Government notification No. 4546/XV-10-75, dated July 25, 1975, as amended by Government Notification No. 7251/XV-10-75-60 (115)-73, dated October 20, 1975 shall, in relation to the University stand repealed with effect from the date of such commencement.
- 1.03 In these Statutes, unless the context otherwise requires- Section 50 (1)
- (a) 'Act' means the Uttar Pradesh State Universities Act, 1973, as re-enacted by the Uttar Pradesh Universities (Re-enactment and Amendment) Act, 1974 and amended from time to time.
(b) 'Clause' means a clause of the Statute in which that expression occurs.
(c) 'Section' means a section of the Act.
(d) 'University' means the Deen Dayal Upadhyaya Gorakhpur University, and
(e) Words and expressions used in the Act but not defined in these statutes shall have the meaning assigned to them in the Act.
- 1.04 In these statutes, all references to the age of a teacher shall be construed to be references to the date of birth of the teacher concerned as mentioned in his High School certificate or that of any other examination recognized as equivalent thereto. Section 49 & 50

Chapter-II

OFFICERS AND OTHER FUNCTIONARIES OF THE UNIVERSITY

The Chancellor

- 2.01 (1) The Chancellor may, while considering any matter referred to him under Section 68, call for such documents or information from the University or parties concerned, as he may deem necessary and may, in any other case, call for any documents or information from the University. Section 10 (4) & 49 (C)
- (2) Where the Chancellor calls for any documents or information from the University under clause (1), it shall be the duty of the Registrar to ensure that such documents or information are promptly supplied to him.
- (3) If in the opinion of the Chancellor, the Vice-Chancellor willfully omits or refuses to carry out the provisions of this Act or abuses the powers vested in him and if it appears to the Chancellor that the continuance of the Vice-Chancellor in office is detrimental to the interests of the University, the Chancellor may, after making such enquiry as he deems proper, by order, remove the Vice-Chancellor.
- (4) The Chancellor shall have power to suspend the Vice-Chancellor during the pendency or in contemplation of any inquiry referred to in clause (3).

The Vice-Chancellor

- 2.02 The Vice-Chancellor shall have power to call for such documents and information from an affiliated college in respect of any matter connected with teaching, examination, research, finance or any matter affecting the discipline or efficiency of teaching in the college, as he thinks fit. Section 13 (9) & 49 (C)

Finance Officer

- 2.03 When the office of the Finance Officer is vacant or when the Finance Officer is, by reason of illness, absence or any other cause, unable to perform the duties of his office, the duties of the office shall be performed by one of the Deans of the Faculties nominated by the Vice-Chancellor and if for any reason the same is not feasible, then by the Registrar or by such officer as may be nominated by the Vice-Chancellor. Section 9 (e)

- 2.04 The Finance Officer: Section 15 (7) & 40(c)
- (a) shall exercise general supervision over the funds of the University;
 - (b) may advise in any financial matter either *suo moto* or on his advice being sought;
 - (c) shall keep a constant watch on the state of the cash and bank balances and on the state of investments;
 - (d) shall collect the incomes, disburse the payments and maintain the accounts of the University;
 - (e) shall ensure that the registers of building, land, furniture and

equipment are maintained up-to-date and that stock checking of equipment and other consumable materials is conducted regularly in the University;

- (f) shall probe into any unauthorized expenditure and other financial irregularities and suggest to the competent authority, disciplinary action against persons at fault;
- (g) may call for any information or return from any Department or unit of the University that he may consider necessary for the performance of his duties;
- (h) shall arrange for the conduct of continuous internal audit of the accounts of the University, and shall pre-audit such bill as may be required in accordance with any standing orders in that behalf;
- (i) shall perform such other functions in respect of financial matters as may be assigned to him by the Executive Council or the Vice-Chancellor;
- (j) shall, subject to the provisions of the Act and Statutes, exercise disciplinary control in terms of clauses (2) and (3) of Statute 2.06 over all the employees in the Audit and Account Section of the University below the rank of the Assistant Registrar (Accounts) and shall supervise the work of the Deputy/Assistant Registrar (Accounts and the Accounts Officer).

2.05 If any difference of opinion arises between the Vice-Chancellor and the Finance Officer on any matter concerning the performance of the functions of the Finance Officer, the question shall be referred to the State Government whose decision shall be final and binding on both the officers. Section 13 (9), 15 (7) & 49 (c)

The Registrar

- 2.06 (1) Subject to the provisions of the Act and the Statutes, the Registrar shall have disciplinary control over all employees of the University, other than the following namely- Section 13 (9), 16 (4), 21 (i) (vii), 21 (8), 49 (c) & (e)
- (a) officers of the University;
 - (b) teachers of the University, whether in relation to their work as teacher or while holding any remunerative office or in any other capacity, such as examiner or invigilator;
 - (c) the Librarian;
 - (d) other employees referred to in Section 17;
 - (e) employees in the University in the Accounts and Audit Section.
- (2) The power to take disciplinary action under clause (1) shall include the power to order dismissal, removal, reduction in rank, reversion, termination or compulsory retirement of an employee referred to in the said clause and shall also include the power to suspend such employee pending inquiry, if any.
- (3) No order shall be made under clause (2) except after an inquiry in which the employee has been informed of the charges against him and given a reasonable opportunity of being heard in respect of those charges and where it is proposed after such inquiry, to

impose on him any such penalty, until he has been given a reasonable opportunity, of making representation on the penalty proposed, but only on the basis of the evidence adduced during such inquiry:

Provided that this clause shall not apply in the following cases, notwithstanding that the order is based on any charge (including a charge of misconduct or inefficiency), if such order does not disclose on its face that it was passed on such basis-

- (a) An order of reversion of an officiating promotee to his substantive rank.
 - (b) An order of termination of service of a temporary employee.
 - (c) An order of compulsory retirement of an employee after he attains the age of fifty years.
 - (d) An order of suspension.
- 2.07 An employee of the University aggrieved by an order referred to in Statute 2.06 may prefer an appeal (through the Registrar) to the Disciplinary Committee constituted under Statute 8.10 within fifteen days from the date of service of such order on him. The decision of the Committee on such appeal shall be final. Section 21 & 49
- 2.08 Subject to the provisions of the Act, it shall be the duty of the Registrar- Section 16
- (a) to be the custodian of all the properties of the University unless otherwise provided for by the Executive Council;
 - (b) to issue all notices convening meetings of the various authorities referred to in Section 16(4) with the approval of the competent authority concerned and to keep the minutes of all such meetings;
 - (c) to conduct the official correspondence of the Court, the Executive Council and the Academic Council;
 - (d) to exercise all such powers as may be necessary or expedient for carrying into effect the orders of the Chancellor, Vice-Chancellor or various authorities or bodies of the University of which he acts as secretary;
 - (e) to represent the University in suits or proceedings by or against the University, sign powers of attorney and verify pleadings.
- Deans of Faculties**
- 2.09 (1) If a casual vacancy occurs in the office of the Dean of a Faculty, the senior most Professor, and where no Professor is available in that Faculty, the senior most Associate Professor in the Faculty shall perform the duties of the Dean. Section 27 (4) & 49(b)
- (2) No person shall continue to be a Dean after he has ceased to hold the post by virtue of which he came to hold the office of Dean.
- 2.10 (1) Except in the case of Medical and Engineering & Technology or except a Faculty where there is only one Professor, a teacher who on the date of commencement of these Statutes has- Section 27 (4), 64 (2) & 74 (3) (b)
- (a) held the office of Dean for a period of three years or more, shall be deemed to have had his turn and the teacher next eligible in

order of seniority shall assume office as Dean with effect from the commencement of these Statutes;

- (b) not completed three years as Dean shall continue to hold the office of Dean till the completion of the period of three years and on such completion the teacher next eligible in order of seniority shall assume office as Dean.
 - (2) For the purpose of computing the period during which a teacher has held the office of Dean-
 - (a) Any period during which such teacher was prevented from entering upon or continuing in the office of Dean by an order of any Officer of the University or of any court, shall be excluded;
 - (b) Any period during which any teacher has, under an order of any officer of the University or of any court, been allowed to hold the office of Dean, it being ultimately found that he was not legally entitled to hold such office during that period, shall count towards his term of office of Dean when he next gets his turn.
- 2.11 The Dean of the Faculty shall have the following duties and powers: Section 18 & 49 (C)
- (i) He shall preside at all meetings of the Board of Faculty and shall see that the various decisions of the Board are implemented.
 - (ii) He shall be responsible for bringing the financial and other needs of the faculty to the notice of the Vice-Chancellor.
 - (iii) He shall take necessary measures for the proper custody and maintenance of libraries, laboratories and other assets of the Departments comprised in the Faculty.
 - (iv) He shall have the right to be present and to speak at any meeting of the Boards of Studies pertaining to his faculty but shall have no right to vote thereat unless he is a member thereof.

The Dean of Students Welfare

- 2.12 The Dean of Students Welfare shall be appointed from amongst the teachers of the University, who possess teaching experience of not less than 10 years and who are not below the rank of an Associate Professor, by the Executive Council on the recommendation of the Vice-Chancellor*. Section 18, 21 (1) (xvii) & 49 (c)
- 2.13 The teacher who is appointed as a Dean of Students Welfare shall perform his duties as Dean in addition to his own duties as teacher. Section 11 & 49
- 2.14 The term of office of the Dean of Students Welfare shall be three years unless determined earlier by the Executive Council: Section 49
- Provided that the Dean of Students Welfare holding office as such on the date immediately preceding the date of commencement of these statutes shall be deemed to have been appointed under Statute 2.12.
- 2.15 (1) The Dean of Students Welfare shall be assisted by a set of

* Ammended by 39th amendment dated 7.6.1988

teachers (to be selected in the manner laid down in the Ordinances), who shall perform their duties in addition to their normal duties of teacher. The teacher so selected shall be called Assistant Deans of Students Welfare.

- (2) One of the Assistant Deans of Students Welfare shall be appointed from amongst the lady teachers of the University who shall look after the welfare of the girl students.
- 2.16 (1) It shall be the duty of the Dean of Students Welfare and the Assistant Deans of Students Welfare to assist generally the students in matters requiring help and guidance and, in particular, to help and advice students and prospective students in-
- (i) obtaining admission to the University and its courses;
 - (ii) the choice of suitable courses and hobbies;
 - (iii) finding living accommodation;
 - (iv) making messing arrangements;
 - (v) obtaining medical advice and assistance;
 - (vi) securing scholarship, stipends, part time employment and other pecuniary assistance;
 - (vii) obtaining travel facilities for holidays and educational excursions;
 - (viii) securing facilities for further studies abroad; and
 - (ix) so conducting themselves in proper pursuit of academic studies as to maintain the traditions of the University.
- (2) The Dean of Students Welfare may communicate with the guardian of a student in respect of any matter requiring his assistance when necessary.
- 2.17 The Dean of Students Welfare shall exercise general control over the Superintendent or Assistant Superintendent of Physical Education if any and the University Medical Officer. He shall perform such other duties as may be assigned to him by the Executive Council or the Vice-Chancellor.
- 2.18 The Vice-Chancellor may consult the Dean of Students Welfare before taking any action against a student on disciplinary grounds.
- 2.19 The Dean of Students Welfare may be paid such honorarium out of the funds of the University as the Vice-Chancellor may fix with prior approval of the State Government.

Head of the Department

- 2.20 (1) The appointment of the Head of the Department shall be made by the Vice-Chancellor in pursuance to the principle of rotation to the possible extent. Such appointment shall be intimated to the Executive Council.
- (2) Notwithstanding anything contained in clause (1), if a senior teacher who under existent rotation is senior to those who have served as head of the Department or those junior teachers, who have been serving in the same capacity, could not be appointed on the post of the Head of Department for some reason or other, it shall be upon the Vice-Chancellor that he appoints such senior teacher as Head of the Department in the

Department concerned as and when the post of Head of the Department falls vacant, provided that he is eligible to be appointed as such;

- (3) The tenure of the Head of Department shall be of three years duration. Normally, a person shall not be appointed as the Head of the Department for second consecutive term;
 - (4) Notwithstanding anything contained in clauses (1) and (2), in the event of pendency in the appointment of the Head of the Department or in case of absence due to leave, the Vice-Chancellor after assessing the situation prevalent may direct a Professor or an Associate Professor of the Department concerned, either to respond to the duties of the Head of the Department or to perform as the Head of the Department as the case may be, purely on an ad hoc basis.
- Note: The principle of rotation shall be applicable in the order of seniority. In case a teacher who has earlier served or has been serving as Head of the Department, the teacher who is the next senior shall be entitled to the post of the Head of the Department.
- (5) The Head of each Department shall exclusively be the Professor of the Department concerned. In case, there is only one Professor in a Department or a Professor does not possess the eligibility to be appointed as Head of the Department, an Associate Professor may be appointed as Head of the Department and in case, there is no Professor or Associate Professor in a Department eligible to be appointed as Head of the Department, the Dean of the faculty concerned shall perform the duties of the Head of the Department concerned.
 - (6) The Heads of the Department who have completed their tenure of three years shall be replaced immediately and who have not yet completed their tenure of three years shall be replaced after they complete the residue tenure.

The Librarian

- 2.21 (1) The Librarian shall be appointed by the Executive Council on the recommendation of a Selection Committee.
 - (2) The Librarian may be assisted by Deputy Librarian and Assistant Librarian against the posts approved by the State Government.
 - (3) Selection Committee for the post of Librarian, Deputy Librarian and Assistant Librarian shall be the same as that of a Professor, Associate Professor and Assistant Professor respectively, except that the concerned expert in Library, a practicing Librarian, shall be associated with the Selection Committee as one of the subject experts.
- 2.22 The minimum qualification of the Librarian, Deputy Librarian and Assistant Librarian shall be such as are provided in Appendix "G" Section 49 (o)
 - 2.23 The emoluments of the Librarian shall be such as may be approved by the State Government. Section 49 (c)
 - 2.24 It shall be the duty of the Librarian to maintain the Library of Section 49

- the University and to organize its service in the manner most conducive to the interest of the teaching and research. (c)
- 2.25 The Librarian shall be under the disciplinary control of the Vice-Chancellor: Section 49 (c)
 Provided that he shall have a right of appeal to the Executive Council against any order of the Vice-Chancellor passed in the disciplinary proceedings against him.
- The Proctor**
- 2.26 The Proctor shall be appointed from amongst the teachers of the University by the Executive Council on the recommendation of the Vice-Chancellor. The Proctor shall assist the Vice-Chancellor in the exercise of his disciplinary authority in respect of students of the University and shall also exercise such powers and perform such duties in respect of discipline as may be assigned to him by the Vice-Chancellor in this behalf. Section 18 & 49 (c)
- 2.27 The Proctor shall be assisted by Assistant Proctors whose number shall be fixed by the Executive Council from time to time. Section 49 (c)
- 2.28 The Assistant Proctors shall be appointed by the Vice-Chancellor in consultation with the Proctor. Section 49 (c)
- 2.29 The Proctor and the Assistant Proctors shall hold office for one year and shall be eligible for reappointment : Section 49 (c) & 49 (e)
 Provided that for so long as his successor is not appointed every Proctor or Assistant Proctor shall continue in office:
 Provided further that the Executive Council may, on the recommendation of the Vice-Chancellor, remove the Proctor before the expiry of the said period:
 Provided also that the Vice-Chancellor may remove an Assistant Proctor before the expiry of the said period.
- 2.30 The Proctor and the Assistant Proctors may be paid such honorarium out of the funds of the University, as may be fixed by the Vice-Chancellor with prior approval of the State Government. Section 49 (c) & 49 (e)

Chapter-II-A OTHER OFFICERS OF THE UNIVERSITY

- 2.01-A The members of the Executive Council shall be the officers of the University. Section 9 (i)

Chapter-III THE EXECUTIVE COUNCIL

- 3.01 The Deans of Faculties who shall be members of the Executive Council under Section 20(1)(c) shall be chosen in the order in which the names of various Faculties are enumerated in Statutes 7.01. Section 20 (1) (c)
- 3.02 Representation of Professors, Associate Professors and Assistant Section

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| | Professors of the University under clause (i) of Section 20(1) shall be as follows: | 20 (1) (e) |
| | (a) one Professor to be selected by rotation in order of seniority; | |
| | (b) one Associate Professor to be selected by rotation in order of seniority; | |
| | (c) one Assistant Professor to be selected by rotation in order of seniority. | |
| 3.03 | Three Principals and two teachers of affiliated Colleges, who shall be a member of the Executive Council under clause (ii) of Section 20(I) (d) shall be selected by rotation in order of seniority as Principal. As such Principal or teachers as the case may be. | Section 20 (1) (e) |
| 3.04 | Persons elected under clause (f) of Section 20(1) shall cease to be members of the Executive Council on their subsequently becoming students of or accepting service in the University, an Institute, a constituent college, an affiliated college, a hall or a hostel. | Section 20 (1) (e) |
| 3.05 | No person shall be or continue to be a member of the Executive Council in more than one capacity, and whenever a person so becomes a member of the Executive Council in more than one capacity, he shall within two weeks thereof choose the capacity in which he desires to be member of the Executive Council and shall vacate the other seat. | Section 49 (a) & (b) |
| | Where he does not so choose, the seat held by him earlier in point of time shall be deemed to have been vacated with effect from the date of expiry of the aforesaid period of two weeks. | |
| 3.05A | <i>Reservation in the membership of the Executive Council to OBC, SC & ST members shall be given in accordance with Section 20(1) (cc) of the Act. <u>{Ins. by U.P. Act No. 1 of 2004 (w.e.f. 11.07.2003)}</u>.</i> | Section 20(1)(cc) |
| 3.06 | The Executive Council may, by resolution passed by a majority of its total membership delegate such of its powers as it deems fit to an officer or authority of the University subject to such conditions as may be specified in the resolution. | Section 21 (8) |
| 3.07 | The meetings of the Executive Council shall be called under the directions of the Vice-Chancellor. | Sections 20 & 49 (b) |
| 3.08 | The Executive Council shall obtain the opinion of the Finance Officer before considering any proposal involving financial implications. | Sections 20 & 49 (b) |

Chapter-IV
THE COURT
Representation of teachers, etc.

- 4.01 Two provosts and wardens of the hostels and halls of the University and its constituent Colleges and Institutes if any who shall be members of the Court under clause (vii) of Section 22 (1), shall be selected by rotation on the basis of longest continuous service as such provosts or wardens. Section 22 (I) (vii)
- 4.02 (1) Fifteen teachers who shall be members of the Court under clause (ix) of Section 22(1), shall be selected in the following manner: Section 22 (1) (ix)
- (a) three Professors of the University;
 - (b) two Associate Professors of the University;
 - (c) two Assistant Professors of the University;
 - (d) the Dean of the Students Welfare;
 - (e) three Principals of Affiliated Colleges;
 - (f) four other Teachers of Affiliated Colleges;
- (2) The above Professors, Associate Professors, Assistant Professors, Principals and other teachers shall be selected in order of seniority as Professors, Associate Professors, Assistant Professors, Principals or other teachers as the case may be.
- 4.03 Two representatives of the Management of affiliated colleges, who shall be members of the Court under clause (x) of Section 22(1), shall be nominated by the Vice-Chancellor by rotation. Section 22 (1) (x) & 64 (3)
- The management represented shall be free to send to any meeting of the Court any of its members (including President).
- Registration of Graduates and their representation in Court**
- 4.04 The Registrar shall maintain in his Office a Register of Registered Graduates, hereinafter in this Chapter called the Register.
- 4.05 The Register shall contain the following particulars: Section 16 (4) & 49 (q)
- (a) The names and addresses of the registered graduates;
 - (b) the year of their graduation;
 - (c) The name of the University or the college from which they graduated;
 - (d) The date on which the name of the graduate was entered in the Register;
 - (e) Such other details as the Executive Council may from time to time direct.
- 4.06 Every graduate of the University from the date of the convocation at which the degree by virtue of which he is to be registered was conferred or would have been conferred on him if he were present there at shall, on an application in the form approved by the Executive Council and on payment of fee of rupees fifty-one be entitled to have his name registered in the Register. The application shall be made by the graduate himself, and may either be delivered to the Registrar

- personally or sent by registered post. If two or more applications are received in the same cover, they shall be rejected.
- 4.07 On receipt of the application, the Registrar shall, if he finds that the graduate is duly qualified and the prescribed fee has been paid, enter the name of the applicant in the Register. Section 49 (q)
- 4.08 A registered graduate whose name has been borne on the Register for one year or more on June 30, preceding the date of notification for the election shall be entitled to vote at the election of the representative of registered graduates. Section 49 (q)
- 4.09 A registered graduate shall be eligible to seek election under clause (xi) of Section 22(1), if his name has been borne on the Register for at least three years on June 30, preceding the date of election. Section 22 (1) (xi) & 49 (q)
- 4.10 A representative of registered graduates elected under clause (xi) of Section 22(1) shall cease to be a member on entering the service of the University or of an Institute, constituent college, an affiliated college, a hostel a hall or being connected with the management of an affiliated college, a hall or hostel or on becoming a student, and the seat so vacated shall be filled up by the person available who secured the next highest votes at the time of the previous election for the residue of his term. Section 22 (1) (xi) & 49 (q)
- Note: The name of the Registered Graduates who are dead shall be struck off.
- 4.11 A registered graduate, who is already a member of the Court in another capacity, may seek election as a representative of registered graduates, and on his being so elected, the provisions of statute 3.05 shall *mutatis mutandis* apply. Section 22 (1) (xi) & (xii)
- 4.12 The election of the registered graduate under this Chapter shall be held in accordance with the system of proportional representation by means of single transferable votes as laid down in Appendix 'A'. Sections 22 (1) (xi)
- 4.13 The term of the members of the Court shall commence from the date of the first meeting of the Court. Section 22 (2) & 49 (b)

Chapter-V
ACADEMIC COUNCIL

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| 5.01 | Two Professors from each constituent college maintained by the State Government who shall be members of the Academic Council under clause (vi) of Section 25 (2) shall be selected in order of seniority as Professor in that College. | Section 25 (2)(vi) |
| 5.02 | Three Principals of affiliated colleges of the University, who shall be members of the Academic Council under clause (vii) of Section 25 (2) shall be selected in order of seniority as Principal of such college. | Section 25 (2) (vii) 25 (3) & 49 (b) |
| 5.03 | Fifteen teachers who shall be members of the Academic Council under clause (viii) of Section 25 (2) shall be selected in the following manner: | Sections 25 (2) (viii) & 49 (2) |
| | (a) Four Associate Professors of the University by rotation in order of seniority; | |
| | (b) Four Assistant Professors of University by rotation in order of seniority; | |
| | (c) Seven teachers of the affiliated colleges (not being Principals) by rotation in order of seniority. | |
| | Note: | |
| | (1) Not more than one Associate Professor and not more than one Assistant Professor, from the same Faculty, and not more than two teachers from the same affiliated college shall be members under the Statute. | |
| | (2) In the event of more than one Associate Professor and one Assistant Professor from the same Faculty and more than two teachers of the same college being entitled to be members of the Academic Council under this Statute, the senior most Associate Professor and Assistant Professor and two senior-most teachers, as the case may be, shall be members of the Academic Council. Associate Professors, Assistant Professors and teachers so passed over shall have their turn in rotation next time. | |
| 5.04 | Five persons of academic eminence who shall be members of the Academic Council under clause (xi) of Section 25 (2) shall be co-opted by the members mentioned under clause (i) to (x), who shall be called to a meeting by the Registrar, from amongst persons who are not employees of the University, a constituent college, an Institute, an affiliated college, a hall or hostel. | Section 25 (2) (xi) & 49 (b) |
| 5.04A | <i>Provided that if there is no member belonging to the Scheduled Castes or Scheduled Tribes or the Other Backward classes of citizen in the Academic Council constituted under Section 25(2) of the Act, the Vice-Chancellor may nominate two members belonging to the Scheduled Castes or Scheduled Tribes and two members belonging to Other Backward Classes or citizen from amongst the teachers of the University by rotation in the manner prescribed. (Ins. by U.P. Act No. 1 of 2004 (w.e.f. 11.07.2003)</i> | |

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| 5.05 | Members under clauses (vi), (vii), (viii) and (xi) of Section 25 (2), shall hold office for a period of three years. | Section 25 (3) & 49 (b) |
| 5.06 | Subject to the provisions of the Act, these Statutes and the Ordinances, the Academic Council shall have the following powers, namely- (i) to scrutinize and make its recommendations on proposals submitted by the Boards of Studies through the Faculties in regard to the courses of study and to recommend principles and criteria on which examiners and the inspectors may be appointed, for the consideration of the Executive Council; (ii) to report on any matter referred or entrusted to it by the Court or the Executive Council; (iii) to advise the Executive Council in regard to the recognition of the diplomas and degrees of other Universities and institutions and in regard to their equivalence with the diplomas and degrees of the University or the Intermediate Examination conducted by the Board of High School and Intermediate Education, Uttar Pradesh; (iv) to advise the Executive Council in regard to the qualifications required to be possessed by persons imparting instruction in particular subjects for the various degrees and diplomas of the University; and (v) to perform in relation to academic matters all such duties and to do all such acts as may be necessary for the proper carrying out of the provisions of the Act, the Statutes and Ordinances. | Section 25 (I) (c) |
| 5.07 | The meetings of the Academic Council shall be called under the direction of the Vice-Chancellor. | Section 2 & 49 (b) |

Chapter-VI

THE FINANCE COMMITTEE

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| 6.01 | The term of membership of the person referred to in clause (d) of Section 26 (1), shall be one year, provided that he shall continue in office till the election of his successor. No such member shall hold office successively for more than three terms. | Section 49 (b) |
| 6.02 | Items of new expenditure not already included in the financial estimates, shall be referred to the Finance Committee: (i) In the case of non-recurring expenditure, if it involves an expenditure of ten thousand or above; and (ii) In the case of recurring expenditure if it involves an expenditure of three thousand rupees or above; Provided that it shall not be permissible for any officer or authority of the University to treat an item which has been split into several parts falling under a budget head as several items of smaller amount and withhold it from the Finance Committee. | Section 26 (3) & 49 (a) |
| 6.03 | The Finance Committee shall, on or before such date as may be provided for in this behalf by the Ordinance, consider all items of expenditure referred to it under Statutes 6.02, or Statutes 6.04, and shall make and communicate to the Executive Council as soon as may | Section 26 (3) & 49 (a) |

be, its recommendations thereon.

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| 6.04 | If the Executive Council, at any time after the consideration of the annual financial estimates (i.e. the budget) proposes any revision thereof involving recurring or non-recurring expenditure of the amounts referred to in Statute 6.02, the Executive Council shall refer the proposal to the Finance Committee. | Section 26 (3) & 49 (a) |
| 6.05 | The annual accounts and the financial estimates of the University prepared by the Finance Officer shall be laid before the Finance Committee for consideration and thereafter submitted to the Executive Council for approval. | Sections 26 (1) & 49 (a) |
| 6.06 | A member of the Finance Committee shall have the right to record a minute of dissent, if he does not agree with any decision of the Finance Committee. | Sections 26 (3) & 49 (a) |
| 6.07 | The Finance Committee shall meet at least twice every year to examine the accounts and to scrutinize proposals for expenditure. | Sections 26 (4) & 49 (a) |
| 6.08 | The meetings of the Finance Committee shall be convened under the directions of the Vice-Chancellor and all notices for convening such meetings shall be issued by the Finance Officer, who shall keep the minutes of all such meetings. | Sections 15 (7) & 49 (c) |

Chapter-VII

THE FACULTY

- 7.01 The University shall have the following Faculties, namely: Section
27 (1)
- (a) Faculty of Agriculture
 - (b) Faculty of Arts
 - (c) Faculty of Commerce
 - (d) Faculty of Engineering and Technology
 - (e) Faculty of Law
 - (f) Faculty of Medicine
 - (g) Faculty of Science
 - (h) Faculty of Education
- Note- The Baba Raghava Das Medical College, Gorakhpur shall constitute the Faculty of Medicine.
- Faculty of Agriculture**
- 7.02 The Board of Faculty of Agriculture shall be constituted as follows: Section
27 (3)
- (i) The Dean of Faculty who shall be the Chairman.
 - (ii) All Heads of Departments and Professors of subjects taught in the Faculty:
Provided that till such time the Post-graduate teaching starts in the Faculty, all professors- Heads of University, Departments of Botany, Zoology, Chemistry and Economics will be its members. As soon as a Professor is appointed in a subject assigned to the Faculty, the University Professor of allied subject will cease to be a member of Faculty.
 - (iii) All Principals of affiliated Colleges as are teachers of subjects assigned to Faculty. In case, the number of such Principals is less than two, two principals of such colleges teaching agriculture by rotation in order of seniority for a period of one year.
 - (iv) One teacher, of the University other than Professor or Head of the Department from each Department in the Faculty by rotation in order of seniority for a period of one year.
 - (v) One teacher, engaged in B.Sc.(Ag.) teaching from each of the colleges affiliated to this University by rotation in order of, seniority for a period of one year.
 - (vi) Three teachers of the subjects not assigned to the Faculty, but having in the opinion of the Academic Council an important bearing on the subject so assigned as may be nominated by the Academic Council, one of whom shall be a teacher teaching statistics.
 - (vii) Such other persons not exceeding five in number and not in the service of the University, in affiliated college or a Hall, as may be nominated by the Academic Council on account of their expert knowledge in the subject assigned to the Faculty.
- 7.03 The following shall be the Departments comprised in the Faculty of Agriculture: Section
27 (3)

- (1) Agricultural Botany
- (2) Agricultural Chemistry
- (3) Agricultural Zoology and Entomology
- (4) Agricultural Economics
- (5) Agricultural Extension
- (6) Horticulture
- (7) Plant Pathology
- (8) Animal Husbandry and Dairying
- (9) Soil Conservation
- (10) Agricultural Engineering
- (11) Agronomy

Faculty of Arts

7.04 The Board of the Faculty of Arts shall be constituted as follows: Section
27 (3)

- (i) The Dean of the Faculty of Arts shall be the Chairman.
- (ii) All Heads of Departments and Professors of subjects taught in the Faculty.
- (iii) One Associate Professor and one Assistant Professor not being Head of Department from each Department of teaching assigned to the Faculty, by rotation every year in order of seniority.
- (iv) Such Principals of affiliated Colleges as are teachers of subjects assigned to the Faculty.
- (v) Three teachers other than Principal of affiliated College in the Faculty, in order of seniority for a period of one year:
Provided that no two teachers of professing the same subject shall belong to the same College, if there is more than one College recognized for the teaching of the subject. A teacher so passed over shall have his turn in rotation next time.
- (vi) The senior-most teacher of each branch of a subject of study assigned to the Faculty in which an independent course is prescribed for a post-graduate degree or for Part-I or Part-II of the examination for such degree, unless such branch of the subject is professed by any member under any other head.
- (vii) Such number of persons not exceeding five, as are not in the service of the University, an affiliated College, a Constituent College or a Hall who may be nominated by the Academic Council on account of their expert knowledge in subjects assigned to the Faculty.

7.05 The following shall be the Departments comprised in the Faculty of Arts: Section
27 (2)

- (1) Sanskrit and Prakirt Languages;
- (2) Hindi and Modern Indian Languages, and Journalism;
- (3) Arabic, Persian and Urdu;
- (4) English and Modern European Languages;
- (5) Philosophy;
- (6) Psychology;
- (7) Education.;
- (8) Economics including Rural Economics;
- (9) Political Science;

- (10) Anthropology;
- (11) Ancient History, Archaeology and Culture;
- (12) Medieval and Modern History;
- (13) Sociology;
- (14) Geography;
- (15) Fine Art and Music.

7.06

Faculty of Commerce

The Board of the Faculty of Commerce shall be constituted as follows: Section 27 (3)

- (i) The Dean of the Faculty of Commerce shall be the Chairman.
- (ii) All Heads of Departments and Professors of subjects taught in the Faculty.
- (iii) Two Associate Professors and one Assistant Professor, not being Heads of Department of each Department of teaching, assigned to the Faculty by rotation every year in order of seniority.
- (iv) One Principal of an affiliated College as is a teacher of subject assigned to the Faculty by rotation in order of seniority for a period of three years.
- (v) Two other teachers affiliated colleges, who are teachers of subjects assigned to the Faculty by rotation in order of seniority for a period of three years.
- (vi) Such teachers of the University not exceeding two, of subjects not assigned to the Faculty of Commerce, but having in the opinion of the Academic Council an important bearing on subjects so assigned as may be nominated to the Faculty by the Academic Council.
- (vii) Such number of persons not exceeding five as are not in the service of the University, an affiliated College, a Constituent College or a Hall who may be nominated by the Academic Council on account of their possessing expert knowledge in the subjects assigned to the Faculty.

7.07

The following shall be the Departments comprised in the Faculty of Commerce:

- (1) Commerce
- (2) Economics
- (3) Business Administration

Faculty of Engineering and Technology

7.08

The Board of Faculty of Engineering and Technology shall be constituted as follows: Section 27 (3)

- (i) The Dean of the Faculty who shall be the Chairman.
- (ii) All Heads of Departments and all Professors of the subjects taught in the Faculty.
- (iii) The Heads of the Physics, the Mathematics, and the Chemistry Department in the University.
- (iv) One Associate Professor and one Assistant Professor from each Department in the Faculty by rotation in the order of seniority for a period of one year.
- (v) Two teachers of Humanities of the University, of subjects not assigned to the Faculty but having in the opinion of the Academic Council an important bearing on the subjects so assigned as may be nominated by the Academic Council by rotation in order of

- seniority for a period of one year.
- (vi) Four other persons of whom two shall be teacher in Engineering and Technology subjects in other Universities and two non-teachers possessing expert knowledge in Engineering and Technology to be nominated by the Academic Council.
- 7.09 The following shall be the Departments comprised in the Faculty of Engineering and Technology: Section 27 (2)
- (1) Mechanical Engineering.
 - (2) Electrical.
 - (3) Civil Engineering.
 - (4) Applied Sciences.
- Faculty of Law**
- 7.10 The Board of the Faculty of Law shall be constituted as follows: Section 27 (3)
- (i) The Dean of the Faculty who shall be the Chairman.
 - (ii) All Heads of Departments and all Professors in the Faculty.
 - (iii) Such teachers of the University, not exceeding two of the following subjects not assigned to the Faculty of Law, namely, Political Science, Constitutional History and Commerce.
 - (iv) Two Associate Professors and three Assistant Professors not being Head of Department by rotation every year in order of seniority.
 - (v) Eight persons of whom four shall be teachers of the other Universities established in Uttar Pradesh and four non-teachers appointed by the Academic Council for their possessing expert knowledge in Law.
 - (vi) The Legal Remembrances to Government of Uttar Pradesh or any other person nominated by him.
- 7.11 The following shall be the Department comprised in the Faculty of Law: Section 27 (3)
- (1) Law
- Faculty of Medicine**
- 7.12 The Board of the Faculty of Medicine shall be constituted as follows: Section 27 (3)
- (i) The Dean of the Faculty who shall be the Chairman.
 - (ii) All Heads of Departments and Professors in Baba Raghava Das Medical College, Gorakhpur.
 - (iii) One Associate Professor, not being Head of Department from each Department of teaching assigned to the Faculty of Medicine, by rotation in order of seniority.
 - (iv) Six Assistant Professors not being Heads of Departments by rotation for one year in order of seniority:
 Provided that not more than one Assistant Professor from any Department shall be a member under this Head at the same time.
 - (v) The senior-most teacher of each branch of a subject of study comprised in the faculty in which a separate course is prescribed for a postgraduate degree or for Part-I or Part-II of the examination for such degree in case such branch of the subject is not represented by a member under any of the foregoing Heads.
- 7.13 The following shall be the Departments comprised in the Faculty of Section

- Medicine: 27 (2)
- (1) Anatomy
 - (2) Physiology
 - (3) Bio-Chemistry
 - (4) Pharmacology and Therapeutics
 - (5) Pathology and Micro-biology
 - (6) Forensic Medicine
 - (7) Social and Preventive Medicine
 - (8) Medicine
 - (9) Surgery
 - (10) Ophthalmology
 - (11) Obstetrics and Gynecology
 - (12) Radiology
 - (13) Tuberculosis
 - (14) Dentistry
 - (15) Orthopedic Surgery
 - (16) Oto-Rhino Laryngology
 - (17) Anesthesiology
 - (18) Paediatrics
 - (19) Psychiatric
 - (20) Dermatology, Venereology and Leprosy
 - (21) Cardiology
 - (22) Medical Laboratory Technology (B.Sc.) (Self Finance)
 - (23) B.Sc. Nursing (Self Finance)

Faculty of Science

7.14 The Board of the Faculty of Science shall be constituted follows: Section 27 (2)

- (i) The Dean of the Faculty, who shall be the Chairman.
- (ii) All Heads of Departments and Professors of subjects taught in the Faculty.
- (iii) One Associate Professor and one Assistant Professor not being Head of Department from each Department of teaching assigned to the Faculty by rotation every year in order of seniority.
- (iv) Such Principals of affiliated colleges as are teachers of subjects assigned to the Faculty.
- (v) Three teachers, other than Principals of affiliated colleges in the Faculty in order of seniority for a period of one year:
 Provided that no two teachers professing the same subject shall belong to the same college where there is more than one college recognized for the teaching of the subject. The teachers so passed over shall have their turn in rotation next time.
- (vi) The senior-most teacher of each branch of a subject of study assigned to the Faculty in which an independent course is prescribed for a postgraduate degree or for Part-I or Part-II of the examination for such degree, unless such branch of the subject is professed by any of the members under any other head.
- (vii) Persons not exceeding five, and not in service of the University, an Affiliated College, a constituent College, or a Hall having expert knowledge on the subject assigned to the Faculty, to be nominated by the Academic Council.

- 7.15 The following shall be the Departments comprised in the Faculty of Science:
- (1) Physics
 - (2) Chemistry
 - (3) Botany
 - (4) Zoology
 - (5) Geology
 - (6) Mathematics and Statistics
 - (7) Defense and Strategic Studies
 - (8) Home Science
 - (9) Computer Science
 - (10) Electronics
 - (11) Bio-Technology
 - (12) Industrial Chemistry (Self Finance)
 - (13) Industrial Microbiology (Self Finance)
 - (14) Physiotherapy (Self Finance)
 - (15) Environmental Science (Self Finance)
- 7.16 (1) Save as otherwise provided in this Chapter members of the Board of Faculty other than *ex-officio* members, shall hold office for a period of three years. Section 27 (3) and 49 (b)
- (2) The meetings of the Board of Faculty shall be convened under the directions of its Chairman.
- 7.17 Subject to the provisions of the Act, the Board of each Faculty shall have the following powers namely: Section 27 (3)
- (i) to make recommendations to the Academic Council regarding the courses of study, after consulting the Boards of studies concerned;
 - (ii) to make recommendations to the Academic Council regarding the teaching and research work of the University in the subjects assigned to the Faculty;
 - (iii) to consider and make recommendations to the Academic Council on any question, pertaining to its sphere of work which may appear to it necessary and on any matter referred to it by the Academic Council.
- Faculty of Education**
- 7.15-A The Board of the Faculty of Education shall be constituted as follows: Section 27 (3)
- (i) The Dean of the Faculty, who shall be the Chairman.
 - (ii) All Professors of subjects taught in the Faculty.
 - (iii) Two teachers of the University from amongst those teaching the following subjects though not assigned to the Faculty of Education by rotation in order of seniority for a period of one year:
 - (1) Psychology;
 - (2) Philosophy;
 - (3) Geography;
 - (4) Fine Arts.
 - (iv) One Associate Professor and two Assistant Professors of the subjects assigned to the Faculty, by rotation in order of seniority for a period of one year.

- (v) Three teachers of affiliated colleges, including the Principals teaching the subjects assigned to the Faculty by rotation in order of seniority for a period of one year:

Provided that not more than one teacher from the same affiliated College shall be a member under this clause at the same time.

- (vi) Regional Deputy Director of Education, Gorakhpur (ex-officio)
- (vii) Three persons possessing expert knowledge of the subjects assigned to the faculty, though not in the service of the University, an Affiliated Colleges, a constituent Colleges, or a Hall who may be nominated by the Academic Council, for a period of three years.

7.15-B

The following shall be the Departments comprised in the Faculty of Education:

Section
27 (2)

- (1) Education.
- (2) Adult and continuing Education (Self Finance)
- (3) Physical Education

Chapter-VIII

OTHER AUTHORITIES AND BODIES OF THE UNIVERSITY

| | | |
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| 8.01 | The Delegacy is declared to be an authority of the University in addition to the authorities referred to in clause (a) to (h) of section 19. | Section 19 (1) |
| 8.02 | The Delegacy shall consist of the following: (i) The Vice-Chancellor who shall be the Chairman. (ii) The Vice-Chairman of the Delegacy. (iii) The Secretary of the Delegacy. (iv) The Treasurer of the Delegacy. (v) The Presidents of the Delegacy Centers. (vi) One resident of each center nominated by the Vice-Chancellor on consideration of his personal influence in the locality and his interest in the well-being of the students. (vii) The Dean of Students Welfare. (viii) The Senior Medical Officer of the University. (ix) The Proctor. (x) The President of the Athletic Association. (xi) One representative of the Executive Committee of the Deen Dayal Upadhyaya Gorakhpur University Student Union. | Section 47 (i) |
| 8.03 | The Vice-Chairman of the Delegacy shall be appointed by the Executive Council for a period of three years on such terms and conditions as may be laid down in the ordinances. He shall be a teacher of the University of at least 15 years standing (not being a Head of the Department, Provost of a Hall or a Warden of a Hostel). He shall not be eligible for re-appointment as Vice-Chairman after he has served as Vice-Chairman for two consecutive terms. | Section 47 (5) |
| 8.04 | The area within the limits of the Gorakhpur Nagar Nigam in which students of the University reside shall be divided into circles, in each of which, so far as possible, there shall be a delegacy centre with arrangements for light reading, indoor games and such out-door games as are feasible. The division of delegacy into centres and alteration in limits thereof shall be made by the Executive Council. | Section 47 (5) |
| 8.05 | The Executive Council shall appoint a Treasurer, a Secretary and President in each delegacy centre from amongst the teachers of the University. | Section 21 (1) (vii) and 47 (5) |
| 8.06 | The delegacy shall look after the residence, health and welfare of all students of the University residing within the limits. | Section 47 (5) |
| 8.07 | The delegacy shall take the measures as it deems necessary to promote the welfare of students of the University who are not residing in or attached to a College or Hall and shall, in particular: (i) maintain a complete register of such students of the University together with the address at which they reside and whether they reside with parents or guardians or not; (ii) maintain or approve suitable places of residence for such students; (iii) provide for such students literary facilities; | Section 47 (5) |

- (iv) provide or arrange facilities to such students for physical exercise in or outside the University Campus;
 - (v) maintain a health service for such students.
- 8.08 The Delegacy shall submit the account of items or income and expenditure at the end of each financial year to the Executive Council. It shall also submit an estimate of its income and expenditure for the coming financial year to the Executive Council by the end of August each year to enable the Executive Council to provide necessary funds. Section 47 (5)
- 8.09 The Delegacy shall charge such fees as may be prescribed by Ordinances for the Welfare and supervision of students and for regulating its affairs. Section 47 (5)

Disciplinary Committee

- 8.10 (1) The Executive Council shall constitute, for such terms as it thinks fit, a Disciplinary Committee in the University which shall consist of the Vice-Chancellor and two other persons nominated by it: Section 49
- Provided that if the Executive Council considers it expedient, it may constitute more than one such Committees to consider different cases or classes of cases.
- (2) No teacher against whom any case involving disciplinary action is pending shall serve as a member of the Disciplinary committee dealing with the case.
- (3) The Executive Council may at any stage transfer any case from one Disciplinary Committee to another Disciplinary Committee.
- 8.11 (1) The functions of the Disciplinary Committee shall be as follows: Section 49
- (a) to decide any appeal preferred by an employee of the University under Statute 2.07;
 - (b) to hold inquiry into cases involving disciplinary action against a teacher or the Librarian of the University;
 - (c) to recommend suspension of any employee referred to in sub-clause (b) above pending or in contemplation of inquiry against such employees;
 - (d) to exercise such other powers and perform such other functions as may, from time to time, be entrusted to it by the Executive Council.
- (2) In case of difference of opinion among members of the Committee, the decision of the majority shall prevail.
- (3) The decision or the report of the Disciplinary Committee shall be laid before Executive Council as early as possible to enable the Executive Council to take its decision in the matter.

Departmental Committees

- 8.12 There shall be a Departmental Committee in each Department of teaching in the University to assist the Head of the Department appointed under Statute 2.20. Section 49
- 8.13 The Departmental Committee shall consist of: Section 49
- (i) The Head of Department, who shall be Chairman.
 - (ii) All Professors in the Department, and if there is no Professor, then

- all Associate Professors in the Department.
- (iii) In a Department which has Professors as well as Associate Professors then two Associate Professors by rotation according to seniority for a period of three years.
- (iv) In a Department which has Associate Professors as well as Assistant Professors then one Assistant Professor and in a Department which has no Associate Professors, then two Assistant Professors by rotation according to seniority for a period of three years;
- Provided that for any matter specifically concerning any subject or specialty, the senior-most teacher of that subject or speciality, if not already included in the foregoing heads shall, be specially invited for that matter.
- 8.14 The following shall be the functions of the Departmental Committee: Section 49
- (i) to make recommendations regarding distribution of teaching work amongst the teachers of the Department;
- (ii) to make suggestions regarding co-ordination of the research and other activities in the Department;
- (iii) to make recommendations regarding appointment of staff in the Department for which the Head of Department is the appointing authority;
- (iv) to consider matters of general and academic interest to the Department.
- 8.15 The Committee shall meet at least once in a quarter. The minutes of its meeting shall be submitted to the Vice-Chancellor. Section 49
- Examination Committee**
- 8.16 The Examinations Committee may, on the recommendation of the person or persons or the sub-committee referred to in sub-section (3) of section 29, debar an examinee from appearing in any future examination or examinations if in the opinion of the committee, such examinee was guilty of misbehavior or using of the unfair means at any examination conducted by the University. Section 29 and 49 (a)

Chapter-IX BOARDS

- 9.01 The University may in addition to the Boards of Faculties and the Boards of Studies, have the following Boards, namely:
- (a) The Board of Students Welfare;
- (b) The Board of Co-ordination;
- (c) The Women's Advisory Board;
- (d) The Board of Health, Residence and Discipline;
- (e) The Board of Social Works;
- (f) The University Athletic Association;
- (g) The Board of Extra-Mural Activities.
- 9.02 The powers, functions and the constitution of the Boards mentioned in Statute 9.01 shall be such as may be laid down in the Ordinances: Section 49 & 51
- Provided that the Ordinances relating to the Board of Students Welfare referred to in clause (a) of the said Statute shall provide for the representation of the students also and term of such student

representatives shall be one year.

- 9.03 For so long as the new Boards are not constituted in accordance with Statute 9.01 the Boards mentioned in Statute 9.01 and existing on the date immediately before the commencement of these Statutes shall continue to function. Section 49 & 51

Chapter-X

CLASSIFICATION OF TEACHERS

- 10.01 There shall be following classes of teachers of the University: Section 31 and 49 (d)
- (1) Professors;
 - (2) Associate Professors;
 - (3) Assistant Professors.
- 10.02 Teachers of the University shall be appointed in the subjects on whole-time basis in the scales of pay approved by the State Government: Section 31 and 49 (d)
- Provided that part-time lecturers may be appointed in subjects in which in the opinion of the Academic Council such lecturers are required in the interest of teaching or for other reasons. Such part-time lecturers may receive salary ordinarily not exceeding one-half of the initial salary of the scale for the post to which they are appointed. Persons working as Research Fellows or as Research Assistants may be called upon to act as part-time lectures.
- 10.03 The Executive Council may on the recommendations of the Academic Council, appoint: Section 31 and 59 (d)
- (1) Professors of academic eminence and outstanding merit on special contract in accordance with Ordinances in that behalf;
 - (2) Honorary Emeritus Professors, who shall:
 - (a) deliver lectures on special subjects;
 - (b) guide research;
 - (c) be entitled to present in meetings of the Board of Faculty concerned and to take part in its discussions but will not have the right of vote;
 - (d) be provided with facilities for study and research in the libraries and laboratories of University as far as possible; and
 - (e) be entitled to attend all Convocations:
 - Provided that a person shall not merely by virtue of holding the post of Professor in Department as an Honorary Emeritus Professor, be eligible to hold any office in the University or in any Authority or Body thereof.
- 10.04 Instructors or Teaching Research Assistants may be appointed by the Executive Council on such terms and conditions as may be provided for in the Ordinances. Section 21 (i), (xvii), 31 and 49 (o)
- 10.05 (a) The Principal and other teachers of affiliated colleges shall be employed on whole-time basis in the scales of pay approved by the State Government. Section 31 and 49 (o)
- (b) Subject to the provisions of clause (iv) of Statute 21.02 the proportion of part-time teachers shall not exceed at any time one-fourth of the strength of the full time teaching staff in the Department concerned:

Provided that where the number of teachers in a Department is less than four, the appointment of one part-time teacher may be permitted by the Vice-Chancellor:

"Provided further that the proportion of part-time teachers in the Law Department may be one-half of the strength of the full-time teaching staff in the Department."

- 10.06 No part-time teacher in an affiliated college shall hold any other office in that college. Section 49 (o)

Chapter-XI

QUALIFICATIONS AND APPOINTMENT (AS WELL AS PROMOTION UNDER CAREER ADVANCEMENT SCHEME) OF TEACHERS IN THE UNIVERSITY AND ITS AFFILIATED COLLEGES

- 11.01 The minimum qualification for the appointment (as well as promotion under CAREER ADVANCEMENT SCHEME) of teachers in the University AND ITS AFFILIATED COLLEGES shall be the same as laid down by the University Grants Commission, New Delhi and to the extent approved from time to time by the Government of Uttar Pradesh.(See Appendix 'G')

Chapter-XII

CONSTITUENT COLLEGES

- 12.01 The Baba Raghava Das Medical College, Gorakhpur maintained by the Government shall be constituent college of the University.

Chapter-XIII

AFFILIATION OF NEW COLLEGES

- 13.01 Each affiliated college shall observe the rules laid down by the university regarding the admission of students of affiliated colleges and residence and discipline of students in affiliated colleges.
- 13.02 Every application for recognition of a College as affiliated college shall be made so as to reach the Registrar not less than 12 months before the commencement of the session in respect of which the recognition is sought: Sections 38 (4) & 49 (m)
- Provided that the Chancellor may in special circumstances reduce the said period in the interest of higher education to such extent as he may deem necessary.
- 13.03 Any new college(s) seeking affiliation may be granted affiliation in accordance with the rules prescribed in this regard in Appendix "F"

Withdrawal of Affiliation

- 13.28 Continuance of affiliation shall depend on continued fulfillment of conditions laid down by the University. Sections 38 (4), 38 (7) & 49 (m)
- 13.29 An affiliated college shall be deemed to have been disaffiliated if it Sections

- fails to send up any candidate for an examination conducted by the University for three successive years. 38 (4), 38 (7) & 49 (m)
- 13.30 Executive Council may direct a college not to admit students to a particular class if the conditions laid down for starting the classes have in the opinion of the Executive Council been disregarded by the college concerned. The classes may, however, be restarted with the prior permission of the Executive Council when the conditions are fulfilled to the satisfaction of the Executive Council. Sections 38 (4), 38 (7) & 49 (m)
- 13.31 If a college disregards the requirements of the University regarding the fulfillment of the conditions of affiliation and fails to fulfill the conditions in spite of notice issued by the University, the Executive Council may with the previous sanction of the Chancellor, suspend the recognition till the conditions are fulfilled to the satisfaction of the Executive Council. Sections 38 (4), 38(7) & 49 (m)
- 13.32 (1) The Executive Council may, with the prior sanction of the Chancellor, deprive an affiliated college of the privileges of affiliation either wholly or for any degree or subject, if it fails to comply with the directions of the Executive Council or to fulfill the conditions of affiliation or for gross mismanagement, or if for any other reason the Executive Council is of opinion that the college should be deprived of such recognition. Sections 38 (4) 38 (7) & 49 (m)
- (2) If the salaries of the staff are not paid regularly, or if the teachers are not paid their salaries to which they were entitled under the Statutes or the Ordinances, the college concerned would be liable to withdrawal of affiliation within the meaning of this Statute.
- 13.33 The Executive Council shall, before taking any action under the preceding Statutes call upon to take within a specified period such action as may appear to it to be necessary in respect of any of the matters referred to in the conditions of affiliation etc. Sections 38 (4) 38 (7) & 49 (m)
- 13.34 Whenever there is a dispute regarding the management of an affiliated college, persons found by the Vice-Chancellor to be in actual possession and control of the college properties may, for purposes of the Act and these Statutes be recognized to constitute the Management of such college until a court of competent jurisdiction orders otherwise:
- Provided that the Vice-Chancellor shall before making an order under this Statute, afford an opportunity to the rival claimants to make written representations.
- Explanation: In determining the question as to who is in actual possession and control of the college properties the Vice-Chancellor shall have regard to the control over funds of the Institution and over the actual administration, receipt of the Income from the property of the Institution and to other relevant circumstance which might have bearing on the question to be determined.

Finance, Audit and Accounts

- 13.35 (a) The Management of each affiliated college shall be assisted by a Finance Committee which shall consist of:
- (i) The President or the Secretary of the Management who shall be the

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| | Chairman; | |
| | (ii) two other members elected by the Management from amongst themselves; | |
| | (iii) the Principal (Ex-officio); | |
| | (iv) the senior-most teacher member of the Management (Ex-officio). | |
| | (b) The Principal of the College shall be the Secretary of the Finance Committee and be entitled to convene its meeting. | |
| 13.36 | The Finance Committee shall prepare the annual budget of the college (except of the Students Funds) which shall be placed before the Management for their consideration and approval. | Sections 49 |
| 13.37 | New expenditure, not already included in the budget of the college shall not be incurred without references to the Finance Committee. | Sections 49 |
| 13.38 | The recurring expenditure provided for in the budget shall be controlled by the Principal subject to any specific directions that may be given by the Finance Committee. | Sections 49 |
| 13.39 | All Students' Fund shall be administered by the Principal assisted by the different Committees such as Games and Sport Committee, Magazine Committee, Reading Room Committee, etc. which shall include representatives of students of the college concerned. | Sections 49 |
| 13.40 | Accounts of the Students Funds shall be audited by a qualified Auditor appointed by the Management not from amongst its members. The audit fees will be a legitimate charge on the Students' Funds of the college. The audit reports shall be placed before the Management. | Sections 49 |
| 13.41 | The Students' Funds and the fee income from the Hostels shall not be transferred to other fund and no loan shall be taken from these funds for any purpose whatsoever. | Sections 49 |

Chapter-XIV

CONFERMENT AND WITHDRAWAL OF DEGREES AND DIPLOMAS

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| 14.01 | (a) The degree of Doctor of Letters (D.Litt.) or Mahamahopadhyaya, Honoris Causa, may be conferred upon such persons as have contributed substantially to the advancement of Literature, Philosophy, Arts, Music, Painting or any other subject assigned to the Faculty of Arts, or for conspicuous services rendered by them to the cause of education. | Sections 7 (6), 10 (2) & 49 (h) |
| | (b) The degree of Doctor of Science (D.Sc.) Honoris Causa, may be conferred upon such persons as have contributed substantially to the advancement of any branch of science or technology or to planning organizing or developing scientific and technological institutions in the country. | |
| | (c) The degree of Doctor of Laws (LL.D.) Honoris Causa, may be conferred upon persons, who are distinguished lawyers, judges, jurists, statesmen or have noteworthy contribution to the public good. | |
| 14.02 | The Executive Council may, <i>suo moto</i> or on the recommendation of the Academic Council by a resolution passed by a majority of its total membership and also of not less than two-third of the members present and voting submit a proposal for conferment of honorary | Sections 7 (6), 10 (2) & 49 (h) |

degree to the Chancellor for confirmation under Section 10 (2):

Provided that no such proposal shall be submitted in respect of a person who is a member of any authority or body of the University.

- 14.03 Before taking any action under Section 67 for the withdrawal of any degree, diploma or certificate conferred or granted by the University, the person concerned shall be given an opportunity to explain the charges against him. The charges framed against him shall be communicated by the Registrar by registered post and the person concerned shall be required to submit his explanation within a period of not less than fifteen days of the receipt of charges. Sections 49 (1) & 67
- 14.04 Every proposal for the withdrawal of an honorary degree shall require previous sanction of the Chancellor. Sections 49 (1) & 67
- 14.05 (a) An Institute may be recognized by the Executive Council as an institution where research may be carried on in the fulfillment of the requirements of section 7(4)(b) of the Act after it has been recommended by the Academic Council with the concurrence of the Board of the Faculty concerned. The recognition so granted may be withdrawn by the Executive Council on the recommendation of the Academic Council made with the concurrence of the board of the Faculty concerned.
- (b) The Management of the Institute so recognized shall vest in:
- (i) A Committee of Management or other equivalent body, appointed by the person or the body maintaining the Institute, the constitution of which shall be reported to the Executive Council;
- OR
- (ii) A Director appointed by the person or the body maintaining the Institute.
- (c) Research work in a recognized Institute may be guided by the Director and other teachers of the Institute who may be recognized as supervisors or advisers for the D.Litt. or D.Sc. or LL.D. or D.Phil. degree of the University.
- (d) The Director and other teachers of the Institute, if they so agree, may deliver a course of advance lecturers to research students of the university with the consent of the Head of the Department concerned.
- (e) Any person having requisite qualifications desirous of carrying on research work at the Institute for research degrees of the university shall make an application to the Registrar through the Director of the Institute. The applications so received shall be placed before the Research Degree Committee of the University constituted under Ordinances and, if approved by the Committee, the applicant shall be permitted to start work on payment of such fees as may be prescribed by the Ordinances.
- (f) Any specific grant or donation received for any Institute shall be earmarked for the Institute and spent on the Institute. No part of the grant of a corresponding Department of teaching in the University shall be spent for any Institute.

Chapter XV CONVOCATION

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| 15.01 | (1) | A Convocation for conferring its degrees, Diplomas and other academic distinctions may be held by the University not more than once in a year on such date and at such time as the Executive Council may appoint. | Section 49 (r) |
| | (2) | A special convocation may be held by the University with the prior approval of the Chancellor. | |
| | (3) | The Convocation shall consist of the persons specified in sub-section (1) of Section 3 as constituting the body corporate of the University. | |
| 15.02 | | A local convocation may be held at each affiliated college on such date and such time as the Principal may with the prior approval of the Vice-Chancellor in writing appoint. | Section 49 (r) |
| 15.03 | | Combined convocation may be held by two or more colleges in the manner prescribed in statute 15.02. | Section 49 (r) |
| 15.04 | | The procedure to be observed at the convocations referred to in this Chapter and other matters connected therewith shall be such as may be laid down in the Ordinances. | Section 49 (r) |
| 15.05 | | Where the University, or any affiliated college does not find it convenient to hold the convocation in accordance with Statute 15.01 to Statute 15.04, the degrees, diploma and other academic distinctions may be dispatched to the candidates concerned by registered post. | Section 49 (r) |

CHAPTER XVI PART I

CONDITIONS OF SERVICE OF TEACHERS OF UNIVERSITY

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| 16.01 | | Except in the case of an appointment referred to in Statute 10.03 (1) or appointment under section 31(3) in a vacancy caused by the grant of leave to a teacher for a period not exceeding 10 months, teachers of the University shall be appointed on a written contract in the form set out in Appendix 'B' <i>{as amended by U.P. Act No. 1 of 1992 (w.e.f. 22.11.1991)}</i> . | Section 49 (d) |
| 16.02 | | A teacher of the University shall at all times maintain absolute integrity and devotion to duty and shall observe the code of conduct as set out in Appendix C, which shall form part of the agreement to be signed by the teacher at the time of appointment. | Section 49 (d) |
| 16.03 | | A breach of any of the provisions of the Code of Conduct as set out in Appendix 'C' shall be deemed to be a misconduct within the meaning of Statute 16.04(1) | Section 49 (d) |
| 16.04 | (1) | A teacher of the University may be dismissed or removed or his services terminated on one or more of the following ground: (a) willful neglect of duty; (b) misconduct; (c) breach of any of the terms of contract of service; (d) Dishonesty connected with University Examination; (e) Scandalous conduct or conviction for an offence involving moral | Section 49 (d) |

- turpitude;
- (f) Physical or mental unfitness;
 - (g) Incompetence;
 - (h) Abolition of the post.
- (2) Except as provided by Section 31 (2), not less than three months' notice (or where notice is given after the month of October then three months' notice or notice ending with the close of the session, whichever is longer) shall be given on either side for terminating the contract, or in lieu of such notice, salary for three months (or such longer period as aforesaid) shall be paid:
- Provided that where the University dismisses or removes or terminates the services of a teacher of the University under clause (1), or when the teacher terminates the contract for breach of any of its terms by the University, no such notice shall be necessary:
- Provided further that the parties will be free to waive the condition of notice in whole or in part by mutual agreement.
- 16.05 The original contract of appointment referred to in Section 32 shall be lodged with the Registrar for registration within three months of the date of appointment Section 32 (2) & 49 (d)
- 16.06 (1) No order dismissing removing or terminating the services of a teacher of the university on any ground mentioned in clause (1) of statute 16.04 (except in the case of a conviction for an offence involving moral turpitude or of abolition of post) shall be passed unless a charge has been framed against the teacher and communicated to him with a statement of the grounds on which it is proposed to take action and he has been given adequate opportunity: Section 21 (xvii) & 49 (d)
- (i) of submitting a written statement of his defence;
 - (ii) of being heard in person, if he so chooses; and
 - (iii) of calling and examining such witnesses in his defence as he may wish:
- Provided that the Executive Council or an officer authorized by it to conduct the enquiry may, for sufficient reasons to be recorded in writing refuse to call any witness.
- (2) The Executive Council may, at any time ordinarily within two months from the date of the Inquiry Officer's report pass a resolution dismissing or removing the teacher concerned from service or terminating his services mentioning the ground of such dismissal, removal or termination.
 - (3) The resolution shall forthwith be communicated to the teacher concerned.
 - (4) The Executive Council may, instead of dismissing, removing or terminating the services of the teacher, pass a resolution inflicting a lesser punishment by reducing the pay of the teacher for a specified period not exceeding three years and/or by stopping increments of his salary for a specified period or may deprive the teacher of his pay during the period of his suspension, if any.
- 16.07 (1) The Disciplinary Committee referred to in Statute 8.10 may recommend the suspension of a teacher during the pendency or in contemplation of an inquiry into charges against him, on the grounds Sections 21 (xvii) &

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| | mentioned in sub-clauses (a) to (e) of clause (1) of Statute 16.04. The order of suspension if passed in contemplation of an inquiry shall cease at the end of four weeks of its operation unless the teachers has in the meantime been communicated the charge or charges on which the inquiry was contemplated. | 49 (d) |
| | (2) A teacher of the University shall be deemed to have been placed under suspension: | |
| | (a) With effect from the date of his conviction if in the event of a conviction for an offence, he is sentenced to a term of imprisonment exceeding 48 hours and is not forthwith dismissed or removed consequent to such conviction; | |
| | (b) In any other case, for the duration of his detention if he is detained in custody, whether the detention is for any criminal charge or otherwise. | |
| | Explanation- The period of 48 hours referred to in sub-clause (a) of this clause, shall be computed from the commencement of the imprisonment after the conviction and for this purpose, intermittent periods of imprisonment, if any, shall be taken into account. | |
| | (3) Where the order of dismissal or removal from service of a teacher of University is set aside or declared or rendered void in consequence of any proceedings under the Act or these Statutes or otherwise, and the appropriate officer, authority or body of the University decides to hold a further inquiry against him, then if the teacher was under suspension immediately before such dismissal or removal, the suspension order shall be deemed to have continued in force on and from the date of the original order or dismissal or removal. | |
| | (4) During the period of his suspension, the teacher of the University shall be entitled to get subsistence allowance in accordance with the provisions of Chapter VIII of part II of the U.P. Government's Financial Hand Book, Volume II (as amended from time to time) which shall <i>mutatis mutandis</i> apply. | |
| 16.08 | In computing the maximum period for purposes of clause (2) of Statute 16.06 or clause (1) of Statute 16.07 the period during which a stay order from any court of law in operation shall be excluded. | Section 21 (xvii) & 49 (d) |
| 16.09 | No teacher of the University shall draw for any duties performed in connection with any examination referred to in Section 34 (1), in any calendar year, any remuneration in excess of one sixth of the aggregate of his salary in that calendar year or forty thousand rupees, whichever is less. | Section 34(1) |
| 16.10 | Notwithstanding anything contained in these Statutes- | Section 49 (d) |
| | (i) a teacher of the University who is a member of Parliament or State Legislature shall not throughout the term of his membership hold any administrative or remunerative office in the University. | |
| | (ii) if a teacher of the University is holding any administrative or remunerative office in the University from before the date of his election or nomination as a Member of Parliament or the State Legislature, then he shall cease, to hold such office with effect from the date of such election or nomination or with effect from | |

- commencement of these Statutes, whichever is later;
- (iii) a teacher of the University who is elected, or nominated to Parliament or the State Legislature, shall not be required to resign or to take leave from the University for the duration of his membership or, except as provided by Statute 16.11 for attending the meeting of any House or Committee thereof;

Explanation- The membership of any authority or body of the University or the Deanship of a faculty or the Principal ship of any college shall not be deemed to be an administrative office for the purposes of this Statute.

- 16.11 The Executive Council shall fix a minimum number of days during which such teacher shall be available in the University for his academic duties: Section 49 (d)

Provided that where a teacher of the University is not so available because of the sessions of the Parliament or the State Legislature, he shall be treated on such leave, as may be due to him, and if no leave is due, then on leave without pay.

Part II

LEAVE RULES FOR TEACHERS OF THE UNIVERSITY

- 16.12 **DUTY LEAVE, STUDY LEAVE, SABBATICAL LEAVE**
(As per UGC Regulation, 2018 approved by State Government of U.P. vide letter no. 1190/sattar-1-2019-16(114)/2010 dated 15.10.2019)

- 16.12.01 **DUTY LEAVE:**

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

DST, etc. where a teacher is invited to share his/her expertise with an academic body, government agency or NGO.

16.12.02

STUDY LEAVE:

- i. The scheme of Study Leave provides an opportunity to avail of scholarships/fellowships awarded to the faculty who wish to acquire new knowledge and to improve analytical skills. When a teacher is awarded a scholarship or stipend (by whatever nomenclature called), for pursuing further studies, leading to a Ph.D./Post- doctoral qualification or for undertaking a research project in a higher education institution abroad, the amount of the scholarship/fellowship shall not be linked to the recipient's pay/salary paid to him/her by his /her parent institution. The awardee shall be paid salary for the entire duration of fellowship/scholarship, provided, that he/she does not take up any other remunerative jobs, like teaching, in the host country.
- ii. A teacher on Study leave shall not take up, during the period of that leave, any regular or part- time appointment under an organisation in India or abroad. He/she may, however, be allowed to accept a fellowship or a research scholarship or an ad-hoc teaching and research assignment with an honorarium or any other form of assistance, other than the regular employment in an institution either in India or. abroad, provided, that the Executive Council/Syndicate of his/her parent institution may, if it so desires, sanction study leave on reduced pay and allowances to the extent of any receipt-in-this regard, in-lieu of teaching etc., which may be determined by his/her, employer,
- iii. The-study leave shall be granted to an entry-level appointee as Assistant Professor/Assistant Librarian/Assistant Director of Physical Education and Sport/College DPE&S (other than as Associate Professor or Professor of a University/College/institution, who is otherwise eligible for sabbatical leave} after a minimum: of three years of continuous service, to pursue a special line of study or research/directly related to his/her work in the University/College/Institution or to make: a special study of the various aspects of University organisation and methods of education, giving full plan of the work.
- iv. The study leave shall be granted by the Executive Council on the recommendation of the Head of the Department concerned. The leave shall not be granted for more than three years in one spell/.save in exceptional cases, in which the Executive Council is satisfied that such extension is unavoidable on academic grounds .and necessary in the interest of the University/College/Institution.
- vi. The study leave shall not be granted to a teacher who is due to retire within five years of the date on which he/she is expected to return to duty after the expiry of study leave.
- vii. The-study leave shall be granted not more than twice during one's entire career. However, the maximum period of study leave admissible during the entire service shall not exceed five years.
- viii. The study leave may be granted more than once, provided, that not less than five years have elapsed after the teacher/returned to duty on: completion of the earlier spell of study leave. For subsequent spell of

study leave, the teacher shall indicate the work done during the period of earlier leave as also give details of work to be done during the proposed spell of study leave.

- ix. No teacher who has been granted study leave shall be permitted to alter substantially the course of study or the programme of research without the permission of the Executive Council, in the event the course of study falls short of study leave sanctioned, the teacher shall resume duty on the conclusion of the course of study unless the previous approval of the Executive Council to treat the period of shortfall as Extra-Ordinary leave has been obtained.
- x. Subject to the maximum period of absence from duty, on leave not exceeding three years, the study leave may be combined with the earned leave, half-pay leave, extra-ordinary leave of vacation provided that the earned leave at the credit of the teacher shall be availed of at the discretion of the teacher. When the study leave is taken in continuation of vacation, the period of study leave shall be deemed to begin to run on the expiry of the vacation. A teacher, who is selected to a higher post during the study leave, shall be placed in that position and shall get the higher scale only after joining the post.
- xi. The period of study leave shall count as service for purpose of the retirement benefits (pension/contributory provident fund), provided that the teacher rejoins the University/College/Institution on the expiry of his/her study leave, and serve the institution for the period for which the Bond has been executed.
- xii. The study leave granted to a teacher shall be deemed to have been cancelled in case it is not availed of within 12 months of its sanction, provided, that where the study leave granted has been so cancelled. The teacher may apply again for such leave.
- xiii. A teacher availing himself/herself of the study leave, shall undertake that he/she shall serve the University/College/Institution for a continuous period of at least three years to be calculated from the date of his/her resuming duty on the expiry of the study leave.
- xiv. ***A teacher -***
 - (a) who is unable to complete his/her studies within the period of study leave granted to him/her or
 - (b) who fails to rejoin the services of the University on the expiry of his/her study leave or
 - (c) who rejoins the service of the university but leaves the service without completing the prescribed period of service after rejoining the service or
 - (d) who, within the said period, is dismissed or removed from the service by the University shall be liable to refund, to the University/College/Institution, the amount of the leave salary and allowances and other expenses, incurred on the teacher or paid to him/her or on his/her behalf in connection with the course of study.

Explanation:

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

of dues under these Statutes. Notwithstanding the above provision, the Executive Council/Syndicate may order that nothing in these Statutes shall apply to a teacher who, within three years of return to duty from study leave is permitted to retire from service on medical grounds, provided further that the Executive Council/Syndicate may, in any other exceptional case, waive or reduce, for reasons to be recorded the amount refundable by a teacher under these Statutes.

- 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/College/Institution, binding himself/herself for the due fulfillment of the conditions laid down in paragraph (x) to (xiii) above and give security of immovable property to the satisfaction of the Finance Officer/Treasurer or a fidelity bond of an insurance company or a guarantee by a scheduled bank or furnish security of two permanent teachers for the amount which might become refundable to the University/College/Institute in accordance with paragraph (x) to (xiii) above.
- xvi. The teacher on study leave shall submit to the Registrar/Principal of his/her parent University/College/Institution six-monthly reports of progress in his/her studies from his/her supervisor or the Head of the institution. Such report shall reach the Registrar/Principal within one month of the expiry of every six months of the period of the study leave. If the report does not reach the Registrar/Principal within the specified time, the payment of leave salary may be deferred till the receipt of such report.
- xvii. The teacher on leave shall submit a comprehensive report on the completion of the study leave period. A copy of the research document/monograph/academic paper produced during the period of the study leave shall be put in the public domain, preferably on the website of the University/College/Institution.
- xviii. With a view to enhancing the knowledge and skills of the faculty members, especially the junior faculty, at the level of Assistant Professor, the Heads of universities/Colleges/Institutions and their subordinate Departments are enjoined to be generous in the award of study leave in the interest of faculty improvement, thereby impacting the academic standards of the University/College/Institution in the long run.

16.12.03

Sabbatical Leave:

- (i) The permanent, whole-time teachers of the university and colleges who have completed seven years' of service as a Reader/Associate Professor or a Professor may be granted sabbatical leave to undertake study or research or any other academic pursuit solely for the object of increasing their proficiency and usefulness to the university and higher education system. The duration of leave shall not exceed one year, at a time, and two years in the entire career of the teacher.
- (ii) A teacher, who has availed himself/herself of study leave, would not be entitled to the sabbatical leave, until after the expiry of five years from the date of the teacher's return from previous study leave or any other kind of training programme of duration of one year or more.

- (iii) A teacher shall, during the period of sabbatical leave, be paid full pay and allowances (subject to the prescribed conditions being fulfilled) at the rates applicable to him/her immediately prior to his/her proceeding on sabbatical leave.
- (iv) A teacher on sabbatical leave shall not take up, during the period of that leave, any regular appointment under another organisation in India or abroad. He/she may, however, be allowed to accept a fellowship or a research scholarship or ad hoc teaching and research assignment with honorarium or any other form of assistance, other than the regular employment in an institution of advanced studies, provided that in such cases: the Executive Council/Syndicate may, if it so desires, sanction the sabbatical leave on reduced pay and allowances,
- (v) During the period of sabbatical leave, the teacher shall be allowed to draw the increment on the due date. The period of leave shall also count as service for purposes of pension/contributory provident fund, provided that the teacher rejoins the university on the expiry of his/her leave.

16.13 **Other Kinds of Leave Rules for Permanent Teachers of the Universities / Colleges.**

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

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

16.14 **Casual leave**

- (i) The total casual leave-granted to a teacher shall not exceed eight days in an academic year.
- (ii) Casual leave cannot be combined with any other kind of leave except special casual leave. However, such casual leave may be combined with holidays including Sundays. Holidays or Sundays falling within the period of casual leave shall not be counted as casual leave.

16.15 **Special Casual Leave**

- (i) Special casual leave, not exceeding 10 days in an academic year, may be granted to a teacher:
 - (a) To conduct examination of a university/Public Service Commission/Board of Examination or any other similar body/institution; and
 - (b) To inspect academic institutions attached to a statutory board.
- (ii) In computing the 10 days' leave admissible, the days of actual

journey, if any, to and from the places where activities specified, above, take place, will be excluded.

- (iii) In addition, special casual leave to the extent mentioned below, may also be granted;
 - (a) To undergo sterilization operation (vasectomy or salpingectomy) under family welfare programme. Leave in this case shall be restricted to six working days; and
 - (b) To a female teacher who undergoes non-puerperal sterilization. Leave in this case shall be restricted to 14 days.
- (iv) The special casual leave shall not accumulate, nor can it be combined with any other kind of leave except the casual leave. It may be granted in combination with holidays or vacation by the sanctioning authority on each occasion.

16.16

Earned Leave

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

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

For removal of doubt, it may be clarified :

1. When a teacher combines vacation with earned leave, the period of vacation shall be reckoned as leave in calculating the maximum amount of leave on average pay which may be included in the particular period of leave.
2. In case where only a portion of the leave is spent outside India, the grant of leave, in excess of 120 days shall be subject to the condition that the portion of the leave spent in India shall not, in the aggregate, exceed 120 days.
3. Encashment of earned leave shall be allowed to members of the teaching staff as applicable to the employees of the Central Government or State Government.

16.17

Half-pay Leave

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

Explanation:

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

Note : Half-pay leave shall be combined with earned leave for

calculating the number of earned leaves in case the number of earned leaves are less than 300 for purpose of encashment of leave at the time of superannuation as applicable to the employees of Government of India/State Government.

16.18

Commuted Leave

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

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

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

16.19

Extraordinary Leave

- (i) A permanent teacher may be granted extraordinary leave when:
 - (a) No other leave is admissible; or
 - (b) Other leave is admissible and the teacher applies in writing for the grant of extraordinary leave.
- (ii) The extraordinary leave shall always be without pay and allowances. It shall not count for an increment except in the following cases:
 - (a) Leave taken on the basis of medical certificates;
 - (b) Cases where the Vice-Chancellor/Principal is satisfied that the leave was taken due to causes beyond the control of the teacher, such as inability to join or rejoin duty due to civil commotion or a natural calamity, and the teacher has no other kind of leave to his credit;
 - (c) Leave taken for pursuing higher studies; and
 - (d) Leave granted to accept an invitation to a teaching post or fellowship or research-cum- teaching post or on assignment for technical or academic work of importance.
- (iii) Extraordinary leave may be combined with any other leave except the casual leave and special casual leave, provided that the total period of continuous absence from duty on leave (including periods of vacation when such vacation is taken in conjunction with leave) shall not exceed three years, except in cases where the leave is taken on medical certificate. The total period of absence from duty shall in no case, exceed five years in the entire service period of the individual.
- (iv) The authority empowered to grant leave may commute retrospectively the periods of absence without the leave into extraordinary leave.

16.20

Leave Not Due

- (i) 'Leave not due', may, at the discretion of the Vice-Chancellor/Principal, be granted to a permanent teacher for a period not exceeding 360 days during the entire period of service, out of which not more than 90 days at a time and 180 days, in all, may be otherwise than on a medical certificate. Such leave shall be debited against the half-pay leave earned by him/her subsequently.

- (ii) 'Leave not due' shall not be granted, unless the Vice-chancellor/Principal is satisfied that as far as can reasonably be foreseen, the teacher will return to duty on the expiry of the leave and earn the leave granted.
- (iii) A teacher to whom 'leave not due' is granted shall not be permitted to tender his/her resignation from service so long as the debit balance in his/her leave account is not wiped off by active service, or he/she refunds the amount paid to him/her as pay and allowances for the period not so earned. In a case where retirement is unavoidable on account of reason of ill-health, incapacitating the teacher for further service, refund of leave salary for the period of leave yet to be earned may be waived by the Executive Council/College Governing Body. Provided that the Executive Council/College Governing Body may waive off, in any other exceptional case, for reasons to be recorded in writing, the refund of leave salary for the period of leave yet to be earned.

16.21 **Maternity Leave**

- (i) Maternity leave on full pay may be granted to a woman teacher for a period not exceeding 180 days, to be availed of twice in the entire career. Maternity leave may also be granted in case of miscarriage, including abortion, subject to the condition that the total leave granted in respect of this to a woman teacher in her career is not more than 45 days, and the application for leave is supported by a medical certificate.
- (ii) Maternity leave may be combined with any earned leave, half-pay leave or extraordinary leave, but any leave applied for in continuation of the maternity leave may be granted if the request is supported by a medical certificate.

16.22 **Child-care leave**

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

16.22(A) Leave Provisions of Government order no. 269/ 70-1-2018-16(35)/2017 dated July 25, 2018 shall remain as provided by State Government (Appendix III).

PART III

AGE OF SUPERANNUATION OF TEACHERS OF THE UNIVERSITY

16.23 Omitted

- 16.24 (1 The age of superannuation of a teacher of the University shall be sixty- Section
) two years. 49(d)
 (2 No extension in service beyond the age of superannuation shall be
) granted to any teacher:
Provided that a teacher whose date of superannuation does not fall on

June 30 shall continue in service till the end of academic session, that is June 30 following and will be treated as on re-employment from the date immediately following the date of his superannuation till June 30, following -

Provided further that a teacher, who is treated to be on re-employment from the date immediately following date of his superannuation till June, 30 following will be entitled to pay and other benefits admissible to a Government employee of equal status.

- 16.25 Omitted
16.26 Omitted

PART IV OTHER PROVISIONS

- 16.27 Any contract of appointment between a teacher and University entered into before the commencement of these Statutes shall be subject to the provisions of the Statutes contained in this Chapter, and shall be deemed to be modified in accordance with the provisions of this Chapter and in accordance with the terms contained in the form set out in Appendix 'B' read with Appendix 'C'. Section 32 & 49

Note: Service Agreement:

- (1) At the time of recruitment in Universities and Colleges, a service agreement should be executed between the University/College and the teacher concerned and a copy thereof shall be deposited with the Registrar/Principal. Such service agreement shall be duly stamped as per the government rates applicable.
- (2) The self-appraisal methodology, as per these Statutes and all the sub clauses contained therein and as per Tables 1 to 5 of Appendix II, as per eligibility, shall form part of the service agreement/record.

(As per UGC Regulation, 2018 approved by State Government of U.P. vide letter no. 1190/sattar-1-2019-16(114)/2010 dated 15.10.2019)

- 16.28 A teacher of the University dismissed on any of the grounds mentioned in clause (b), clause (c), clause (d) or clause (e) of Statute 16.04 (1) shall not be re-employed in any University or any college affiliated or associated with any such University in any capacity. Section 49
- 16.29 (1) Every teacher of the University shall prepare, in duplicate his Annual Academic Progress Report in Form 1. The original Report shall be lodged with the Vice-Chancellor and the copy there of shall be retained by the teacher himself. Section 49
- (2) The original Report shall before being lodged with the Vice-Chancellor be countersigned in the case of teachers other than the Head of a Department by the Head of the Department concerned
 - (3) The report in respect of an academic session shall be lodged by the end of July following the said session, or within one month from the close of the session whichever is later.
- 16.30 Every teacher of the University shall be bound to comply with the directions of the officers and authorities of the University in connection with the examinations conducted by the University.

16.31 Where under the provisions of the Act or these Statutes or the Ordinances, a teacher is required to be served with any notice and such teacher is not in station, the notice may be sent to him by registered post at his last known address. Section 49 (d)

16.32 **Counting of Past Services for Direct Recruitment and Promotion under CAS**

Previous regular service, whether national or international, as Assistant Professor, Associate Professor or Professor or equivalent in a University, College, National Laboratories or other scientific/professional organisations such as the CSIR, ICAR, DRDO, UGC, ICSSR, ICHR, ICMR and DBT, should count for the direct recruitment and promotion under the CAS of a teacher as Assistant Professor, Associate Professor, Professor or any other nomenclature, provided that:

- (a) The essential qualifications of the post held were not lower than the qualifications prescribed by the UGC for Assistant Professor, Associate Professor and Professor, as the case, maybe.
- (b) The post is/was in an equivalent grade or of the pre-revised scale of pay as the post of Assistant Professor (Lecturer) Associate Professor (Reader) and Professor.
- (c) The concerned Assistant Professor, Associate Professor and Professor should possess the same minimum qualifications as prescribed by the UGC for appointment to the post of Assistant Professor, Associate Professor and Professor, as the case may be.
- (d) The post was filled in accordance with the prescribed selection procedure as laid down in the Statutes of the University/State Government/Central Government/ Institutions concerned, for such appointments.
- (e) The previous appointment was not as guest lecturer for any duration
- (f) The previous Ad-hoc or Temporary or contractual service (by whatever nomenclature it may be called) shall be counted for direct recruitment and for promotion, provided that:
 - (i) the essential qualifications of the post held were not lower than the qualifications prescribed by the UGC for Assistant Professor, Associate Professor and Professor, as the case may be;
 - (ii) the incumbent was appointed on the recommendation of a duly constituted Selection Committee/Selection Committee constituted as per the rules of the respective university;
 - (iii) the incumbent was drawing total gross emoluments not less than the monthly gross salary of a regularly appointed Assistant Professor, Associate Professor and Professor, as the case may be; and
- (g) No distinctions shall be made with reference to the nature of management of the institution where previous service was rendered (private/local body/Government), while counting the past service under this clause.

16.33 **Period of Probation and Confirmation**

- (a) The minimum period of probation of a teacher shall be one year, extendable by a maximum period of one more year in case of unsatisfactory performance.
- (b) The teacher on probation shall be confirmed at the end of one year,

unless extended by another year through a specific order, before expiry of the first year.

- (c) It is obligatory on the part of the university/the concerned institution to issue an order of confirmation to the incumbents within 45 days of completion of the probation period after following the due process of verification of satisfactory performance.
- (d) The probation and confirmation rules shall be applicable only at the initial stage of recruitment, issued from time to time, by the State Government.
- (e) All other State Government rules on probation and confirmation shall be applicable *mutatis mutandis*.

(As per UGC Regulation, 2018 approved by State Government of U.P. vide letter no. 1190/sattar-1-2019-16(114)/2010 dated 15.10.2019)

16.34

Code of Professional Ethics

(I) Teachers and their Responsibilities :

Whoever adopts teaching as a profession assumes the obligation to conduct himself / herself in accordance with the ideal of the profession. A teacher is constantly under the scrutiny of his students and the society at large. Therefore, every teacher should see that there is no incompatibility between his precepts and practice. The national ideals of education which have already been set forth and which he/she should seek to inculcate among students must be his/her own ideals. The profession further requires that the teacher should be calm, patient and communicative by temperament and amiable in disposition.

Teacher should:

- (i) Adhere to a responsible pattern of conduct and demeanor expected of them by the community;
- (ii) Manage their private affairs in a manner consistent with the dignity of the profession;
- (iii) Seek to make professional growth continuous through study and research;
- (iv) Express free and frank opinion by participation at professional meetings, seminars, conferences etc., towards the contribution of knowledge;
- (v) Maintain active membership of professional organisations and strive to improve education and profession through them;
- (vi) Perform their duties in the form of teaching, tutorials, practical, seminars and research work, conscientiously and with dedication;
- (vii) Discourage and not indulge in plagiarism and other non ethical behaviour in teaching and research;
- (viii) Abide by the Act, Statute and Ordinance of the University and to respect its ideals, vision, mission, cultural practices and tradition;
- (ix) Co-operate and assist in carrying out the functions relating to the educational responsibilities of the college and the university, such as: assisting in appraising applications for admission, advising and counselling students as well as

- assisting the conduct of university and college examinations, including supervision, invigilation and evaluation; and
- (x) Participate in extension, co-curricular and extra-curricular activities, including the community service.

II. Teachers and Students

Teachers should:

- (i) Respect the rights and dignity of the student in expressing his/her opinion;
- (ii) Deal justly and impartially with students regardless of their religion, caste, gender, political, economic, social and physical characteristics;
- (iii) Recognise the difference in aptitude and capabilities among students and strive to meet their individual needs;
- (iv) Encourage students to improve their attainments, develop their personalities and at the same time contribute to community welfare;
- (v) Inculcate among students scientific temper, spirit of inquiry and ideals of democracy, patriotism, social justice, environmental protection and peace;
- (vi) Treat the students with dignity and not behave in a vindictive manner towards any of them for any reason;
- (vii) Pay attention to only the attainment of the student in the assessment of merit;
- (viii) Make themselves available to the students even beyond their class hours and help and guide students without any remuneration or reward;
- (ix) Aid students to develop an understanding of our national heritage and national goals; and
- (x) Refrain from inciting students against other students, colleagues or administration.

III. Teachers and Colleagues

Teachers should:

- (i) Treat other members of the profession in the same manner as they themselves wish to be treated;
- (ii) Speak respectfully of other teachers and render assistance for professional betterment;
- (iii) Refrain from making unsubstantiated allegations against colleagues to higher authorities; and
- (iv) Refrain from allowing considerations of caste, creed, religion, race or sex in their professional endeavour.

IV. Teachers and Authorities :

Teachers should:

- (i) Discharge their professional responsibilities according to the existing rules and adhere to procedures and methods consistent with their profession in initiating steps through their own institutional bodies and / or professional organisations for change of any such rule detrimental to the professional interest;
- (ii) Refrain from undertaking any other employment and commitment, including private tuitions and coaching classes

which are likely to interfere with their professional responsibilities;

- (iii) Co-operate in the formulation of policies of the institution by accepting various offices and discharge responsibilities which such offices may demand;
- (iv) Co-operate through their organisations in the formulation of policies of the other institutions and accept offices;
- (v) Co-operate with the authorities for the betterment of the institutions keeping in view the interest and in conformity with the dignity of the profession;
- (vi) Adhere to the terms of contract;
- (vii) Give and expect due notice before a change of position takes place; and
- (viii) Refrain from availing themselves of leave except on unavoidable grounds and as far as practicable with prior intimation, keeping in view their particular responsibility for completion of academic schedule.

V. Teachers and Non-Teaching Staff:

Teachers should:

- (i) Treat the non-teaching staff as colleagues and equal partners in a cooperative undertaking, within every educational institution;
- (ii) Help in the functioning of joint-staff councils covering both the teachers and the non-teaching staff.

VI. Teachers and Guardians

Teachers should:

- (i) Try to see through teachers' bodies and organisations, that institutions maintain contact with the guardians, their students, send reports of their performance to the guardians whenever necessary and meet the guardians in meetings convened for the purpose for mutual exchange of ideas and for the benefit of the institution.

VII. Teachers and Society

Teachers should:

- (i) Recognise that education is a public service and strive to keep the public informed of the educational programmes which are being provided;
- (ii) Work to improve education in the community and strengthen the community's moral and intellectual life ;
- (iii) Be aware of social problems and take part in such activities as would be conducive to the progress of society and hence the country as a whole;
- (iv) Perform the duties of citizenship, participate in community activities and shoulder responsibilities of public offices;
- (v) Refrain from taking part in or subscribing to or assisting in any way activities, which tend to promote feeling of hatred or enmity among different communities, religions or linguistic groups but actively work for national integration.

College Principal should;

- (a) Provide inspirational and motivational value-based academic

- and executive leadership to the college through policy formation, operational management, optimization of human resources and concern for environment and sustainability;
- (b) Conduct himself/herself with transparency, fairness, honesty, highest degree of ethics and decision making that is in the best interest of the college;
 - (c) Act as steward of the College's assets in managing the resources responsibility, optimally, effectively and efficiently for providing a conducive working and learning environment;
 - (d) Promote the collaborative, shared and consultative work culture in the college, paving way for innovative thinking and ideas;
 - (e) Endeavour to promote a work culture and ethics that brings about quality, professionalism, satisfaction and service to the nation and society.
 - (f) Adhere to a responsible pattern of conduct and demeanor expected of them by the community;
 - (g) Manage their private affairs in a manner consistent with the dignity of the profession;
 - (h) Discourage and not indulge in plagiarism and other non ethical behaviour in teaching and research;
 - (i) Participate in extension, co-curricular and extra-curricular activities, including the community service.
 - (j) Refrain from allowing considerations of caste, creed, religion, race, gender or sex in their professional endeavour.

Director Physical Education and Sports (University/College) / Librarian (University/College) should;

- (a) Adhere to a responsible pattern of conduct and demeanor expected of them by the community;
- (b) Manage their private affairs in a manner consistent with the dignity of the profession;
- (c) Discourage and not indulge in plagiarism and other non ethical behaviour in teaching and research;
- (d) Participate in extension, co-curricular and extra-curricular activities, including the community service.
- (e) Refrain from allowing considerations of caste, creed, religion, race, gender or sex in their professional endeavour.

(As per UGC Regulation, 2018 approved by State Government of U.P. vide letter no. 1190/sattar-1-2019-16(114)/2010 dated 15.10.2019)

CHAPTER XVII

PART I

CONDITIONS OF SERVICES OF TEACHERS OF AFFILIATED COLLEGES

- 17.01. The provisions of this Chapter shall not apply to the teachers of any college exclusively maintained by the State Government or local authority. Section 49 (o)

- 17.02. Except in the case of an appointment under Section 31 (3) in a vacancy caused by the grant of leave to a teacher for a period not exceeding 10 months, teachers of an affiliated college shall be appointed on a written contract in the Form set out in Appendix 'D'. Section 49 (o)
- 17.03. (1) A teacher of an affiliated college shall at all times maintain absolute integrity and devotion to duty and shall observe the Code of Conduct as set out in Appendix 'C' which shall form part of an agreement to be signed by the teacher at the time of appointment. Section 49 (o)
- (2) A breach of any of the provisions of the Code of Conduct as set out in Appendix 'C' shall be deemed to be a misconduct within the meaning of Statute 17.04(1)
- 17.04. (1) A teacher of an affiliated college (other than a Principal) may be dismissed or removed or his services terminated on one or more of the following grounds: Section 49 (o)
- (a) willful neglect of duty.
- (b) misconduct, including disobedience to the orders of the Principal.
- (c) breach of any of the terms of contract of service.
- (d) dishonesty connected with the University or College examination.
- (e) scandalous conduct or conviction for an offence involving moral turpitude.
- (f) physical or mental unfitness.
- (g) incompetence.
- (h) abolition of the post with the prior approval of the Vice-Chancellor.
- (2) A Principal of an affiliated college may be dismissed or removed, or his services terminated on grounds mentioned in clause (1) or on the grounds of continued mismanagement of the college.
- (3) Except as provided by clause (4), not less than three months notice (or where notice is given after the month of October, then three months' notice or notice ending with the close of the session whichever is longer) shall be given on either side for terminating the contract, or in lieu of such notice, salary for three months (or longer period as aforesaid) shall be paid:
- Provided that where the Management dismisses or removes or terminates the service of a teacher, under clause (1) or clause (2) or when the teacher terminates the contract for breach of any of its terms by the Management, no such notice shall be necessary:
- Provided further that the parties will be free to waive the condition of notice, in whole or in part by mutual agreement.
- (4) In the case of any other teacher appointed in a temporary or officiating capacity his services shall be terminable, by one month notice or on payment of salary in lieu thereof, on either side.
- 17.05. The original contract of appointment of a Principal or other teacher shall be lodged with the University for registration with three months from the date of appointment. Section 49 (o)
- 17.06. (1) No order dismissing, removing or terminating the services of a teacher on any ground mentioned in clause (1) or (2) of Statute 17.04 (except in the case of a conviction for an offence involving moral turpitude or

of abolition of post) shall be passed unless a charge has been framed against the teacher and communicated to him with a statement of the grounds on which it is proposed to take action and he has been given adequate opportunity-

- (i) of submitting a written statement of his defence;
- (ii) of being heard in person, if he so chooses; and
- (iii) of calling and examining such witness in his defence as he may wish:

Provided that the Management or the officer authorized by it to conduct the inquiry may, for sufficient reasons to be recorded in writing refuse to call any witness.

- (2) The management may, at any time ordinarily within two months from the date of the Inquiry Officer's report pass a resolution dismissing or removing the teacher concerned from service, or terminating his services mentioning the grounds of such dismissal, removal or termination.
 - (3) The resolution shall forthwith be communicated to the teacher concerned and also be reported to the Vice-Chancellor for approval and shall not be operative unless so approved by the Vice-Chancellor.
 - (4) The Management may, instead of dismissing, removing or terminating the services of the teacher, pass a resolution inflicting a lesser punishment by reducing the pay of the teacher for a specified period or by stopping increment of his salary for a specified period not exceeding three years and or may deprive the teacher of his pay during the period, if any, of his suspension. The resolution by the Management inflicting such punishment shall be reported to the Vice-Chancellor and shall be operative only when and to the extent approved by the Vice-Chancellor.
- 17.07. The Management shall have the power to suspend teacher during the pendency or in contemplation of an inquiry into charge against him; on the grounds mentioned in sub-clauses (a) to (e) of clause (1) of Statute 17.04 in an emergency, (in the case of a teacher other than Principal) this power may be exercised by the Principal in anticipation of the approval of the Management. The Principal shall immediately report such case to the Management. The order of suspension if passed in contemplation of an inquiry, shall cease at the end of four weeks of its operations, unless the teacher has in the meantime been communicated the charge or charges on which the inquiry was contemplated. Section 49 (0)
- 17.08. In computing the maximum period for purposes of clause (2) of Statute 17.06 and Statute 17.07 any period during which a stay order from any court of law is in operation shall be excluded. Section 49
- 17.09. No teacher of an affiliated college shall draw for any duties performed in connection with any examination referred to in Section 34 (1), in any calendar year, any remuneration in excess of one- sixth of the aggregate of his salary in that calendar year or forty thousand rupees, whichever is less. Section 49
- 17.10. Notwithstanding anything contained in these Statutes- Section 49
- (i) a teacher of an affiliated college who is a member of Parliament or State Legislature shall not, throughout the term of his membership hold any administrative or remunerative office in the college or in the University with which such college is

associated;

- (ii) if a teacher of an affiliated college is holding any administrative or remunerative office in the college or in the University to which such college is associated, from before the date of his election or nomination as a Member of the Parliament or the State Legislature, then he shall cease to hold such office with effect from the date of such election or nomination or with effect from the commencement of these Statutes whichever is later;
- (iii) a teacher of an affiliated college who is elected or nominated to the Parliament or the State Legislature shall not be required to resign or to take leave from such college for the duration of his membership or, except as provided by Statute 17.11 for attending the meetings of any House of Committee thereof.

Explanation- The membership of any authority or body of the University or the Deanship of a Faculty or the Principalship of any college shall not be deemed to be an administrative office for the purposes of this Statute.

- 17.11 The management of an affiliated college shall with prior approval of the Vice Chancellor, fix a minimum number of days during which such teacher shall be available in the college for his academic duties: Section 49
Provided that where a teacher of the college is not so available because of the sessions of the Parliament or the State Legislature, he shall be treated on such leave as may be due to him, and if no leave is due then on leave without pay.

PART II

Leave Rules for Teachers of Affiliated Colleges

- 17.12 The provisions of Statutes 16.12 to 16.22(A) relating to the Leave Rules of teachers of the University shall be applicable to the teachers of an affiliated college with the substitution of the words “Management” and “Principal” for the words “Executive Council” and “Vice Chancellor” respectively. Section 49

PART III

Age of Superannuation

- 17.13 The provisions of Statutes 16.23 to 16.26 relating to the superannuation of the teachers of the University shall *mutatis mutandis* apply to the teachers of an affiliated college. Section 49

PART IV

Other Provisions

- 17.14 Any contract of appointment between a Principal or other teacher of an affiliated college and the Management entered into before the commencement of these Statutes shall be subject to the provisions of the Statute contained in this Chapter, and shall be deemed to be modified in accordance with the provisions of this Chapter and in accordance with the terms contained in the form set out in Appendix ‘D’ read with Appendix ‘C’. Section 49(a)
- 17.15 A teacher of an affiliated college dismissed on any of the grounds mentioned in clause (b), clause (c), clause (d) or clause (e) of Statute Sections 35 &

- 17.04 (1) shall not be re-employed in any University or in any college affiliated to or affiliated with such University in any capacity. 49(o)
- 17.16 The provisions of clauses (2) to (4) of the Statute 16.07, Statutes 16.29, 16.30 and 16.31 shall *mutatis mutandis* apply to every teacher of an affiliated college with the following modification, namely:
- (a) In clauses (2) to (4) of Statute 16.06 for the words "Vice-Chancellor", and "Executive Council", the words "Management" and "Vice-Chancellor" shall be *substituted*;
- (b) In Statute 16.29, for the words "Vice-Chancellor" and "Head of the Department", the words "Principal" and the "Senior-most Lecturer in the Department" shall respectively be *substituted*.

Chapter-XVIII

PART I

Seniority of the Teachers of University

- 18.01 The Statutes contained in this Chapter shall not affect the *inter-se* seniority of teachers employed in the University from before the commencement of these Statutes. Section 16 (4) & 49 (d)
- 18.02 It shall be the duty of the Registrar to prepare and maintain, in respect of each category of teachers of the University, a complete and up to date seniority list in accordance with the provisions hereinafter appearing. Section 16 (4) & 49 (d)
- 18.03 The seniority among Deans of the Faculties shall be determined by the length of the total period of service they have put in as Deans of the Faculties: Section 49 (d)
 Provided that when two or more Deans have held the said office for equal length of time, the Dean who is senior in age shall be considered to be senior for the purposes of this Chapter.
- 18.04 The seniority among Heads of Departments shall be determined by the length of the total period of service they have put in as Heads of Department: Section 38 (d)
 Provided that when two or more Heads of Department have held the said office for equal length of time, the Head of Department who is senior in age shall be considered to be senior for the purposes of this Chapter.
- 18.05 The following rules shall be followed in determining the seniority of teachers of the University: Section 49 (d)
- (a) A Professor shall be deemed senior to every Associate Professor, and an Associate Professor shall be deemed senior to every Assistant Professor;
- (b) In the same cadre, *inter-se* seniority of teachers, appointed by personal promotion or by direct recruitment, shall be determined according to length of continuous service in such cadre.
- Provided that where more than one appointments have been made by direct recruitment at the same time and an order of preference or merit was indicated by the selection committee or by the Executive Council, as the case may be, the *inter-se* seniority of persons so appointed shall be governed by the order so indicated:
 Provided further that where more than one appointments have been made

by promotion at the same time, the inter-se seniority of the teachers so appointed shall be the same as it was in the post held by them at time of Promotion.

- (c) When any teacher holding substantive post in any University (other than the Deen Dayal Upadhyaya Gorakhpur University) or in any constituent college or in any Institute whether in the State of Uttar Pradesh or outside Uttar Pradesh, is appointed where before or after August 1, 1981 to a post of corresponding rank or grade in the University the period of service rendered by such teacher in that grade or rank in such University be added to his length of service;
- (d) When any teacher holding substantive post in any college affiliated to or associated with any University is appointed whether before or after the commencement of these statutes as an Assistant Professor in the University, then one half of the period of substantive service rendered by such teacher in such college shall be added to his length of service;
- (e) Service against and administrative appointment in any University or institution shall not count for the purposes of seniority.

Explanation- In this Chapter, the expression “administrative appointment” means an appointment made under sub-section (6) of Section 13.

- (f) Continuous service in a temporary post to which a teacher is appointed after reference to a Selection Committee, if followed by his appointment in a substantive capacity to that post under section 31 (3) (b) shall count towards seniority.

18.06 Where more than one teacher are entitled to count the same length of continuous service in the cadre to which they belong, the relative seniority of such teachers shall be determined as below: Section 49 (d)

- (i) in the case of Professor, the length of substantive services as Associate Professor shall be taken into consideration;
- (ii) in the case of Associate Professor, whose length of substantive service as Assistant Professor shall be taken into consideration;
- (iii) in the case of Professor, whose length of service as Associate Professor is also identical, the length of service as Assistant Professor shall be taken into consideration.

18.07 Where more than one teachers are entitled to count the same length of continuous service and their relative seniority cannot be determined in accordance with any of the foregoing provisions, then the seniority of such teachers shall be determined on the basis of seniority in age. Section 49 (d)

18.08 (1) Notwithstanding anything contained in any other Statute, if the Executive Council: Section 49 (d)

- (a) agrees with the recommendation of the Selection Committee, and approves two or more persons for appointment as teachers in the same Department it shall, while recording such approval, determine the order of merit of such teachers;
- (b) does not agree with the recommendations of the Selection Committee and refers the matter to the Chancellor under Section 31 (8) (a), the Chancellor shall, in cases where appointment of two or more teachers in the same Department is involved, determine the

order of merit of such teachers at the time of deciding such reference.

- (2) The order of merit in which two or more teachers are placed under clause (1), shall be communicated to the teachers concerned before their appointment.
- 18.09 (1) The Vice Chancellor shall from time to time constitute one or more seniority committees consisting of himself as Chairman and two Deans of Faculties to be nominated by the Chancellor: Sections 19(i) & 49 (d)
Provided that the Dean of the Faculty to which the teachers (whose seniority is in dispute) belong shall not be a member of the relative Seniority Committee.
- (2) Every dispute about the seniority of a teacher of the University shall be referred to the Seniority Committee which shall decide the same giving reasons for the decision.
- (3) Any teacher aggrieved with the decision of the Seniority Committee may prefer an appeal to the Executive Council within sixty days from the date of communication of such decision to the teacher concerned. If the Executive Council disagrees with the Committee, it shall give reasons for such disagreement.

Note: Inter-se seniority between the direct recruited and teachers promoted under CAS

The inter-se seniority of a direct recruit shall be determined with reference to the date of joining and for the teachers promoted under the CAS with reference to the date of eligibility as indicated in the recommendations of the selection committee of the respective candidates. The rules and regulations of the respective State Government shall apply, for all other matters of seniority.

(As per 13.3 of UGC Regulation, 2018 approved by State Government of U.P. vide letter no. 1190/sattar-1-2019-16(114)/2010 dated 15.10.2019)

PART II

Seniority of Principals and Teachers of Affiliated Colleges

- 18.10 The following rules shall be followed in determining the seniority of Principals and other teachers of affiliated colleges: Section 49 (o)
- (a) the Principal shall be deemed senior to other teachers in the college;
- (b) the Principal of a post-graduate college shall be deemed senior to the Principal of a Degree College;
- (c) the seniority of Principals and teachers of the affiliated college shall be determined by the length of continuous service from the date of appointment in substantive capacity;
- (d) service in each capacity (for example, as Principal or as a teacher), shall be counted from the date of taking charge pursuant to substantive appointment;
- (e) service in a substantive capacity in another University or another degree or post-graduate college whether affiliated to or associated with the University or another University established by law shall be added to his length of service.

- 18.11 where more than one teacher are entitled to count the same length of continuous service, the relative seniority of such teachers shall be determined as below:
- (i) in the case of Principals, the length of substantive service as a Assistant Professor shall be taken into consideration;
 - (ii) in the case of Assistant Professors, the seniority in age shall be taken into consideration.
- 18.12 Where the seniority of a person as Principal is to be determined for the purpose of representation or appointment as such on a University authority, the length of service only as Principal shall be taken into account.
- 18.13 (1) When two or more persons are appointed as teachers in the same Department or in the same subject, their relative seniority shall be determined in order of preference or merit in which their names were recommended by the Selection Committee. section 49 (o)
- (2) If the seniority of two or more teachers has been determined under clause (1), the same shall be communicated to the teachers concerned before their appointment.
- 18.14 All disputes regarding seniority of teachers (other than the Principal), shall be decided by the Principal of the College who shall give reasons for the decision. Any teacher aggrieved with the decision of the Principal may prefer an appeal to the Vice Chancellor within 60 days from the date of communication of such decision to the teacher concerned. If the Vice Chancellor disagrees from the Principal, he shall give reasons for such disagreement.
- 18.15 All disputes regarding seniority of Principals of affiliated college shall be decided by the Vice Chancellor, who shall give reason for the decision. Any principal, aggrieved with the decision of Vice Chancellor, may prefer an appeal to the Executive Council within sixty days from the date of communication of such decision to the Principal concerned. If the Executive Council disagrees from the Vice Chancellor it shall give reasons for such disagreement.
- 18.16 The provisions of Statutes 18.01, 18.02, 18.05 and 18.08 shall *mutatis mutandis* apply to the teachers and Principals of affiliated colleges as they apply to the teachers of the University. Section 49 (o)

Chapter-XIX

Hostels

- 19.01 The hostels maintained by the University are:
- (1) Nath Chandravat Hostel
 - (2) Gautam Budh Hostel
 - (3) Sant Kabeer Hostel
 - (4) Maharani Laxmibai Girls Hostel
 - (5) Swami Vivekananda Hostel
 - (6) Alaknanda Girls Hostel

Chapter-XX

Autonomous College

- 20.01 The Management of an affiliated college desirous of obtaining the privileges of an Autonomous College shall apply to the Registrar specifying clearly- Section 42
- (a) The variations proposed in or from the course of study prescribed by the University including the institution of a course in subject not provided for by the University and the substitution of a course for the one prescribed by the University;
 - (b) The manner in which the college proposes to hold examination in the courses so varied;
 - (c) The details of its finances and assets, the strength and qualifications of its teaching staff, the facilities available, for the advanced research work, and the advanced research work already done, if any.
- 20.02 No application under Statute 20.01 shall be entertained unless the college satisfies the following conditions: Section 42
- (a) It has well established Department of teaching at least two faculties giving instruction upto the post qualified teaching staff.
 - (b) It has or likely to have an adequate and well qualified teaching staff.
 - (c) The Principal is a teacher or scholar of outstanding merit and possesses administrative experience.
 - (d) It possess adequate and satisfactory buildings for all tuitional purposes and for housing the Library, Reading Rooms, the Laboratories and land for future expansion.
 - (e) It has a good library and has or is likely to have provision for its regular development.
 - (f) It has well equipped Laboratories, if necessary, for the subjects taught therein, and has or is likely to have adequate provision for new acquisitions and replacements.
 - (g) The Management possesses adequate resources for meeting the extra expenditure involved in the college on attaining the status of an Autonomous college.
- 20.03 Every application under Statute 20.01 shall be accompanied by a Bank Draft payable to the University for a sum of Rs.2,000 which shall be non-refundable. Section 42
- 20.04 (1) Every application under statute 20.01 shall be referred to a Standing Committee of each of the Faculties concerned for scrutiny.
- (2) The Standing Committee for each of the Faculties concerned shall consist of the following members:
- (a) The Dean of Faculty (Convenor);
 - (b) A representative each of the corresponding Faculty selected by the Executive Council from any two of the Universities established by law in Uttar Pradesh.
- (3) If the reports of the Committees are favourable the Executive Council

- shall appoint a Board of Inspectors (not exceeding six members) to inspect the college and report on its suitability for being declared as an Autonomous College.
- 20.05 (4) The Board of Inspectors shall include the Vice Chancellor as the Convenor, and the Director of Education (Higher Education)/ Regional Higher Education Officer and such other specialists of the subjects as members as the Executive Council may think fit to appoint. Section 42
- 20.05 The reports of the Board of Inspectors shall be considered by the Board of the Faculty concerned as well as by the Academic Council, and shall be laid before the Executive Council together with the views of these bodies.
- 20.06 (1) After considering the recommendations of the Board of Inspectors and the reports of the two bodies, referred to in Statute 20.05, if the Executive Council is of the opinion that the college is entitled to the privileges mentioned in Section 42, it shall submit its proposal to the Chancellor.
- (2) On receipt of the proposal and other connected papers under clause (1) and after making such enquiry as he may consider necessary the Chancellor may approve the proposal or reject it:
Provided that before approving any such proposal the Chancellor may consult the University Grants Commission established under the University Grants Commission Act, 1956.
- 20.07 After the recommendation of the Executive Council has been approved by the Chancellor under Statute 20.06, the Executive Council shall declare the college as an Autonomous college and shall specify the matters in respect of which and the extent to which the college may exercise the privileges of an Autonomous college. Section 42
- 20.08 (1) Subject to the provisions of Section 42, an Autonomous college shall be entitled: Section 42
- (a) to frame the courses in the subjects covered by its privileges;
- (b) to appoint persons qualified to be appointed as internal or external examiners in such subjects;
- (c) to hold examinations and to make such changes in the method of examination and teaching as in the opinion are conducive to the maintenance of the standard of education.
- (2) The Boards of Faculties concerned, the Academic Council and Examination Committee may consider the action taken by the Autonomous college under clause (1), and may suggest any changes if necessary.
- 20.09 (1) The results of the Autonomous college shall be declared and Published by the University which shall mention the name of the college which has presented the results for declaration and publication.
- Every Autonomous college shall furnish such reports returns and other information as the Executive Council may, from time to time, require to enable it to judge the efficiency of such college.
- (2) The University shall continue to exercise general supervision over an Autonomous college and to confer degrees on the students of the college passing any examination qualifying for any degree of the University.
- (3) Autonomous college and to confer degrees on the students of the college passing any examination qualifying for any degree of the University.

- 20.10 The Executive Council may, at any time, get an Autonomous college inspected by a Board of Inspectors, and if, after pursuing the report of such inspection, it is of the opinion that the college has failed to maintain the requisite standard, or to possess the requisites, resources or that in the interest of education, it is necessary to withdraw the privileges conferred by Section 42, the Executive Council may with the prior approval of the Chancellor, withdraw such privileges and thereupon the college concerned shall revert to the position of an associated college. Section 42
- 20.11 (a) For the proper planning and conduct of its work, every Autonomous college shall have an Academic Council and a Faculty Board in respect of the subjects comprised in each Faculty.
- (b) The Academic Council shall be composed of all the Heads of Departments ex-officio and two other teachers of each subject taught for a post-graduate degree and one teacher of each subject taught for the degree classes with the Principal as Chairman. The teacher shall be members of the Council by rotation in order of seniority for three years at a time, provided that no teacher of less than four years standing shall be a member.
- (c) The Academic Council shall review the academic work of the college at quarterly meeting and all proposals regarding courses, examination etc. made by the college shall pass through the said Council.
- (d) The Faculty Board shall consist of all teachers of the subjects comprised in the Faculty, of three years' standing as teacher of degree classes. The Faculty Board shall meet at regular intervals (once a month if possible) to consider academic questions and advise the Principal. Proposals regarding courses, examination, etc. shall either originate in or be considered by these Faculty Boards.
- 20.12 Subject to the provisions of section 42(2) and of this Chapter, the courses of study and other conditions relating to an autonomous College shall be such as may be laid down in the Ordinances. Section 42

CHAPTER XXI WORKING MEN'S COLLEGE

- Section 42 21.01. (1) the Management of an affiliated college, desirous of obtaining the privileges of a Working Men's College shall apply to the Registrar indicating the demand for such a college in the locality and specifying the degree for which recognition is sought.
- (2) A college will not be recognised as a Working Men's College in the Faculties of Science, Law and Medicine.
- Section 43 21.02. No application under Statute 21.01 shall be entertained unless the college satisfies the following conditions:
- (i) That there is a reasonable demand for such a college in the locality and the management possesses adequate resources for meeting the extra expenditure involved towards the maintenance and running of such a college.
- (ii) That the privilege of admission to the Working Men's College shall be restricted to such persons only as are unable to be enrolled as whole-time students by reasons of being engaged in business,

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| | | | trade, agriculture or industry or employed in other form of service. |
| | | (iii) | That the college shall hold classes at such hours of the day as generally suits the convenience of the students and do not coincide with the usual business hours. |
| | | (iv) | That the staff of the Working Men's College shall be separate and, as far as may be, they shall be employed on the whole-time basis. The college may, however at its option, employ part-time teachers also, provided that their number does not exceed one-half of the total number of teachers. The whole-time employees to the college shall be entitled to the scales of pay as are admissible to the employees of the associated colleges. The pay of part-time teacher shall however be fixed by the management in each individual case and such pay shall be fixed after taking into consideration the number of periods that such teacher shall be required to take per week as compared to the full-time teachers, but in no case this will exceed two-thirds of the minimum of the time scale to which he would have been entitled had been appointed on a whole-time basis. The appointment of teachers shall be subject to the provisions of Chapter VI of the Act. |
| | | (v) | That the College is prepared to observe the Statutes, Ordinances and Regulations framed by the University for Such a college. |
| Section 43 | 21.03 | (1) | Every application under Statute 21 shall be accompanied by a Bank Draft payable to the University for a sum of Rs. 2,000 which shall be non-refundable. |
| | | (2) | The application alongwith necessary papers shall reach the Registrar before 15th of August of the session preceding the one from which the recognition is sought. |
| Section 43 | 21.04 | (1) | Every such application shall be placed before the Executive Council, and if the application is entertained. the Executive Council shall appoint a Board of Inspectors to inspect the college and report on its suitability for being recognised as a Working Men's College and the conditions on which such recognition should be granted. |
| | | (2) | The report of the Board of the Inspectors shall be considered by the Board of Faculty concerned as well as by the Academic Council, and shall be laid before the Executive Council together with the views of these bodies. |
| Section 43 | 21.05 | | Subject to the provisions of the Act and Statutes, the Executive Council may, after considering the report of the Board of Inspectors, the Board of the faculty concerned and the Academic Council, recognise any associated college as a Working Men's College with the prior approval of the Chancellor. |
| Section 43 | 21.06 | | Subject to the provisions of Section 43 (2) the courses of study and other conditions relating to a Working Men's College shall be such as may be laid down in the Ordinances. |
| Section 43 | 21.07 | | The provisions of clauses (2) and (3) of Statute 20.09 and Statute 20.10 shall <i>mutatis mutandis</i> apply to a Working Men's College also. |

CHAPTER XXII MISCELLANEOUS

- 22.01 The University may institute and award scholarships, fellowships (including traveling fellowships), studentships, medals and prizes in accordance with the provisions laid down in the Ordinances. Sections 7, 12 & 49(p)
- 22.02 All elections to an authority or body of the University according to the system of proportional representation by means of single transferable vote shall be held in the manner laid down in Appendix-‘A’. Sections 49 & 64
- 22.03 Subject to the provisions of section 7, the University may allow any person to appear as a private candidate at any examination conducted by the University provided that- Section 7
- (a) Such person fulfils the requirements laid down in the ordinances; and
- (b) Such examination does not relate to a subject or course of study in which practical examination is a part of the curriculum.
- 22.04 The provisions of Statutes 22.03 shall *mutatis mutandis* apply corresponding courses. Section 7
- 22.05 Notwithstanding any thing contained in these Statutes or ordinances of the University:
- (i) No admission shall be made after August 31, in an academic year;
- (ii) All examination completed by University shall be completed by April 30; and
- (iii) Results shall be declared by June 15
- Provided that for the academic session of 1986-87 all examination of the university may be completed by June 15, 1987, and all results may be declared by July 31, 1987 and that admission for the session 1987-88 may be completed by September 15, 1987.
- **22.06 With a view to improving his result a candidate may be allowed to appear in one subject in any part of the under graduate examination and in one paper in B.Ed. or any one year of the LL.B. or any part of the post-graduate examination in next regular examination of the University.

CHAPTER XXIII QUALIFICATIONS AND CONDITIONS OF SERVICE OF NON-TEACHING STAFF OF THE AFFILIATED COLLEGE

- 23.00 In this chapter, unless the context otherwise requires the expressions defined in the succeeding Statutes shall be construed accordingly.
- 23.01 ‘Class four’ means a post carrying a pay scale lower than a pay scale of a Routine Clerk and the expressions ‘Class four’ employee and ‘Class four’ staff shall be construed accordingly.

** Substituted by 40th amendments dated June 20, 1988.

- 23.02 'College' means a college affiliated with the University in accordance with the provisions of the Act or the Statutes of the University but does not include a college maintained exclusively by the State Government or a Local authority.
- 23.03 'Employee' means a salaried employee not being a teacher of a college and its grammatical variations and cognate expressions shall be construed accordingly.
- 23.03-A 'Armed Forces' of the Union means the Naval, Military or Air Forces of the Union and includes the Armed Forces of the former Indian States.
- 23.03-B 'Disabled ex-service man' means who while serving in the 'Armed Forces of the Union' was disabled in the course of operation against the enemy or in disturbed areas.
- 23.03-C 'Ex-service man' means a person who had served in any rank (whether as a combatant or non-combatant) in the armed Forces of the Union for a continuous period of not less than six months, and-
- (i) has been released (otherwise than by way of dismissal or discharge on account of misconduct or inefficiency) or has been transferred to the reserve pending such release, or
 - (ii) has to serve for not more than six months for completing the period of service requisite for becoming entitled to be so released or transferred to the reserve.
- 23.04 Words and expressions used but not defined in the Statute shall have the respective meaning assigned to them in the Act.
- 24.01 Subject to the provisions of these Statutes the appointments to the posts of Group-'C' employees shall be made by the management of the college and for the Group-D posts, except on junior technical posts, arrangement will be made only through out-sourcing. However, the above-mentioned provision (regarding Group-D posts) shall not apply to the appointment of the dependant of any deceased government employee under U.P. Appointment of Dependants of Deceased Government Employee Rule, 1974.
Note: As per State Government of U.P. vide Order no. 14/sattar-1-2015-16 (1)/2012 dated 24.02.2015
- 24.02 The appointing authority referred to in Statute 24.01 shall have the power to take disciplinary action and award punishment against the class of employee of which he is appointing authority.
- 24.03 Every decision of the appointing authority referred to in Statute 24.02 shall, before it is communicated to the employee, be reported to the Regional Higher Education Officer and shall not take effect unless it has been approved by him in writing:
Provided that nothing in this clause shall apply to any termination of service or the expiry of the period for which the employee was appointed:
Provided further that nothing in the clause shall apply to an order of suspension pending enquiry, but any such order may be stayed, revoked or modified by the Regional Higher Education Officer.
- 24.04 An appeal against the order of the Regional Higher Education Officer under Statutes 24.03 shall lie to the Director of Higher

- Education (U.P.).
- 25.01 Appointment to the post of Librarian, Deputy Librarian, Pharmacist, Routine Clerk (or any other post either in the pay scale of, or in a pay scale higher than that of, Routine Clerk other than the posts, mentioned in Statutes 25.02 or Statute 25.03) shall be made by direct recruitment on the recommendation of a Selection Committee constituted in the manner provided in the Statute 25.06 after advertisement of the vacancy in newspapers.
- 25.02 Appointment to the post of Assistant shall be made by promotion according to seniority subject to suitability and fitness from amongst Routine clerks.
- 25.03 Appointment to the post of Head Clerk-cum-Accountant, Head Clerk, Office Superintendent and Bursar shall be made by promotion according to seniority, subject to suitability and fitness from amongst the existing staff, appointments on the post of Head Clerk-cum-Accountant, Head Clerk, Office Superintendent and bursar may be made by direct recruitment on the basis of selection after advertisement of the vacancy in newspapers.
- 25.04 Appointment of employees shall be subject to the approval of the Director of Education (Higher Education), or an officer authorized by him in this behalf. If the approving authority does not within two months from receiving the proposal for approval intimate its disapproval or does not send any intimation in respect of such proposal to the appointing authority the approving authority shall be deemed to have approved the appointment.
- 25.05 Appointment of permanent posts shall be made on probation for one year. The period of probation may be extended if the candidate's work is not found to be satisfactory provided that the total period of probation shall not exceed three years. The extended period of probation shall not count for increment.
- 25.06 (1) (a) The Selection Committee for appointment to the post of Librarian, Deputy Librarian, Physical Training Instructor shall consist of :
- (i) the Head of Management or a member of the Management nominated by him, who shall be the Chairman;
 - (ii) the Principal of the College;
 - (iii) one officer to be nominated by the Director of Education (Higher Education).
- (b) The selection Committee for the appointment to the remaining posts referred to in Statute 25.01 or Statute 25.03 either by direct recruitment or by promotion shall consist of-
- (i) the Head of Management or a Member of the Management nominated by him who shall be the Chairman;
 - (ii) the Principal of the College;
 - (iii) the Regional Higher Education Officer or his nominee not below the rank of college Principal;
 - (iv) the District Employment Officer or an Officer authorized by him in this behalf.
- (2) For the purposes of direct recruitment, to the posts referred to in Statutes 25.01 and 25.03 the vacancy shall be advertised in at least

two newspapers having adequate circulation in Uttar Pradesh and names of suitable candidates, shall also be obtained from the concerned District Employment Officer.

- (3) Names of candidates for appointment to posts in Group - 'D' - junior technical posts - shall be obtained from the concerned District Employment Officer. In the event or non-availability of suitable and adequate number of candidates in such manner, the posts may be advertised.

Note: As per State Government of U.P. vide Order no. 14/sattar-1-2015-16 (1)/2012 dated 24.02.2015.

- (4) No employee shall be eligible for payment of salary from the Salary Payment Account unless the permission, as contemplated by sub-clause (b) of clause (iii) of Section 60-A of the Act has been accorded.
- (5) If the management does not agree with the recommendation of the Selection Committee, it shall refer the matter to the approving authority along with reasons of its disagreement, and the decision of the said authority shall be final.

Reservation

26.00 Reservation shall be made for scheduled caste, scheduled tribes and other backward classes candidates for appointment to the posts referred to in statute 28.01. The percentage of such reservation shall be equal to the percentage prescribed for appointment in Government service.

26.01 Ten percent of the vacancies in Class III services and posts and five percent of the vacancies in Class IV services and posts, including temporary vacancies which are likely to be made permanent or to continue for a period of more than one year, to be filled by direct recruitment in any year, shall be reserved for being filled by ex-servicemen.

Provided that the vacancies so reserved shall be utilized first for the appointment of disabled ex-servicemen so long as the duties of the post to be so filled are not such as the disabled ex-servicemen are incapable of performing due to their disability; and if any such vacancies still remain unfilled, the same shall then be utilized for appointment of other ex-servicemen.

Nationality

27.00 A candidate for employment in a college must be-

- (a) a citizen of India, or
(b) a Tibetan refugee who came over to India before January, 1962 with the intention of permanently settling in India, or
(c) a person of Indian origin who has migrated from Pakistan, Burma, Ceylon and East African Countries of Kenya, Uganda and United Republic of Tanzania formerly Tanjanyika and Zanzibar) with the intention of permanently settling in India:

Provided that a candidate belonging to category (b) or category (c) must be a person in whose favour a certificate of eligibility has been issued by the State Government:

Provided further that a candidate belonging to category (b) will also be required to obtain a certificate of Police, Intelligence

Branch, U.P.

Educational Qualification

28.01

For appointment in a college to the posts specified below, the minimum qualification shall be noted against each category:

- (i) **Clerical Staff-** For the post of routine clerk, assistant, head clerk-cum-accountant and head clerk Intermediate or an examination recognized by the State Government as equivalent thereof:
Provided that in the case of head-clerk-cum-accountant and head clerk experience on the post of routine clerk or assistant in a post graduate or degree or intermediate college for a period of at least ten years shall be necessary.
Provided further that -
The minimum qualification for appointment of an ex-serviceman to reserved vacancies in Class III services and post shall be Intermediate wherever the qualification prescribed in the Statute is a degree of a University, and High School or any other qualification recognised as equivalent thereto wherever the qualification prescribed in this Statute is Intermediate, and there shall be no relaxation where the prescribed qualification is High School or a qualification equivalent thereto.
- (ii) **for Class IV** services and posts no educational qualification shall be required for ex-servicemen otherwise considered suitable, in the reserved vacancies in such services and posts.
- (iii) **Laboratory Assistant-** For the post of laboratory assistant. Intermediate or an examination recognized by the State Government as equivalent thereto in subject with which the laboratory is concerned, or High School or an examination recognized by the State Government as equivalent thereto, with at least five year's experience as laboratory bearer in the laboratory of the subject concerned.
- (iv)
 - (a) **Librarian 'A' and 'B' Category-** A Master's degree together with a degree in library science and three years experience.
 - (b) **Librarian 'C' Category-** A Bachelor degree together with a degree in library science and two year's experience.
 - (c) **Deputy Librarian 'A' and 'B' Category-** A Bachelor degree together with a degree in library science and two years experience.
 - (d) **Deputy Librarian 'C' Category-** A Bachelor degree together with a degree in library science.

Explanation- For the purposes of these Statutes 'Librarian/Deputy Librarian A and B Category' means the Librarian/Deputy Librarian of a degree college where two thousand or more students are studying and 'Librarian/ Deputy Librarian of a degree college' where less than two thousand students are studying."
- (v) **Office Superintendent-** For the post of Office Superintendent degree from a recognized university established by law together with at least ten year's working experience as Head Clerk or Accountant in a college affiliated to or associated with a University

- or in any other similar institution;
- (vi) **Assistant Accountant-** A Bachelor degree in commerce of a recognized university established by law with Accountancy/ Audit.
 - (vii) **Bursar-** For the post of Bursar a degree from a recognized university established by law with at least ten year's working experience as Office Superintendent or Accountant in a degree or post-graduate college;
 - (viii) **Class IV Staff-** For Class IV posts, passed Class V from recognized school;
 Provided that no educational qualification shall be required for the post of sweeper but preference will be given to a person who is educated or is at least able to read and write Hindi in Devnagri Script.
 - (ix) **Other Post-** For any other post not covered by the preceding clauses, sub-minimum qualification as may be specified by the State Government by general or special orders.
- 28.02 No employee who does not possess the qualifications prescribed in clause (i) shall, after the commencement of these Statutes, be eligible for promotion or confirmation unless he attains the aforesaid qualifications:
 Provided that nothing contained in clause (i) shall effect the promotions and confirmations made prior to commencement of these Statutes.
- 29.01 For appointment of an employee in a college, ,) through direct recruitment, the minimum age of the candidate shall be 18 years and maximum age for the posts of a Routine Clerk or a post in equivalent scale of pay shall be 30 years and for any other post, referred to in Statutes 25.01 and 25.03 it shall be 40 years. The maximum age shall be higher by five years in the case of a candidate belonging to a Scheduled Caste or a Scheduled Tribe:
 Provided with the prior consent of the Director of Education (Higher Education) the condition of maximum age limit of 30 or 40 years, as the case may be, referred to above, may be relaxed upto 5 years in special circumstances:
 Provided further that the maximum age limit shall not apply to an employee referred to in statute 38.00:
 Provided also that for appointment to a vacancy reserve for ex-servicemen the maximum age shall be higher by the period of service of the candidate in the Armed Forces plus three years.
- 29.02 The age on the first day of July in the year in which the recruitment is made, shall be the age for the purpose of clause (1).
- 29.03 In case of Class IV employee, who has put in a .continuous service of three years or more and has the prescribed qualifications for appointment to -the post a routine clerk or an equivalent post to be filled in by direct recruitment the maximum age limit may be relaxed upto 40 years. In special circumstances, relaxation beyond the age of 40 years may be made with the prior approval of the Director (Higher Education).
- Character**
- 30.00 It shall be the duty of the appointing authority to satisfy himself

that the character of a candidate for employment by direct recruitment is such as to render him suitable in all respects for employment in a college.

Note- Persons dismissed by the State Government, the Union Government or by any other State Government or a local authority shall be deemed in-eligible.

Physical Fitness

31.00 No candidate shall be employed in a college unless he is in good mental and physical health and free from any physical defect likely to interfere with the efficient performance of his duties. Before a candidate is finally approved for appointment he shall be required to produce a medical certificate of fitness from a Medical Officer in charge of a hospital established by the State Government.

Scale of pay & allowances

32.00 The employees shall be given the scale of pay and allowances as may be prescribed by the State Government from time to time.

Explanation- An ex-serviceman appointed in a vacancy reserved for ex-servicemen shall not be entitled to any higher pay merely on account of his past service in the Armed forces of the Union.

Conduct and other matters

33.01 Every employee shall maintain highest order of integrity with regard to his work and conduct.

33.02 Every employee shall comply with the orders or directions of the management/the Principal (including the orders or directions issued in the implementation of the orders of the State Government or the University).

33.03 The Principal of the college will maintain the character roll of every employee in which the confidential report about his work and conduct shall be recorded every year. Adverse entries shall be communicated to the employee concerned as soon as possible so that he may improve his work and conduct accordingly.

33.04 An employee aggrieved by an adverse entry may represent to the manager of the college through the Principal for the expunction of the adverse entry. The power to expunge the adverse entry on the basis of justification therefore shall vest in the Managing Committee of the college concerned.

33.05 A Service Book of every employee shall be maintained under the control of the Principal.

Disciplinary Action

34.00 An employee who disobeys any one or both of the provisions of clause (1) and clause (2) of Statute 33 shall be liable to disciplinary action.

Termination Of Service And Resignation

35.01 An employee shall be liable to be removed from service on any one or more of the following grounds namely:

- (a) gross negligence of duties;
- (b) misconduct;
- (c) insubordination or disobedience;
- (d) physical or mental unsuitability in the discharge of duties;
- (e) Prejudicial conduct or activity against the Government or

- the University or the college concerned;
- (f) Conviction by a Court of Law on charge involving moral turpitude.
- 35.02 If temporary employee resigns from service he shall give notice to this effect in writing to the management of the College one month in advance otherwise he shall have to deposit one month's salary with the college in lieu of the notice. Similarly if the management of a college decides to terminate the service of an employee the management shall give one month's notice to the employee or one month's salary in lieu thereof.
- 35.03 The services of a permanent employee may be dispensed with on the ground of abolition of post after giving his three month's notice in writing or three month's salary in lieu thereof. A post can be abolished on any one of the following grounds:
- (a) retrenchment of account of financial stringency;
 - (b) full in enrolment of students; or
 - (c) Discontinuance of the teaching in the subject to which the post relates.
- Age of superannuation**
- 36.00 The age of superannuation of an employee shall be sixty years. An employee who has attained the age of sixty years on or before the date of commencement of these Statutes shall be retired forthwith.
- Leave**
- 37.01 The leave rules applicable to the Government servants from time to time shall *mutatis mutandis* apply to the employee of like status.
- 37.02 The Principal shall be the authority to sanction all kinds of leave to Class IV employees and casual leave to other employees.
- 37.03 Application of an employee other than Class IV for leave (other than casual leave), shall be forwarded by the Principal with his recommendation to the Manager of the College who shall be the authority to sanction the same.
- 37.04 All records relating to leave will be maintained by the Principal who shall send copies of the orders sanctioning leave (other than casual leave) to the Regional Higher Education Officer or the authority authorized by him to disburse the salaries of the employees. The Principal shall also mention the period and nature of leave in the salary bill.
- Miscellaneous**
- 38.00 A whole-time employee of one college appointed to another college receiving maintenance grant from the State Government shall, after regular selection, be entitled to receive salary not less than what he was getting in the college in which he was previously working, if the employee:
- (a) was permanent on his post in the previous college and such college was on the grant-in-aid list;
 - (b) has obtained the permission of the Manager of the previous college for service in the new college and the Management of the previous college has no objection in relieving him;
 - (c) furnishes a certificate from the Manager of the previous college to the effect that there were no unusual and adverse circumstances in

- which the employee left that college;
- (d) furnishes the last pay certificate from the previous college duly countersigned by the District Inspector of Schools, concerned.

Explanation-

- (1) On being appointed in the new college the service rendered in the previous college shall not count towards seniority. Seniority in the new college shall be reckoned from the date of appointment in the new college and the annual increment shall fall due after completing one year's service in the new college from the date of taking over charge of the duties in that college.
- (2) The employee shall not be entitled to receive any travelling allowance for journeys performed by him to join his duties in the new college. He shall, however, be allowed journey time at following rates:
- (a) one day for each 500 kms. For places connected by Train;
- (b) one day for each 150 kms. For places not connected by Train but connected by Bus;
- (c) one day for each 25 kms. For places neither connected by Train nor by Bus.

Chapter-XXIII(A)

EMPLOYMENT OF THE DEPENDENT OF DECEASED EMPLOYEES OF THE COLLEGE

39.00 Where a confirmed employee or an employee, who had been holding a temporary post continuously for not less than three years, dies while in service, one dependant of the deceased employee, who applies for a post in the college and possesses minimum educational qualification for such post may, with the prior approval of the Director Higher Education, be appointed by the Management in relaxation of the procedure for selection and maximum age limit.

Explanation- For the purposes of this Statutes-

- (i) 'dependant' means the son, unmarried or widowed daughter, widow or the widower of the deceased;
- (ii) 'Employee' includes teacher employed in the institution.

Chapter-XXIV SURCHARGE

Definitions

- 39.01 In these Statutes unless there is anything repugnant in the subject or context-
- (1) "Examiner" means the Examiner, Local Fund Account, Uttar Pradesh.
- (2) "Government" means the Government of Uttar Pradesh.
- (3) "Officer of the University" means an Officer mentioned in any of the clause (c) to (h) of Section 9 of the Act and the Officers declared as such under Statute 2.01-A.
- 39.02 (1) In any case where the Examiner is of the opinion that there has been a loss, waste or misapplication, which includes misappropriation or unjustifiable expenditure, of any money or property of the university as a direct

consequence of neglect or misconduct of an officer he may call upon the officer to explain in writing why such officer should not be surcharged with the amount of such loss, waste or misapplication of money or the amount which represents the loss, waste or misapplication of property and such explanation will be furnished within a period not exceeding two months from the date such requisition is communicated to the person concerned:

Provided that explanation from any of the officers other than the Vice-Chancellor shall be called for through the Vice-Chancellor.

Note-

- (1) any information required by the Examiner, or by a person appointed by him for the purpose, for preliminary inquiry shall be furnished and all connected papers and records shown to him by the officer (or if such information, papers or records are in possession of a person other than the said officer, by such person) within a reasonable time not exceeding two weeks in any case.
- (2) Without prejudice to the generality of the provisions contained in clause (i) the Examiner may call for the explanation in the following cases:
 - (a) Where expenditure has been incurred in contravention of the provisions of these Statutes or of the Act or of the ordinances or regulations made thereunder;
 - (b) Where loss has been caused by acceptance of a higher tender without sufficient recorded reasons;
 - (c) Where any sum due to the University has been remitted in contravention of the provisions of these Statutes or of the Act or the ordinances or regulations made thereunder;
 - (d) Where loss has been caused to the University by neglect in realizing its dues;
 - (e) Where loss has been caused to the funds or property of the University on account of want of reasonable care for the custody of such money or property.
- (3) On the written requisition of the officer from whom an explanation has been called the University shall give him necessary facilities for inspection of the connected records. The Examiner may, on an application from the officers concerned, allow a reasonable extension of time for submission of his explanation if he is satisfied that the officer charged has been unable for reasons beyond his control to inspect the connected records for the purpose of furnishing his explanation.

Explanation- Making of an appointment in contravention of the Act or the Statutes or ordinances made there under shall amount to misconduct and payments to the person concerned of salary or other dues on account of such irregular appointment will be deemed to be a loss, waste or misapplication of University money.

39.03

After the expiry of the period prescribed and after considering the explanation, if received within time, the Examiner may surcharge the officer with the whole or a part of the sum for which such officer may in his opinion be liable:

Provided that in the case of loss, waste or misapplication accruing as a result of neglect or misconduct of two or more officers each such officer shall be jointly and severally liable:

Provided also that no officer shall be liable for any loss waste or misapplication after the expiry of ten years from the occurrence of such loss, waste or misapplication or after the expiry of six years from the date of his ceasing to be such officer whichever is later.

- 39.04** An officer aggrieved by an order of surcharge passed by the examiner may prefer an appeal to the commissioner of the division in which the University is situate within thirty days from the date on which such order is communicated to him. The commissioner may confirm, rescind or vary the order passed by the examiner or may pass such order as he thinks fit. The order so passed shall be final, and no appeal shall lie against it.
- 39.05** (1) The officer who has been surcharged shall pay the amount of surcharge within sixty days from the date on which such order is communicated to him or within such further time, not exceeding one year, from the said date as may be permitted by the examiner:
Provided that where an appeal has been preferred under Statute 39.04 against the order of surcharge passed by the Examiner all proceedings for recovery of the amount from the person who has preferred the appeal may be stayed by the Commissioner until the appeal has been finally decided.
- (2) If the amount of surcharge is not paid within the period specified in clause (1) it shall be recoverable as arrears of land revenue.
- 39.06** Where a suit is instituted in a court to question an order or surcharge and the examiner or the state Government is a defendant in such a suit, all costs incurred in defending the suit shall be paid by the university and it shall be the duty of the University to make such payment without any delay.

APPENDIX "A"
(See Statutes 4.12 and 20.02)
ELECTION BY PROPORTIONAL
REPRESENTATION BY MEANS OF SINGLE
TRANSFERABLE VOTE
Part I-General

1. Unless there is anything repugnant to the subject or context with reference to any election by proportional representation by single transferable vote:
 - (i) "Candidate" means a person duly qualified to seek election who has been duly nominated.
 - (ii) "Continuing candidate" means a candidate not elected and not excluded from the poll at any given time.
 - (iii) "Elector" means a person who is duly qualified to give his vote in the election.
 - (iv) "Exhausted Paper" means a ballot paper on which no further preference is recorded for a continuing candidate provided that a paper shall also be deemed to be exhausted if-
 - (a) the means of two or more candidates whether continuing or not are marked with the same figure and are next in order of preference, or
 - (b) the name of the candidate next in order of preference, whether continuing or not is marked-
 - (1) by a figure not following consecutively after someother figure on the ballot paper, or
 - (2) by two or more figures.
 - (v) First preference vote means the vote for a candidate against whose name the figure 1 appears on a ballot paper. {"Second preferences vote" means the vote for a candidate against whose name the figure 2 appears, "third preference vote" means the vote for a candidate against whose name the figure 3 appears and so on.
 - (vi) "Original vote" in regard to any candidate means a vote derived from a ballot paper on which a first preference is recorded for such candidate.
 - (vii) "Quota" means the lowest value of votes sufficient to secure the return of a candidate.
 - (viii) "Surplus" means the number by which the value of votes of any candidate, original and transferred, exceeds the quota.
 - (ix) "Transferred Vote" in regard to any candidate means a vote which is derived from a ballot paper on which a second or subsequent preference is recorded for such candidate and the value or part of the value of which is credited to such candidate.
 - (x) "Unexhausted Paper" means a ballot paper on which a further preference is recorded for a continuing candidate.
2. The Registrar shall be the Returning Officer responsible for the conduct of all elections.
3. The Vice-Chancellor shall-
 - (i) appoint the dates for the various stages of each election in conformity with the provisions of the Statutes and shall have power to alter these dates in case of any emergency except where such alternation contravenes the provisions of the Statutes;
 - (ii) decide in case of doubt the validity or otherwise of a vote recorded.
4. The election of members of the court representing Registered Graduates (and such other elections as the Vice-Chancellor may for reasons of convenience or economy direct) shall be conducted by postal ballot. Other election shall be conducted at meetings of the Authorities or Bodies concerned.
5. A voting paper shall be in the following form:

NAME OF UNIVERSITY

Election by..... Constituency

Name of candidate and Order of preference (to be indicated in the space) by the numerical 1, 2, 3, etc.

6. An elector in recording his vote-
 - (i) must place on his voting paper the figure I opposite the name of the candidate for whom he votes, and
 - (ii) may, in addition, indicate the order of his choice or preference for as many other candidates as he pleases, by placing against their respective names the figures 2, 3, 4, and so on, consecutive numericals.
7. A voting paper shall be invalid on which-
 - (i) the figure I is not marked, or
 - (ii) the figure I is placed opposite the name of more than one candidate, or
 - (iii) figure I and some figure are marked opposite the name of the same candidate, or
 - (iv) the figure I is so marked as to render it doubtful to which candidate it is intended to apply, or
 - (v) in an election by ballot any mark is made by which the voter may afterwards be identified, or
 - (vi) there is any erasure, or alterations in the figure indicating the voter's preference or
 - (vii) it is not on the form provided for the purposes.

Part - II

Elections conducted by Postal Ballot

8. At least three months before the vacancies to be filled by Election by postal ballot or due to occur, the Registrar shall cause a notice to be issued under a registered cover to each qualified voter at his registered address calling on him to submit nomination within fifteen days of the posting of the notice. The notice shall be accompanied by a list of voters.
9. The Registrar shall have power to correct any error and supply any omission brought to his notice in list of voters. If the name of a person is removed from the list his vote shall not be counted even if he has received the voting paper and recorded his vote, and a certificate that this has been so done, shall be recorded by the Registrar and the persons, if any, associated with him in preparing the result of the election.
10. Every elector shall have the option of nominating any number of candidates not exceeding the number of places to be filled.
11. Every nomination paper shall be signed by a proposer who shall be himself be an elector and shall be accompanied by the assent of the candidate nominated for election either in writing or by signing the nomination paper. It may bear the signature of other electors as supporters of the nomination. But no candidate shall sign as proposer or seconder a nomination paper on which his own name appears as a candidate.
12. The nomination paper shall be delivered to the Registrar in a closed cover either in person by the proposer or an elector who supports the nomination or through registered post, within the time mentioned in the notice.
13. It shall be open to a candidate to withdraw from an election by sending to the Registrar, so as to reach him before the day and hour fixed as the last day for the receipt of nomination, an intimation of withdrawal in writing signed by himself and attested by a Stipendiary Magistrate a Gazetted Officer, or the Principal of a College affiliated to a University. The attestation should be under the seal of the officer concerned.
14. The Registrar shall notify the place, date and time for the opening of the covers containing the nomination papers. Such candidates or electors as may desire to be present may do so on the occasion.
15. The Registrar shall prepare list of valid nominations. If the nomination paper is rejected by the Registrar, he shall inform the candidates within two days stating the reasons for

- such rejection. It shall be open to the candidate to send within three days of the receipt of such communication a request that the matter be referred to the Vice-Chancellor. The matter shall than be referred to the Vice-Chancellor whose decision shall be final.
16. If the number of candidates duly nominated does not exceed the number of places to be filled, the Registrar shall declare them elected. In case any place remains unfilled a fresh election shall be held in like manner to fill it and such election shall be deemed to be a part of general election.
 17. If the number of candidates duly nominated exceed the number of places to be filled an election shall be conducted.
 18. The Registrar shall within 15 days of the completion of scrutiny send by registered post to each elector at his registered address a voting paper together with a cover bearing the name of the constituency only and a larger cover on the left side on which are written or printed the number of elector on the electoral roll, the name of the constituency, and on the right side the address of the Registrar of the University. The Registrar shall also enclose a Certificate of identity.
 19. (i) The elector shall sign the certificate of identity and have it duly attested by any of following persons:
 - (a) The Registrar of any University established by law in India for the time being.
 - (b) The Principal of a College associated with any such University or Head of a Department of teaching of such University.
 - (c) Any Gazetted Officer of the Government.(ii) The attesting Officer shall attest with his full signature and under his seal.
 - (iii) The elector shall enclose the voting paper duly fixed in but without his name or signature in a smaller cover, and then enclose it in the larger cover alongwith the certificate of identity duly signed and attested and send the same duly sealed with either by registered post or deliver it personally to the Registrar.
 20. The voting paper must reach the Registrar by the time and date fixed. If received after the appointed time and date, it shall be rejected by him.
 21. If two or more voting papers are sent in the same cover they shall not be counted.
 22. A voter who has not received his voting paper and other connected papers, or who has lost them or whose papers before their return to the Registrar have been inadvertently spoiled, may send a declaration to that effect signed by himself and request the Registrar to send him duplicate papers in place of those not received, lost or spoiled may, The Registrar in place of those not received, lost or spoiled if he is satisfied, issue another copy marked "Duplicate".
 23. The Registrar shall keep the voting papers sealed and unopened in safe custody until the date and time fixed for their scrutiny.
 24. Due notice of such date, time and place of scrutiny shall be given by the Registrar to all the candidates who shall have the right to be present during the scrutiny:

Provided that no candidate shall be entitled to seek for the inspection of any voting paper.
 25. The Registrar, where necessary shall be helped by such other persons as may be appointed by the Vice-Chancellor for assisting him in the scrutiny work.
 26. At the appointed date, time and place the Registrar shall open the covers containing the voting paper and scrutinize them and separate those that are not valid.

27. The valid papers shall then be sorted into parcels, each parcel containing all the papers on which the first preference is recorded for a particular candidate.
28. For the purpose of facilitating the process prescribed by this Statute each ballot paper shall be deemed to be of the value of one hundred.
29. The Registrar shall in carrying out the provisions of the Statute-
 - (i) disregard all fractions;
 - (ii) ignore all preferences recorded for candidate already elected or excluded from the poll.
30. The Registrar shall then add together the values of the papers in all the parcels, divide the total by a number exceeding by one the number of vacancies to be filled, and add one to the quotient. The number thus obtained shall be the "quota".
31. If at any time candidates equal in number to the number of persons to be elected have obtained the quota such candidates shall be treated as elected and no further proceeding shall be taken.
32. (i) Every candidates the value of whose parcel, on the first preference being counted is equal to or greater than the quota, shall be declared elected.
 - (ii) If the value of the papers in any such parcel is equal to the quota, the papers shall be set aside as finally dealt with.
 - (iii) If the value of the papers in any such parcel is greater than the quota, the surplus shall be transferred to the continuing candidates indicated on the ballot paper as next in order of the voter's preference the manner prescribed in the Statute herein after appearing.
33. (i) If and whenever as the result of any operation prescribed by the Statute above, a candidate has any surplus that surplus shall be transferred in accordance with the provisions of the Statute.
 - (ii) If more than one candidate has a surplus the largest surplus shall be dealt with first and the others in a decreasing order of magnitude provided that every surplus arising on the first count of votes shall be dealt with before those arising on the second count, and so on.
 - (iii) Where two or more surplus or equal, the Registrar shall decide according to the terms prescribed in subclause (ii) above which shall be first dealt with.
 - (iv) If the surplus of any candidate to be transferred arises from original votes only,
 - (a) the Registrar shall examine all papers in the parcel belonging to the candidate whose surplus is to be transferred and divide the unexhausted papers into sub-parcels according to the next preference recorded thereon. He shall also make a separate sub-parcel of the exhausted papers.
 - (b) He shall ascertain the value of the paper in each sub-parcel and of the unexhausted papers.
 - (c) If the value of the unexhausted papers is equal to or less than the surplus, he shall transfer all the unexhausted papers at the value at which they were received by the candidate whose surplus is being transferred.
 - (d) If value of the unexhausted papers is greater than the surplus, he shall transfer the sub-parcels of unexhausted paper and the value at which each paper shall be transferred shall be ascertained by dividing the surplus by the total number of unexhausted papers.
 - (v) If the surplus of any candidate to be transferred arises from transferred as well as original votes, the Registrar shall re-examine all the papers in the sub-parcel last transferred to the candidate and divide the unexhausted papers into sub-panels according to the next preference accorded thereon. He shall thereupon deal with

sub-parcels in the same manner as is provided in the case of sub-parcels referred to in the last proceeding clause.

- (vi) The papers transferred to each candidate shall be added in the form of sub-parcel to the paper already belonging to such candidate.
 - (vii) All papers in the parcel or sub-parcels of an elected candidate not transferred under this clause shall be set aside as finally dealt with.
- 34.** (i) If after all surpluses have been transferred as hereinafter directed less than the number of candidates required has been elected the Registrar shall exclude from the poll the candidate lowest on the poll and shall distribute his unexhausted papers among the continuing candidates according to the next preferences recorded thereon. Any exhausted papers shall be set aside as finally dealt with.
- (ii) The papers containing original votes of an excluded candidate shall first be transferred, transfer, value of each paper being one hundred.
 - (iii) The papers containing transferred votes of an excluded candidate shall then be transferred in the orders of the transfers in which and at the value at which he obtained them.
 - (iv) Each of such transfers shall be deemed to be a separate transfer.
 - (v) The process directed, by this clause shall be repeated on the successive exclusions one after another of candidates lowest on the poll until the last vacancy is filled either by the election of a candidate with the quota or as hereinafter provided.
- 35.** If as the result of a transfer of paper of the votes obtained by a candidate is equal to or greater than the quota the transfer proceeding shall be completed but not further papers shall be transferred to him.
- 36.** (i) If after the completion of any transfer under the said clause the value of the votes of any candidate is equal to or greater than the quota he shall be declared elected.
- (ii) If the value of the votes of any such candidates is equal to the quota, the whole of the power on which such votes are recorded shall be set aside as finally dealt with.
 - (iii) If the value of the votes of any such candidate is greater than the quota, his surplus shall there upon be disturbed in the manner herein before provided before exclusion of any other candidate.
- 37.** (i) When the number of continuing candidates is reduced to the number of vacancies remaining unfilled the continuing candidates shall be declared elected.
- (ii) When only one vacancy remains unfilled and the value of votes of any continuing candidate exceeds the total value of all the votes of other continuing candidates, together with any surplus not transferred, that candidate shall be declared elected.
 - (iii) When only one vacancy remains unfilled and there are only two continuing candidates and those two candidates have each the same value of votes and no surplus remains capable of transfer one candidate shall be declared excluded under the next succeeding clause and the other declared elected.

38. If and when there is more than one surplus to distribute, two or more surpluses are equal or if at any time it becomes necessary to exclude a candidate and two or more candidates have the same value of votes and are lowest on the poll regard shall be had to the original vote of each candidate and the candidate for whom fewest original votes are recorded shall have his surplus first distributed or shall be first excluded, as the case may be. If the values of their original votes are equal the Registrar shall decide by lot which candidate shall have his surplus distributed or excluded.
39. **Recounting-** The Registrar may, either on his own initiative or at the instance of any candidate, recount votes, whether once or more than once when the Registrar is not satisfied as to the accuracy of a previous counting:
- Provided that nothing herein contained shall make it obligatory on the Registrar to recount the same more than once.
40. After the scrutiny is completed, the Registrar shall forthwith report the result to the Vice-Chancellor.
41. The Registrar shall place the nomination papers and the ballot papers in a sealed packet which shall be preserved for a period of one year.

Part III-

Elections held at Meetings

42. In case of an election conducted at a meeting of a University Authority it shall not be necessary to publish the electoral roll for the purpose of eliciting claims and objections or to invite nominations in advance. The members of the Authority concerned present at the meeting duly convened shall take part in the election. Names may be proposed for election and candidature withdrawn, in advance or at the meeting. The voting paper supplied to voters shall show the names of which notice was received in time for printing and shall contain blank spaces with addition of names including those proposed at the meeting. A notice of the meeting at which the election is to be held mentioning the time, date and place of such meeting together with lists of the members shall be sent by the Registrar to each member. The period of notice shall be fixed by the Vice-Chancellor.

APPENDIX ‘B’
(See Statutes 16.01)
FORM OF AGREEMENT WITH MEMBERS OF TEACHING STAFF
OF THE UNIVERSITY

Agreement made this day of 20...., between Sri of first part and the University of (hereinafter called “the University”) of the other part:

It is hereby agreed as follows:

1. That the University hereby appoints Sri/Smt./Km. to be a teacher of the University with effect from the date the party of the first part takes charge of the duties of his/her office, and the party of the first part, hereby accepts the engagement, and undertakes to take such part, and perform such duties in the University as may be required of him/her, including the management and protection of the University property or funds, the organization of instruction, the teaching formal or informal and the examination of students, the maintenance of discipline and the promotion of student’s welfare in connection with any curricular duties of the University as may be entrusted to him/her and to submit himself/herself to the officers under whom he/she is for the time being placed by or authorities of the University and shall abide by the conform to the Code of Conduct for teachers laid down by the University as amended from time to time:

Provided that the teacher shall be on probation for a period of one year in the first instance and the Executive Council may in its discretion extend the period of probation by one year.

2. That, the party of first part shall retire in accordance with the provisions of the Statutes of the University.
3. The scale of pay attached to the post of teacher to which the party of the first part is appointed shall be The party of the first part shall from the date he/she takes charge of his/her said duties be granted pay at the rate of Rs. per mensem in the aforesaid scale and shall receive pay in the succeeding stages in the scale unless the annual increment is withheld in pursuance of the provisions of the Statutes:

Provided that where an efficiency bar is prescribed in the time scale, the increment next above the bar shall not be given to the party of the first part without the specific sanction of the authority empowered to withhold increment.

4. That the party of the first part shall obey, and to the best of his/her ability carry out the lawful directions of any officer, authority or body of the University, to whose authority he/she may while this agreement is in force, is subject under the Provisions of the said Act, or under any Statutes, Ordinances or Regulations made there under.
5. That the party of the first part hereby undertakes to abide by and confirm to the Code of Conduct laid down for the teachers, by the University, as amended from time to time.
6. That on the termination of this agreement from whatever cause, the party of first part shall deliver up to the University all books, apparatus, record and other articles belonging to the University that may be in his possession.

7. In all matters, the mutual rights and obligations of the parties hereto shall be governed by the Statutes and Ordinances of the University, for the time being in force, which shall be deemed to be incorporated herein and shall be as such a part of this agreement as if they were reproduced herein and by the provisions of Uttar Pradesh State Universities Act, 1973.

In witness whereof the parties hereto affix their hands and seal on the day and year first above written.

.....

Signature of the Teacher

Signature of the Finance Officer

Representing the University

Witness:

1.
2.

APPENDIX 'C'
(See Statutes 16.02, 16.03, 17.03 and 17.14)
CODE OF CONDUCT FOR TEACHERS

Whereas a teacher, conscious of his responsibilities and trust placed in him to mould the character of the youth and to advance knowledge, intellectual freedom and social progress, is expected to realize that he can fulfill the role of moral leadership more by example than by precept through a spirit of dedication, moral integrity and purity in thought, word and deed;

Now, therefore, in keeping with the dignity of his calling, this code of conduct is hereby laid down to be truly and faithfully observed:

- (1) Every teacher shall perform his academic duties with absolute integrity and devotion.
- (2) No teacher shall show any partiality or bias in the assessment of the students nor shall he practice victimization against them.
- (3) No teacher shall incite one student against another or against his colleagues or the Alma Mater.
- (4) No teacher shall discriminate against any pupil on grounds of caste, creed, sect, religion, sex, nationality or language. He shall also discourage such tendencies amongst his colleagues subordinates and students, and shall not try to use the above considerations for the improvement of his own prospects.
- (5) No teacher shall refuse to carry out the decision of the appropriate bodies and functionaries of the university or the college, as the case may be.
- (6) No teacher shall divulge any confidential information relating to the affairs of the University or College, as the case may be to any person not authorized in respect thereof.

APPENDIX 'D'
(See Statutes 17.02 and 17.14)

**1. FORM OF AGREEMENT WITH A TEACHER
(OTHER THAN A PRINCIPAL) IN AFFILIATED COLLEGES**

Agreement made this.....day of..... 20... between.....of the first part and the Management of theCollege.....through the Principal/Secretary of the second part.

Whereas the college has engaged the party of the first part to serve the College as..... subject to the conditions and upon the terms hereinafter contained, now this agreement witnessed that the party of the first part and the college hereby contract and agree as follows:

- (1) That the engagement shall be from the..... day of20..... and shall be determinable as hereinafter provided.
- (2) That the party of the first part is employed, in the first instance on probation for a period of one year and shall be paid a monthly salary of Rs..... The period of probation may be extended by such further period as the party of the second party may deem fit but the total period of probation shall in no case exceed two years.
- (3) That on confirmation after the period of probation the college shall pay the party of the first part of the services at the rate of Rs.....(Rupees..... only) per month rising by annual increment of Rs.....to Rs.per month.

The scale of salary shall be subject to such revision as may be made by the university with the approval of the state government from time to time.

- (4) That the said monthly salary is due on first day of the month following that for which it is earned and the Management shall pay it to the teacher not later than fifteenth of each month.
- (5) That the party of the first part shall not make a representation to the university or to any member of the management, except through the Principal who shall forward it to higher authorities.
- (6) That the party of the first part shall in addition to the ordinary duties, perform such duties as may be entrusted to him by the Principal in connection with internal administration or activities of the College.
- (7) In all other respects the mutual rights and obligations of the parties hereto shall be governed by the Statutes of the university as amended from time to time and by the provisions of the Uttar Pradesh State University Act, 1973.

Signed this day of 20 on behalf of Management by

By the teacher in the presence of:

Witness:

1.
2.

2. FORM OF AGREEMENT WITH A PRINCIPAL OF AN AFFILIATED COLLEGE

Agreement made this day of 20..... between of the first part (hereinafter called the Principal) and the(hereinafter called the Management) of College through the President of the second part.

Whereas the Management has engaged the party of the first part to serve the College as Principal subject to the conditions hereinafter contained, now this agreement witnessed that the party of the first part and the management hereby contract and agree as follows:

- (1) That the agreement shall begin from the20 and shall be determinable as hereinafter provided.
- (2) That the Principal is employed, in the first instance, on probation for a period of one year and shall be paid a monthly salary of Rs..... The period of probation may be extended by another year at the discretion of the management.
- (3) That on confirmation after the period of probation the Management shall pay the Principal at the rate of Rs..... (Rupees only) per month in the scale of Rs. That scale of salary shall be subject to such revision as may be made by the University with the approval of the state Government from time to time.
- (4) That the said monthly salary is due on the first day of the month following that for which it is earned and the management shall pay it to the Principal not later than the fifteenth of each month.
- (5) The Principal shall perform all such duties as appear into the Principal of an affiliated college and shall be responsible for due discharge of such duties. The Principal shall be solely responsible to the internal management and discipline of the said college including such matters as the selection of Text-Books in consultation with the senior-most teacher of the Department concerned, the management of the college, time table, the allocation of duties to all the members of the college staff, the appointment of Wardens, Proctors, Games Superintendents, etc., the grant of leave to the staff, the appointment, promotion control and removal of the inferior staff such as peons, daftaris, gardener, technicians, etc., the granting of freeship and half freeship to students within the number sanctioned by the management, his control of the college or hostels through the warden, the admission, discipline and punishment of students and the organization of games and other activities. He shall administer all student's funds, such as Games Fund, Magazine Fund, Union Fund, Reading Room Fund, Examination Funds, etc., with the help of Committee appointed by him and in accordance with the directions received by him from time to time from the University, and subject to audit and security of accounts by qualified accountant appointed by the Management not from amongst its members. The accountants' fee will be legitimate charge on the students' funds of college.

He shall have all powers necessary for the purpose, including power in an emergency to suspend members of the staff, including teachers or staff pending report to any decision by the management. In the Spheres of his sole responsibility he shall follow the direction received from the University or Government in connection with the administration of the college. In financial and other matters, for which he is not solely responsible, the Principal shall follow the direction of Management as issued to him in writing through the Secretary. All instructions by the management or the Secretary to the members of the staff shall be issued through the Principal and no member of the staff shall have direct approach to any member of the Management except through the Principal.

The Principal shall have all necessary powers of control and discipline in regard to the clerical and administrative staff including the power to withhold increments. All appointments in Principal's office shall be made with his concurrence.

- (6) That the Principal shall be ex-officio member of the Management and any other committee appointed by the Management and have the power to vote:
Provided that he shall not be a member of the committee appointed to inquire into his own conduct.
- (7) The date of birth of the party of the first part is in proof of which he has produced the High School Certificate or that any other examination recognised as equivalent to High School Examination and has annexed certified copy thereof.
- (8) In all other respects, the mutual rights, and obligations of the parties hereto shall be governed by the Statutes of the University as amended from time to time and by the provisions of the Uttar Pradesh State Universities Act,1973.

Signed this day of 20, on behalf of the Management by

By the Principal in the presence of:

Witness (1).....
Address
Witness (2).....
Address

APPENDIX 'E'
FORM 1
(See Statute 16.29 and 17.16)

ANNUAL ACADEMIC PROGRESS REPORT
FOR THE ACADEMIC SESSION

- (1) Name of the teacher
- (2) Department to which attached
- (3) Whether Lecturer, Reader, Professor, Principal, etc.
.....
- (4) Academic qualifications or distinctions achieved, if any, during the session
.....
- (5) Details of publications or research work done by the teacher and or papers read in any national or international conference
- (6) Number of research Students under his guidance during the session, and whether any of them has been conferred a research degree
- (7) Number of Lectures (excluding tutorial classes) delivered in the University or Institute or College, during the session.
- (8) Remarks

I hereby declare that the contents of this Academic progress report are true to my personal knowledge.

.....
Signature of Teacher
Date.....20

Countersigned
Designation

APPENDIX 'F'
(See statute 13.03)



दीनदयाल उपाध्याय गोरखपुर विश्वविद्यालय, गोरखपुर

महाविद्यालयों को सम्बद्धता प्रदान करने हेतु नियमावली

1. किसी भी प्रस्तावित नवीन महाविद्यालय को, जो दीनदयाल उपाध्याय गोरखपुर विश्वविद्यालय, गोरखपुर से सम्बद्धता प्राप्त करना चाहता है, सोसाइटी/ट्रस्ट के रजिस्ट्रेशन प्रमाणपत्र के साथ इस निमित्त कुलसचिव को सम्बोधित आवेदन करना होगा, उसे कुलपति की अनुमति के पश्चात विश्वविद्यालय द्वारा निर्धारित सम्बद्धता शुल्क जो कि वापस नहीं होगा (नानरिफण्डेबुल), जमा करना होगा। यह शुल्क विश्वविद्यालय के लेखा विभाग में नकद जमा किया जा सकता है अथवा बैंक ड्राफ्ट, जो कि वित्त अधिकारी, दीनदयाल उपाध्याय गोरखपुर विश्वविद्यालय के नाम देय होगा, के माध्यम से विश्वविद्यालय में जमा किया जा सकता है। यही प्रक्रिया नवीन पाठ्यक्रम/अतिरिक्त विषय संचालित करने के लिए भी अपनायी जायेगी।
2. विश्वविद्यालय द्वारा निर्धारित सम्बद्धता शुल्क वित्त समिति एवं कार्यपरिषद की बैठक में लिए गये निर्णयानुसार विभिन्न संकाय हेतु निम्नवत् होगा, जो समय-समय पर परिवर्तनीय है :

| क्रमांक | पाठ्यक्रम | शुल्क की दर (₹ में) |
|---------|---|---------------------|
| 1 | स्नातक कला संकाय के सात विषय | 1.00 लाख |
| 2 | स्नातक विज्ञान संकाय के पाँच विषय | 1.25 लाख |
| 3 | स्नातक वाणिज्य संकाय हेतु बी०काम० पाठ्यक्रम | 80 हजार |
| 4 | स्नातक विधि संकाय हेतु (त्रिवर्षीय पाठ्यक्रम) | 1.00 लाख |
| 5 | स्नातक विधि संकाय हेतु (पंचवर्षीय पाठ्यक्रम) | 1.50 लाख |
| 6 | स्नातक स्तर पर प्रत्येक अतिरिक्त विषय | 15 हजार |
| 7 | स्नातक विज्ञान संकाय (गृहविज्ञान) पाठ्यक्रम | 1.25 लाख |
| 8 | स्नातक विज्ञान संकाय (कृषि) पाठ्यक्रम | 1.25 लाख |
| 9 | बी०एड०/बी०पी०एड० पाठ्यक्रम | 1.50 लाख |
| 10 | एम०एड० पाठ्यक्रम | 60 हजार |
| 11 | बी०बी०ए० पाठ्यक्रम | 1.00 लाख |
| 12 | बी०सी०ए० पाठ्यक्रम | 2.00 लाख |
| 13 | बी०एस-सी० (नर्सिंग)/पोस्ट बी०एस-सी० (नर्सिंग) पाठ्यक्रम | 1.50 लाख |
| 14 | बैचलर ऑफ डेंटल सर्जरी (बी०डी०एस०) | 1.50 लाख |
| 15 | बैचलर ऑफ आयुर्वेद मेडिसीन एण्ड सर्जरी (बी०ए०एम०एस०) | 1.50 लाख |
| 16 | बी०जे० पाठ्यक्रम | 1.25 लाख |
| 17 | स्नातकोत्तर (कला/विज्ञान/वाणिज्य) प्रति विषय | 30 हजार प्रति विषय |
| 18 | अनापत्ति हेतु आवेदन शुल्क | 2 हजार |

3. सम्बद्धता शुल्क जमा करने के पश्चात प्रस्तावित नवीन महाविद्यालय को शासन द्वारा निर्धारित अनापत्ति (NOC)/निर्वाधन (क्लीयरेंस) का आवेदन फार्म निर्धारित शुल्क जमा करने के उपरान्त विश्वविद्यालय द्वारा निर्गत किया जायेगा, जिसका प्रारूप संलग्नक 'क' के अनुसार होगा। यही प्रक्रिया नवीन पाठ्यक्रम/अतिरिक्त विषय के संचालन हेतु महाविद्यालय को अपनायी होगी।
4. उच्च शिक्षा के क्षेत्र में नये महाविद्यालयों/संस्थानों के खोले जाने तथा वर्तमान महाविद्यालयों/ संस्थानों में स्नातक/स्नातकोत्तर स्तर के अतिरिक्त विषयों/ पाठ्यक्रमों को प्रारम्भ करने आदि के सम्बन्ध में मानक निम्नवत् होगा :-

1. सामान्य प्रक्रिया -

- (i) रजिस्ट्रार सोसाइटीज अधिनियम, 1860 के अन्तर्गत पंजीकृत कोई संस्था या ट्रस्ट, जिसके संविधान के पंजीकृत बायलॉज में शिक्षा प्रचार/प्रसार/उन्नयन/प्रबन्धन उद्देश्य के रूप में स्पष्टतः अंकित हों, दीनदयाल उपाध्याय गोरखपुर विश्वविद्यालय के क्षेत्राधिकार में स्थित क्षेत्र में सामान्य शिक्षा/गैर तकनीकी शिक्षा/विधि शिक्षा/शिक्षा-शिक्षण के महाविद्यालय स्थापित करने हेतु प्रस्ताव के माध्यम से सम्बन्धित क्षेत्र के मण्डलायुक्त से अनापत्ति प्रमाण पत्र (NOC)/निर्वाधन (क्लीयरेंस) प्राप्त करने हेतु प्रस्ताव कर सकती है (शासनादेश संख्या: 2284/सत्तर-2-2009-2(166)/2002 दिनांक 29 जून, 2009)। आवेदक समिति/ट्रस्ट महाविद्यालय स्थापित करने हेतु प्रस्ताव करने से पूर्व शासन द्वारा निर्धारित मानकों का सम्यकरूपेण अध्ययन कर लें तथा स्वयं यह सुनिश्चित कर लें कि जिस क्षेत्र में नये महाविद्यालय की स्थापना/पूर्व में संचालित महाविद्यालय में नवीन पाठ्यक्रम/अतिरिक्त विषय हेतु प्रस्ताव किया जा रहा है, वहाँ मानकों के अनुसार महाविद्यालय स्थापित करने का समुचित औचित्य है अथवा नहीं। आवेदक संस्था यह भी देख ले कि मानकानुसार वे सभी अवस्थापना सुविधाएं उपलब्ध कराने में सर्वथा सक्षम है अथवा नहीं।
- (ii) प्रस्तावित नवीन महाविद्यालय अनापत्ति प्रमाण पत्र (NOC)/निर्वाधन (क्लीयरेंस) आवेदन फार्म के साथ सुसंगत अभिलेखों सहित कुलसचिव कार्यालय में जमा करेगा। तदुपलब्ध शिक्षण सत्र में 31 दिसम्बर तक सम्यकरूपेण पूरित आवेदन फार्म अगले सत्र से अर्थात् अगले जुलाई से प्रारम्भ होने वाले सत्र हेतु, सम्बद्धता समिति (शासनादेश संख्या: 2527(2)/सत्तर-2-2008-2(166)/2002 दिनांक 10 जून, 2008) के समक्ष जाँच एवं परीक्षण हेतु प्रस्तुत किया जायेगा, परन्तु 1 जनवरी या उसके बाद पूरित आवेदन फार्म जमा करने पर अगले

सत्र अर्थात् दूसरे वर्ष के जुलाई से प्रारम्भ होने वाले सत्र के लिए सम्बद्धता समिति के समक्ष प्रस्तुत किया जा सकेगा। यही प्रक्रिया नवीन पाठ्यक्रम/अतिरिक्त विषय के संचालन हेतु महाविद्यालय को अपनायी होगी।

- (iii) विश्वविद्यालय में अनापत्ति प्रस्ताव जमा करते समय पहले से संचालित ट्रस्ट/सोसाइटी की तीन वित्तीय वर्ष का चार्टर्ड एकाउण्टेंट द्वारा प्रमाणित बैलेंस शीट, तहसीलदार द्वारा प्रमाणित ट्रस्ट/सोसाइटी की वार्षिक आय का मूल प्रमाण तथा उसके बैंक खाते में जमा धनराशि का बैंक का अभिलेखीय साक्ष्य प्रमाणस्वरूप संलग्न करना अनिवार्य होगा (शासनादेश संख्या: 585 मु0मं0/सत्तर-2-2005-2(166)/2002 दिनांक 21 अक्टूबर, 2005 के अनुसार)।
- (iv) सम्बद्धता समिति, जिसमें कुलपति अध्यक्ष, कुलसचिव एवं क्षेत्रीय उच्च शिक्षा अधिकारी सदस्य होंगे, जाँच एवं परीक्षणोपरान्त अपनी संस्तुति के साथ पत्रावली सम्बन्धित मण्डलायुक्त को अनापत्ति प्रमाण पत्र निर्गत करने हेतु प्रेषित करेगी (शासनादेश संख्या: 2284/सत्तर-2-2009-2(166)/2002 दिनांक 29 जून, 2009) के निर्देशों के अतिरिक्त।

शासनादेश संख्या 2103/सत्तर-2-2012-2(166)/2002 दिनांक 09 अगस्त, 2012 के अनुसार उच्च शिक्षा के क्षेत्र में नये महाविद्यालय/संस्थानों के खोले जाने तथा वर्तमान महाविद्यालय/संस्थानों में स्नातक/स्नातकोत्तर स्तर के अतिरिक्त विषयों/पाठ्यक्रमों को प्रारम्भ करने हेतु अनापत्ति प्रदान किये जाने सम्बन्धी शक्तियों का प्रतिनिधायन मुख्यतः निम्नवत् किया गया है-

अनापत्ति/निर्वाधन (क्लीयरेंस) निर्गत करने का अधिकार सम्बन्धित विश्वविद्यालय के कुलपति की अध्यक्षता में गठित समिति को प्रतिनिधायनित किया जाता है। सम्बन्धित विश्वविद्यालय के कुलपति अपने स्तर से समिति के सदस्यगण नामित करेंगे। विश्वविद्यालय के कुलपति उक्त समिति में संबंधित जनपद, जहाँ पर महाविद्यालय स्थित/ प्रस्तावित है, के जिलाधिकारी द्वारा नामित डिप्टी कलेक्टर स्तर से अनिम्न किसी अधिकारी को एक सदस्य के रूप में सम्मिलित करेंगे ताकि भूमि संबंधी राजस्व अभिलेखों का समुचित परीक्षण किया जा सके।

शासनादेश संख्या 4070/सत्तर-2-2011-16(686)/2011 दिनांक 20 अप्रैल, 2012 के अनुसार उच्च शिक्षा के क्षेत्र में नये स्थापित होने वाले महाविद्यालयों के सम्पर्क मार्ग की चौड़ाई का निर्धारण ग्रामीण क्षेत्र में स्थापित होने वाले महाविद्यालयों के सम्पर्क मार्ग की चौड़ाई न्यूनतम 15 फिट एवं शहरी क्षेत्र में स्थापित होने वाले महाविद्यालयों के सम्पर्क मार्ग की चौड़ाई न्यूनतम 20 फिट होना आवश्यक है।

शासनादेश संख्या 905/सत्तर-2-2019-16(11)/2017 दिनांक 04 दिसम्बर, 2019 के द्वारा समस्त उत्तर प्रदेश राज्य विश्वविद्यालयों द्वारा एन0ओ0सी0 की प्रक्रिया को आनलाइन करने का निर्देश दिया गया है।

शासनादेश संख्या 522/सत्तर-2-2013-2(650)/2012 दिनांक 30 अप्रैल, 2013 में उच्च शिक्षा के क्षेत्र में नये महाविद्यालयों/संस्थानों में स्नातक/स्नातकोत्तर स्तर के अतिरिक्त विषयों/पाठ्यक्रमों को प्रारम्भ करने के लिए रिट याचिका संख्या 61859/2012 श्री रणवीर सिंह श्याम सिंह महाविद्यालय फिरोजाबाद बनाम उ0प्र0 राज्य व अन्य में मा0 उच्च न्यायालय द्वारा दिनांक 20.12.2012 में पारित आदेश के क्रम में महाविद्यालयों को किसी भी पाठ्यक्रम में सम्बद्धता दिये जाने एवं शिक्षण कार्य प्रारम्भ किये जाने के पूर्व संस्था में विश्वविद्यालय से यूजीसी अर्हताधारी योग्य शिक्षक अनुमोदित एवं तैनात हों। यदि किसी महाविद्यालय में यूजीसी के अर्हताधारी योग्य शिक्षकों की नियुक्ति नहीं की गयी है तो विश्वविद्यालय द्वारा ऐसी संस्थाओं/महाविद्यालयों के विरुद्ध उ0प्र0 विश्वविद्यालय अधिनियम, 1973 में विहित प्राविधानों के अन्तर्गत तत्काल आवश्यक कार्यवाही सुनिश्चित की जायेगी।

शासनादेश संख्या 23/2016/772/सत्तर-2-2016-16(116)/2015 टीसी-11 दिनांक 22 दिसम्बर, 2016 के अनुसार भूमि के मानकों को संशोधित करते हुए निर्धारित किया गया है।

- (v) मण्डलायुक्त से अनापत्ति/निर्वाधन प्राप्त होने की दशा में आवेदक संस्था द्वारा निरीक्षण मण्डल के निरीक्षण से पूर्व शासन द्वारा निर्धारित प्राप्त की धनराशि जमा करने एवं उसे विश्वविद्यालय के कुलसचिव के नाम गिरवी (प्लेज्ड) कराने से पहले निम्नलिखित को सुनिश्चित कर लिया जाय -
- (अ) प्रस्तावित महाविद्यालय के नाम मानकानुसार भूमि राजस्व अभिलेखों में अंकित की गई हो।
- (ब) महाविद्यालय के नाम अंकित भूमि पर मानकानुसार भवन/अतिरिक्त शिक्षण कक्षों का निर्माण पूर्ण करा लिया गया हो।
- (स) शैक्षिक अवस्थापना सुविधाओं यथा पुस्तकों, प्रयोगशालाओं हेतु उपकरणों/संयन्त्रों/फर्नीचर आदि मानकानुसार क्रय करने हेतु पर्याप्त धनराशि संस्था के बैंक खातों में उपलब्ध हो तथा वे आगामी वर्षों में संस्था महाविद्यालयों में शैक्षिक सुविधाएं उपलब्ध कराने हेतु आवर्तक व्यय हेतु धनराशि उपलब्ध कराने में समर्थ हों।

उपर्युक्त सुनिश्चित कर लेने के उपरान्त संस्थान/महाविद्यालय सावधि जमा राशि के प्रमाण पत्र में प्रस्तावित संकाय/नवीन पाठ्यक्रम/अतिरिक्त विषय का उल्लेख करते हुए प्राप्त की धनराशि कुलसचिव के नाम गिरवी (प्लेज्ड) करेगा तथा निरीक्षण हेतु निर्धारित प्रपत्र (संलग्नक 'ख') पर सभी प्रविष्टियां अंकित करेगा। आवेदन पत्र के साथ महाविद्यालय/संस्थान के लिए प्रस्तावित भवन का चारों दिशाओं से लिया गया बड़े साइज का फोटो संलग्न किया जाना अनिवार्य होगा।

उक्त प्रारूप के साथ महाविद्यालय के प्रबंध तंत्र द्वारा रू0 50/- मूल्य के स्टैम्प पेपर पर नोटरी से सत्यापित कराकर यह उल्लेख करते हुए शपथ पत्र भी प्रस्तुत किया जायेगा कि उन्होंने आवेदन पत्र में जो भी विवरण/प्रविष्टियां अंकित की हैं, वे तथ्यों पर आधारित हैं और सही हैं। आवेदन पत्र में कोई भी तथ्य न तो उनके द्वारा छिपाया गया है और न ही असत्य है। यदि उनके द्वारा की गई घोषणा में कोई भी तथ्य गलत, असत्य या छिपाया हुआ पाया जाय तो उनके विरुद्ध दण्डात्मक कार्यवाही की जा सकती है।

- (vi) विश्वविद्यालय में शासन द्वारा निर्धारित प्राप्त की धनराशि जमा होने के उपरान्त तथा अनापत्ति प्रमाणपत्र प्राप्त होने के पश्चात महाविद्यालय का प्रबंधतंत्र कुलसचिव के समक्ष सम्बन्धित महाविद्यालय के स्थलीय निरीक्षण हेतु निरीक्षण मण्डल के गठन के लिए विश्वविद्यालय प्रस्तावित नये महाविद्यालय/वर्तमान

महाविद्यालय में प्रस्तावित नये पाठ्यक्रम/अतिरिक्त विषय में सम्बद्धता की संस्तुति करने से पूर्व स्थलीय निरीक्षण हेतु निरीक्षण मण्डल गठित करेगा। निरीक्षण मण्डल में निम्नलिखित सदस्य होंगे (शासनादेश संख्या: 2174/सत्तर-2-2006-2 (166)/2002 टी0सी0 दिनांक 29 जून, 2006 के अनुसार)-

1. एक आचार्य स्तर का विषय विशेषज्ञ,
2. एक अन्य आचार्य
3. क्षेत्रीय उच्च शिक्षा अधिकारी/सम्बन्धित क्षेत्र के किसी राजकीय महाविद्यालय के प्राचार्य/एसोसिएट प्रोफेसर, जो निदेशक, उच्च शिक्षा द्वारा नामित किया गया हो (शासनादेश संख्या: 715/ सत्तर-2-2011-2(166)/2002 दिनांक 23 फरवरी, 2011)

स्पष्टीकरण:-

- अ. दीनदयाल उपाध्याय गोरखपुर विश्वविद्यालय, गोरखपुर की कार्यपरिषद का कोई भी सदस्य निरीक्षण मण्डल का सदस्य नहीं होगा।
- ब. निरीक्षण मण्डल के गठन के सम्बन्ध में विश्वविद्यालय द्वारा यह सुनिश्चित किया जायेगा कि प्रत्येक महाविद्यालय के निरीक्षण हेतु निरीक्षण मण्डल के सदस्य के रूप में पृथक-पृथक महाविद्यालय के निरीक्षण मण्डल में भिन्न-भिन्न व्यक्ति नामित हों।
- स. निरीक्षण मण्डल के सदस्यों के टी0ए0/डी0ए0 एवं अन्य व्यय का भुगतान विश्वविद्यालय द्वारा किया जायेगा।
- द. प्रत्येक महाविद्यालय सम्बद्धता हेतु आवेदन करने के समय, सम्बद्धता शुल्क के अतिरिक्त, स्थलीय निरीक्षण हेतु विश्वविद्यालय के खाते में ₹0 10,000.00 का निरीक्षण शुल्क जमा करेगा।

(vii) प्रस्तावित नये महाविद्यालय/वर्तमान महाविद्यालय में प्रस्तावित नये पाठ्यक्रम/अतिरिक्त विषय में सम्बद्धता हेतु आवेदन प्रारूप संलग्नक 'ख' के अनुसार किया जायेगा।

(viii) विश्वविद्यालय द्वारा गठित उक्त निरीक्षण मण्डल के सभी सदस्य एक साथ किसी एक निर्धारित तिथि को महाविद्यालय का स्थलीय निरीक्षण करेंगे तथा महाविद्यालयों के लिये शासन द्वारा निर्धारित/राष्ट्रीय संस्थाओं द्वारा निर्धारित मानकानुसार सभी अवस्थापना सुविधायें उपलब्ध होने अथवा नहीं होने, जैसी भी स्थल पर स्थिति हो, का तथ्यात्मक उल्लेख अपनी निरीक्षण आख्या में अंकित करेंगे तथा महाविद्यालय द्वारा प्रारूप 'ख' में प्रस्तुत आवेदन का भी सम्यकरूपेण परीक्षण करते हुए अपनी आख्या देंगे। निरीक्षण के दौरान निरीक्षण मंडल के सदस्य महाविद्यालय भवन, चहारदीवारी, व्याख्यान कक्षाओं, पुस्तकालय एवं प्रयोगशाला के सुसज्जन के साथ अपना फोटो खिचवायेंगे, फोटो पर सभी सदस्यों के हस्ताक्षर होंगे, जिसे निरीक्षण आख्या के साथ संलग्न करना अनिवार्य होगा। निरीक्षण मंडल के सदस्यों द्वारा निरीक्षण आख्या में इस आशय की घोषणा की जायेगी कि यदि निरीक्षण आख्या में भविष्य में कोई त्रुटि प्रकाश में आयेगी, तो वे सामूहिक रूप से दंड के भागी होंगे (शासनादेश संख्या: 4954/सत्तर-2-2008-2(166)/2002, दिनांक 27 अक्टूबर, 2008)। निरीक्षण मण्डल के सदस्यों द्वारा अपनी आख्या हस्ताक्षरित कर निरीक्षण के दिन ही कुलपति को प्रस्तुत किया जायेगा। तत्पश्चात सम्बन्धित महाविद्यालय को अस्थायी/स्थायी सम्बद्धता प्रदान करने के सम्बन्ध में निरीक्षण मण्डल द्वारा प्रस्तुत आख्या एवं संस्तुति के आधार पर संबद्धता समिति की संस्तुति के पश्चात विश्वविद्यालय द्वारा प्रपत्र 'बी' (संलग्नक ग)/प्रपत्र 'ए' (संलग्नक घ) के प्रारूप पर (शासनादेश संख्या: 193/सत्तर-2-2003-2(166) /2002 दिनांक 13 जनवरी, 2003) उत्तर प्रदेश राज्य विश्वविद्यालय अधिनियम, 1973 की धारा 37 के अन्तर्गत शासन को प्रेषित किया जायेगा [उत्तर प्रदेश राज्य विश्वविद्यालय (संशोधन) अधिनियम, 2007 (उत्तर प्रदेश अधिनियम संख्या 12 जून, 2007)]। शासन द्वारा उक्त आख्या/संस्तुति का सम्यकरूपेण परीक्षण करने तथा उपयुक्त पाये जाने की स्थिति में सम्बन्धित महाविद्यालय को प्रस्तावित संकाय/पाठ्यक्रम/विषय में अस्थायी/स्थायी सम्बद्धता प्रदान किया जायेगा। शासन द्वारा अस्थायी/स्थायी सम्बद्धता प्रदान किये जाने के उपरान्त महाविद्यालय द्वारा कक्षा संचालन की अनुमति विश्वविद्यालय से प्राप्त की जायेगी। तदोपरान्त ही महाविद्यालय द्वारा प्रवेश, शिक्षण, परीक्षा एवं शिक्षणोत्तर क्रियाकलाप विश्वविद्यालय द्वारा निर्धारित प्रक्रिया एवं नियमों के अनुसार सुनिश्चित किये जायेंगे।

औचित्य निर्धारण-

(अ) जिस स्थान पर नया महाविद्यालय/संस्थान स्थापित करना प्रस्तावित है वहाँ औचित्य निर्धारण हेतु निम्नलिखित देखना आवश्यक होगा :-

- (i) जिस स्थान पर महाविद्यालय स्थापित किया जा रहा है उसके 15 किमी0 की परिधि के क्षेत्र में कितने महाविद्यालय स्थित हैं?
- (ii) प्रस्तावित महाविद्यालय से उनकी दूरी कितनी है?
- (iii) उक्त क्षेत्र में स्थित महाविद्यालयों में क्या-क्या पाठ्यक्रम संचालित हैं?
- (iv) उक्त क्षेत्र में उच्च शिक्षा की आवश्यकता की पूर्ति विद्यमान महाविद्यालयों को देखते हुए किस सीमा तक अपूर्ण रह जाती है?
- (v) क्या प्रस्तावित स्थान पर नवीन महाविद्यालय खोलने से उस क्षेत्र में विद्यमान महाविद्यालयों में संचालित पाठ्यक्रमों में प्रवेश हेतु स्वीकृत छात्र संख्या पर बिना कोई प्रतिकूल प्रभाव के प्रस्तावित नये महाविद्यालय में प्रथम वर्ष में न्यूनतम अर्हतायुक्त पर्याप्त छात्र उपलब्ध हो सकेंगे?
- (vi) क्या विद्यमान महाविद्यालय में नवीन पाठ्यक्रम/विषय में सम्बद्धता की संस्तुति करने पर क्षेत्र के अन्य महाविद्यालयों पर बिना किसी कुप्रभाव के स्नातक स्तर पर 60 छात्र तथा स्नातकोत्तर स्तर पर न्यूनतम 30 छात्र मानकानुसार उपलब्ध हो सकेंगे?
- (vii) क्या महाविद्यालय को संचालित करने वाली समिति/ट्रस्ट का पंजीकरण अद्यावधि विधिमान्य है?

- (viii) प्रस्तावित महाविद्यालय का नाम राष्ट्रीय, अन्तरराष्ट्रीय, अखिल भारतीय या इसके समतुल्य नाम के समान अंकित न हो। महाविद्यालय का नाम किसी जाति विशेष के नाम पर नहीं होना चाहिए।
- (ix) क्या संस्थान/महाविद्यालय को संचालित करने वाली समिति/ट्रस्ट की आर्थिक स्थिति सुदृढ़ है?
- (ब) इसी प्रकार पूर्व से संचालित संस्थान/महाविद्यालय में नवीन संकाय/पाठ्यक्रम/विषय में अनापत्ति/निर्वाधन देने के लिए औचित्य निर्धारण हेतु निम्नलिखित बिन्दुओं पर विचार किया जाना आवश्यक होगा—
- (i) पूर्व से संचालित महाविद्यालय में स्नातक स्तर पर कितने विषयों/पाठ्यक्रमों में शिक्षण हो रहा है तथा प्रत्येक विषयों/पाठ्यक्रमों में विद्यार्थियों की संख्या क्या है?
- (ii) पूर्व से संचालित महाविद्यालय में स्नातक स्तर पर स्वीकृत पाठ्यक्रमों में विगत तीन वर्ष का विषयवार परीक्षाफल क्या था?
- (iii) क्या पूर्व से संचालित पाठ्यक्रमों में निर्धारित अर्हताधारक शिक्षक नियुक्त हैं? नियुक्त शिक्षकों में से कितने तथा किन-किन विषयों के शिक्षक उच्चतर शिक्षा आयोग, इलाहाबाद से नियुक्त/विनियमितीकृत अथवा कुलपति द्वारा अनुमोदित हैं। वर्तमान में संचालित किन-किन पाठ्यक्रमों में किन एवं कितने शिक्षकों की नियुक्ति पर कुलपति द्वारा अनुमोदन प्रदान किया गया है?
- (iv) क्या महाविद्यालय के पास खेलकूद आदि प्रतिस्पर्धाओं के लिए पर्याप्त क्रीड़ा सामग्री तथा भूमि उपलब्ध है?

3. प्राभूत की राशि—

| क्र.सं. | संकाय/विषय | शासन द्वारा निर्धारित प्राभूत की धनराशि (रु०) |
|---------|---|---|
| 1. | स्नातक स्तर पर कला संकाय के सात विषयों हेतु | 2.00 लाख |
| 2. | स्नातक स्तर के प्रत्येक अतिरिक्त विषय हेतु | 50.00 हजार |
| 3. | स्नातक स्तर के प्रत्येक अतिरिक्त प्रयोगात्मक कार्य से युक्त विषय हेतु | 50.00 हजार |
| 4. | विज्ञान संकाय के स्नातक स्तर के पांच परम्परागत विषयों हेतु | 3.00 लाख |
| 5. | विज्ञान संकाय में स्नातक स्तर पर बी०एस-सी० (होम साइंस) आदि नवीन पाठ्यक्रमों में प्रत्येक उपाधि पाठ्यक्रम के लिए | 3.00 लाख क्रम 4 के अतिरिक्त |
| 6. | विज्ञान संकाय में स्नातक स्तर के प्रत्येक अतिरिक्त विषय हेतु | 55.00 हजार |
| 7. | स्नातकोत्तर स्तर के कला एवं शिक्षा के प्रत्येक विषय हेतु | 75.00 हजार |
| 8. | स्नातकोत्तर स्तर पर एम०काम० अथवा प्रत्येक प्रयोगात्मक विषय हेतु | 2.00 लाख |
| 9. | एलएल०बी० (त्रिवर्षीय) पाठ्यक्रम हेतु | 4.00 लाख |
| 10. | स्नातक स्तर पर वाणिज्य संकाय के अन्तर्गत बी०काम० पाठ्यक्रम हेतु | 2.00 लाख |
| 11. | बी०एड० तथा बी०पी०एड० पाठ्यक्रम हेतु | 2.50 लाख |
| 12. | बी०एससी० कृषि संकाय के पांच विषयों हेतु | 3.00 लाख |

- नोट: (i) क्र०सं० 1 से 9 तक शासनादेश संख्या: 3075/सत्तर-2-2000-2(166)/2002 दिनांक 27 सितम्बर, 2002 के अनुसार।
(ii) क्र०सं० 10 से 12 तक शासनादेश संख्या: 3411/सत्तर-2-2000-2(166)/2002 दिनांक 11 अक्टूबर, 2002 के अनुसार।
स्पष्टीकरण: यदि किसी नवीन पाठ्यक्रम को शासन द्वारा स्वीकृति प्रदान की जाती है तो तत्समयप्रवृत्त निर्धारित प्राभूत की धनराशि नियमानुसार जमा होगी।

4. आर्थिक स्थिति का मानक:

विश्वविद्यालय में अनापत्ति प्रस्ताव जमा करते समय पहले से संचालित ट्रस्ट/सोसाइटी की तीन वित्तीय वर्ष का चार्टर्ड एकाउण्टेंट द्वारा प्रमाणित बैलेंस शीट, तहसीलदार द्वारा प्रमाणित ट्रस्ट/सोसाइटी की वार्षिक आय का मूल प्रमाण तथा उसके बैंक खाते में जमा धनराशि का बैंक का अभिलेखीय साक्ष्य प्रमाणस्वरूप संलग्न करना अनिवार्य होगा (शासनादेश संख्या: 585 मु०म०/सत्तर-2-2005-2(166)/2002 दिनांक 21 अक्टूबर, 2005 के अनुसार)।

प्रत्येक ट्रस्ट/सोसाइटी की आर्थिक स्थिति की सुदृढ़ता के लिए संकाय/विषयवार ट्रस्ट/सोसाइटी के खाते में न्यूनतम नकद धनराशि का मानक निम्नवत होगा —

| क्र.सं. | संकाय/विषय | ट्रस्ट/सोसाइटी के खाते के लिए निर्धारित धनराशि (रु०) |
|---------|--|--|
| 1. | स्नातक स्तर पर कला संकाय के सात विषयों हेतु | 5.00 लाख |
| 2. | स्नातक स्तर के प्रत्येक अतिरिक्त विषय हेतु | 1.00 लाख |
| 3. | स्नातक स्तर के वाणिज्य संकाय हेतु | 7.00 लाख |
| 4. | विज्ञान संकाय के स्नातक स्तर के पांच परम्परागत विषयों हेतु | 10.00 लाख |
| 5. | विज्ञान संकाय के स्नातक स्तर के प्रत्येक नवीन पाठ्यक्रम हेतु | 5.00 लाख |
| 6. | स्नातक स्तर पर कृषि पाठ्यक्रम हेतु | 10.00 लाख |
| 7. | एलएल०बी० (त्रिवर्षीय) पाठ्यक्रम हेतु | 10.00 लाख |
| 8. | एम०एड० पाठ्यक्रम हेतु | 15.00 लाख |
| 9. | बी०एड०/बी०पी०एड० के प्रत्येक पाठ्यक्रम हेतु | 15.00 लाख |
| 10. | स्नातक स्तर पर विज्ञान संकाय के अन्तर्गत प्रत्येक अतिरिक्त विषय हेतु | 2.00 लाख |
| 11. | एम०ए०/एम०एससी०/एम०एससी० (कृषि) दो विषयों तथा एम०काम० पाठ्यक्रम हेतु | 10.00 लाख |
| 12. | एम०ए०/एम०एससी० प्रत्येक अतिरिक्त विषय हेतु | 2.00 लाख |

- नोट: (i) क्र०सं० 1 से 9 तक शासनादेश संख्या: 585 मु०म०/सत्तर-2-2005-2(166)/2002 दिनांक 21 अक्टूबर, 2005 के अनुसार।

(ii) क्र०सं० 10 से 12 तक विश्वविद्यालय द्वारा निर्धारित।

5. भूमि का मानक:

- (i) नवीन महाविद्यालय की स्थापना हेतु भूमि का मानक निम्नवत् है (शासनादेश संख्या: 743मु०म०/सत्तर-2-2006-2(166)/2002 दिनांक 07 नवम्बर, 2006 के अनुसार):
- | | |
|--|------------------------------------|
| (क) नगर निगम क्षेत्र | 5000 वर्ग मीटर |
| (ख) अन्य नगरीय क्षेत्र (नगरपालिका परिषद) | 5000 वर्ग मीटर नगर पंचायत क्षेत्र) |
| (ग) ग्रामीण क्षेत्र | 10000 वर्ग मीटर |
- किन्तु महिला महाविद्यालय की स्थापना हेतु भूमि का मानक उक्त का 50 प्रतिशत होगा।
- (घ) शासनादेश संख्या: 3310/सत्तर-2-2008-2(166)/2002 दिनांक 04 अगस्त, 2008 के अनुसार महिला महाविद्यालयों के लिए ग्रामीण क्षेत्रों हेतु निर्धारित 10000 वर्ग मीटर भूमि के मानक के अधीन स्थापित महिला महाविद्यालयों द्वारा उक्त भूमि पर सहशिक्षा प्रारम्भ की जा सकती है।
- (ii) कृषि महाविद्यालय के लिए उपर्युक्त मानकानुसार भूमि के अतिरिक्त न्यूनतम 15 एकड़ भूमि कृषि प्रायोगिक कार्य के लिए उपलब्ध होना अनिवार्य है (शासनादेश संख्या: 3075/ सत्तर-2-2000-2(166)/2002 दिनांक 27 सितम्बर, 2002 के अनुसार)।
- (iii) विधि महाविद्यालयों (लॉ कालेज) में त्रिवर्षीय पाठ्यक्रम हेतु 1200 वर्ग मीटर की भूमि मानकानुसार होना अनिवार्य है (शासनादेश संख्या: 3075/ सत्तर-2-2000-2(166)/2002 दिनांक 27 सितम्बर, 2002 के अनुसार)।

स्पष्टीकरण (शासनादेश संख्या: 585 मु०म०/सत्तर-2-2005-2(166)/2002 दिनांक: 21 अक्टूबर, 2005 के अनुसार) :

1. महाविद्यालय के भूमि के सम्बन्ध में कई भूखण्ड होने की स्थिति में सभी भूखण्डों के एक ही स्थान पर और परस्पर सटे होने का सक्षम राजस्व अधिकारी का प्रमाणपत्र एवं राजस्व अधिकारी द्वारा प्रमाणित नजरी नक्शा मूल रूप में प्रस्तुत करना अनिवार्य होगा।
2. विशेष परिस्थितियों में महाविद्यालय के भूखण्डों के मध्य भाग से चक्रोड, पहुँच मार्ग, छोटी नहर आदि विद्यमान होने पर अपवादस्वरूप दूसरी ओर क्रीड़ा-स्थल/खेल का मैदान बनाये जाने की छूट इस शर्त की अधीन प्रदान की जायेगी कि छात्रों की सुरक्षा की पर्याप्त व्यवस्था सुनिश्चित कर ली गयी है। किसी भी स्थिति में रेल मार्ग, राष्ट्रीय राजमार्ग, प्रान्तीय राजमार्ग अथवा पोषक नहर के दोनों ओर स्थित भूखण्डों को सम्बद्धता के प्रयोजनार्थ मान्य नहीं किया जायेगा।
3. किसी नये पाठ्यक्रम को प्रारम्भ करने हेतु अनापत्ति प्रदान किये जाने के प्रस्ताव के समय सम्बन्धित सोसाइटी/ट्रस्ट के नाम भूमि अनिवार्य रूप से होगी। राजस्व अधिकारी के रूप में खतौनी तहसीलदार द्वारा सत्यापित होगी तथा प्रस्ताव के साथ खतौनी की मूल प्रति शासन को संदर्भित की जायेगी।
4. मानकानुसार अपेक्षित भूमि प्रस्तावित महाविद्यालय के नाम राजस्व अभिलेखों में विधित: अन्तरित होने पर ही सम्बद्धता के प्रस्ताव पर विचार किया जायेगा। पैतृक संस्था अपने नाम की भूमि को 30 वर्ष के पट्टे पर महाविद्यालय को विधित: अन्तरित कर सकती है, किन्तु 30 वर्ष से कम के पट्टे को मान्य नहीं किया जायेगा।
5. विगत अनेक वर्षों से संचालित होने वाले महाविद्यालय के नाम अभिलेखों में भूमि न होने के सम्बन्ध में सम्बन्धित महाविद्यालय का प्रबन्ध तन्त्र महाविद्यालय के प्रयोग में आ रही भूमि को महाविद्यालय के नाम अविलम्ब विधित: अन्तरित करा ले।
6. महाविद्यालयों के प्रस्ताव के साथ भूमि का क्षेत्रफल प्रत्येक दशा में वर्ग मीटर में ही उपलब्ध कराया जायेगा।
7. शासनादेश संख्या 9/2015/सी०एम०-64/सत्तर-2-2015-16(62)/2015 दिनांक 20 मई, 2015 के अनुसार उच्च शिक्षा के क्षेत्र में नये महाविद्यालयों/संस्थानों के खोले जाने के सम्बन्ध में एन०सी०टी०ई० द्वारा भूमि के मानक निम्नानुसार लागू होंगे—
 - (क) उसकी अपनी कम से कम 2500 वर्ग मीटर (दो हजार पांच सौ वर्ग मीटर) भूमि होनी चाहिए, जो भली-भांति सीमांकित हो, और जिसमें से 1500 वर्ग मीटर (एक हजार पांच सौ वर्ग मीटर) निर्मित क्षेत्र हो तथा शेष भूमि लान, खेल का मैदान इत्यादि के लिए हो।
 - (ख) अतिरिक्त 50 विद्यार्थियों (बी०ए०) की भर्ती के लिए संस्थान के पास 500 वर्ग मीटर भूमि और होनी चाहिए। 200 से अधिक और 300 विद्यार्थियों की वार्षिक भर्ती के लिए संस्थान के पास अपनी 3500 वर्गमीटर (तीन हजार पांच सौ वर्गमीटर) भूमि होनी चाहिए।
 - (ग) एन०सी०टी०ई० रेगुलेशन दिनांक 16.12.2014 की स्थापना से पूर्व स्थापित संस्थाओं के पास 100 विद्यार्थियों की अतिरिक्त भर्ती के लिए निर्मित क्षेत्र 500 वर्गमीटर अधिक बढ़ा देना चाहिए। इन संस्थाओं के लिए अतिरिक्त भूमि की शर्त लागू नहीं होगी।
 - (घ) बी०ए० एवं एम०ए० पाठ्यक्रम हेतु संस्था के पास अपनी कम से कम 3000 वर्गमीटर (तीन हजार वर्गमीटर) भूमि होनी चाहिए, जिसमें से 2000 वर्गमीटर निर्मित क्षेत्र हो।

6. भवन का मानक :

प्रत्येक महाविद्यालय के पास आवश्यकतानुसार अपना निजी भवन होना अनिवार्य है, जिसमें केवल उच्च शिक्षा विभाग द्वारा संचालित पाठ्यक्रमों में ही शिक्षण प्रदान किया जायेगा। कला/विज्ञान संकाय के सात/पाँच स्नातक स्तरीय विषयों तक के लिए न्यूनतम छः व्याख्यान कक्ष तथा पुस्तकालय/वाचनालय, अध्यापक कक्ष, छात्रा कक्ष, प्रशासनिक कक्ष, प्राचार्य कक्ष, परीक्षा एवं मीटिंग कक्ष, लेखा कक्ष, बरामदा तथा छात्र-छात्राओं हेतु अलग-अलग शौचालय होना आवश्यक है। प्रत्येक कक्ष के लिए आवश्यकतानुसार फर्नीचर का होना आवश्यक होगा। यदि महाविद्यालय द्वारा किसी प्रयोगात्मक विषय के पाठ्यक्रम के लिए आवेदन किया गया हो तो प्रत्येक विषय के लिए पृथक-पृथक प्रयोगशाला कक्ष होना अनिवार्य है। इसी भांति विज्ञान तथा वाणिज्य संकाय के प्रत्येक वर्ग के लिए एक अतिरिक्त व्याख्यान कक्ष का होना आवश्यक है एवं विज्ञान संकाय के प्रत्येक विषय में पृथक-पृथक प्रयोगशाला निर्मित होने की अनिवार्यता होगी। नये महाविद्यालय के लिए प्रारम्भ में भूमि और भवन का मानक शासनादेश संख्या: 3075/ सत्तर-2-2000-2(166)/2002 दिनांक 27 सितम्बर, 2002 के अनुसार निम्नवत् होगा :

| क्र०सं० | भवन | मानक |
|---------|---|--------------------|
| 1. | व्याख्यान कक्ष - प्रत्येक कक्ष | 85 से 90 वर्ग मीटर |
| 2. | प्रत्येक प्रायोगिक विषय हेतु प्रयोगशाला कक्ष | 80 वर्ग मीटर |
| 3. | पुस्तकालय/वाचनालय कक्ष | 80 वर्ग मीटर |
| 4. | अध्यापक कक्ष (एक) | 20 वर्ग मीटर |
| 5. | छात्रा कक्ष (एक) | 20 वर्ग मीटर |
| 6. | प्रशासनिक कक्ष (जिसमें प्राचार्य कक्ष, कार्यालय कक्ष, परीक्षा एवं मीटिंग कक्ष तथा लेखा कक्ष निर्मित होगा) | 80 वर्ग मीटर |
| 7. | बरामदा | 100 वर्ग मीटर |
| 8. | शौचालय दो (प्रत्येक 4 वर्ग मीटर, छात्र/छात्राओं के लिए अलग-अलग) | 8 वर्ग मीटर |

नोट: महाविद्यालय में कुल निर्मित उपर्युक्त भवन की भूमि का योग (Covered Area) न्यूनतम 828 वर्ग मीटर होना अनिवार्य है।

7. पुस्तकालय का मानक :

स्नातक/स्नातकोत्तर स्तर के प्रत्येक विषय के लिए पुस्तकें तथा पत्रिकाओं पर न्यूनतम आवर्तक तथा अनावर्तक व्ययों का मानक शासनादेश संख्या: 3075/ सत्तर-2-2000-2(166)/2002 दिनांक 27 सितम्बर, 2002 के अनुसार निम्नवत् होगा :

| स्नातक स्तर | | | |
|-------------|--|---------------|--------------------------|
| क्र.सं. | विषय/मद | अनावर्तक व्यय | आवर्तक व्यय (प्रति वर्ष) |
| 1. | पुस्तकालय फर्नीचर, कार्ड स्टेशनरी रख-रखाव आदि (500 छात्र संख्या तक) | 50,000.00 | 5,000.00 |
| 2. | रसायन विज्ञान, भौतिकी, प्राणि विज्ञान, वनस्पति विज्ञान, कम्प्यूटर विज्ञान, इलेक्ट्रानिक्स प्रति विषय हेतु पुस्तकों पर व्यय | 20,000.00 | 3,000.00 |
| 3. | गणित, सांख्यिकी, भूगोल, मनोविज्ञान, अर्थशास्त्र, सैन्य विज्ञान, गृह विज्ञान प्रति विषय पुस्तकों पर व्यय | 15,000.00 | 2,000.00 |
| 4. | कला संकाय के शेष प्रति विषय | 10,000.00 | 2,000.00 |
| 5. | वाणिज्य संकाय | 50,000.00 | 5,000.00 |
| 6. | विधि संकाय | 50,000.00 | 5,000.00 |
| 7. | कृषि संकाय | 75,000.00 | 7,000.00 |
| 8. | शिक्षा-प्रशिक्षण | 25,000.00 | 4,000.00 |
| 9. | पुस्तकालय में शब्दकोष, विविध पुस्तकों एवं शोध पत्रिकाओं हेतु (500 छात्र संख्या तक) | 10,000.00 | 5,000.00 |

| स्नातकोत्तर स्तर | | | |
|------------------|--|---------------|--------------------------|
| क्र.सं. | विषय/मद | अनावर्तक व्यय | आवर्तक व्यय (प्रति वर्ष) |
| 1. | विज्ञान तथा कृषि का प्रत्येक विषय | 75,000.00 | 5,000.00 |
| 2. | भूगोल, मनोविज्ञान, अर्थशास्त्र, सैन्य विज्ञान, गृह विज्ञान प्रत्येक विषय | 45,000.00 | 5,000.00 |
| 3. | कला संकाय के शेष प्रति विषय | 35,000.00 | 4,000.00 |
| 4. | वाणिज्य | 50,000.00 | 7,000.00 |
| 5. | शिक्षा-प्रशिक्षण | 35,000.00 | 5,000.00 |

नोट : यदि छात्र संख्या 500 से अधिक बढ़ जाती है तो आवर्तक व्यय उसी अनुपात में बढ़ जायेगा। एन0सी0टी0ई0/बार काउन्सिल ऑफ इण्डिया की परिधि में आने वाले पाठ्यक्रमों हेतु सम्बन्धित राष्ट्रीय संस्था द्वारा निर्धारित मानक प्रभावी होंगे।

8. प्रयोगशाला के मानक :

स्नातक/स्नातकोत्तर स्तर के प्रत्येक प्रयोगात्मक कार्य वाले विषय की प्रयोगशाला हेतु अपेक्षित आवर्तक/अनावर्तक व्ययों का मानक शासनादेश संख्या: 3075/ सत्तर-2-2000-2(166)/2002 दिनांक 27 सितम्बर, 2002 के अनुसार निम्नवत् होगा :

| स्नातक स्तर | | | | | |
|-------------|--|--------------------------------|--|---|--|
| क्र.सं. | विषय | प्रथम वर्ष में फर्नीचर पर व्यय | प्रथम वर्ष में उपकरण/चार्ट माडल पर अनावर्तक व्यय (रु०) | आवर्तक व्यय प्रति वर्ष (60 से 75 छात्र स्नातक तक भाग-1 में) (रु०) | आवर्तक व्यय में वृद्धि प्रति 20 छात्र पर (रु०) |
| 1. | ज़ाइंग एवं पेन्टिंग | 10,000.00 | 12,000.00 | 2,000.00 | 500.00 |
| 2. | संगीत | 2,000.00 | 15,000.00 | 2,000.00 | 500.00 |
| 3. | भूगोल, मनोविज्ञान, सांख्यिकी, गृह विज्ञान, सैन्य विज्ञान में प्रति विषय | 15,000.00 | 20,000.00 | 2,500.00 | 500.00 |
| 4. | भौतिकी, प्राणि विज्ञान एवं वनस्पति विज्ञान प्रति विषय | 30,000.00 | 75,000.00 | 10,000.00 | 1,000.00 |
| 5. | रसायन विज्ञान (गैस व डिस्टिल्ड वाटर सहित) | 40,000.00 | 1,50,000.00 | 15,000.00 | 1,500.00 |
| 6. | कम्प्यूटर विज्ञान, इलेक्ट्रानिक्स आदि | 40,000.00 | 5,00,000.00 | 25,000.00 | 10,000.00 |
| 7. | कृषि एग्रोनामी, सांख्यिकी, कृषि प्रसार, कृषि तकनीकी, कृषि दुग्ध विज्ञान प्रति विषय | 8,000.00 | 2,00,000.00 | 1,000.00 | 500.00 |

| | | | | | |
|-----|--|-----------|-----------|----------|--------|
| 8. | कृषि पादप रोग, विज्ञान, जेनेटिक्स उद्यान तथा कृषि रसायन प्रति विषय | 15,000.00 | 15,000.00 | 2,000.00 | 500.00 |
| 9. | म्युजियम प्रति विषय जहाँ अनिवार्य है | 8,000.00 | 20,000.00 | 5,000.00 | 500.00 |
| 10. | अन्य प्रति अतिरिक्त कृषि विषय | 7,000.00 | 10,000.00 | 2,000.00 | 500.00 |
| 11. | शिक्षा-प्रशिक्षण (पूरे संकाय हेतु) | 15,000.00 | 7,000.00 | 2,000.00 | 500.00 |

स्नातकोत्तर स्तर

| क्र.सं. | विषय | प्रथम वर्ष में फर्नीचर पर व्यय | प्रथम वर्ष में उपकरण/चार्ट माडल पर अनावर्तक व्यय (रु०) | आवर्तक व्यय प्रति वर्ष 20 छात्र (रु०) | प्रति अतिरिक्त छात्र (रु०) |
|---------|--|--------------------------------|--|---------------------------------------|----------------------------|
| 1. | विज्ञान तथा कृषि प्रत्येक विषय एक ब्रान्च के साथ | 50,000.00 | 2,00,000.00 | 25,000.00 | 3,000.00 |
| 2. | कला/शिक्षा संकाय के प्रत्येक विषय | 8,000.00 | 25,000.00 | 4,000.00 | 500.00 |

9. बी०एड०/बी०पी०एड०/एम०एड०/एलएल०बी० पाठ्यक्रमों के संचालन/मान्यता सम्बन्धित राष्ट्रीय संस्था एन०सी०टी०ई०/बार काउन्सिल ऑफ इण्डिया अधिनियमों तथा उसके नियमों द्वारा निर्धारित मानक के अनुरूप होगा।
शासनादेश संख्या 1010/70-3-2015-बी०एड०(05)/2014 दिनांक 15 जून, 2015 के अनुसार राष्ट्रीय अध्यापक शिक्षा परिषद (मान्यता, मानदण्ड तथा क्रियाविधि) विनियमन, 2014 के अनुसार बी०एड० पाठ्यक्रम में शिक्षा में स्नातक कार्यक्रम के लिए मानदण्ड और मानक निर्धारित किये गये हैं। उक्त विनियमों के विनियम संख्या 3.1 में निम्नलिखित प्राविधान है—
“3.1 दाखिल क्षमता : छात्रों की एक मूल इकाई में 50 विद्यार्थी होंगे तथा किसी संस्था में अधिकतम दो इकाईयों को प्रवेश दिया जा सकता है। एक विद्यालयी विषय और कार्यक्रम के अन्य प्रायोगिक क्रियाकलाप के लिए प्रति अध्यापक 25 से अधिक विद्यार्थी नहीं होंगे ताकि सहभागिता पूर्ण अध्यापन और अधिगम को सुकर बनाया जा सके।”
राष्ट्रीय अध्यापक शिक्षा परिषद के मान्यता पत्र के अनुसार होगी। संकाय की संख्या व अर्हताएँ राष्ट्रीय अध्यापक शिक्षा परिषद (मान्यता, मानदण्ड तथा क्रियाविधि) विनियम, 2014 के अनुसार होगी।
10. स्नातकोत्तर स्तर पर पाठ्यक्रम स्वीकृत करने का मानक :
- अ. स्नातकोत्तर पाठ्यक्रमों की स्वीकृति महाविद्यालय को तभी प्रदान की जायेगी जब उन पाठ्यक्रमों में पूर्व से स्नातक स्तरीय पाठ्यक्रम संचालित हो रहे हों और उनको सम्बद्धता (स्थायी) प्राप्त हो। जिन विषयों में स्नातक पाठ्यक्रम संचालित नहीं होंगे उनमें स्नातकोत्तर पाठ्यक्रमों की अनापत्ति/स्वीकृति प्रदान नहीं की जायेगी। स्नातकोत्तर स्तर पर एक सत्र में अधिकतम दो विषयों के लिए ही अनापत्ति दिये जाने पर विचार किया जायेगा। पूर्व स्वीकृत पाठ्यक्रमों में सम्बद्धता (स्थायी) प्राप्त होने पर ही अन्य स्नातकोत्तर पाठ्यक्रमों को प्रारम्भ करने की अनापत्ति/स्वीकृति प्रदान करने पर विचार किया जायेगा (शासनादेश संख्या: 585 मु०म०/सत्तर-2-2005-2(166)/2002 दिनांक 21 अक्टूबर, 2005 के अनुसार)।
- ब. शासनादेश संख्या: 3075/ सत्तर-2-2000-2(166)/2002 दिनांक 27 सितम्बर, 2002 के अनुसार स्नातकोत्तर स्तर पर पाठ्यक्रम केवल उन्हीं महाविद्यालयों में स्वीकृत किये जायेंगे जहाँ:
1. महाविद्यालय को स्नातक स्तर के विषयों में सम्बद्धता प्राप्त हुए तीन वर्ष बीत चुके हों। तीनों वर्षों तक उसकी व्यवस्था, प्रबन्धन तथा शिक्षण स्तर उत्तम रहा हो।
 2. महाविद्यालय, विश्वविद्यालय अनुदान आयोग, अधिनियम की धारा 2 (एफ) में पंजीकृत हो चुका हो।
 3. विगत तीन वर्षों का परीक्षाफल अविच्छिन्न रूप से उत्तम रहा हो तथा परीक्षाफल 60 प्रतिशत से कम न हो। महाविद्यालय में परीक्षा कार्य का संचालन विश्वविद्यालय के नियमानुसार होता रहा हो।
 4. महाविद्यालय की छात्र संख्या महिला महाविद्यालय की दशा में 300 से अधिक हो एवं सहशिक्षा युक्त महाविद्यालय की दशा में यह संख्या 500 से अधिक हो।
 5. महाविद्यालय द्वारा स्नातक स्तर पर पुस्तकालय एवं प्रयोगशालाओं में क्रमशः पुस्तकें, उपकरण आदि पूर्ववर्ती वर्षों में मानकानुसार क्रय किये गये हों।
 6. महाविद्यालय में निर्धारित अर्हताधारक शिक्षक नियुक्त किये गये हों एवं प्रत्येक शिक्षक की नियुक्ति पर दीनदयाल उपाध्याय गोरखपुर विश्वविद्यालय के कुलपति का अनुमोदन प्राप्त कर लिया गया हो और वे वास्तविक रूप में कार्यरत हों अथवा शिक्षक उत्तर प्रदेश उच्चतर शिक्षा आयोग, इलाहाबाद द्वारा चयनित और वे वास्तविक रूप में कार्यरत हों।
 7. ग्रामीण क्षेत्रों में प्रस्तावित महाविद्यालय के 15 किलोमीटर की परिधि के अन्दर किसी अन्य स्नातकोत्तर महाविद्यालय में प्रस्तावित पाठ्यक्रम नहीं हो।
 8. उक्त मानक पूर्ण होने पर ही स्नातकोत्तर स्तर पर प्रस्तावित नवीन पाठ्यक्रम में एक शैक्षिक सत्र में अधिकतम दो नवीन पाठ्यक्रमों में अस्थायी सम्बद्धता प्रदान करने की संस्तुति की जायेगी।
11. स्नातक/स्नातकोत्तर स्तर के पाठ्यक्रमों में अतिरिक्त सेवशन/सीटों की वृद्धि हेतु शासनादेश संख्या: 3075/ सत्तर-2-2000-2(166)/2002 दिनांक 27 सितम्बर, 2002 के अनुसार मानक निम्नवत् होगा :
1. महाविद्यालय पूर्व में संचालित पाठ्यक्रमों हेतु अवस्थापना सम्बन्धी सभी मानक पूर्ण करता हो।
 2. महाविद्यालय के सम्बन्धित स्नातक/स्नातकोत्तर पाठ्यक्रम का कम से कम एक बैच निकल (पास आऊट हो) चुका हो तथा उसका परीक्षाफल 60 प्रतिशत से कम न रहा हो।
 3. पाठ्यक्रम में प्रवेश हेतु मांग/आवश्यकता का आधारभूत आंकड़ों के अनुसार औचित्य हो।
 4. सम्बन्धित विषय में नियुक्त शिक्षक विश्वविद्यालय अनुदान आयोग एवं शासन द्वारा निर्धारित अर्हता धारण करते हों तथा उनकी नियुक्ति पर दीनदयाल उपाध्याय गोरखपुर विश्वविद्यालय के कुलपति का अनुमोदन प्राप्त कर लिया गया हो और वे वास्तविक रूप में कार्यरत हों अथवा शिक्षक उत्तर प्रदेश उच्चतर शिक्षा आयोग, इलाहाबाद द्वारा चयनित और वे वास्तविक रूप में कार्यरत हों।

(Handwritten signature)

12. **सम्बद्धता विस्तारण हेतु मानक शासनादेश संख्या: 3075/ सत्तर-2-2000-2(166)/2002 दिनांक 27 सितम्बर, 2002 के अनुसार निम्नवत् होगा :**
1. महाविद्यालय की स्थापना से सम्बन्धित अवस्थापना सम्बन्धी मानक तथा पूर्व में निर्गत सम्बद्धता प्रदान करने सम्बन्धी आदेश में उल्लिखित शर्तें पूर्ण कर ली गयी हों।
 2. शिक्षकों की नियुक्ति विश्वविद्यालय अनुदान आयोग एवं शासन द्वारा निर्धारित अर्हताओं के अनुरूप की गयी हो।
 3. विगत वर्षों (अधिकतम तीन वर्ष) का परीक्षाफल 60 प्रतिशत से कम न रहा हो।
 4. ट्रस्ट/सोसाइटी का पंजीकरण अद्यावधि विधि मान्य हो।
 5. महाविद्यालय द्वारा शासन एवं विश्वविद्यालय के निर्देशों का पालन सम्यकरूपेण किया जा रहा हो।
 6. विश्वविद्यालय की परीक्षाओं में महाविद्यालय पर सामूहिक नकल का आरोप न हो।
 7. सम्बद्धता विस्तारण का प्रस्ताव विश्वविद्यालय की संस्तुति सहित सम्बद्धता समाप्त होने की अवधि से तीन माह पूर्व शासन को प्राप्त करा दिया जाना चाहिए।
13. **स्थायी सम्बद्धता हेतु मानक शासनादेश संख्या: 3075/ सत्तर-2-2000-2(166)/2002 दिनांक 27 सितम्बर, 2002 के अनुसार निम्नवत् होगा :**
1. महाविद्यालय की स्थापना से सम्बन्धित समस्त अवस्थापना एवं शैक्षिक मानकों की पूर्ति कर लेने का समुचित प्रमाण हो।
 2. विगत तीन वर्षों का परीक्षाफल 60 प्रतिशत से कम न रहा हो।
 3. निर्धारित योग्यता धारक प्राचार्य तथा समस्त शिक्षकों की नियुक्ति निर्धारित प्रक्रियानुसार कर दी गयी हो तथा यथा आवश्यक नियुक्ति पर कुलपति का अनुमोदन प्राप्त कर लिया गया हो।
 4. संस्थान/महाविद्यालय छात्रों के शिक्षण शुल्क से प्राप्त होने वाली आय का 75 से 80 प्रतिशत वेतन मद में व्यय करना होगा तथा महाविद्यालय एवं शिक्षकों के बीच किये गये अनुबंध पत्र में शिक्षकों को दिये जाने वाले वेतन (वेतनमान) आदि का स्पष्ट उल्लेख होना आवश्यक है (शासनादेश संख्या: 759/सत्तर-2-2005-2(85)/97 दिनांक 11 मार्च, 2005 के अनुसार)।
 5. समस्त अध्यापकों एवं शिक्षणोत्तर कर्मचारियों को एकाउंटपेयी चेक द्वारा ही वेतन का भुगतान किया जा रहा हो (शासनादेश संख्या: 759/सत्तर-2-2005-2(85)/97 दिनांक 11 मार्च, 2005 के अनुसार)।
 6. स्थायी सम्बद्धता का प्रस्ताव विश्वविद्यालय के माध्यम से निरीक्षण मण्डल की आख्या एवं संस्तुति सहित अस्थायी सम्बद्धता समाप्त होने की अवधि के तीन माह पूर्व शासन को प्राप्त हो जानी चाहिए।
 7. ट्रस्ट/सोसाइटी का पंजीकरण अद्यावधि विधि मान्य होना चाहिए।
 8. महाविद्यालय के प्रबन्ध तंत्र में किसी प्रकार का विवाद नहीं होना चाहिए तथा प्रबन्ध तन्त्र के विश्वविद्यालय से अनुमोदित होने का प्रमाण होना चाहिए।
 9. महाविद्यालय पर सामूहिक नकल का कोई आरोप नहीं होना चाहिए।
14. **उपर्युक्त नियमों/मानकों का कड़ाई से अनुपालन सुनिश्चित करने का व्यक्तिगत दायित्व कुलसचिव, दीनदयाल उपाध्याय गोरखपुर विश्वविद्यालय, गोरखपुर का होगा। यदि नियमों के अनुपालन में किसी प्रकार की शिथिलता पायी जाती है तो शासन द्वारा कुलसचिव के विरुद्ध नियमानुसार कार्यवाही की जायेगी (शासनादेश संख्या: 4954/सत्तर-2-2008-2(166)/2002, दिनांक 27 अक्टूबर, 2008)।**
15. **संदेह निवारण खण्ड :**
उपर्युक्त नियमों एवं अद्यतन शासनादेशों के मध्य किसी बिन्दु पर असंगतता की दशा में शासनादेश अधिभावी होगा।
16. **प्रवेश प्रक्रिया :**
प्रवेश प्रक्रिया के सम्बन्ध में समय-समय पर शासन/विश्वविद्यालय/एन0सी0टी0ई0/बार काँसिल ऑफ इण्डिया द्वारा निर्धारित नीति के अनुसार कार्यवाही सुनिश्चित की जायेगी।
17. **शुल्क का निर्धारण :**
विभिन्न पाठ्यक्रमों हेतु समय-समय पर शासन/विश्वविद्यालय द्वारा निर्धारित शुल्क ही विश्वविद्यालय एवं सहयुक्त/सम्बद्ध महाविद्यालयों के छात्रों से लिया जायेगा।
18. **सम्बद्धता हेतु समय सारणी :**
सम्बद्धता के सम्बन्ध में शासन द्वारा समय-समय पर निर्गत आदेशों के अनुसार विश्वविद्यालय/महाविद्यालयों द्वारा कार्यवाही की जायेगी।
- शासनादेश संख्या 2006/सत्तर-2-2013-2(671)/2013 दिनांक 05 फरवरी, 2014 के अनुसार रिट याचिका (सिविल) संख्या 276/2012 मॉ वैष्णव देवी महिला महाविद्यालय बनाम उत्तर प्रदेश राज्य व अन्य में माननीय सर्वोच्च न्यायालय द्वारा पारित निर्णय दिनांक 13 दिसम्बर, 2012 में बी0एड0 पाठ्यक्रम के सम्बद्धता के निस्तारण हेतु समय सारिणी निर्धारित की गयी है।
- शासनादेश संख्या 710/सत्तर-2-2014-16(165)/2012 टीसी दिनांक 14 नवम्बर, 2014 द्वारा उच्च शिक्षा के क्षेत्र में बी0एड0 पाठ्यक्रम के अतिरिक्त नये महाविद्यालयों/संस्थानों के खोले जाने तथा वर्तमान महाविद्यालयों/संस्थानों में स्नातक/स्नातकोत्तर स्तर के अतिरिक्त विषयों/पाठ्यक्रमों को प्रारम्भ करने हेतु एवं सम्बद्धता प्रस्तावों के निस्तारण हेतु समय सारिणी निर्धारित की गई है, जिसमें प्रथम चक्र और अंतिम चक्र की व्यवस्थाएं समय-समय पर निस्तारित करने हेतु निर्धारित की गयी है।
- शासनादेश संख्या 968/सत्तर-6-2016-100(18)/2016 दिनांक 12 मई, 2016 के अनुसार उच्च शिक्षा के क्षेत्र में बी0एड0 पाठ्यक्रम में अतिरिक्त नये महाविद्यालयों/संस्थानों के खोले जाने तथा वर्तमान महाविद्यालयों/संस्थानों में स्नातक/स्नातकोत्तर के अतिरिक्त विषयों/पाठ्यक्रमों के प्रारम्भ करने हेतु सम्बद्धता प्रस्तावों के निस्तारण निर्गत समय सारिणी के अनुपालन में मुख्यतः यह अंकित किया गया है कि निरीक्षण मण्डल के सम्बन्ध में प्राविधानित व्यवस्था एवं अन्य सुसंगत शासनादेशों का अनुपालन कड़ाई से सुनिश्चित की जाय। यदि निरीक्षण मण्डल के सदस्यों द्वारा कोई त्रुटि प्रकाश में आती है, तो उनके विरुद्ध नियमानुसार आवश्यक कार्यवाही सुनिश्चित कराया जाय।

Signature

19. उच्च शिक्षा के क्षेत्र में स्ववित्त पोषित पाठ्यक्रम में कार्यरत शिक्षकों के वेतन आदि के निर्धारण :
(शासनदेश संख्या 2443/सत्तर-2-2000-2(85)/97 दिनांक 09 मई, 2000) एवं (शासनदेश संख्या 759/सत्तर-2-2005-2(85)/97 दिनांक 11 मार्च, 2005) एवं (शासनदेश संख्या 5699(1)/सत्तर-2-200 दिनांक 11 जनवरी, 2008) एवं (शासनदेश संख्या 968/सत्तर-2-2013-18(99)/2013 दिनांक 30 मई, 2013) एवं (शासनदेश संख्या 174(1)/सत्तर-2-2014 दिनांक 12 मार्च, 2014) एवं (शासनदेश संख्या 392/सत्तर-2-2018-18(31)/2018 दिनांक 10 सितम्बर, 2018) के अनुसार स्ववित्त पोषित पाठ्यक्रम में कार्यरत शिक्षकों के वेतन एवं शर्तों आदि का निर्धारण किया गया है।
20. स्ववित्त पोषित योजनान्तर्गत उ०प्र० राज्य विश्वविद्यालयों में प्राचार्य की अर्हता निर्धारण :
(शासनदेश संख्या 6/2018/597/सत्तर-1-2018-16(123)/2015 दिनांक 06 अगस्त, 2018) के अनुसार स्ववित्त पोषित योजनान्तर्गत उ०प्र० राज्य विश्वविद्यालयों में प्राचार्य की अर्हता/सामान्य पात्रता मानदण्ड निम्नवत् है—
(क) किसी मान्यता प्राप्त विश्वविद्यालय से स्नातकोत्तर की उपाधि न्यूनतम 55 प्रतिशत अंकों के साथ (अथवा जहां भी ग्रेडिंग प्रणाली का अनुसारेण किया जा रहा है, वहां किसी प्वाइन्ट स्केल में समकक्ष ग्रेड)
(ख) सम्बन्धित संस्था में सम्बद्ध/सहबद्ध/सुसंगत शाखाओं में पीएच०डी० उपाधि, प्रकाशित कार्य एवं शोध निर्देशन के साक्ष्यों सहित। (शासनादेश संख्या 772/सत्तर-1-2018-16(123)/2015 दिनांक 19 सितम्बर, 2018 के अनुसार "सम्बन्धित संस्था में सम्बद्ध/सहबद्ध/सुसंगत शाखाओं में पीएच०डी० की उपाधि, प्रकाशित कार्य एवं शोध निर्देशन के साक्ष्यों सहित" के स्थान पर "सम्बन्धित संस्था में सम्बद्ध/सहबद्ध/सुसंगत शाखाओं में पीएच०डी० की उपाधि" रखे जाने का निर्णय लिया गया।
(ग) उच्च शिक्षा से जुड़े किन्हीं विश्वविद्यालयों, महाविद्यालयों और उच्च शिक्षा के अन्य संस्थानों में कुल 15 वर्षों का अध्यापन/शोध/प्रशासन का अनुभव हो।
21. शासनादेश द्वारा निजी क्षेत्र के शिक्षण संस्थानों में बी०ए० पाठ्यक्रम में शुल्क निर्धारण :
शासन के पत्र संख्या 363/सत्तर-7-2019-बी०ए० (16)/2011 दिनांक 23 अगस्त, 2019 द्वारा निजी क्षेत्र के उच्च शिक्षण संस्थानों में बी०ए० पाठ्यक्रम शिक्षण सत्र 2019-20 के लिए बी०ए० प्रथम वर्ष हेतु रु० 51250.00 एवं द्वितीय वर्ष हेतु रु० 30000.00 निर्धारित की गयी है।

शासन द्वारा निर्गत शासनादेशों की प्रतियाँ जो समय-समय पर विश्वविद्यालय को प्राप्त हुई हैं, उसको समाहित करते हुए नियमावली प्रस्तुत की जा रही है।

Prakash

Appendix -'G'

1

ANNEXURE OF GOVERNMENT ORDER NO.1190 / 70-1-2019-16(114)/2010 DATED 15 OCTOBER, 2019

First Statutes of the State Universities of Uttar Pradesh established under the Uttar Pradesh State Universities Act, 1973 in reference to "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"

"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" has been issued by UGC vide its notification No. F.1-2/2017(EC/PS), in exercise of the powers conferred under clause (e) and (g) of sub-section(I) of Section 26 read with Section 14 of the University Grants Commission Act, 1956 (3 of 1956), and in supersession of the "UGC Regulations on Minimum qualifications for Appointment of Teachers and other Academic Staff in Universities and Colleges and Measures for the Maintenance of Standards in Higher Education 2010" (Regulation No.F.3-1/2009 dated 30th June, 2010) together with all amendments made therein from time to time by the University Grants Commission.

In reference to UGC regulations 2018 Department of Higher Education, Government of Uttar Pradesh has adopted the said UGC regulation, 2018 vide Government order no.600/70-1-2019-16(114)/2010 dated June 28, 2019 (Appendix-IV) as under :-

Short title, application and commencement:

1. These shall apply to every University established or incorporated by or under Uttar Pradesh Act, every Institution including a Constituent or an affiliated College recognized by the State Universities, and Institution deemed to be a Universities.
2. These shall come into force from 28th June, 2019.
3. Pay scales as notified by the Government of India notification dated November 2, 2017 and November 8, 2017 has been adopted by Government order no.1124/70-4-2018-358(Vi0Ve0Aa0)/2018 dated September 13, 2018(Appendix-V).
4. Age of superannuation shall be as provided by orders of State Government issued from time to time.
5. Appointment of retired teachers in State Universities on the basis of honorarium shall be made under Government order no.1/2018/09/70-1-2018-16(58)/2017 dated January 18, 2018(Appendix-VI). Similarly Appointment of retired teachers in the colleges affiliated to the State Universities on the basis of honorarium shall be made under Government order no.269/70-2-2014-16(246)/2010 dated April 24, 2014 as amended vide Government order no.3/2018/09/70-1-2018-16(58)/2017 dated January 18, 2018(Appendix-VII).
6. 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 these Statutes.
7. If any University contravenes the provisions of these Statutes, the State Government 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 State Government.
8. In UGC Regulations, 2018, the Ph.D. Degree has been made a mandatory qualification for direct recruitment to the post of Assistant Professor in Universities with effect from 01.07.2021. This regulation may be adopted in Uttar Pradesh after calculation of availability of Ph.D. Degree holders in the State.

MINIMUM QUALIFICATIONS FOR THE POSTS OF SENIOR PROFESSOR, PROFESSORS AND TEACHERS, AND OTHER ACADEMIC STAFF IN UNIVERSITIES AND COLLEGES AND REVISION OF PAY SCALES AND OTHER SERVICE CONDITIONS PERTAINING TO SUCH POSTS-

The minimum qualifications for appointment and other service conditions of University and College teachers and cadres of Librarians, Directors of Physical Education and Sports for maintenance of standards in higher education and revision of pay-scales shall be;

- 1.1 For the purposes of direct recruitment to teaching posts in disciplines relating to university and collegiate education, inter alia in the fields of health, medicine, special education, agriculture, veterinary and allied fields, technical education, teacher education, norms or standards laid down by authorities established by the relevant Act of Parliament under article 246 of the Constitution for the purpose of co-ordination and determination of standards in institutions for higher education or research and scientific and technical institutions, shall prevail;
- i. Provided that where no such norms and standards have been laid down by any regulatory authority, UGC Regulations herein shall be applicable till such time as any norms or standards are prescribed by the appropriate regulatory authority.
 - ii. Provided further that for appointment to the post of Assistant Professor and equivalent positions pertaining to disciplines in which the National Eligibility Test (NET), conducted by the University Grants Commission or Council of Scientific and Industrial Research as the case may be, or State level Eligibility Test (SLET) or the State Eligibility Test (SET), conducted by bodies accredited by the UGC for the said purpose, qualifying in NET/SLET/SET shall be an additional requirement.
- 2.0 **Recruitment and Qualifications**
- 2.1 The direct recruitment to the posts of Assistant Professor, Associate Professor and Professor in the Universities and Colleges, and Senior Professor in the Universities, shall be on the basis of merit through an all-India advertisement, followed by selection by a duly-constituted Selection Committee as per the provisions made under The Uttar Pradesh State Universities Act, 1973 as amended from time to time.
- 2.2 The minimum qualifications required for the post of Assistant Professor, Associate Professor, Professor, Senior Professor, Principal, Assistant Librarian, Deputy Librarian, Librarian, Assistant Director of Physical Education and Sports, Deputy Director of Physical Education and Sports and Director of Physical Education and Sports, shall be as specified by the UGC 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.
1. The National Eligibility Test (NET) or an accredited test (State Level Eligibility Test SLET/SET) shall remain the minimum eligibility for appointment of Assistant Professor and equivalent positions wherever provided in these Statutes. Further, SLET/SET conducted by Uttar Pradesh shall be valid as the minimum eligibility for direct recruitment to Universities/Colleges/Institutions in the Uttar Pradesh only:
- Provided that candidates who have been awarded a Ph.D. Degree in accordance with the University Grants Commission (Minimum Standards and Procedure for Award of M.Phil./Ph.D. Degree) Regulation, 2009, or the University Grants Commission (Minimum Standards and Procedure for Award of M.Phil./Ph.D. Degree) Regulation, 2016, and their subsequent amendments from time to time, as the case may be, shall be exempted from the requirement of the minimum eligibility condition of NET/SLET/SET for recruitment and appointment of Assistant Professor or any equivalent position in any University, College or Institution.
- Provided further that the award of degree to candidates registered for the M.Phil./Ph.D. programme prior to July 11, 2009, shall be governed by the provisions of the then existing Ordinances / Bye-laws / Regulations of the Institutions awarding the degree. All such Ph.D. candidates shall be exempted from the requirement of NET/SLET/SET for recruitment and appointment of Assistant Professor or equivalent positions in Universities/Colleges/Institutions subject to the fulfillment of the following conditions:
- a) The Ph.D. degree of the candidate has been awarded in regular mode only;
 - b) The Ph.D. thesis has been awarded by at least two external examiners;
 - c) An open Ph.D. viva voce of the candidate has been conducted;
 - d) The candidate has published two research papers from his/her Ph.D. work out of which at least one is in a refereed journal;

- e) The candidate has presented at least two papers, based on his/her Ph.D. work in conferences/seminars sponsored/funded/supported by the UGC/ ICSSR/CSIR or any similar agency.

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

- II. The clearing of NET/SLET/SET shall not be required for candidates in such disciplines for which NET/SLET/SET has not been conducted.
- 2.3 A minimum of 55% marks (or an equivalent grade in a point-scale, wherever the grading system is followed) at the Master's level shall be the essential qualification for direct recruitment of teachers and other equivalent cadres at any level.
- I. A relaxation of 5% shall be allowed at the Bachelor's as well as at the Master's level for the candidates belonging to Scheduled Caste/Scheduled Tribe/Other Backward Classes (OBC)(Non-creamy Layer)/Differently abled ((a) Blindness and low vision; (b) Deaf and Hard of Hearing; (c) Locomotor disability including cerebral palsy, leprosy cured, dwarfism, acid-attack victims and muscular dystrophy; (d) Autism, intellectual disability, specific learning disability and mental illness; (e) Multiple disabilities from amongst persons under (a) to (d) including deaf-blindness) for the purpose of eligibility and assessing good academic record for direct recruitment. The eligibility marks of 55% marks (or an equivalent grade in a point scale wherever the grading system is followed) and the relaxation of 5% to the categories mentioned above are permissible, based only on the qualifying marks without including any grace mark procedure.
- 2.4 A relaxation of 5% shall be provided, (from 55% to 50% of the marks) to the Ph.D. Degree holders who have obtained their Master's Degree prior to 19 September, 1991.
- 2.5 A relevant grade which is regarded as equivalent of 55%, wherever the grading system is followed by a recognized university, at the Master's level shall also be considered valid.
- 2.6 The Ph.D. Degree shall be a mandatory qualification for appointment and promotion to the post of Professor.
- 2.7 The Ph.D. Degree shall be a mandatory qualification for appointment and promotion to the post of Associate Professor.
- 2.8 The Ph.D. Degree shall be a mandatory qualification for promotion to the post of Assistant Professor (Selection Grade/Academic Level 12) in Universities.
- 2.9 The time taken by candidates to acquire M.Phil. and / or Ph.D. Degree shall not be considered as teaching/ research experience to be claimed for appointment to the teaching positions. Further the period of active service spent on pursuing Research Degree simultaneously with teaching assignment without taking any kind of leave, shall be counted as teaching experience for the purpose of direct recruitment/ promotion. Regular faculty members upto twenty per cent of the total faculty strength (excluding faculty on medical / maternity leave) shall be allowed by their respective institutions to take study leave for pursuing Ph.D. degree.

2.10 Qualifications:

No person shall be appointed to the post of University and College teacher, Librarian or Director of Physical Education and Sports, in any university established under Uttar Pradesh State Universities Act, 1973, every Institution including a Constituent or an affiliated College recognized by the State Universities, and Institution deemed to be a University, if such person does not fulfil the requirements as to the qualifications for the appropriate post as provided in these Statutes.

3.0 Direct Recruitment

3.1 For the Disciplines of Arts, Commerce, Humanities, Education, Law, Social Sciences, Sciences, Languages, Library Science, Physical Education, and Journalism & Mass Communication.

I. Assistant Professor:

Eligibility (A or B) :

- A. i) A Master's degree with 55% marks (or an equivalent grade in a point-scale wherever the grading system is followed) in a concerned/relevant/allied subject from an Indian University, or an equivalent degree from an accredited foreign university.
- ii) Besides fulfilling the above qualifications, the candidate must have cleared the National Eligibility Test (NET) conducted by the UGC or the CSIR, or a similar test accredited by the UGC,

like SLET/SET or who are or have been awarded a Ph. D. Degree in accordance with the University Grants Commission (Minimum Standards and Procedure for Award of M.Phil./Ph.D. Degree) Regulations, 2009 or 2016 and their amendments from time to time as the case may be exempted from NET/SLET/SET :

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

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

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

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

OR

- B. The Ph.D degree has been obtained from a foreign university/institution with a ranking among top 500 in the World University Ranking (at any time) by any one of the following:

- (i) Quacquarelli Symonds (QS)
- (ii) the Times Higher Education (THE) or
- (iii) the Academic Ranking of World Universities (ARWU) of the Shanghai Jiao Tong University (Shanghai).

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

II. Associate Professor:

Eligibility:

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

Professor:

Eligibility (A or B) :

- A. i) An eminent scholar having a Ph.D. degree in the concerned/allied/relevant discipline, and published work of high quality, actively engaged in research with evidence of published work with, a minimum of 10 research publications in the peer-reviewed or UGC-listed journals and a total research score of 120 as per the criteria given in Appendix II, Table 2.
- ii) A minimum of ten years of teaching experience in university/college as Assistant Professor/Associate Professor/Professor, and /or research experience at equivalent level at the University/National Level Institutions with evidence of having successfully guided doctoral candidate. •

OR

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

IV. Senior Professor in Universities

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

Eligibility:

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

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

A. Eligibility:

- (i) Ph.D. degree
 - (ii) Professor/Associate Professor with a total service/ experience of at least fifteen years of teaching/research in Universities, Colleges and other institutions of higher education.
 - (iii) A minimum of 10 research publications in peer-reviewed or UGC-listed journals.
 - (iv) A minimum of 110 Research Score as per Appendix II, Table 2
- Provided that the general eligibility criteria for the Principal of unaided and self financed colleges shall be as provided by Government order no. 6/2018/597/ 70-1-2018-16(123)/2015 dated August 16, 2018(Appendix-VIII).

3.2. Music, Performing Arts, Visual Arts and Other Traditional Indian Art Forms like Sculpture, etc.

I. Assistant Professor:

Eligibility (A or B):

A.

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

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

- a) Ph.D. degree has been awarded to the candidate in a regular mode
- b) The Ph.D. thesis has been evaluated by at least two external examiners;
- c) An open Ph.D. viva voce of the candidate had been conducted;

- d) candidate has published two research papers from his/her Ph.D. work, out of which, at least one is in a refereed journal;
- e) The candidate has presented at least two research papers based on his/her Ph.D. work in conferences/seminars supported/funded/sponsored by the UGC/AICTE /ICSSR or any other similar agency.

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

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

OR

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

- i) studied under a noted/reputed traditional Master(s)/Artist(s)
- ii) Has been 'A' grade artist of AIR/Doordarshan;
- iii) Has the ability to explain, with logical reasoning the subject concerned; and iv) Has adequate knowledge to teach theory with illustrations in the discipline concerned.

II. Associate Professor :

Eligibility (A or B):

A.

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

OR

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

- i) been 'A'-grade artist of AIR/Doordarshan;
- ii) eight years' experience of outstanding performing achievement in the field of specialisation;
- iii) experience in designing of new courses and /or curricula;
- iv) participated in National level Seminars/Conferences/Concerts in reputed institutions' and
- v) ability to explain, with logical reasoning, the subject concerned and adequate knowledge to teach theory with illustrations in the said discipline.

III. Professor :

Eligibility (A or B):

A.

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

OR

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

- i) Having Masters degree, in the relevant subject
- ii) Has been 'A'-grade artist of AIR/Doordarshan
- iii) Has Ten years of outstanding performing achievements in the field of specialisation

- iv) Has made significant contributions in the field of specialisations and ability to guide research;
- v) Has participated in National/International Seminars/Conferences/ Workshops/Concerts and/ or recipient of National/International Awards/Fellowships;
- vi) Has the ability to explain with logical reasoning the subject concerned, and vii) Has adequate knowledge to teach theory with illustrations in the said discipline.

3.3 Drama Discipline:

I. Assistant Professor

Eligibility (A or B)

A.

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

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

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

Note:

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

OR

B. A traditional or a professional artist with highly commendable professional achievement in the concerned subject, who has:

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

II. Associate Professor:

Eligibility (A or B) :

A.

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

OR

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

- i) Been recognised artist of Stage/ Radio/TV;
- ii) Eight years of outstanding performance in the field of specialisation;
- iii) Experience of designing new courses and /or curricula;
- iv) Participated in Seminars/Conferences in reputed institutions; and
- v) The ability to explain with logical reasoning the subject concerned and adequate knowledge to teach theory with illustrations in the said discipline.

III. Professor

Eligibility (A or B) :

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

OR

B. A traditional and a professional artist, having highly commendable professional achievement in the subject concerned, who has:

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

3.4 Yoga Discipline

I. Assistant Professor :

Eligibility (A or B) :

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

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

OR

B.

A Master's degree in any discipline with at least 55% marks (or an equivalent grade in a point-scale wherever the grading system is followed) and a Ph.D. Degree in Yoga* in accordance with the University Grants Commission (Minimum Standards and Procedure for Award of M.Phil./Ph.D. Degree) Regulations, 2009 or 2016 and their amendments from time to time as the case may be. *Note: Considering the paucity of teachers in the newly-emerging field of Yoga, this alternative has been provided and shall be valid only for five years from the date of notification of these Statutes.

II. ASSOCIATE PROFESSOR

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

III. PROFESSOR Eligibility (A or B) :

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

Or

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

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

I. ASSISTANT PROFESSOR:

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

II. ASSOCIATE PROFESSOR:

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

III. PROFESSOR:

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

IV. PRINCIPAL / DIRECTOR / DEAN:

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

Note:

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

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

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

II. ASSOCIATE PROFESSOR:

- i) Essential: A Master's Degree in Physiotherapy (M.P.T./M.P.Th./M.Th.P/M.Sc. P.T.) with eight years' experience as Assistant Professor.
- ii) Desirable: Higher Qualification, such as Ph.D. degree in any discipline of Physiotherapy recognised by the U.G.C, and published work of high standard in peer-reviewed or UGC - listed journals.

III. PROFESSOR:

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

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

IV. PRINCIPAL / DIRECTOR / DEAN:

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

Note:

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

3.7 MINIMUM QUALIFICATIONS FOR DIRECT RECRUITMENT TO THE POSTS OF UNIVERSITY ASSISTANT LIBRARIAN / COLLEGE LIBRARIAN, UNIVERSITY DEPUTY LIBRARIAN AND UNIVERSITY LIBRARIAN**I. UNIVERSITY ASSISTANT LIBRARIAN / COLLEGE LIBRARIAN**

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

Provided that the, candidates registered for the Ph.D. degree prior to July 11, 2009, shall be governed by the provisions of the then existing

Ordinances / Bye-laws / Regulations of the Institution awarding the degree, and such Ph.D. candidates shall be exempted from the requirement of NET/SLET/SET for recruitment and appointment of Assistant Professor or equivalent positions in Universities/Colleges / Institutions subject to the fulfillment of the following conditions:-

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

Note:

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

II. UNIVERSITY DEPUTY LIBRARIAN

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

III. UNIVERSITY LIBRARIAN

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

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

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

Eligibility (A or B) :

A.

- i) A Master's Degree in Physical Education and Sports or Physical Education or Sports Science with 55% marks (or an equivalent grade in a point -scale, wherever the grading system is followed)
- ii) Record of having represented the university / college at the inter-university /inter-collegiate competitions or the State and/ or national championships.
- iii) Besides fulfilling the above qualifications, the candidate must have cleared the National Eligibility Test (NET), conducted by the UGC or CSIR, or a similar test accredited by the UGC, like SLET/SET, or

who are or have been awarded a Ph.D. Degree in Physical Education or Physical Education and Sports or Sports Science, in accordance with the University Grants Commission (Minimum Standards and Procedure for Award of M.Phil./Ph.D. Degree) Regulations, 2009 or 2016 and their amendments from time to time, as the case may be:

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

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

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

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

v. Passed the physical fitness test conducted in accordance with these Statutes.

OR

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

II. University Deputy Director of Physical Education and Sports Eligibility (A or B) :

A.

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

OR

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

III. University Director of Physical Education and Sports

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

IV. Physical Fitness Test Norms

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

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

• NORMS FOR MEN

| 12 MINUTES RUN/WALK TEST | | | |
|--------------------------|---------------|---------------|---------------|
| Upto 30 Years | Upto 40 Years | Upto 45 Years | Upto 50 Years |
| 1800 metres | 1500 metres | 1200 metres | 800 metres |
| NORMS FOR WOMEN | | | |
| 8 MINUTES RUN/WALK TEST | | | |
| Upto 30 Years | Upto 40 Years | Upto 45 Years | Upto 50 Years |
| 1000 metres | 800 metres | 600 metres | 400 metres |

4.0 CONSTITUTION OF SELECTION COMMITTEES AND GUIDELINES ON SELECTION PROCEDURE:

- 4.1 The constitutions of Selection Committees and procedure of selection and appointment for the posts covered under these Statutes shall be as per existing Acts, rules and Government orders issued by the State Government from time to time.
- 4.2. The "Screening-cum-Evaluation Committee" for CAS promotion of Assistant Professors/equivalent cadres in Librarians/Physical Education and Sports from one level to the other higher level shall consist of:
- A. For University teachers:**
- The Vice-Chancellor or his/her nominee shall be the Chairperson of the Committee;
 - The Dean of the Faculty concerned;
 - The Head of the Department /Chairperson of the School; and
 - One subject expert in the subject concerned nominated by the Vice-Chancellor from the University panel of experts.
- B. For College teachers:**
- The Principal of the college;
 - Head /Teacher-Incharge of the department concerned from the college;
 - Two subject experts in the subject concerned nominated by the Vice-Chancellor from the university panel of experts;
- C. For University Assistant Librarian:**
- The Vice-Chancellor shall be the Chairperson of the Committee;
 - The Dean of the Faculty concerned;
 - The Librarian, University Library; and
 - One expert who is a working Librarian nominated by the Vice-Chancellor from the University panel of experts.
- D. For College Assistant Librarian:**
- The Principal shall be the Chairperson of the Committee;
 - The Librarian, University Library; and
 - Two experts who are working Librarians nominated by the Vice-Chancellor from the University panel of experts.
- E. For University Assistant Director, Physical Education and Sports:**
- The Vice-Chancellor shall be the Chairperson of the Committee;
 - The Dean of the Faculty concerned;
 - The University Director, Physical Education and Sports; and
 - One expert in Physical Education and Sports Administration from University system nominated by the Vice-Chancellor from the University panel of experts.
- F. For College Director, Physical Education and Sports:**
- The Principal shall be the Chairperson of the Committee;
 - The University Director, Physical Education and Sports; and
 - Two experts in Physical Education and Sports Administration from University system nominated by the Vice-Chancellor from the University panel of experts.
- Note:** The quorum for these committees in all categories shall be three which will include one subject expert/ university nominee.

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

- (a) In Appendix II, Table 1 for each of the cadre of Assistant Professor;
- (b) In Appendix II, Table 4 for each of the cadre of Librarian; and
- (c) In Appendix II, Table 5 for each of the cadre of Physical Education and Sports shall recommend to the Syndicate/ Executive Council /Board of Management of the University/College about the suitability for the promotion of the candidate(s) under CAS for implementation.

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

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

5.0 SELECTION PROCEDURE:

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

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

II. For selections on the posts covered under these Statutes the selection procedure shall be adopted through criteria laid down in Appendix II, Table 1, 2, 3A, 3B, 4, and 5.

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

IV. 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. The IQAC shall act as the documentation and record-keeping Cell for the institution, including assistance in the development of Assessment Criteria and Methodology Proforma based on these Statutes. The IQAC may also introduce, wherever feasible, the student feedback system as per the NAAC guidelines on institutional parameters without incorporating the component of the students' assessment of individual teachers in the Assessment Criteria and Methodology Proforma.

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

- i. **Teaching-Learning and Evaluation:** The commitment to teaching based on observable indicators such as being regular to class, punctuality to class, remedial teaching and clarifying doubts within and outside the class hours, counselling and mentoring, additional teaching to support the college/university as and when the need arises, etc. Examination and evaluation activities like performing of examination supervision duties, question-papers setting for university/college examinations, participation in the evaluation of examination answer scripts, conducting examinations for internal assessment as per the schedule to be announced by the institution at the beginning of each Academic Session and returning and discussing the answers in the class.

ii. **Personal Development Related to Teaching and Research Activities:** Attending orientation/refresher/methodology courses, development of e-contents and MOOC's, organising seminar/ conference/ workshop / presentation of papers and chairing of sessions/guiding and carrying out research projects and publishing the research output in national and international journals etc.

iii. **Administrative Support and Participation in Students' Co- curricular and Extra-curricular Activities.**

B. Assessment Process

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

- Step 1:** The college/university teachers shall submit to college/ university an annual self-appraisal report in the prescribed Proforma to be designed based on Tables 1 to 5 of Appendix II. The report should be submitted at the end of every academic year, within the stipulated time. The teacher will provide documentary evidence for the claims made in the annual self-appraisal report, which is to be verified by the HOD/Teacher- in-charge etc. The submission should be through the Head of the Department (HOD)/teacher-in-charge.
- Step 2:** After completion of the required years of experience for promotion under CAS and fulfilment of other requirements indicated below, the teacher shall submit an application for promotion under CAS.
- Step 3:** A CAS Promotion shall be granted as mentioned in Clauses 6.4 of these Statutes.

6.1 Assessment Criteria and Methodology:

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

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

6.3 The criteria for promotions under Career Advancement Scheme laid down under these Statutes shall be effective from June 28, 2019. However, to avoid hardship to those faculty members who have already qualified or are likely to qualify shortly under the existing Statutes, a choice may be given to them, for being considered for promotions under the existing Statutes. This option can be exercised only within three years from the date of notification of these Statutes.

- I. A teacher who wishes to be considered for promotion under the CAS may submit in writing to the university/college, within three months in advance of the due date, that he/she fulfils all the requirements under the CAS and submit to the university/college the Assessment Criteria and Methodology Proforma as evolved by the university concerned supported by all credentials as per the Assessment Criteria and Methodology guidelines set out in Statutes. In order to avoid any delay in holding the Selection Committee meetings for various positions under the CAS, the University/College may initiate the process of screening/selection, and complete the process within six months from the receipt of application. Further, in order to avoid any hardship, the candidates who fulfil all other criteria mentioned in these Statutes, as on and till the date on which these Statutes are notified, can be considered for promotion from the date, on or after the date, on which they fulfil these eligibility conditions.
- II. The Selection Committee specifications as contained in these Statutes shall be applicable to Career Advancement promotions from Assistant Professor to Associate Professor, from Associate Professor to Professor, Professor to Senior Professor (in University) and for equivalent cadres.
- III. The CAS promotion from a lower stage to a higher stage of Assistant Professor shall be conducted through a "Screening-cum-Evaluation Committee", following the criteria laid down in Table 1 of Appendix II.

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

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

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

B. Career Advancement Scheme (CAS) for Colleges teachers

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

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

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

OR

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

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

CAS Promotion Criteria:

A teacher shall be promoted if;

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

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

Eligibility:

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

CAS Promotion Criteria:

A teacher shall be promoted if;

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

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

Eligibility:

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

CAS Promotion Criteria:

A teacher may be promoted if;

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

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

Eligibility:

1. Associate Professors who have completed three years of service in Academic Level 13A.
2. A Ph.D. degree in subject relevant/allied/relevant discipline.

3. A minimum of 10 research publications in peer-reviewed or UGC-listed journals out of which three research papers shall be published during the assessment period.

4. A minimum of 110 Research Score as per Appendix II, Table 2

CAS Promotion Criteria:

A teacher shall be promoted if;

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

C. Career Advancement Scheme (CAS) for University teachers

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

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

CAS Promotion Criteria :

A teacher shall be promoted if;

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

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

Eligibility:

- i) Assistant Professors who has completed five years of service in Academic Level 11/Senior Scale.
- ii) A Ph.D. Degree in the subject relevant/allied/relevant discipline.
- iii) Has done any two of the following in the last five years of Academic Level 11/Senior Scale: Completed a course / programme from amongst the categories of Refresher Courses/Research Methodology/ Workshops/ Syllabus Up-gradation Workshop/ Teaching-Learning-Evaluation/ Technology Programmes / Faculty Development Programme of at least two weeks (ten days) duration (or completed two courses of at least one week (five days) duration in lieu of every single course/programme of at least two weeks (ten days) duration). or, completed one MOOCs course in the relevant subject (with e-certification); or contribution towards the development of e-content in 4-quadrant (at least one quadrant) minimum of 10 modules of a course/contribution towards the development of at least 10 modules of MOOCs course/ contribution towards conduct of a MOOCs course during the period of assessment.
- iv) Published three research papers in the peer-reviewed journals or UGC-listed journals during assessment period.

CAS Promotion Criteria:

A teacher shall be promoted if;

- i) The teacher gets a 'satisfactory' or 'good' grade in the annual performance assessment reports of at least four of the last five years of the assessment period, (as prescribed in Appendix II, Table 1) and;

- ii) The promotion is recommended by the Screening-cum-evaluation committee.

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

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

CAS Promotion Criteria:

A teacher shall be promoted if;

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

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

Eligibility:

- 1) An Associate Professor who has completed three years of service in Academic Level 13 A.
- 2) A Ph.D degree in the subject concerned/allied/relevant discipline.
- 3) A minimum of ten research publications in the peer- reviewed or UGC-listed journals out of which three research papers should have been published during the assessment period.
- 4) Evidence of having successfully guided doctoral candidate.
- 5) A minimum of 110 Research Score as per Appendix II, Table 2.

CAS Promotion Criteria:

A teacher shall be promoted if;

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

V. Professor (Academic Level 14) to Senior Professor (Academic Level 15)

A Professor can be promoted to the post of Senior Professor under the CAS. The promotion shall be based on academic achievement, favourable review from three eminent subject -experts who are not of the rank lower than the rank of a Senior Professor or a Professor having at least ten years' of experience. The selection shall be based on 10 best publications during the last 10 years and interaction with a Selection Committee constituted in accordance with these Statutes.

Eligibility:

- i) Ten years' experience as a Professor.
- ii) A minimum of ten publications in the peer-reviewed or UGC-listed journals and Ph.D. degree has been successfully awarded to two candidates under his/her supervision during the assessment period.

D. Career Advancement Scheme (CAS) for Librarians

Note:

- i) The following provisions apply only to those persons who are not involved in the teaching of Library Science. Teachers in institutions where Library Science is a teaching department shall be covered by the provisions given under sections 6.4 (B) and 6.4 (C), of these Statutes for Colleges/Institutions and for Universities, respectively.
- ii) The Deputy Librarian in Universities shall have two levels i.e. Academic Level 13A and Academic Level 14 while College Librarians shall have five levels i.e. Academic Level 10, Academic Level 11, Academic Level 12, Academic Level 13A and Academic Level 14.

I. From University Assistant Librarian (Academic level 10)/College Librarian (Academic level 10) to University Assistant Librarian (Senior Scale/Academic level 11)/ College Librarian (Senior Scale/Academic level 11):

Eligibility:

An Assistant Librarian/ College Librarian who is in Academic Level 10 and has completed four years of service having a Ph.D. degree in Library Science/ Information Science/ Documentation Science or an equivalent degree or five years' of experience, having at least a M.Phil.degree, or six years of service for those without a M.Phil or a Ph.D. degree.

- (i) He/she has attended at least one Orientation course of 21 days' duration; and
- (ii) Training, Seminar or Workshop on automation and digitalisation, maintenance and related activities, of at least 5 days, as per Appendix II, Table 4.

CAS Promotion Criteria:

An Assistant Librarian/College Librarian may be promoted if:

- i) He/she gets a 'satisfactory' or 'good' grade in the annual performance assessment reports of at least three/four/five out of the last four/five/six years of the assessment period as the case may be as specified in Appendix II, Table 4, and
- ii) The promotion is recommended by a screening-cum-evaluation committee.

II. From University Assistant Librarian (Senior Scale/Academic level 11)/College Librarian (Senior Scale/Academic level 11) to University Assistant Librarian (Selection Grade/ Academic level 12/ College Librarian (Selection Grade/Academic level 12)

Eligibility:

- 1) He/she has completed five years of service in that grade.
- 2) He/she has done any two of the following in the last five years:
 - (i) Training/Seminar/Workshop/Course on automation and digitalisation, (ii) Maintenance and other activities as per Appendix II, Table 4 of at least two weeks (ten days) duration (or completed two courses of at least one week (five days) duration in lieu of every single course/programme of at least two weeks (ten days) duration), (iii) Taken/developed one MOOCs course in the relevant subject (with e-certification), or (iv) Library up-gradation course.

CAS Promotion Criteria:

An individual shall be promoted if:

- i) He/she gets a 'satisfactory' or 'good' grade in the annual performance assessment reports of at least four out of the last five years of the assessment period, as specified in Appendix II, Table 4, and;
- ii) The promotion is recommended by a screening-cum-evaluation committee.

III. From University Assistant Librarian (Selection Grade/Academic level 12)/ College Librarian (Selection Grade/Academic level 12) to University Deputy Librarian (Academic Level 13A)/College Librarian (Academic Level 13A)

- 1) He/she has completed three years of service in that grade.
- 2) He/she has done any one of the following in the last three years:
 - (i) Training/Seminar/Workshop/Course on automation and digitalization, (ii) Maintenance and related activities as per Appendix II, Table 4 of at least two weeks' (ten days) duration, (iii) Completed two courses of at least one week (five days) duration in lieu of every single course/programme of at least two weeks (ten days) duration, (iv) Taken/developed one MOOCs course in the relevant subject (with e-certification), and (v) Library up-gradation course.

CAS Promotion Criteria:

An individual shall be promoted if:

- i) He/she gets a 'satisfactory' or 'good' grade in the annual performance assessment reports of at least two out of the last three years of the assessment period, as specified in Appendix II, Table 4; and
- ii) The promotion is recommended by a Selection Committee constituted as per these Statutes on the basis of the interview performance.

IV. The criteria for CAS Promotions from University Deputy Librarian/College Librarians (Academic Level 13A) to University Deputy Librarian/College Librarians (Academic Level 14) shall be the following:

- 1) He/she has completed three years of service in that grade.
- 2) He/she has done any one of the following in the last three years: (i) Training/Seminar/Workshop/Course on automation and digitalization, (ii) Maintenance and related activities as per Appendix II, Table 4 of at least two weeks' (ten days) duration, (iii) Completed two courses of at least one week (five days) duration in lieu of every single course/programme of at least two weeks (ten days) duration, (iv) Taken/developed one MOOCs course in the relevant subject (with e-certification), and (v) Library up-gradation course.
- 3) Evidence of innovative library services, including the integration of ICT in a library.
- 4) A Ph.D. Degree in Library Science/Information Science/Documentation /archives and Manuscript Keeping

CAS Promotion Criteria:

An individual shall be promoted if:

- i) He/she gets a 'satisfactory' or 'good' grade in the annual performance assessment reports of at least two out of the last three years of the assessment period, as specified in Appendix II, Table 4; and
- ii) The promotion is recommended by a Selection Committee constituted as per these Statutes on the basis of the interview performance.

E. Career Advancement Scheme (CAS) for Directors of Physical Education and Sports

Note:

- i) The following provisions apply only to those personnel who are not involved in teaching physical education and sports. Teachers in institutions where Physical Education and Sports is a teaching department shall be covered by the provisions given under sections 6.4 (B) and 6.4 (C), of these Statutes for Colleges/Institutions and for Universities, respectively.
- ii) The Deputy Director Physical Education and Sports in Universities shall have two levels i.e. Academic Level 13A and Academic Level 14 while College Director Physical Education and Sports shall have five levels i.e. Academic Level 10, Academic Level 11, Academic Level 12, Academic Level 13A and Academic Level 14.

I. From Assistant Director of Physical Education and Sports (Academic Level 10)/College Director of Physical Education and Sports (Academic Level 10) to Assistant Director of Physical Education and Sports (Senior Scale/Academic Level 11) / College Director of Physical Education and Sports (Senior Scale/Academic Level 11)

Eligibility:

- i) He/she has completed four years of service with a Ph.D. degree in Physical Education or Physical Education & Sports or Sports Science or five years of service with an M.Phil. degree or six years of service for those without an M.Phil or Ph.D. degree.
- ii) He/she has attended one Orientation course of 21 days' duration; and
- iii) He/she has done any one of the following: (a) Completed Refresher / Research Methodology Course/ workshop, (b) Training Teaching-Learning-Evaluation Technology Programme/ Faculty Development Programme of at least 5 days duration and (c) Taken/developed one MOOCs course (with e-certification).

CAS Promotion Criteria:

An individual may be promoted if:

- i) He/she gets a 'satisfactory' or 'good' grade in the annual performance assessment reports of at least three/four/five of the last four/five/six years of the assessment period as the case may be, as specified in Appendix II, Table 5; and

- ii) The promotion is recommended by a screening-cum-evaluation committee.

II. From Assistant Director of Physical Education and Sports (Senior Scale/Academic Level 11)/ College Director of Physical Education And Sports (Senior Scale/Academic Level 11) to University Assistant Director of Physical Education and Sports (Selection Grade/Academic Level 12) / College Director of Physical Education and Sports (Selection Grade/Academic Level 12)

- 1) He/she has completed five years of service in that grade.
- 2) He/she has done any two of the following in the last five years: (i)Completed one course / programme from among the categories of refresher courses, research methodology workshops, (ii)Teaching-Learning-Evaluation Technology Programmes / Faculty Development Programmes of at least two weeks (ten days) duration, (iii)Completed two courses of at least one week(five days) duration in lieu of every single course/programme of at least two weeks (ten days) duration), and (iv) Taken/developed one MOOCs course in the relevant subject (with e-certification).

CAS Promotion Criteria:

An individual may be promoted if;

- i) He/she gets a 'satisfactory' or 'good' grade in the annual performance assessment reports of at least four out of the last five years' of the assessment period as specified in Appendix II, Table 5, and;
- ii) The promotion is recommended by a screening-cum-evaluation committee .

III. From University Assistant Director of Physical Education and Sports (Selection Grade/Academic Level 12)/ College Director of Physical Education and Sports (Selection Grade/Academic Level 12) to University Deputy Director of Physical Education and Sports (Academic Level 13 A)/ College Director of Physical Education and Sports (Academic Level 13A)

- 1) He/she has completed three years of service.
- 2) He/she has done any one of the following during last three years: (i)Completed one course / programme from among the categories of Refresher Courses, Research Methodology Workshop, (ii)Teaching-Learning-Evaluation Technology Programmes / Faculty Development Programmes of at least two weeks (ten days) duration (or completed two courses of at least one week (five days) duration in lieu of every single course/programme of at least two weeks (ten days) duration), (iii) Taken / developed one MOOCs course in relevant subject (with e-certification).

CAS Promotion Criteria:

An individual may be promoted if;

- i) He/she gets a 'satisfactory' or 'good' grade performance assessment reports of at least two out of the last three years of the assessment period as specified in Appendix II, Table 5, and;
- ii) The promotion is recommended by a selection committee constituted as per these Statutes on the basis of the interview performance.

IV. The criteria for CAS Promotions from University Deputy Director Physical Education and Sports/College Director Physical Education and Sports (Academic Level 13A) to University Deputy Director Physical Education and Sports/College Director Physical Education and Sports (Academic Level 14) shall be the following:

- 1) He/she has completed three years of service.
- 2) He/she has done any one of the following during last three years: (i)Completed one course / programme from among the categories of Refresher Courses, Research Methodology Workshop, (ii)Teaching-Learning-Evaluation Technology Programmes / Faculty Development Programmes of at least two weeks (ten days) duration (or completed two courses of at least one week (five days) duration in lieu of every single course/programme of at least two weeks (ten days) duration), (iii) Taken / developed one MOOCs course in relevant subject (with e-certification).
- 3) Evidence of organising competitions and coaching camps of at least two weeks' duration.
- 4) Evidence of having produced good performance of teams/athletes for competitions like state/national/interuniversity/combined university, etc.
- 5) A Ph.D. in Physical Education or Physical Education and Sports or Sports Science.

► **CAS Promotion Criteria:**

An individual may be promoted if;

- i) He/she gets a 'satisfactory' or 'good' grade performance assessment reports of at least two out of the last three years of the assessment period as specified in Appendix II, Table 5, and;
 - ii) The promotion is recommended by a selection committee constituted as per these Statutes on the basis of the interview performance.
- 6.5. Discretionary award of advance increments for those who enter the profession as Associate Professor or Professor with higher merit, high number of research publications of high quality and experience at the appropriate level, shall be within the competence of the appropriate authority of the University concerned or recruiting institution based on the recommendations of a selection committee while considering the case of individual candidates in the context of the merits of each case, taking into account the pay structure of other teachers in the faculty and other merit-specific factors. Discretionary award of advance increments is not applicable to those entering the profession as Assistant Professor/Assistant Librarian/Assistant Director of Physical Education and Sports and to those who are entitled for grant of advance increments for having acquired a Ph. D., M. Phil. or M.Tech. and LL.M degree. However, those entering the service as Assistant Professor/Assistant Librarian/Assistant Director of Physical Education and Sports, having a post-doctoral teaching/research experience, after obtaining a Ph.D. degree and proven credentials, may be eligible for discretionary award of advanced increments to be given to the person, as decided and recorded by the Selection Committee in the minutes of its meeting.

7 DUTY LEAVE STUDY LEAVE SABBATICAL LEAVE

10.0 **Creation and Filling-up of Teaching Posts**

10.1 Teaching posts in universities, as far as feasible, may be created in a pyramidal order, for instance, for one post of Professor, there shall be two posts of Associate Professors and four posts of Assistant Professor, per department.

10.2 All the sanctioned/approved posts in the university system shall be filled up on an urgent basis.

11.0 **Teaching Days**

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

The above provision is summarised as follows:

| Categorisation | Number of weeks : 6-days a week pattern | | Number of weeks : 5-days a week pattern | |
|--|---|---------------------|---|---------------------|
| | University | College | University | College |
| Teaching and Learning Process | 30 (180 days) weeks | 30 (180 days) weeks | 36 (180 days) weeks | 36 (180 days) weeks |
| Admissions, Examinations, and preparation for Examination | 12 | 10 | 8 | 8 |
| Vacations | 3 | 10 | 6 | 6 |
| Public Holidays (to increase and adjust teaching days accordingly) | 2 | 2 | 2 | 2 |
| Total | 52 | 52 | 52 | 52 |

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

12.0 Workload

- 12.1 The workload of the teachers in full employment should not be less than Forty hours a week for Thirty working weeks (One Hundred and Eighty teaching days) in an academic year. It should be necessary for the teacher to be available for at least Five hours daily in the University/College. Teachers shall devote at least Two hours per day for mentoring of students (minimum Fifteen students per coordinator) for Community Development/ExtraCurricular Activities/library consultation/research in case of Under-Graduate Courses and/or at least Two hours per day for research in case of Post-Graduate courses, for which the necessary space and infrastructure shall be provided by the University/College. The direct teaching-learning work load should be as follows:
Assistant Professor - 16 hours per week
Associate Professor/Professor - 14 hours per week
- 12.2 Professors/ Associate Professors/ Assistant Professors involved in administration/ extension work can devote two hours per week from the teaching and learning hours.

15.0 Maintenance of Standards in Higher-Education Institutions:

In order to maintain the academic standards in higher education, the following recommendations in UGC regulation, 2018 are being adopted:

- i. The process of evaluation for Ph.D shall be uniform in all the universities in accordance with the respective UGC Regulations and their amendments as adopted by State Government from time to time, in this regard.
- ii. There shall be special provision of supernumerary Ph.D seats not exceeding 10% of the total seats available in the department, if there is no vacant seat available with the eligible Supervisors in that department, to the in-service teachers for encouraging the faculty members of colleges and universities for getting a Ph.D. degree.
- iii. In order to encourage research and increase country's research output, Universities shall accord permission and provide need-based facility for college teachers to supervise Ph.D./M.Phil. scholars. Universities shall amend their Statutes and Ordinances in this regard.
- iv. All newly-recruited faculty members shall be provided one-time seed money/start up grant/research grant for establishing a basic research/computational facility as per the provisions laid down in these Statutes.
- v. The Ph.D. degree shall be made a mandatory requirement for recruitment and promotions in accordance with the provisions laid down in these Statutes.
- vi. Research clusters shall be created amongst the universities/colleges/research institutions within the state for sharing research facilities, human resources, skills and infrastructure to ensure optimal utilisation of resources and to create synergies among higher education institutions.
- vii. An induction programme of one month shall be introduced for all newly-recruited Assistant Professors in the universities /colleges/institutions ideally before the starting of their teaching work, but definitely within one year of the recruitment of the new faculty member. In addition to the Human Resource Development Centres of the UGC, Universities/Institutions with the Pandit Madan Mohan Malviya National Mission on

- Teachers and Teaching(PMMMMNMTT) scheme shall also organize such induction programmes as per their mandate.
- viii. These induction programmes shall be treated at par with the Orientation Programmes already being run by the Human Resource Development Centres of the UGC for the purpose of the CAS requirements. Universities/Colleges/Institutions shall send the faculty members to such programmes in a phased manner so that the teaching work does not suffer.
- ix. All short-term and long-duration capacity-building programmes for teachers/faculty ranging from one week to one month as well as seminars, workshops in different pedagogic and discipline-specific areas being conducted by centres such as Schools of Education (SoEs), Teaching Learning Centres (TLCs), Faculty Development Centres (FDCs), Centres for Excellence in Science and Mathematics (CESMEs), Centres for Academic Leadership and Education Management (CALEMs) under the PMMMMNMTT scheme shall be taken into consideration for fulfilment of the requirements as laid down in Career Advancement Scheme of these Statutes.

APPENDICXS

| | |
|---------------|---|
| Appendix I | Fitment Tables for fixation of pay of the existing incumbents, who were in position as on 01.01.2016, in various categories of posts indicated in the tables (MHRD Notification MHRD letters No. Corrigendum F.No.1-7/2015-U.II(1) dated 08.11.2017 |
| Appendix II | <u>Assessment Criteria and Methodology</u> Table 1 to 3 - For University and College Teachers Table 4 - For Assistant Librarian, Deputy Librarian, Librarian etc. Table 5 - For Assistant Director/Deputy Director/ Director Physical Education and Sports etc. |
| Appendix III | Government order no. 269/ 70-1-2018-16(35)/2017 dated July 25, 2018 shall remain as provided by State Government |
| Appendix IV | Government order no.600/70-1-2019-16(114)/2010 dated June 28, 2019 |
| Appendix V | Government order no.1124/70-4-2018-358(Vi0Ve0Aa0)/2018 dated September 13, 2018 |
| Appendix VI | Government order no.1/2018/09/70-1-2018-16(58)/2017 dated January 18, 2018 |
| Appendix VII | Government order no.269/70-2-2014-16(246)/2010 dated April 24, 2014 as amended vide Government order no.3/2018/09/70-1-2018-16(58)/2017 dated January 18, 2018 |
| Appendix VIII | Government order no. 6/2018/597/ 70-1-2018-16(123)/2015 dated August 06, 2018 |

GOVERNMENT OF INDIA
Ministry of Human Resource Development
Department of Higher Education
Classroom 3, Section

Shastr Bhavan, New Delhi
Dated 27th November, 2017

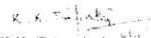
Corrigendum

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

In the order of the Government of India in the Ministry of Human Resource Development (Department of Higher Education) no. 1-7/2015-U.II(1) dated 2.11.2017 in the Annexure (Page 8) appended to the said order, figures mentioned in

- (a) Cell Academic level 13, row 8 may be read as "84,700" instead of "84,100"
- (b) Cell Academic level 13A, row 16 may be read as "2,04,700" instead of "2,04,100"
- (c) Cell Academic level 14, row 9 may be read as "1,82,700" instead of "1,82,100"

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


(Dr. K.K. Tripathy) Director

To:

- 1. The Secretary, University Grants Commission, Bahadurshah Zafar Marg, New Delhi - 110 002.
- 2. Vice-Chancellors of all Central Universities/ Institutions Deemed to be Universities fully funded by the Central Government
- 3. Principal Secretary to Prime Minister, South Block, Central Secretariat, New Delhi
- 4. Secretary (Constitutions), Cabinet Secretariat, Rashtrapati Bhavan, New Delhi
- 5. Secretary, Department of Expenditure, North Block, New Delhi
- 6. Secretary, Department of Personnel & Training, North Block, New Delhi
- 7. Secretary, Department of Agriculture, Research and Education, Shastr Bhavan, New Delhi
- 8. Secretary, Ministry of Health and Family Welfare (Medical Education), Haryana, Patna - 800 001
- 9. Member Secretary, All India Council for Technical Education, New Delhi
- 10. Chief Secretaries of all State Governments.
- 11. All the Member Secretary of Higher Education (Group 'A') and all the Member Secretary of Higher Education (Group 'B') and all the Member Secretary of Higher Education (Group 'C') and all the Member Secretary of Higher Education (Group 'D') and all the Member Secretary of Higher Education (Group 'E') and all the Member Secretary of Higher Education (Group 'F') and all the Member Secretary of Higher Education (Group 'G') and all the Member Secretary of Higher Education (Group 'H') and all the Member Secretary of Higher Education (Group 'I') and all the Member Secretary of Higher Education (Group 'J') and all the Member Secretary of Higher Education (Group 'K') and all the Member Secretary of Higher Education (Group 'L') and all the Member Secretary of Higher Education (Group 'M') and all the Member Secretary of Higher Education (Group 'N') and all the Member Secretary of Higher Education (Group 'O') and all the Member Secretary of Higher Education (Group 'P') and all the Member Secretary of Higher Education (Group 'Q') and all the Member Secretary of Higher Education (Group 'R') and all the Member Secretary of Higher Education (Group 'S') and all the Member Secretary of Higher Education (Group 'T') and all the Member Secretary of Higher Education (Group 'U') and all the Member Secretary of Higher Education (Group 'V') and all the Member Secretary of Higher Education (Group 'W') and all the Member Secretary of Higher Education (Group 'X') and all the Member Secretary of Higher Education (Group 'Y') and all the Member Secretary of Higher Education (Group 'Z')

Pay Matrix

| Pay Band (Rs.) | 15,600-39,100 | | 37,400-67,000 | | 67,000-79,600 |
|--|---------------|----------|---------------|----------|---------------|
| Grade Pay (Rs.) | 6,000 | 7,000 | 8,900 | 9,000 | 10,000 |
| Index of Rationalization Entry Pay (Rs.) | 2.67 | 2.67 | 2.67 | 2.67 | 2.72 |
| Academic Level | 10 | 11 | 12 | 13A | 14 |
| Rationalised Entry Pay (Rs.) 1 | 57,700 | 68,900 | 79,800 | 1,44,400 | 1,47,200 |
| 2 | 59,400 | 71,000 | 82,200 | 1,35,300 | 1,47,700 |
| 3 | 61,200 | 73,100 | 84,700 | 1,39,400 | 1,53,800 |
| 4 | 63,000 | 75,300 | 87,200 | 1,43,600 | 1,57,900 |
| 5 | 64,900 | 77,600 | 89,600 | 1,47,900 | 1,62,000 |
| 6 | 66,800 | 79,900 | 92,000 | 1,52,300 | 1,67,200 |
| 7 | 68,800 | 82,300 | 95,300 | 1,56,900 | 1,72,200 |
| 8 | 70,900 | 84,800 | 98,200 | 1,61,600 | 1,77,400 |
| 9 | 73,000 | 87,300 | 1,01,100 | 1,66,400 | 1,82,700 |
| 10 | 75,200 | 89,900 | 1,04,100 | 1,71,400 | 1,88,200 |
| 11 | 77,500 | 92,600 | 1,07,200 | 1,76,500 | 1,93,800 |
| 12 | 79,800 | 95,400 | 1,10,400 | 1,81,800 | 1,99,500 |
| 13 | 82,200 | 98,300 | 1,13,700 | 1,87,300 | 2,05,900 |
| 14 | 84,700 | 1,01,200 | 1,17,100 | 1,92,900 | 2,11,800 |
| 15 | 87,200 | 1,04,200 | 1,20,600 | 1,98,700 | 2,18,200 |
| 16 | 89,800 | 1,07,300 | 1,24,200 | 2,04,700 | 2,25,000 |
| 17 | 92,500 | 1,10,500 | 1,27,900 | 2,10,900 | 2,32,100 |

Dr. S. S. Chakravarti

15 630 38 102

19 96,360 1 13,800 1 31,160 2 97 102

20 98,200 1 17,200 1 52,700

21 1 01 100 1 23 700 1 95 800

22 1 04 100 1 24 300 1 43 000

23 1 07 200 1 28 000 1 45 100

24 1 10 400 1 31 800 1 52 700

25 1 13 700 1 35 800 1 57 300

26 1 17 100 1 39 900 1 62 000

27 1 20 800 1 44 100 1 66 900

28 1 24 200 1 48 400 1 71 900

29 1 27 900 1 52 900 1 77 100

30 1 31 700 1 57 800 1 82 400

31 1 35 700 1 62 200 1 87 900

32 1 39 800 1 67 100 1 93 500

33 1 44 000 1 72 100 1 99 300

34 1 48 300 1 77 300 2 05 300

35 1 52 700 1 82 600 2 11 500

36 1 57 300 1 88 100

37 1 62 000 1 93 700

38 1 66 900 1 99 500

39 1 71 900 2 05 600

40 1 77 100

1 62 400

15 630 38 102

15 630 38 102

UNDERTAKING

I hereby undertake that any excess payment made that may be found to have been made as a result of incorrect fixation of pay in the revised scales or grant of inappropriate pay band/grade pay or any excess payment detected in the light of discrepancies notices subsequently will be refunded by me to the institute either by adjustment against future payments due to me or otherwise.

Signature _____
Name _____
Designation _____
Date: _____

[Handwritten mark]

Appendix II
Table 1**Assessment Criteria and Methodology for University/College Teachers**

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

Table 2
Methodology for University and College Teachers for calculating Academic Research Score
 (Assessment must be based on evidence produced by the teacher such as: copy of publications, project sanction letter, utilization and completion certificates issued by the University and acknowledgements for patent filing and approval letters, students' Ph.D. award letter, etc.)

| S.N. | Academic/Research Activity | Faculty of Engineering / Agriculture / Medical / Veterinary Sciences | Faculty of Languages / Humanities / Arts / Social Sciences / Library / Education / Physical Education / Commerce / Management & other related disciplines |
|------|--|--|---|
| 1. | Research Papers in Peer-Reviewed or UGC listed Journals | 08 per paper | 10 per paper |
| 2. | Publications (other than Research papers) | | |
| | (a) Books authored which are published by : | | |
| | International publishers | 12 | 12 |
| | National Publishers | 10 | 10 |
| | Chapter in Edited Book | 05 | 05 |
| | Editor of Book by International Publisher | 10 | 10 |
| | Editor of Book by National Publisher | 08 | 08 |
| | (b) Translation works in Indian and Foreign Languages by qualified faculties | | |
| | Chapter or Research paper | 03 | 03 |
| | Book | 08 | 08 |
| 3. | Creation of ICT mediated Teaching Learning pedagogy and content and development of new and innovative courses and curricula | | |
| | (a) Development of Innovative pedagogy | 05 | 05 |
| | (b) Design of new curricula and courses | 02 per curricula/course | 02 per curricula/course |
| | (c) MOOCs | | |
| | Development of complete MOOCs in 4 quadrants (420 credit course)(In case of MOOCs of lesser credits 05 marks/credit) | | 20 |
| | MOOCs (developed in 4 quadrant) per | 05 | 05 |
| | Content writer/subject matter expert for each module of MOOCs (at least one quadrant) | 02 | 02 |
| | Course Coordinator for MOOCs (4 credit course)(In case of MOOCs of lesser credits 02) | 08 | 08 |
| | (d) E-Content | | |
| | Development of E-Content in 4 quadrants for complete course/e-book | 12 | 12 |
| | e-Content (developed in 4 quadrants) per module | 05 | 05 |
| | Contribution to development of e-content module in complete course/paper/e-book (at least one quadrant) | 02 | 02 |
| | Editor of e-content for complete course/ paper/e- | 10 | 10 |
| 4. | (a) Research guidance | | |

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

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

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

- | | | |
|------|--|-----------|
| i) | Paper in refereed journals without impact factor | 5 Points |
| ii) | Paper with impact factor less than 1 | 10 Points |
| iii) | Paper with impact factor between 1 and 2 | 15 Points |
| iv) | Paper with impact factor between 2 and 5 | 20 Points |
| v) | Paper with impact factor between 5 and 10 | 25 Points |
| vi) | Paper with impact factor >10 | 30 Points |
- (a) Two authors: 70% of total value of publication for each author.
 (b) More than two authors: 70% of total value of publication for the First/PrincipallCorresponding author and 30% of total value of publication for each of the joint authors.

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

Note:

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

Table: 3 A

Criteria for Short-listing of Candidates for Interview for the Post of Assistant Professors in Universities

| S.N. | Academic Record | Score | | | |
|------|--|------------------|---------------------------|---|---------------------------|
| 1. | Graduation | 80% & Above = 15 | 60% to less than 80% = 13 | 55% to less than 60% = 10 | 45% to less than 55% = 05 |
| 2. | Post-Graduation | 80% & Above = 25 | 60% to less than 80% = 23 | 55% (50% in case of SC/ST/OBC (non-creamy layer)/PWD) to less than 60% = 20 | |
| 3. | M.Phil. | 60% & above = 07 | 55% to less than 60% = 05 | | |
| 4. | Ph.D. | 30 | | | |
| 5. | NET with JRF | 07 | | | |
| | NET | 05 | | | |
| | SLET/SET | 03 | | | |
| 6. | Research Publications (2 marks for each research publications published in Peer-Reviewed or UGC-listed Journals) | 10 | | | |
| 7. | Teaching / Post Doctoral Experience (2 marks for one year each)# | 10 | | | |
| 8. | Awards | | | | |
| | International / National Level (Awards given by International Organisations) Government of India / Government of India recognised National Level Bodies) | 03 | | | |
| | State-Level (Awards given by State Government) | 02 | | | |

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

- Note: (A) (i) M.Phil + Ph.D Maximum - 30 Marks
(ii) JRF/NET/SET Maximum - 07 Marks
(iii) In awards category Maximum - 03 Marks

(B) Number of candidates to be called for interview shall be decided by the concerned universities.

(C)

| | | |
|-----------------------|---|------------|
| Academic Score | - | 80 |
| Research Publications | - | 10 |
| Teaching Experience | - | 10 |
| Total | - | 100 |

(D) Score shall be valid for appointment in respective State SLET/SET Universities/ Colleges/ Institutions only **Table 3 B**

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

| S.N. | Academic Record | Score | | | |
|------|--|------------------|---------------------------|---|---------------------------|
| 1. | Graduation | 80% & Above = 21 | 60% to less than 80% = 19 | 55% to less than 60% = 16 | 45% to less than 55% = 10 |
| 2. | Post-Graduation | 80% & Above = 25 | 60% to less than 80% = 23 | 55% (50% in case of SC/ST/OBC (non-creamy layer)/PWD) to less than 60% = 20 | |
| 3. | M.Phil. | 60% & above = 07 | 55% to less than 60% = 05 | | |
| 4. | Ph.D. | 25 | | | |
| 5. | NET with JRF | 10 | | | |
| | NET | 08 | | | |
| | SLET/SET | 05 | | | |
| 6. | Research Publications (2 marks for each research publications published in Peer-Reviewed or UGC-listed Journals) | 06 | | | |
| 7. | Teaching / Post Doctoral Experience (2 marks for one year each)# | 10 | | | |
| 8. | Awards | | | | |
| | International / National Level (Awards given by International Organisations/ Government of India / Government of India recognised National Level Bodies) | 03 | | | |
| | State-Level (Awards given by State Government) | 02 | | | |

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

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

(B) Number of candidates to be called for interview shall be decided by the college.

| | | |
|-----|-----------------------|------------|
| (C) | Academic Score | 84 |
| | Research Publications | 06 |
| | Teaching Experience | 10 |
| | TOTAL | 100 |

(D) SLET/SET score shall be valid for appointment in respective State Universities/Colleges/institutions only.

Table 4
Assessment Criteria and Methodology for Librarians

| S.No. | Activity | Grading Criteria |
|-------|---|---|
| 1. | <p>Regularity of attending library (calculated in terms of percentage of days attended to the total number of days he/she is expected to attend)</p> <p>While attending in the library, the individual is expected to undertake, inter alia, following items of work:</p> <ul style="list-style-type: none"> • Library Resource and Organization and maintenance of books, journals and reports. • Provision of Library reader services such as literature retrieval services to researchers and analysis of report. • Assistance towards updating institutional website | <p>90% and above - Good Below 90% but 80% and above - Satisfactory Less than 80% - Not satisfactory</p> |
| 2. | Conduct of seminars/workshops related to library activity or on specific books or genre of books. | <p>Good — 1 National level seminar/ workshop + 1 State/institution level workshop/Seminar Satisfactory - 1 National level seminar/ workshop or 1 state level seminar/ workshop + 1 institution level seminar/ workshop or 4 institution seminar / workshop Unsatisfactory — Not falling in above two categories</p> |
| 3. | <p>If library has a computerized database then OR If library does not have a computerized database</p> | <p>Good — 100% of physical books and journals in computerized database. Satisfactory — At least 99% of physical books and journals in computerized database. Unsatisfactory — Not falling under good or satisfactory. OR Good — 100% Catalogue database made up to date Satisfactory- 90% catalogue database made up to date Unsatisfactory - Catalogue database not upto mark. (To be verified in random by the CAS Promotion Committee)</p> |
| 4. | Checking inventory and extent of missing books | <p>Good : Checked inventory and missing book less than 0.5% Satisfactory - Checked inventory and missing book less than 1% Unsatisfactory - Did not check inventory Or Checked inventory and missing books 1% or more.</p> |

| | | |
|---|---|---|
| 5. | (i) Digitisation of books database in institution having no computerized database. (ii) Promotion of library network. (iii) Systems in place for dissemination of information relating to books and other resources. (iv) Assistance in college administration and governance related work including work done during admissions, examinations and extracurricular activities. (v) Design and offer short-term courses for users. (vi) Publications of at least one research paper in UGC approved journals. | Good : Involved in any two activities Satisfactory : At least one activity Not Satisfactory : Not involved/ undertaken any of the activities. |
| Overall Grading | Good : Good in Item 1 and satisfactory/good in any two other items including Item 4. Satisfactory : Satisfactory in Item 1 and satisfactory /good in any other two items including Item 4. Not satisfactory : If neither good nor satisfactory in overall grading. | |
| Note : | | |
| (1) It is recommended to use ICT technology to monitor the attendance of library staff and compute the criteria of assessment. (2) The Librarian must submit evidence of published paper, participation certificate for refresher or methodology course, successful research guidance from Head of Department of the concerned department, project completion. (3) The system of tracking user grievances and the extent of grievances redressal details may also be made available to the CAS promotion committee. | | |

Table 5
Assessment Criteria and Methodology for Directors of Physical Education and Sports

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

| | | |
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| 4. | Up-gradation of sports and physical training infrastructure with scientific and technological inputs. Development and maintenance of playfields and sports and physical Education facilities. | Good/Satisfactory/Not-Satisfactory to be assessed by the Promotion committee. |
| 5. | (i)At least one student of the institution participating in national/ state/ university (for college levels only) teams. Organizing state/national/inter university/inter college level competition. (ii)Being invited for coaching at state/national level. (iii)Organizing at least three workshops in a year. (iv)Publications of at least one research paper in UGC approved journal. Assistance in college administration and governance related work including work done during admissions, examinations and extracurricular college activities. | Good: Involved in any two activities. Satisfactory: 1 activity Not Satisfactory : Not involved/ undertaken any of the activities. |
| Overall Grading | Good: Good in Item 1 and satisfactory/good in any two other items. Satisfactory: Satisfactory in Item 1 and satisfactory/good in any other two items. Not Satisfactory: If neither good nor satisfactory in overall grading. | |
| Note: | | |
| i)It is recommended to use ICT technology to monitor the attendance of sports and physical education and compute the criteria of assessment. ii)The institution must obtain student feedback. The feed-backs must be shared with the concerned Director of Physical and Education and Sports and also the CAS Promotion committee. iii)The system of tracking user grievances and the extent of grievance redressal details may also be made available to the CAS Promotion Committee. | | |