



Anekant Education Society's

JAYSINGPUR COLLEGE JAYSINGPUR

INTERNAL QUALITY ASSURANCE CELL (IQAC)

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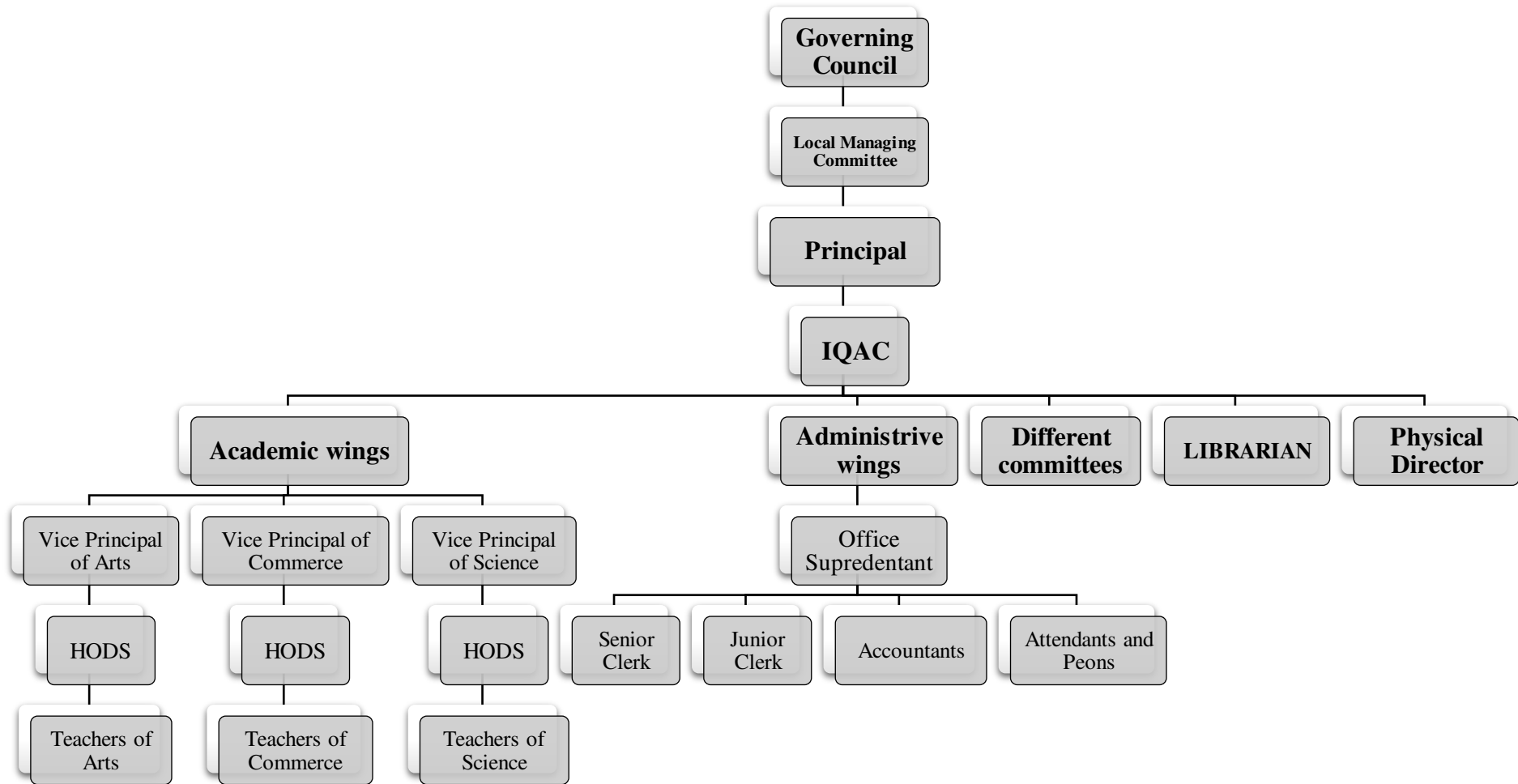
Criterion – VI

Governance, Leadership, and Management

6.2.2

Functioning of the Institutional Bodies

Organogram of Institutional Functioning





॥ सिद्धिरनेकान्तात् ॥

अनेकान्त एज्युकेशन सोसायटी बारामती नियामक मंडळ



अध्यक्ष,

मा. श्री. अरहतदास हिराचंद शहा (सराफ)
अनेकान्त एज्युकेशन सोसायटी, बारामती



सचिव

मा. श्री. जवाहर मोतीलाल शाह (वाघोलीकर)
अनेकान्त एज्युकेशन सोसायटी, बारामती



खजिनदार,

मा. श्री. सुनिल शिवलाल शहा (लेंगरेकर)
अनेकान्त एज्युकेशन सोसायटी, बारामती

नियामक मंडळ सदस्य



मा. श्री. राजकुमार तुळजा राम शाह
(वाघोलीकर)



मा. श्री. सुभाष माणिकलाल शाह
(वाघोलीकर)



मा. श्री. यशवंतराव नलिनचंद्र गांधी



मा. श्री. चंद्रवदन विद्याचंद्र शाह
(मुंबईकर)



मा. श्री. विकास शशिकान्त शाह
(लेंगरेकर)



मा. श्री. मिलिंद राजकुमार शाह
(वाघोलीकर)



मा. डॉ. श्री. सुभाष बाबुराव अहिरेंडे



मा. श्री. पद्माकर पायनोहा पाटील



मा. डॉ. महावीर रामनाथ अवकोळे



मा. श्री. अशोक सुरेंद्र शिरगुम्बे



मा. डॉ. श्री. पद्मकुमार धम्मनीहा पाटील



मा. श्री. जिनेंद्र भाऊ देववाडे



Jaysingpur College, Jaysingpur

Affiliated to Shivaji University, Kolhapur || Reaccredited by NAAC with 'A' Grade
DST-FIST [Level I] Sponsored College || Minority College

Local Committee Jaysingpur College, Jaysingpur



Dr. Subhash Adadande

Chairman



Dr. Mahaveer Akkole

Secretary



Shri. Padmakar Patil

Treasurer



Shri Ashok Shiraguppe

Member



Dr. Dhavalkumar Patil

Member



Shri. Jinendra Dattawade

Member



Shri Appa Bhagate

Member



Shri. Balasaheb Ingale

Member



Adv. Adinath Narade

Member



**Shri Vipin Khade**

Member

**Shri Mahaveer Patil**

Member

**Dr. Shital Patil**

Member

**Dr. Anil Patil**

Member

**Shri. Ashok Madnaik**

Member

**Shri. Abhijeet Adadande**

Member

**Abhijit Shirguppe**

Member

**Dr. Rajendra R. Kumbhar**

Principal, Ex-officio Member

**Dr. Neeta Mane**

Mayor, Jaysingpur. Invited Member



**JAYSINGPUR
COLLEGE,
JAYSINGPUR**

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JAYSINGPUR COLLEGE, JAYSINGPUR

■ Affiliated to Shivaji University, Kolhapur

■ Jain Minority College

■ Reaccredited at 'A' Grade (NAAC)

■ DST - FIST [Level - I] Sponsored

Address : Shirol-Wadi Road, Jaysingpur – 416 101, Dist. Kolhapur, State - Maharashtra, India

Prin. Dr. R. R. Kumbhar

M.Sc., M.Phil, Ph.D., M.A.

● Tel. (O) 02322 - 225381 / 481 ● Website - www.jaysingpurcollege.edu.in ● E-mail - jspcollegejsp@gmail.com

LOCAL MANAGEMENT COMMITTEE PROCEEDINGS**Academic Year 2016-17**

Date: 08/06/2016

Notice

The General meeting of all the members of Local Committee of Anekant Education Society, Jaysingpur is held on Friday 17th June, 2016 at 4.30 pm at the assembly hall of the society. All the members are requested to attend the meeting. Agenda is attached.

Agenda

1. To read and confirm the minutes of the previous meeting.
2. To discuss and keep the record of all the results of junior and senior wings of the college for the academic year 2015-16.
3. To get information and note down the admission process for the academic year 2016-17.
4. To discuss and decide the 10% increment in course fee once in every three year as per the circulation for non-grant course approved by Shivaji University.
5. To discuss and take a decision on the application received by Dr. S.R. Sabale for his 1 year study leave for Raman Fellowship approved by UGC, New Delhi.
6. To review and decide the application received by Mr. M. S. Suryavanshi for his Ph.D. course.
7. To discuss the poor response of the students for external as well as YCMOU courses running by the college and to take a decision to shut down the above said courses.
8. To review the income-expenditure of Boys' and Girls' Hostels for the year 2015-16 and to discuss the increment in admission fee for the respective hostels.

9. To discuss and approve the proposal prepared for obtaining No Objection Certificate for the recruitment of the vacant post.
10. To take detail information about the departments of B.Voc., Automobile, Printing and Publishing.
11. To confer and decide the remuneration of grantable CHB teachers.
12. To appoint the CHB lectures for Junior and Senior wings of the college.
13. To review the income-expenditure of the non –grant UG and PG Departments.
14. To take disciplinary action against Prof. S.T. Kale, for his illegal and unlicensed leave.
15. To discuss and appoint daily wages staff for the academic year 2016-17.
16. To allocate the night duty shift for the daily wages non-teaching staff.
17. Interdepartmental exchange of non-teaching staff.
18. To take decision on the grievance against the administrative staff.
19. To discuss the issue transfer of junior and senior teaching staff to Baramati institute.
20. Any other issue with the permission of the Chairperson.


PRINCIPAL
Jaysingpur College, Jaysingpur


Notice Date: 20/07/2016

Notice

The General meeting of all the members of Local Committee of Anekant Education Society, Jaysingpur is held on Tuesday 26th July, 2016 at 4.30 pm at the assembly hall of the society. All the members are requested to attend and extend your cooperation for the meeting. Agenda is attached.

Agenda

1. To read and confirm the minutes of the previous meeting.
2. To get information and note down the admission process for the academic year 2016-17.
3. To consider the following issue in the concern of the retirement of the existing Principal of the college Dr. M.M. Gandhi on 31/07/2016.
 - 3.1 To consider and finalize the name of Principal in charge.
 - 3.2 To entrust the power of authority to the newly appointed Principal in charge for the handling of bank account.
4. To consider the utilization of aid granted by UGC and entrust the due responsibility on the coordinator of the respective department.
5. Any other issue with the permission of the Chairperson.


PRINCIPAL
Jaysingpur College, Jaysingpur


Notice Date: 09/09/2016

Notice

The General meeting of all the members of Local Committee of Anekant Education Society, Jaysingpur is held on Monday 12th September, 2016 at 4.30 pm at the assembly hall of the society. All the members are requested to attend and extend your cooperation for the meeting. Agenda is attached.

Agenda

1. To read and confirm the minutes of the previous meeting.
2. To confer and decide the purchase of required stationary from Ankent Student Consumer Forum.
3. To consider the proposal initiating Stationary Store in the campus on the rent basis.
4. To confer and decide the affiliation penalty fee of Shivaji University.
5. To give power of signature to deal UGC Bank account of the college.
6. To discuss and approve the construction plan for laboratory.
7. To discuss and allow the sudden expense up to Rs. 1000/- in the authority of the principal in charge.
8. To get information and discuss about the vocational courses.
9. To discuss with detail information about the swimming pool completed under UGC Scheme.
10. To discuss on the plantation of solar system for bore- well in the college.
11. To discuss about the sale of food and bakery items prepared by the Dept. of Food Science and Confectionary.
12. To form various internal working committees.
13. To take decision after due discussion over the possession of the service books of the retired teaching, non-teaching staff.
14. To increase the wages of the daily basis workers.
15. To close the idle bank accounts of the college and the organisation.
16. To prohibit the vehicles entering in the gate of the college.
17. To compel the use of identity card by students, teaching and non-teaching staff.
18. To appoint internal auditor for the auditing department of the college.
19. Any other issue with the permission of the Chairperson.


PRINCIPAL
Jaysingpur College, Jaysingpur

Notice Date: 08/10/2016

Notice

The General meeting of all the members of Local Committee of Anekant Education Society, Jaysingpur is held on Wednesday 12th October, 2016 at 4.30 pm at the assembly hall of the society. All the members are requested to attend and extend your cooperation for the meeting. Agenda is attached.

Agenda

1. To read and confirm the minutes of the previous meeting.
2. To take decision after a due discussion on the letter dated 05/10/2016 received by Mr. Sheshrao Tukaram Kale.
3. Any other issue with the permission of the Chairperson.


PRINCIPAL
Jaysingpur College, Jaysingpur


Notice Date: 20/10/2016

Notice

The General meeting of all the members of Local Committee of Anekant Education Society, Jaysingpur is held on Wednesday 26th October, 2016 at 4.30 pm at the assembly hall of the society. All the members are requested to attend and extend your cooperation for the meeting. Agenda is attached.

Agenda

1. To read and confirm the minutes of the previous meeting.
2. To take note of the recommendations given by the various committees appointed under the Jaysingpur Local Committee and to discuss the recommendations and approve further action.
3. To take information and record the application received by Dr. S. A. Manjare (HoD, the Department of Zoology) for the post of Deputy Principal.
4. To get information and record of the application received by Shri. Ajit Maruti Patil, Laboratory Assistant for senior salary grade.
5. To approve and send the proposal to Shivaji University for the affiliation of new divisions and subjects.
6. To get information and record of the approval received for junior teachers from the Deputy Director of Education, Kolhapur Division, Kolhapur
7. To take information and record the application received by Shri. R. Y. Bulbule for the post of Vice-Principal.
8. To exchange views on organizing workshops for 10th standard students.
9. Any other issue with the permission of the Chairperson.


PRINCIPAL
Jaysingpur College, Jaysingpur

Notice Date: 04/02/2017

Notice

The General meeting of all the members of Local Committee of Anekant Education Society, Jaysingpur is held on Monday 6th February, 2017 at 5.00 pm at the assembly hall of the society. All the members are requested to attend and extend your cooperation for the meeting. Agenda is attached.

Special Meetings (Budgets)

Agenda

1. To read and confirm the minutes of the proceedings of the previous meeting.
2. To take note and record the action taken against Shri S.T. Kale (Assistant Professor - Mathematics) and to approve it.
3. To take information and record the inspection visit given to our college by the local inquiry committee appointed by Shivaji University.
4. To take information and record of the convention of Akhil Bharatiya Jain Sabha.
5. To discuss and form an advisory committee for the admission process for the academic year 2017-2018.
6. To approve the independent revised budget for the financial year 2016-2017 of the following Wings of the college, as well as to approve the budget for 2017-2018.
 - (A) Jaysingpur Local Committee, Jaysingpur
 - (b) Jaysingpur College - Junior College (aided Department)
 - (c) Jaysingpur College - Junior College (Unaided Department)
 - (d) Jaysingpur College - Senior College (aided Department)
 - (e) Jaysingpur College - In Senior College (Unaided Department)
7. To discuss future issues with the permission of the President.


PRINCIPAL
Jaysingpur College, Jaysingpur


Notice Date: 19/04/2017

Notice

The General meeting of all the members of Local Committee of Anekant Education Society, Jaysingpur is held on Tuesday 25th April, 2017 at 4.30 pm at the assembly hall of the society. All the members are requested to attend and extend your cooperation for the meeting. Agenda is attached.

1. To read and confirm the minutes of the previous meetings.
2. To discuss and decide on starting Anekant English medium school.
3. To discuss and decide on COC courses in the college.
4. To take decision by exchanging views on approving the advertisement for recruitment of grantable and non-grantable clock hour basis post for the academic year 2017-18.
5. To get information about the inter-departmental change of administrative staff of the college.
6. To discuss and approve the advertisement for the recruitment of salaried employees of the college for the year 2017-2018.
7. To decide by discussing the printing of journals required for the college for the academic year 2017-2018.
8. To get information and record of the junior college meeting to be held on 24/04/2017.
9. To approve advertisement for vacant posts in junior colleges.
10. To review the academic report of all subjects in junior and senior colleges for the academic year 2016-2017.
11. To take further decision regarding construction of indoor stadium, in consultation with the architectural engineer Shri. Pramod Chowgule, Engineer Shri. Nitin Patil Vipin Khade.
12. To discuss and decide to hold a meeting of social workers in Jaysingpur and surrounding areas to streamline the admission process in the college for the academic year 2017-2018.
13. To take information and record of the internal audit of the academic year 2016-2017 as well as to discuss and decide on the appointment of internal auditor for the year 2017-2018.
14. Any other issues with the permission of the President.


PRINCIPAL
Jaysingpur College, Jaysingpur


Academic Year 2017-18

Date: 01/08/2017

Notice

The General meeting of all the members of Local Committee of Anekant Education Society, Jaysingpur is held on Tuesday 08th August, 2017 at 4.30 pm at the assembly hall of the society. All the members are requested to attend and extend your cooperation for the meeting. Agenda is attached.

Agenda

1. To read and confirm the minutes of the previous meetings.
2. To get information and record of the number of students admitted in the academic year 2017-2018.
3. To obtain information and record of construction of indoor stadium.
4. To obtain information and record of ongoing laboratory construction for M.Sc. chemistry.
5. To get information and record of audit report for the year 2016-2017.
6. To get information and record of the subject / proposals to be sent for affiliation for the academic year 2018-2019.
7. To get information and record of cost of construction of two storey building by laying slabs on Chemistry old building, ladies room, staff room.
8. To get information and record of Anekant English Medium School academic year 2017-2018.
9. Any other issue with the permission of the Chairperson.


PRINCIPAL
Jaysingpur College, Jaysingpur

Notice Date: 11/01/2018

Notice

The General meeting of all the members of Local Committee of Anekant Education Society, Jaysingpur is held on Saturday 13th January, 2018 at 5.00 pm at the assembly hall of the society. All the members are requested to attend and extend your cooperation for the meeting. Agenda is attached.

Agenda

1. To read and confirm the minutes of the previous meetings.
2. To approve the independent revised budget of grantable and non-grantable departments of the college for the financial year 2017-2018, and also to approve the budget for 2018-2019.
 - a. Jaysingpur Local Committee, Jaysingpur
 - b. Jaysingpur College - Junior College (Grantable Department)
 - c. Jaysingpur College - Junior College (Non- Grantable Department)
 - d. Jaysingpur College - Senior College (Grantable Department)
 - e. Jaysingpur College - Senior College (Non- Grantable Department)
3. To approve the expenditure incurred so far for the construction of indoor stadium under UGC scheme of Senior College and approve it.
4. To discuss and decide the name of the indoor stadium building.
5. To form and approve the College Development Committee according to the new rules laid by Shivaji University, Kolhapur.
6. To approve the expenditure incurred so far on the newly constructed building for Chemistry.
7. To obtain information and record of No Objection Certificate received from the Divisional Joint Director for the recruitment of vacant Principal post in the college and to approve further action.
8. To approve the transfer of teachers and non-teaching staff in respect of the subject discussed in the meeting of Governing Council, Baramati to be held on 21/01/2018.
9. To decide on the application made by Shri B.J. Kumbhar for promotion as a laboratory assistant.
10. Any other issue with the permission of the Chairperson.


PRINCIPAL
Jaysingpur College, Jaysingpur

Notice Date: 10/02/2018

Notice

The General meeting of all the members of Local Committee of Anekant Education Society, Jaysingpur is held on Saturday 15th February, 2018 at 5.00 pm at the assembly hall of the society. All the members are requested to attend and extend your cooperation for the meeting. Agenda is attached.

Agenda

1. To read and maintain the proceedings of the previous meeting.
2. To approve the advertisement for the vacant post of the Principal.
To take note of the expenditure incurred so far under DST Fist scheme.
3. To take note of all the expenditure done so far for the B. Voc. Automobile and Printing and Publishing course.
4. To discuss over the expenditure incurred so far for all courses running under UGC Scheme and plan for the next year.
5. To get information about the work and RAR of the last two years.
6. To take decision by discussing new journals and other publications for the academic year 2018-2019.
7. To take information and record of chemicals and materials purchased for the laboratory in the academic year 2017-2018, as well as to decide the policy regarding chemicals and materials to be procured for the academic year 2018-2019
8. To approve the purchase by discussing the quotations received on paper purchase.
9. To discuss and decide admission process for the academic year 2018-2019.
10. To take decision by discussing the action to be taken regarding the distribution of work of administrative staff for the academic year 2018-2019 also to assign the additional work responsibilities to them.
11. Any other issues with the permission of the Chairperson.


PRINCIPAL
Jaysingpur College, Jaysingpur


Academic Year 2018-19

Notice Date : 04/07/2018

Notice

The General meeting of all the members of Local Committee of Anekant Education Society, Jaysingpur is held on Monday 09th July, 2018 at 4.30 pm at the assembly hall of the society. All the members are requested to attend and extend your cooperation for the meeting. Agenda is attached.

Agenda

- (1) To read and confirm the proceedings of the previous meeting.
- (2) To get information of the approval letter received by Shivaji University, Kolhapur regarding the newly appointed Principal Dr.R.R. Kumbhar.
- (3) To discuss and approve the name of newly appointed Principal Dr. R.R.Kumbhar as authorised person to handle various bank accounts of the college.
- (4) To get information and notes from the admission process of junior and senior colleges in Jaysingpur College in the academic year 2018-19.
- (5) To get information about the construction of Anekant English school which is being constructed by our organization and to give special approvals for the expenditure incurred so far.
- (6) To get detailed information regarding Anekant English School and to take decision after discussing about the reformation of the school committee.
- (7) To know and approve all the newly constructed laboratories for chemistry.
- (8) To Discuss and approve the expenditure of minor construction and repairs to start Kabi Vatta and Vachan Katta in the vacant space in front of the library.
- (9) To take note of the information of the program to be held on the occasion of Lokshahir Annabhau Sathe Jayanti on 01 August 2018.

- (10) To take decision regarding revival of tissue culture and Hi-tech nursery in the college premises.
- (11) To give approval by exchanging views regarding recruitment of full time teachers for the units started on non-grant basis as per the direction of the committees of the universities.
- (12) To take decision by discussing the commencement of Student Adoption Scheme.
- (13) Any other issue with the permission of the Chairperson.




PRINCIPAL,
Jaysingpur College, Jaysingpur.

Notice Date : 27/08/2018

Notice

The General meeting of all the members of Local Committee of Anekant Education Society, Jaysingpur is held on Wednesday 5th September, 2018 at 4.30 pm at the assembly hall of the society. All the members are requested to attend and extend your cooperation for the meeting. Agenda is attached.

Agenda

1. To read and confirm the minutes of the previous meeting.
2. To get information and record of the number of students in junior and senior colleges for the academic year 2018-2019.
3. To take note of the information of the inspection visit to our college by On the Spot Evaluation Committee appointed by UGC and Shivaji University, Kolhapur .
4. To take further action by taking information of the employees who are regularly absent from the college.
5. To introduce Dairy Technology and M.Sc. Organic course under B.Voc and Shivaji University , Kolhapur respectively.
6. To get detailed information and record of construction of Anekant Education school and the enrolment of the students.
7. To discuss on the maintaining discipline in the college.
8. To discuss on the recruitment of History and Maths teacher post at Junior wing of the college.
9. To get information about the salary of teachers working in non-grant departments of junior and senior college.
10. To make a decision by discussing the inauguration of indoor Stadium of our college.
11. To approve the purchase of materials for the online question paper (SRPD) for Shivaji University Examination October 2018.
12. To establish agricultural research, development and training centre for the assistance to the farmers in the vicinity.
13. To give approval by exchanging views on starting Department of Nursery and Horticulture.

14. To get the information regarding Kavi Katta (Poets' Corner), Vachan Katta (Readers' Corner) and Anubhav Mandap (Experience Corner)
15. To get information of the canteen construction.
16. To get information and to promote the activity entitled 'Ban Carry Bag, Use Saree bag'.
17. To discuss the issue of raising funds for Kerala flood and to send the volunteers to Kerala.
18. Any other issue with the permission of the Chairperson.




PRINCIPAL,
Jaysingpur College, Jaysingpur.

Notice Date : 25/10/2018

Notice

The General meeting of all the members of Local Committee of Anekant Education Society, Jaysingpur is held on Friday 30th October, 2018 at 4.00 pm at the assembly hall of the society. All the members are requested to attend and extend your cooperation for the meeting. Agenda is attached.

Agenda

1. To read and confirm the minutes of the previous meeting.
2. To know the current status of the damage caused by the sudden fire in the Chemistry Laboratory of our college on 24/10/2018 and to take a decision in this regard by exchanging views on further reconstruction.
3. To make a decision by exchanging ideas for raising funds for rebuilding the chemistry laboratory in the college which was burnt down due to a sudden fire.
4. To Decide by exchanging views on opening a new bank account in Ratnakar Bank to raise fund for the burnt chemistry laboratory and making Online Payment Get Way available in it.
5. Any other issues with the permission of the Chairperson.




PRINCIPAL,
Jaysingpur College, Jaysingpur.

Notice Date : 31/01/2019

Notice

The General meeting of all the members of Local Committee of Anekant Education Society, Jaysingpur is held on Friday 3rd February 2019 at 12.15 pm at the assembly hall of the society. All the members are requested to attend and extend your cooperation for the meeting. Agenda is attached.

Agenda

1. To read and confirm the minuetts of the previous meeting.
2. To approve the independent revised budget for the financial year 2018-2019 of the following wings of the college, as well as the budget for 2019-2020.
 - a) Jaysingpur Local Committee, Jaisingpur
 - b) Jaysingpur College - Junior College (Grantable Department)
 - c) Jaysingpur College - Junior College (on-Grant Department)
 - d) Jaysingpur College - Senior College (Grantable Department)
 - e) Jaysingpur College - Senior College (Non-Grant Department).
3. Any other issues with the permission of the Chairperson of the meeting.




PRINCIPAL,
Jaysingpur College, Jaysingpur.

Notice Date : 15/02/2019

Notice

The General meeting of all the members of Local Committee of Anekant Education Society, Jaysingpur is held on Thursday 28th February 2019 at 4.30 pm at the assembly hall of the society. All the members are requested to attend and extend your cooperation for the meeting. Agenda is attached.

Agenda

1. To read and confirm the minuetts of the previous meeting.
2. To take note of the letter received to Hon Shri. Padmakar Payonda Patil (Chairman LMC) and Hon. Shri. Subhash Baburao Addande(Secretary , LMC) on 10/02/2019 from Anekant Education Society, Baramati regarding the reorganization of the Local Committee of Jaysingpur College, Jaysingpur.
3. To approve the names of the new members of the Local Committee, Jaysingpur (for the period 01/03/2019 to 28/02/2022) as announced by the Secretary and to issue letters to them regarding their selection as members of the Local Committee. Also, to give approval to Anekant Education Society, Baramati to inform the names of the reconstituted members.
4. Any other issues with the permission of the Chairperson.




PRINCIPAL,
Jaysingpur College, Jaysingpur.

Academic Year 2019-20

Notice Date : 03/06/2019

Notice

The General meeting of all the members of Local Committee of Anekant Education Society, Jaysingpur is held on Saturday 15th June, 2019 at 4.30 pm at the assembly hall of the society. All the members are requested to attend and extend your cooperation for the meeting. Agenda is attached.

Agenda

1. To read and confirm the proceedings of the previous meeting.
2. To approve the expenditure incurred for Anekant English School.
3. To appoint Vice-Principal for the Senior Wing of the college.
4. To take decision regarding the commencement of skill development centre in the college.
5. To discuss and decide the appointments of CHB teachers at grantable and non-grantable departments of senior college for the academic year 2019-2020.
6. To discuss and decide the appointments of CHB teachers at grantable and non-grantable departments of junior college for the academic year 2019-2020.
7. To get information and decide the establishment of 'Alumni Association' of the college.
8. To get information about the admission process of the senior and junior college.
9. To get information about opening of RBL Bank counter in the college premises for admission for the academic year 2019-2020 and also to approve opening of account in the name of Principal, Jaysingpur College, Jaysingpur at RBL Bank Branch Jaysingpur.
10. To discuss and decide on the award of scholarships on behalf of the local committee from the academic year 2019-2020.
11. To decide the policy for awarding scholarships in the name of social organizations for the academic year 2019-2020.
12. To approve the submission of the annual plan prepared by the Principal for the academic year 2019-2020.
13. To approve the application received by the college staff for promotion.

- 14.To discuss the application received by Shri. Narayandas Baldava requesting for donation to the college.
- 15.To obtain information and records regarding printing of journals and information books for the academic year 2019-2020.
- 16.To approve the publication of tender in the newspaper for the purchase of stationery paper / materials / chemical equipment for the academic year 2019-2020.
- 17.To discuss and approve the resignation submitted by Prof. Dr. B.V.Thamhankar. (Chemistry)
- 18.Any other issue with the permission of the Chairperson.




PRINCIPAL,
Jaysingpur College, Jaysingpur.

Notice Date: 27/07/2019

Notice

The General meeting of all the members of Local Committee of Anekant Education Society, Jaysingpur is held on Tuesday 30th July, 2019 at 4.30 pm at the assembly hall of the society. All the members are requested to attend and extend your cooperation for the meeting. Agenda is attached.

Agenda

1. To read and confirm the proceedings of the previous meeting.
2. To approve the expenditure incurred so far for Anekant English School.
3. To obtain information and record of teachers appointed on CHB basis to the grantable and non-grantable departments of senior college for the academic year 2019-2020.
4. To take information and record of teachers appointed on CHB basis to the unaided department for the academic year 2019-2020 for senior colleges and to discuss about fixing their salary.
5. To get information and record of the number of students enrolled in junior and senior colleges in the academic year 2019-2020.
6. To take a decision after considering the application received by the BCS department for the purchase of 20 new computers.
7. To approve the application received on 03/07/2019 by Dr. D.B. Thamhankar
8. To approve the approval of vacant post generated due to the resignation of Dr. B.V. Thamhankar.
9. To appoint staff for Karmaveer Kaushalya Kendra and to make a decision after considering their honorarium.
10. To know the deposit / Outstanding fees by the students and government in the academic year 2019-2020.
11. Any other issues with the permission of the Chairperson.




PRINCIPAL,
Jaysingpur College, Jaysingpur.

Notice Date : 06/09/2019

Notice

The General meeting of all the members of Local Committee of Anekant Education Society, Jaysingpur is held on Saturday 07th September, 2019 at 11.00 am at the assembly hall of the society. All the members are requested to attend and extend your cooperation for the meeting. Agenda is attached.

Agenda

1. To read and confirm the proceedings of the previous meeting.
2. To get information on the 'No Objection Certificate' received by Deputy Education Director, Kolhapur for the recruitment of teaching and non-teaching post in the college and approve further action.
3. To get approval by Shivaji University for publishing advertisement related above said subject.
4. To give approval for publishing the above said advertisement in newspaper, University website, Employment News and University News.
5. Any other issues with the permission of the Chairperson.




PRINCIPAL,
Jaysingpur College, Jaysingpur.

Notice Date: 29/11/2019Notice

The General meeting of all the members of Local Committee of Anekant Education Society, Jaysingpur is held on Tuesday 10th December, 2020 at 04.00 am at the assembly hall of the society. All the members are requested to attend and extend your cooperation for the meeting. Agenda is attached.

Agenda

1. To read and confirm the proceedings of the previous meeting.
2. To approve expenditure incurred for the construction of Anekant English School and form a school committee for the said school and to approve it.
3. To purchase a Xerox machine for Anekant English Medium School and appoint an office bearer.
4. To get information about the proposal of the grantable CHB teachers appointed for the academic year 2019-2020.
5. To discuss and decide the procedure for the salaries and advances of CHB non-grantable senior and junior college teachers.
6. To review the action taken on the suggestions given by the Chartered Accountant.
7. To discuss and decide on departmental transfers of administrative staff.
8. To take note of the newly constructed staff room and ladies room in the college and to approve the purchase of furniture required for it.
9. To discuss and approve the purchase of solar for the college.
10. To get information about the newly constructed Butterfly Garden and Botany Garden in the college premises and to approve the expenditure.
11. To establish and approve a committee to start a new ITI course from the academic year 2020-2021.
12. To decide the procedure by discussing the daily bills to be paid to the college and institutes.
13. To obtain information and record of Atal Tinkering Lab sanctioned for junior college.
14. To take note of the letter received regarding the sanctioned amount.

15. To get information about the action taken so far on the suggestions given by Dr. Vajid Khan.
16. To take note of the UGC-NOC of the indoor stadium completed by our college.
17. To know the rules and regulations regarding various leave for junior, senior, administrative servants, teachers on CHB basis in the college and to decide and approve the policy.
18. To discuss various programs and activities celebrated in the college.
19. To get information that has been incurred so far for the construction of the newly constructed Chemistry Lab and building in our college.
20. To confer and decide about the renovation of store, ladies room, staff-room and Chemistry Department, junior section.
21. To approve the executive committee to coordinate the work of college and institution.
22. Any other issue with the permission of the Chairperson.




PRINCIPAL,
Jaysingpur College, Jaysingpur.

Notice Date: 05/02/2020

Notice

The General meeting of all the members of Local Committee of Anekant Education Society, Jaysingpur is held on Monday 10th February, 2020 at 04.00 am at the assembly hall of the society. All the members are requested to attend and extend your cooperation for the meeting. Agenda is attached.

Agenda

1. To read and confirm the proceedings of the previous meeting.
2. To approve the independent revised budget for the financial year 2019-2020 of the following factors and also to approve the budget for 2020-2021
 - A. Jaysingpur Local Committee, Jaysingpur
 - B. Jaysingpur College - Junior College (Grantable Department)
 - C. Jaysingpur College - Junior College (Non-Grant Department)
 - D. Jaysingpur College - Senior College (Grantable Department)
 - E. Jaysingpur College - Senior College (Non-Grant Department)
3. Any other issue with the permission of the Chairperson.




PRINCIPAL,
Jaysingpur College, Jaysingpur.

Academic year 2020-2021

Notice Date: 27/06/2020

Notice

The General meeting of all the members of Local Committee of Anekant Education Society, Jaysingpur is held on Saturday 27th June, 2019 at 04.00 am at the assembly hall of the society. All the members are requested to attend and extend your cooperation for the meeting. Agenda is attached.

Agenda

1. To read and confirm the proceedings of the previous meeting.
2. To get information about the work done so far for the construction of Anekant English Medium School.
3. To approve the expenditure of Junior Chemistry Laboratory, Store room, ladies Room, staff-room.
4. To obtain information for the construction of a newly constructed chemistry Lab, office and the Department of Mathematics and Statistics and to approve the expenditure incurred so far.
5. To obtain information for the Atal Tinkering Lab sanctioned for junior college.
6. To obtain information and record of approval of newly recruited at senior wing of our college as associate professors.
7. To take note of the regular approval of two teachers in the junior college.
8. To get information about the submission of dead stock of the college.
9. To Discuss and create IQAC Cell.
10. To approve the establishment of innovation, incubation and research development lab.
11. To know the status of Butterfly Garden and Botanical Garden.
12. To set up a museum of medicinal plants and to approve the expenses incurred for it.
13. To take a note of online conference organized in the college.
14. To get information about the ongoing process of NAAC regarding AQAR for the year 2018-2019.
15. To regulate the idea of allowing Tissue Cultural Laboratory to be run in a commercial manner.

16. To decide to relocate the junior and senior gymkhana and the canteen.
17. Any other issue with the permission of the chairperson.




PRINCIPAL,
Jaysingpur College, Jaysingpur.

अनेकान्त एज्युकेशन सोसायटी,
जयसिंगपूर कॉलेज, जयसिंगपूर

विविध समित्या

२०२०-२०२१

अनेकान्त एज्युकेशन सोसायटी,
जयसिंगपूर कॉलेज, जयसिंगपूर
विविध समित्या - २०१९-२०२०

(१) महाविद्यालय विज्ञान समिती

१	व्यवस्थापनाचा अध्यक्ष जिं वा त्यांची नामनिर्देशित व्यक्ती पदसिध्द अध्यक्ष	डॉ. सुभाष बी. अडदंडे अध्यक्ष, जयसिंगपूर स्थानिक समिती	अध्यक्ष
२	व्यवस्थापनाचा सचिव जिं वा त्यांची नामनिर्देशित व्यक्ती	डॉ. महावीर आर. अक्कोळे सचिव, जयसिंगपूर स्थानिक समिती	सदस्य
३	प्राचार्य किंवा परिसंस्था प्रमुखाद्वारे नाम निर्देशित करावयाचा एक विभागप्रमुख	श्री. आर. डी. तासगांवकर	सदस्य
४	पूर्ण कालिक मान्यताप्राप्त अध्यापकांनी त्यांच्यामधून निवडून दिलेले महाविद्यालयातील किंवा मान्यताप्राप्त परिसंस्थेतील तीन अध्यापक, यापैकी किमान एक महिला असेल	(१) डॉ. सौ. एस. एस. महाजन (२) सौ. डी. एस. बामणे (३) श्री. एस. बी. डफळापूरकर	सदस्य सदस्य सदस्य
५	नियमित अध्यापकेतर कर्मचारीवर्ग यांनी त्यांच्यामधून निवडून दिलेला एक अध्यापकेतर कर्मचारी	श्री. एस. ए. हिरुकडे	सदस्य
६	व्यवस्थापनाने प्राचार्यांशी विचारविनिमय करून, शिक्षण, उद्योग, संशोधन आणि समाजसेवा या क्षेत्रातून नामनिर्देशित केलेले चार स्थानिक सदस्य, यांपैकी किमान एक जण हा, माजी विद्यार्थी असेल १) शिजज जेठ २) औद्योगिक क्षेत्र ३) संशोधन जेठ ४) सामाजिक क्षेत्र	श्री. अभिजित एस. अडदंडे श्री. मुधकर जी. खिलारे श्री. सरबजीतसिंग अहुजा श्री. शैलेश चौगुले	सदस्य सदस्य सदस्य सदस्य
७	समन्वयक, महाविद्यालय अंतर्गत गुणवत्ता हमी समिती	डॉ. एस. आर. साबळे	सदस्य
८	महाविद्यालय विद्यार्थी परिषदेचे सभापती व सचिव	श्री. कोरबु सुमित पारिसा श्री. जैनापुरे कृष्णा शिवाजी	सदस्य
९	महाविद्यालयाचे प्राचार्य किंवा परिसंस्थेचा प्रमुख, सदस्य सचिव	डॉ. राजेंद्र रायाप्पा कुंभार	सदस्य - सचिव
१०	निर्मात्रित	डॉ. एन. एल. कदम	निर्मात्रित सदस्य

(२) विद्यार्थी मंडळ

अ.क्र.	-गांव	पद
(१)	डॉ. आर. आर. कुंभार	चेअरमन
(२)	डॉ. एन. एल. कदम	प्राचार्य नियुक्त प्राध्यापक
(३)	डॉ. पी. टी. माने	एन.एस.एस. कार्यक्रम अधिकारी व सांस्कृतिक विभागप्रमुख
(४)	श्री. एम. एस. सुर्यवंशी	क्रीडा व शारीरिक शिक्षक व सांस्कृतिक विभाग
(५)	श्री. एम. ए. शिंगे	सिनिअर डिप्लोमन एन.सी.सी.ऑफिसर
(६)	अध्यक्ष, विद्यार्थी मंडळ	श्री. कोरबु सुमित पारिसा
(७)	सचिव, विद्यार्थी मंडळ	श्री. जैनापुरे कृष्णा शिवाजी
(८)	महिला प्रतिनिधी विद्यार्थी मंडळ	कु. पाटील उर्फ आळतेकर स्नेश हुवगोंडा
(९)	वर्ग प्रतिनिधी सर्व वर्ग	श्री. कुरले गणेश आप्पासो

(१०) प्रत्येक वर्गातील प्राचार्य नियुक्त एक विद्यार्थी (शैक्षणिक गुणवत्तेनुसार) सदस्य

(१)	जु. जळे ज रुजा वृष्णा	बी.ए.भाग १
(२)	कु. बंडगर गायत्री राजू	बी.ए.भाग २
(३)	कु. सुतार उत्कर्षा उत्तम	बी.ए.भाग ३
(४)	कु. गावडे योगिता बाळू	बी. जॉम. भाग १
(५)	जु. माने स्नेहल बाळासाहेब	बी. जॉम. भाग २
(६)	श्री. जैनापुरे कृष्णा शिवाजी	बी. जॉम. भाग ३
(७)	कु. रजपूत श्रेया मुकुंद	बी. एस्सी. भाग १
(८)	कु. सनदी शगुप्ता झाजीर	बी. एस्सी. भाग २
(९)	कु. उमाजे प्रज्ञा अजित	बी. एस्सी. भाग ३
(१०)	कु. बागसार मौज खलील	बी.सी.एस. भाग- १
(११)	कु. बिडकर भक्ती भरत	बी.सी.एस. भाग- २
(१२)	कु. चौगुले प्राजक्ता जितेंद्र	बी.सी.एस. भाग- ३
(१३)	कु. कांबळे नमिता सुनिल	बी.सी. ए. भाग - १
(१४)	कु. चौगुले प्रांजली प्रमोद	बी.सी. ए. भाग - २
(१५)	कु. सरदेसाई सायली प्रमोद	बी.सी. ए. भाग - ३
(१६)	श्री. पाटील रजत विजयकुमार	बी.व्होक.भाग १ अंटोमोबाईल
(१७)	श्री. कुंभार अंकार नवनाथ	बी.व्होक.भाग २ अंटोमोबाईल
(१८)	श्री. व्होनखंडे ज रज रामा	बी.व्होक.भाग ३ अंटोमोबाईल
(१९)	श्री. बोरजे संजे त यशवंत	बी.व्होक.भाग १ प्रिंटिंग अॅण्ड पब्लिशिंग
(२०)	कु. रांगोळे रफिया रमजान	बी.व्होक.भाग २ प्रिंटिंग अॅण्ड पब्लिशिंग
(२१)	श्री. पाटील राहित राजगोंडा	बी.व्होक.भाग ३ प्रिंटिंग अॅण्ड पब्लिशिंग
(२२)	जु. बंडगर बालिका शिवाजी	एम. ए. भाग १ (मराठी)
(२३)	कु. कदम ऐश्वर्या दत्तात्रय	एम. ए. भाग २ (मराठी)
(२४)	कु. चव्हाण जोस्ना शिवाजी	एम. ए. भाग १ (हिंदी)
(२५)	कु. बागवान साविधानाज राजू	एम. ए. भाग २ (हिंदी)
(२६)	श्री. रंजणे विनितकुमार नितीन	एम. ए. भाग १ (अर्थशास्त्र)
(२७)	जु. मुल्ला यास्मिन हरून	एम. ए. भाग २ (अर्थशास्त्र)
(२८)	कु. उपाध्ये प्रिया रविंद्र	एम. जॉम. भाग १
(२९)	कु. मगराई इरफान रहेमानसाब	एम. कॉम. भाग २
(३०)	कु. मुजावर नफिसा सराजअहमद	एम. एस्सी. भाग १ (अॅनॅलेटिकल केमेस्ट्री)
(३१)	कु. चौगुले अंकिता अजित	एम. एस्सी. भाग २ (अॅनॅलेटिकल केमेस्ट्री)
(३२)	जु. पवार वर्षा बाबुराव	एम. एस्सी. भाग २ (ऑर्गॅनिक केमेस्ट्री)
(३३)	श्री. कोरबु सुमित पारिसा	एम. एस्सी. भाग २ (ऑर्गॅनिक केमेस्ट्री)

खालील नमूद केलेल्या उपक्रमातील प्रत्येकी एक प्राचार्य नियुक्त विद्यार्थी प्रतिनिधी

(१)	कु. चौगुले निलम संजय	(क्रीडा प्रतिनिधी)
(२)	श्री. कुरले गणेश आप्पासो	(एन.एस.एस.आणि प्रौढ शिक्षण प्रतिनिधी)
(३)	श्री. चव्हाण जीवन किसान	(एन.सी.सी. प्रतिनिधी)
(४)	श्री. माळी विक्रान्त गुरुदेव	(सांस्कृतिक प्रतिनिधी)

प्राचार्य नियुक्त दोन विद्यार्थी प्रतिनिधी

(१)	कु. पाटील उर्फ आळतेकर स्नेश हुवगोंडा	एम. कॉम. भाग १
(२)	कु. मोकाशी नाजमीन गौस	एम. एस्सी. भाग १

(३) विशेष कक्ष स्थायी समिती - As per the provisions of Shivaji University Ordinance 0.158

Sr. No.	Particulars	Appinted Person	Post
(1)	Principal of the College	Dr. R. R. Kumbhar	Chairman
(2)	One Head of the Department	Dr. S. B. Bansode	Coordinator
(3)	Two Senior Teachers	(1) Shri R. D. Tasgaonkar (2) Dr. R. D. Mane	Member Member
(4)	Two Women representative of Teaching and Non-Teaching Category	(1) Mrs. D. S. Bamane (2) Smt. K. A. Zele	Member Member
(5)	One representative of Non-Teaching Staff	Shri S. L. Koli	Member
(6)	Head Clerk	Shri A. B. Kamble	Member

(४ A) मैत्री संघ / SC, ST, OBC Cell

अ.क्र.	नोडल अधिकारी	पद-नाम
(१)	डॉ. बी. एम. सरगर	नोडल अधिकारी व मुख्य सम-व्यज
(२)	श्री. आर. डी. तासगांवकर	नोडल अधिकारी
(३)	डॉ. टी. जी. घाटगे	नोडल अधिकारी
(४)	सौ. डी. एस. बामणे	नोडल अधिकारी
(५)	डॉ. एन. पी. सावंत	नोडल अधिकारी
(६)	श्री. बी. वाय. नलवडे	प्रशासकीय सहाय्यक

(४ B) Minority Cell

- | | |
|----------------------------------|-------------------------|
| (1) Dr. S. A. Manjare - Convener | (2) Mrs. V. V. Chougule |
| (3) Dr. S. R. Sabale | (4) Dr. S. D. Umdale |
| (5) Shri. S. D. Magdum | (6) Shri. D.M. Tamboli |

(५) खरेदी समिती

- | | | |
|----------------------------------|---|---------------------|
| (१) प्राचार्य डॉ. आर. आर. कुंभार | - | चेअरमन |
| (२) डॉ. एस. ए. मांजरे | - | सदस्य |
| (२) डॉ. सौ. एम. व्ही. काळे | - | सदस्य |
| (३) श्री. आर. डी. तासगांवकर | - | सदस्य |
| (४) डॉ. सौ. एस. एस. महाजन | - | सदस्य |
| (५) श्री. एस. बी. डफळापूरकर | - | सी.डी.सी. मेंबर |
| (६) श्री. एस. डी. मगदूम | - | कार्यालयीन कर्मचारी |
| (७) सौ. डी. एस. बामणे | - | जंथपाल |
| (८) श्री. एम. एस. सुर्यवंशी | - | फिजिकल डायरेक्टर |

(६) जंथालय समिती

- | | |
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| (१) प्राचार्य डॉ. आर. आर. कुंभार - चेअरमन | (२) सौ. डी. एस. बामणे - सचिव |
| (३) डॉ. एस. बी. बनसोडे | (४) डॉ. सौ. एस. एस. महाजन |
| (५) श्री. आर. डी. तासगांवकर | (६) सौ. व्ही. व्ही. चौगुले |
| | (८) डु. जळे ज रुजा जृष्जा (विद्यार्थी) |

(७) जिमखाना समिती

- (१) श्री. एम. एस. सुर्यवंशी - सचिव (२) डॉ. एस. बी. बनसोडे (३) डॉ. पी. टी. माने
 (४) श्री. एस. बी. डफळापूरकर (५) डॉ. पी. पी. चिक्कोडे (६) श्री. आर. डी. शिंदे
 (७) कु. चौगुले निलम संजय (विद्यार्थी)

(८) अंतर्गत तक्रार निवारण समिती व महिला सबलीकरण समिती**(महिला तक्रार निवारण/लैंगिक छळ प्रतिबंधक समिती)**

अ.क्र.	कायद्याप्रमाणे नियुक्ती	ज्याच्यामधील पदनाम
(१)	सौ. एस. जी. संसुध्दी	अध्यक्षा
(२)	डॉ. सौ. एस. एस. महाजन सौ. डी. एस. बामणे सौ. व्ही. व्ही. चौगुले अॅड. सौ. उषा पाटील	सदस्या सदस्या सदस्या सदस्या
(३)	डॉ. एस. ए. मांजरे	सदस्य
(४)	डॉ. एस. आर. साबळे	सदस्य
(५)	सौ. ए. एस. आडके	सदस्या
(६)	डॉ. सविता पाटील	सदस्य-President
(७)	कु. कोमल जाधव	सदस्या
(८)	वर्षारंजी खोत	सदस्या
(९)	कु. मोकाशी नाजमीन गौस	(विद्यार्थी)

(९) सचेतना मंडळ

- (१) डॉ. सौ. एस. एस. महाजन - समन्वयक (२) डॉ. सौ. एस. एस. महाजन (३) सौ. एस. जी. संसुध्दी
 (४) सौ. व्ही. ए. चौगुले (५) सौ. एस. जी. काटे

(१०) महाविद्यालय तक्रार निवारण समिती ज ज

- (१) प्राचार्य डॉ. आर. आर. कुंभार - अध्यक्ष (२) डॉ. सौ. एम. व्ही. काळे (समन्वयक) (३) डॉ. एन. एल. कदम
 (४) सौ. डी. एस. बामणे (५) डॉ. पी. टी. माने
 (६) श्री. एम. एस. सुर्यवंशी (७) कु. मोकाशी नाजमीन गौस (विद्यार्थी)

(११) प्राध्यापक कल्याण समिती (Staff Welfare Committee)

- (१) डॉ. पी. पी. चिक्कोडे - चेअरमन (२) सौ. एस. जी. संसुध्दी (३) डॉ. टी. जी. घाटजे
 (४) डॉ. एस. बी. बनसोडे (५) डॉ. एस. ए. मांजरे (६) डॉ. एन. एल. कदम

(१२) अंतर्गत दर्जा हमी ज ज / Internal Quality Assurance Cell (IQAC)

- (1) Principal Dr. R. R. Kumbhar - Chairperson
 (2) Dr. S. R. Sabale - Coordinator
 (3) Dr. P. P. Chikode - Co-Coordinator
 (4) Dr. M. R. Akkole - Members of Management
 (5) Mr. A. S. Shriguppe - Nominees from Local Committee
 (6) Principal Dr. D. G. Kanase - Advisor

Sr. No.	Title of Criterion	Convenor
1	Curricular Aspects - Criterion I	Mrs. V. V. Chougule
2	Teaching Learning & Evaluation Criterion II	Mrs. S. R. Nakate
3	Research, Innovations and Extension Criterion III	Shri R. D. Shinde
4	Infrastructure and Learning Resources Criterion IV	Dr. T. G. Ghatage
5	Student Support and Progression Criterion V	Shri G. H. Nikam
6	Governance, Leadership & Management Criterion VI	Dr. B. M. Sargar
7	Institution Value and Best Practices Criterion VII	Dr. Miss V. B. Devkar
8	Office Superintendent	Mr. S. D. Magdum
9	Member Society (President of Rotary Club/IMA)	Dr. Atique Patel

10	Nominee from Students	Miss P. A. Umaje
11	Nominee from Students	Mr. Yogesh M. Kurundwade
12	Nominee from Alumni	Mr. Sandip Madake
13	Nominee from Industry/Alumni	Mr. Abhijeet Bhandigare
14	Nominee from Industry/Employer	Mr. Sarabjit Singh Ahuja
15	Nominee from Employer	Dr. Vikas Jadhav
16	Nominee from Parent	Mrs. Madhavi N. Sawant

(१३) माहितीचा अधिकार

- (१) माहिती अधिकारी :- श्री. एस. डी. मगदूम
दूरध्वनी (०२३२२) २२५३८१
- (२) अपिलीय अधिकारी :- प्राचार्य डॉ. आर. आर. कुंभार
दूरध्वनी (०२३२२) २२६४८१

(१४) Time-Table Committee

- (1) Mrs. S. G. Sansuddhi (Arts) (2) Dr. N. L. Kadam (Commerce)
(3) Dr. Mrs. M. V. Kale (Science)

(१५) Earn and Learn Scheme

- (1) Shri R. D. Shinde - Convenor (5) Dr. Mrs. S. S. Mahajan
(2) Dr. T. G. Ghatage – Co-Convenor (6) Dr. S. R. Sabale
(3) Dr. K. D. Khaladkar (7) Mrs. D. S. Bamane
(4) Mrs. S. G. Sansuddhi (8) Miss. Bandar G. R. (Student)

(१६) Academic Calendar Committee

- (1) Dr. N. P. Sawant – Convenor (3) Dr. S. R. Sabale
(2) Dr. Mrs. S. S. Mahajan

(१७) Lead College Activities Committee

- (1) Principal Dr. R. R. Kumbhar – (Chairman) (2) Dr. S. B. Bansode (Coordinator)
(3) Mrs. D. S. Bamane (4) Dr. T. G. Ghatage (5) Shri M. A. Shinge
(6) Shri M. S. Suryawanshi (7) Secretary Student Council – Mr. Jainpure K. S.
(9) Shri S. D. Magdum

(१८) Anti Ragging Committee

SrNo.	Name	Designation in Committee
(1)	Principal – Dr. R. R. Kumbhar	Chairman
(2)	R. Faculty Dr. B. M. Sargar	Secretary
(3)	CEO Jaysingpur Nagarpalika	Member
(4)	PSI, Jaysingpur Police Station	Member
(5)	Local Media	Member
(6)	R. Parents	Member
(7)	R. Senior Citizen	Member
(8)	R. Student	Member
(9)	Non-Teaching	Member
(10)	Shri S. D. Magdum	Secretary
(11)	Miss Pawar V. B.	Studnet

(१९) Maharashtra Vivek Vahini

- (1) Shri S. B. Daphalapurkar– Convenor (2) Mrs. S. G. Sansuddhi (3) Dr. Miss V. B. Devkar
(4) Dr. P. T. Mane (5) Dr. Mrs. S. S. Shelake

(२०) Magazine 'Jaydeep' and Wallpaper

- (1) Dr. Mrs. S. S. Shelake – Convenor (2) Mrs. S. G. Sansuddhi (3) Dr. Mrs. M. V. Kale
 (4) Shri S. B. Daphalapurkar (5) Mrs. A. S. Chavare (6) Miss S. T. Koli
 (7) Miss Sutar U. U. (Student)

(२१) Commerce Association

- (1) Dr. N. L. Kadam – Convenor (2) Dr. Miss V. B. Devkar (3) Shri S. S. Patil

(२२) Science Association

- (1) Dr. R. D. Mane – Convenor (2) Dr. Mrs. M. V. Kale (3) Shri R. D. Tasgaonkar
 (4) Dr. R. D. Shinde (5) Shri N. P. Sawant (6) Dr. S. R. Patil (6) Shri P. P. Chikode

(२३) Literary Association, Esaay and Debating

- (1) Shri S.B. Daphalapurkar – Convenor (2) Dr.Mrs.S.S. Shelake
 (3) Dr. S. B. Bansode (4) Dr. N. P. Sawant (5) Miss Kale K. K. (Student)

(२४) NCC

- (1) Shri M. A. Shinge (2) Dr. Mrs. S. S. Mahajan (3) Mr. Chavan J. K. (Student)

(२५) N.S.S.

- (1) Dr. T. G. Ghatage (P.O.) (2) Dr. P. T. Mane (P.O.) (3) Mrs. V. V. Chougule
 (4) Dr. Mrs. S. S. Mahajan (5) Shri R. D. Tasgaonkar (6) Mr. Kurle G. A. (Student)

(२६) Boy's Hostel

- (1) Dr. R. D. Mane - Convenor (2) Shri A. J. Pawar
 (3) Dr. T. G. Ghatage (4) Shri S. B. Daphalapurkar
 (5) Mr. Kurle G. A. (Student)

(२७) Ladies Hostel

- (1) Mrs. M. S. Patil - Convenor (2) Miss A. A. Chougule (3) Dr. Miss V. B. Devkar
 (4) Dr. Mrs. S. S. Shelake (5) Dr. Mrs. R. R. Mengane (6) Miss Kale K. K. (Student)

(२८) Staff Academy

- (1) Dr. N. P. Sawant – Convenor (2) Dr. S. R. Sabale (3) Dr. P. T. Mane
 (4) Mrs. S. G. Sansuddhi (5) Dr. R. D. Mane (6) Mrs. V. V. Chougule
 (7) Dr. Mrs. S. S. Shelake

(२९) Public Relation and Publicity

- (1) Dr. N. P. Sawant – Convenor (2) Dr. Mrs. S. S. Shelake
 (3) Mrs. A. S. Adake (4) Dr. S. B. Daphalapurkar

(३०) Carrier Counseling & Placement Cell :

- (1) Shri G. H. Nikam (Convenor) (2) Dr. P. T. Mane (3) Dr. Mrs. M. V. Kale
 (4) Dr. N. L. Kadam (5) Dr. P. P. Chikode (6) Shri R. D. Shinde (7) Mrs. V. V. Chougule

(३१) Cultural Activities and Youth Festival

- (1) Dr. P. T. Mane - Convenor (2) Mrs. S. G. Sansuddhi (3) Dr. R. D. Mane
 (4) Dr. Mrs. M. V. Kale (5) Dr. S. A. Manjare (6) Mr. Mali V. G. (Student)

(३२) Alumni Association

- | | | |
|---------------------------------|----------------------------|--------------------------|
| (1) Shri M. V. Burse - Convenor | (2) Dr. D. V. Chandane | (3) Dr. P. T. Mane |
| (4) Dr. R. D. Shinde | (5) Dr. Mrs. S. S. Shelake | (6) Dr. S. A. Manjare |
| (7) Dr. N. L. Kadam | (8) Shri R. D. Tasgaonkar | (9) Dr. N. P. Sawant |
| (10) Shri B. A. Patil | (11) Mrs. A. S. Adake | (12) Mrs. A. A. Chougule |

(३३) National Leaders Jayanti and Smrutidin and General Function

- | | | |
|----------------------------------|---------------------------|-------------------------|
| (1) Dr. T. G. Ghatage - Convenor | (2) Shri R. D. Tasgaonkar | (3) Dr. N. P. Sawant |
| (4) Mrs. S. G. Sansuddhi | (5) Shri M. R. Parishwad | (6) Shri S. D. Chougule |
| (7) Dr. Mrs. S. S. Shelake | (8) Shri B. N. Bhanaje | |

(३४) Discipline Committee

- | | |
|--|--|
| (1) Prin. Dr. R. R. Kumbhar (Chairman) | (2) Shri M. S. Suryawanshi – Secretary |
| (3) Dr. S. B. Bansode | (4) Dr. S. A. Manjare |
| (5) Dr. N. L. Kadam | (6) Dr. Mrs. M. V. Kale |
| (7) Dr. P. T. Mane (NSS) | (8) Dr. P. P. Chikode |
| (9) Dr. S. R. Sabale | (10) Shri R. D. Shinde |
| (11) Mr. Mali V. G. (Student) | |

(35) College Canteen Committee

- | | |
|--------------------------------------|----------------------------------|
| (1) Shri R. D. Tasgaonkar – Convenor | (2) Dr. T. G. Ghatage |
| (3) Mr. S. B. Daphalapurkar | (4) Mr. R. D. Dhumal |
| (5) Mr. V. K. Chavan | (6) Miss Upadhye P. R. (Student) |

(36) University and College Exam Committee

- | | | |
|----------------------------------|-----------------------|-------------------------|
| (1) Dr. S. A. Manjare - Convenor | (2) Dr. N. L. Kadam | (3) Dr. S. B. Bansode |
| (4) Dr. Mrs. M. V. Kale | (5) Dr. T. G. Ghatage | (6) Mrs. V. V. Chougule |
| (7) Shri M. S. Suryawashi | | |

(37) Social Science Association

- | | | |
|--------------------------------------|----------------------------|----------------------|
| (1) Dr. Miss V. B. Devkar - Convenor | (2) Dr. T. G. Ghatage | (3) Mrs. S. G. Patil |
| (4) Mrs. V. V. Chougule | (5) Dr. Mrs. R. R. Mengane | |

(38) Attendance & Class Teacher Committee :- Dr. P. P. Chikode – Convener

- | | | |
|-----------------------------|---|---|
| (1) B. A. I (A – Division) | - | (1) Dr. T. G. Ghatage |
| (2) B. A. I (B – Division) | - | (2) Mrs. S. G. Sansuddhi |
| (3) B. A. II (A – Division) | - | (1) Mrs. V. V. Chougule |
| (4) B. A. II (B – Division) | - | (2) Dr. Mrs. S. S. Shelake |
| (5) B. A. III | - | All Head of Departments |
| (6) M. A. (Economics) | - | Dr. P. T. Mane |
| (7) M. A. (Marathi) | - | Dr. N. P. Sawant |
| (8) M. A. (Hindi) | - | Dr. S. B. Bansode |
| (9) B. Com. I | - | Mr. S. B. Daphalapurkar/Dr. N. L. Kadam |
| (10) B. Com. II | - | Mrs. S. S. Chougule |
| (11) B. Com. III | - | Mrs. S. R. Nakate |
| (12) M. Com. I | - | Dr. N. L. Kadam |
| (13) M. Com. II | - | |
| (14) B. Sc. I (A Group) | - | Dr. J. B. Patade |
| (15) B. Sc. I (B Group) | - | Dr. S. D. Umdale |
| (16) B. Sc. II (A Group) | - | Dr. R. S. Dhabbe |
| (17) B. Sc. II (B Group) | - | Dr. S. R. Patil |
| (14) B. Sc. III | - | All Head of Department |
| (15) M. Sc. | - | Dr. B. M. Sargar |

(39) Planing Committee

- (1) Dr. R. R. Kumbhar Chairman (2) Dr. S. A. Manjare – Convenor (3) Dr. S. R. Sabale
 (4) Dr. P. P. Chikode (5) Dr. S. B. Bansode (6) Dr. N. L. Kadam
 (7) Mrs. D. S. Bamane (8) Shri S. D. Magdum

(40) Research Committee

- (1) Prin. Dr. R. R. Kumbhar – Chairman (2) Dr. Mrs. M. V. Kale – Coordinator
 (3) Dr. N. L. Kadam (4) Dr. S. B. Bansode
 (5) Prin. D. G. Kanase (6) Prin. Dr. R. P. Lokhande

(41) Student Adoption Committee

- (1) Dr. R. D. Mane – Convenor (2) Shri G. H. Nikam (3) Dr. Miss V. B. Devkar

(42) Event Management Committee

- (1) Dr. T. G. Ghatage – Convenor (2) Shri R. D. Shinde
 (3) Dr. N. P. Sawant (4) Shri B. N. Bhanaje
 (5) Mr. Mali V. G. (Student)

(43) MoU and Linkages Committee

- (1) Prin. Dr. R. R. Kumbhar-Chairman (2) Dr. Mrs. S. S. Mahajan – Coordinao
 (3) Dr. S. B. Bansode (4) Dr. P. P. Chikode
 (5) Dr. S. R. Sabale

(४४) वाचन कट्टा, कवि जट्टा व सॉक्रेटिस क्लब :-

- (1) Mrs. D. S. Bamane – Convenor (2) Mrs. S. G. Sansuddhi (3) Dr. N. P. Sawant
 (4) Mrs. V. V. Chougule (5) Dr. Mrs. S. S. Shelake (6) Dr. S. B. Bansode
 (7) Dr. R. D. Mane (8) Shri M. D. Kumbhar (9) Mr. Mali V. G. (Student)

(45) Affiliation Commttee

- (1) Prin. Dr. R. R. Kumbhar (Chairman) (2) Dr. S. A. Manjare – Convenor
 (3) Dr. S. B. Bansode (4) Dr. N. L. Kadam (5) Shri S. A. Chavare (6) Shri A. A. Magdum

(46) Budget Commttee

- (1) Prin. Dr. R. R. Kumbhar – Chairman (2) Mrs. V. V. Chougule – Convenor
 (3) Shri S. D. Magdum – Secretary (4) Shri B. Y. Nalwade
 (5) Dr. Mrs. S. S. Mahajan (6) Mrs. D. S. Bamane
 (7) Shri S. B. Daphalapurkar

(47) Feedback Commttee

- (1) Mrs. V. V. Chougule – Convenor (2) Miss Dr. V. B. Devkar
 (3) Dr. Mrs. M. V. Kale

(48) NAAC Steering Committee :-

- (1) Prin. Dr. R. R. Kumbhar (2) Dr. S. A. Manjare
 (3) Dr. S. B. Bansode (4) Dr. N. L. Kadam
 (5) Prof. Dr. V. B. Jugale (6) Mr. S. D. Magdum (7) Dr. M. R. Akkole

(49) Academic & Administrative Aduit (AAA)

- (1) Dr. R. R. Kumbhar (Chairman) (2) Dr. S. B. Bansode (Coordinator)
 (3) Dr. N. L. Kadam (4) Dr. S. A. Manjare
 (5) Dr. S. R. Sabale

(50) ISO Committee

- (1) Dr. N. L. Kadam (Convenor) (2) Dr. Mrs. M. V. Kale
 (3) Mrs. V. V. Chougule (4) Shri S. D. Magdum
 (5) Shri B. A. Patil

(51) NIRF

- (1) Dr. Mrs. M. V. Kale (2) Dr. S. D. Umdale (3) Dr. S. R. Sabale

(52) AISHE

- (1) Dr. R. D. Mane (2) Mr. S. A. Chavare (3) Mr. S. R. Nandre

(53) Staff Welfare Committee

- (1) Shri S. B. Daphalapurkar – Chairman (2) Shri S. D. Magdum
 (3) Shri B. A. Patil (Einglish) (4) Shri B. N. Bhanaje

(54) Student Teacher Research Cell (Avishkar)

- (1) Shri R. D. Shinde (2) Dr. Mrs. M. V. Kale (3) Shri R. D. Tasgaonkar
 (4) Dr. S. A. Manjare (5) Dr. Mrs. S. S. Mahajan (6) Dr. Mrs. S. S. Shelake
 (7) Dr. T. G. Ghatage (8) Dr. N. L. Kadam (9) Mr. Korbu S. P. (Student)

(55) College Campus Beautification Committee

- (1) Dr. Mrs. M. V. Kale (2) Dr. Mrs. S. S. Shelake
 (3) Mrs. D. S. Bamane (4) Jr. College Botany & Zoology Staff

(56) Karmveer Kaushalya Kendra

- (1) Dr. R. R. Kumbhar (2) Dr. S. A. Manjare – Director
 (3) Shri Abhijit Adadande (4) Dr. S. R. Patil

(57) Office of Information Technology (OIT)

- (1) Dr. J. B. Patade (2) Shri Shital Nandre (3) Dr. P. P. Chikode
 (4) Shri S. A. Chavare (5) Shri B. N. Bhanaje

(58) College Sanitation & Facility Committee

- (1) Dr. Mrs. S. S. Mahajan (2) Mrs. D. S. Bamane
 (3) Shri S. B. Daphalapurkar (4) Shri R. D. Tasgaonkar
 (5) Dr. Mrs. S. S. Shelake (6) Mrs. M. S. Patil
 (7) Mr. Korbu S. P. (Student)

(59) Biodiversity Museum & Bio Informatic Center

- (1) Dr. R. R. Kumbhar (2) Dr. S. A. Manjare (3) Dr. Mrs. M. V. Kale
 (4) Dr. Suraj Umdale (5) Dr. S. R. Patil

(60) Student Development Cell * Grievances Redressal Cell

- (1) Dr. N. L. Kadam (Chairman) (2) Dr. Mrs. S. S. Mahajan (Women Representative)
(3) Shri B. S. Nadaf (Social Worker) (4) Dr. A. S. Patil (Counseller)
(5) Mrs. V. V. Chougule (6) Dr. G. H. Nikam
(7) Dr. T. G. Ghatage (8) Dr. P. T. Mane (9) Miss ChavanJ.S.(Student)

(61) Innovation & Incubation Centre(Research, Development & Tech. Transfer Centre)

- (1) Dr. R. R. Kumbhar (2) Dr. N. L. Kadam (3) Dr. P. T. Mane
(4) Dr. Mrs. M. V. Kale (5) Mrs. Vyas

(62) DST-FIST Project Implementation Group

- (1) Dr. M. R. Akkole (2) Dr. R. R. Kumbhar (Chairman)
(3) Dr. S. R. Sabale (Coordinator) (4) Dr. S. A. Manjare
(5) Mr. R. D. Tasgaonkar (6) Dr. B. M. Sargar
(7) Dr. P. P. Chikole (8) Dr. G. H. Nikam
(9) Mr. R. S. Shinde (10) Mr. S. D. Magdum

JAYSINGPUR COLLEGE, JAYSINGPUR

■ Affiliated to Shivaji University, Kolhapur

■ Jain Minority College

■ Reaccredited at 'A' Grade (NAAC)

■ DST - FIST [Level - I] Sponsored

Address : Shirol-Wadi Road, Jaysingpur – 416 101, Dist. Kolhapur, State - Maharashtra, India

Prin. Dr. R. R. Kumbhar

M.Sc., M.Phil, Ph.D., M.A.

● Tel. (O) 02322 - 225381 / 481 ● Website - www.jaysingpurcollege.edu.in ● E-mail - jspcollegejsp@gmail.com

College Development Committee Proceedings**Academic Year: 2015-16**

Notice Date: 19/03/2016

Notice

The General meeting of all the members of Local Management Committee, Jaysingpur College, College Jaysingpur is held on Tuesday 22nd March, 2016 at 4.00 pm at the assembly hall of the institution. All the members are requested to attend the meeting. Agenda is attached.

Agenda

1. To read and maintain the proceedings of the previous meeting.
2. A) To obtain information and record of NAC revaluation process. (B)
B) To pass a resolution congratulating Jaysingpur College for getting "A" grade in NAAC reaccreditation.
C) To approve the expenditure incurred by the College for NAAC reaccreditation.
3. To discuss and approve the following proposals under UGC Scheme:
A) "College with Potential for Excellence",
B) "Star College" and
C) "RUSA" schemes.
4. To obtain detailed information and record of the receipt and expenditure of the grant received under the UGC-COP scheme in the college.
5. To get information and record of the term end and year end examination and evaluation process.
6. To get information and record about the current situation regarding the promotion process in the college.
7. To decide by discussing the application received regarding the appointment of Mrs. Kalpana Vijay Shetty for the post of Laboratory Assistant.
8. To decide by discussing the application received regarding the promotion of Shri. SubhashVasant Thomke and Shri. Dastagir Maulali Tamboli.
9. To discuss and decide to transfer the following subjects to the Commerce Department of the college.
 - a. MONEY and Financial System –B.Com Part 2
 - b. Advanced Banking- B.com part 3.
10. Any other subject with the permission of the chairperson.


PRINCIPAL
Jaysingpur College, Jaysingpur

Academic Year: 2016-17

Notice Date: 02/08/20216

Notice

The General meeting of all the members of Local Management Committee, Jaysingpur College, College Jaysingpur is held on Wednesday 10th August, 2016 at 4.00 pm at the assembly hall of the institution. All the members are requested to attend the meeting. Agenda is attached.

Agenda

1. To read and maintain the proceedings of the previous meeting.
2. To get information and record of students admitted in Senior College for the academic year 2016-2017.
3. To take note of the proposals sent for renewal of affiliation in the academic year 2017-2018 and to give approval to it.
4. To give approval for proposals to the University demanding for additional division for the academic year 2017-2018.
5. To approve a resolution congratulating Jaysingpur College for getting "A" grade in NAAC re-evaluation.
6. Any other subject with the permission of the Chairperson.


PRINCIPAL
Jaysingpur College, Jaysingpur


Notice Date: 2ndFebruary, 2017

Notice

The General meeting of all the members of College Development Committee, Jaysingpur College, Jaysingpur is held on 6th February, 2017 at 4.30 pm at the assembly hall of the institution. All the members are requested to attend the meeting. Agenda is attached.

Agenda

1. To read and maintain the proceedings of the previous meeting.
2. To give approval to the following revised independent budget for the financial year 2016-2017, as well as to give approval of the budget for 2017-2018.
 1. Jaysingpur College - Senior College (Grantable Department)
 2. Jaysingpur College - Senior College (Non-Grant Department)
3. Any other subject with the permission of the Chairperson.


PRINCIPAL
Jaysingpur College, Jaysingpur


Academic Year: 2018-19

Notice Date: 02/08/20218

Notice

The General meeting of all the members of College Development Committee, Jaysingpur College, Jaysingpur is held on 13th January, 2018 at 4.30 pm at the assembly hall of the institution. All the members are requested to attend the meeting. Agenda is attached.

Agenda

1. To read and maintain the proceedings of the previous meeting.
2. To give approval to the following revised independent budget for the financial year 2017-2018, as well as to give approval of the budget for 2018-2019.
 - a. Jaysingpur College - Senior College (Grantable Department)
 - b. Jaysingpur College - Senior College (Non-Grant Department)
3. To get detail information regarding attendance, annual progress and results of senior college students
4. Any other subject with the permission of the Chairperson.




PRINCIPAL,
Jaysingpur College, Jaysingpur.

Notice Date: 21/09/2018

Notice

The General meeting of all the members of College Development Committee, Jaysingpur College, Jaysingpur is held on 27th September, 2018 at 2.00 pm at the assembly hall of the institution. All the members are requested to attend the meeting. Agenda is attached.

Agenda

1. To read and maintain the proceedings of the previous meeting.
2. To prepare a roadmap for the development and viability of the college for the next three years.
3. To empower the Earn and Learn scheme.
4. To discuss planning for workshops, seminars and conferences this year.
5. To exchange views on starting new Add-On Courses.
6. To raise awareness about cultural activities among students.
7. To consider creating a biodiversity register.
8. To decide the policy regarding the participation of professors in national and international conferences.
9. To consider planning for the growth of research.
10. To consider starting a student adoption scheme.
11. To consider launching a poster in each section.
12. To establish poetry and reading Society and Socratic Club to promote reading culture and thought culture.
13. To plan study tours of the various departments.
14. To plan for conducting workshops on teaching, learning and evaluation.
15. To exchange views on MoUs with various institutions, colleges and industries.
16. To take programs to increase the employment potential of the students.
17. To consider expanding and strengthening the competitive examination centre.
18. To discuss the implementation of welfare scheme for teachers and non-teaching staff.
19. To think about creating a research culture in students.
20. To increase the contact with the beneficiaries of the college, to exchange ideas about creating a YouTube Channel a News Magazine.
21. To exchange views on starting an online feedback system.
22. Planning for statutory testing and remedial testing to be conducted at the beginning of the college.
23. To discuss organizing parent meetings.
24. To form an alumni association by organizing an alumni meeting.
25. To reduce the number of part-time and part-time teachers by appointing maximum full-time professors in the college.
26. To prepare an academic calendar of the college.
27. To discuss the selection of Innovative Practices and Best Practices.
28. To approve the annual plan for the academic year 2018-19.
29. To consider sending pending IQAR for the academic year 2016-17 and 2017-18.
30. To think about constructing a canteen in front of the library.
31. To exchange views on preparation of ABPS / GST courses.
32. To exchange ideas about establishing a new Tissue Cultural Lab.

33. To decide to take Mass Communication, Travel Tourism, Event Management a Instrumentation Courses.
34. To consider the application for the salary of a teacher in Chemistry.
35. To congratulate to the students and professors who went to Kerala for help as volunteers.
36. Any other issue with the permission of the Chairperson.




PRINCIPAL,
Jaysingpur College, Jaysingpur.

Notice Date: 10/04/2019

Notice

The General meeting of all the members of College Development Committee, Jaysingpur College, Jaysingpur is held on 15th April, 2019 at 10.00 am at the assembly hall of the institution. All the members are requested to attend the meeting. Agenda is attached.

Agenda

1. To read and maintain the proceedings of the previous meeting.
2. To discuss and decide take further action about NAAC preparation.
3. To review of donations raised for the construction of a chemistry lab.
4. To give approval to Infrastructure Works in terms of NAAC.
5. Any other issue with the permission of the Chairperson.




PRINCIPAL,
Jaysingpur College, Jaysingpur.

Academic Year: 2019-20

CDC Proceeding

Notice Date: 19/10/2019

Notice

The General meeting of all the members of College Development Committee, Jaysingpur College, Jaysingpur is held on 23rd October, 2019 at 04.00 pm at the assembly hall of the institution. All the members are requested to attend the meeting. Agenda is attached.

Agenda

1. To read and maintain the proceedings of the previous meeting.
2. To review the present status of NAAC preparation.
3. To obtain the information regarding the proposal to start a new statistic subject for B.Sc. part 2 and 3.
4. To discuss and approve the short term and long term plan.
5. To discuss on organising refresher course for teachers in various computer courses from 14th to 21st November, 2019.
6. To get information about the letter received from Shivaji University regarding flood leave.
7. To felicitate the teachers and non-teaching staff who helped in the flood situation in ShirolTahasil.
8. To exchange views on disciplinary as well as measures and implementation to prevent malpractices in the college premises.
9. To give approval for purchase of 20 new computers for the department B.C.S. and B.C.S.
10. To give approval for the installation of CCTV at Nandani Road Gate and in Computer Room.
11. To give approval to the newly constructed staffroom, ladies room, health center.
12. To give approval for setting up of Biodiversity Museum and Biodiversity Center as well as Butterfly Garden.
13. To give approval to the set up of E-content Development Studio as per the requirements of NAAC.
14. Any other issue with the permission of the Chairperson.




PRINCIPAL,
Jaysingpur College, Jaysingpur.

Notice Date: 05/02/2020

Notice

The General meeting of all the members of College Development Committee, Jaysingpur College, Jaysingpur is held on 10th February, 2020 at 11.45 am at the assembly hall of the institution. All the members are requested to attend the meeting. Agenda is attached.

Agenda

1. To read and maintain the proceedings of the previous meeting.
2. To give approval to the following revised independent budget for the financial year 2019-2020, as well as to give approval of the budget for 2020-2021.
 - a. Jaysingpur College - Senior College (Grantable Department)
 - b. Jaysingpur College - Senior College (Non-Grant Department)
3. Any other subject with the permission of the Chairperson.




PRINCIPAL,
Jaysingpur College, Jaysingpur.

Notice Date: 05/08/2020

Notice

The General meeting of all the members of College Development Committee, Jaysingpur College, Jaysingpur is held on Monday 10th August , 2020 at 11.45 am at the assembly hall of the institution. All the members are requested to attend the meeting. Agenda is attached.

Agenda

1. To read and maintain the proceedings of the previous meeting
2. To get information and record of newly constructed canteen in the college.
3. To get information about bamboo house, botanical garden, sericulture etc. activities of the college and to approve the expenditure.
4. To get information about the remaining minor constructions started in the college and to approve the expenditure.
5. To get information and record of the composting project started in the college and to approve the expenditure.
6. To get information about the newly constructed toilets in the college and to give approval for its repairs.
7. To discuss and decide on running senior college classes in the new building from NAC's point of view.
8. Approval for purchase of cupboards for neck room, 9. Dr. D. V. To take note of Chandane's vacancy recognition. 10. B.C.A. from Unaided Department. , B.C.S. , M.Sc. , B. Voc. Discuss and approve recruitment of teachers for. Also Dar vs 312854 11. Ma. To take a decision by discussing the issue in the coming days with the permission of the President. Come to 41 principals for Singlar Fort. Jaysingpur College Jaysingpur




PRINCIPAL,
Jaysingpur College, Jaysingpur.



Anekant Education Society's

JAYSINGPUR COLLEGE JAYSINGPUR

INTERNAL QUALITY ASSURANCE CELL (IQAC)

Email: iqacjspcollege@gmail.com

Criterion – VI

Governance, Leadership, and Management

6.2.2

❖ Additional Information



Anekant Education Society's

Jaysingpur College, Jaysingpur

Code of Conduct for Principal, Teacher and Non Teaching Staff

Proposed by
Internal Quality Assurance Cell

Code of Conducts



Prepared by

Discipline Committee, Jaysingpur College

Code of Conduct for the Principal

- ✚ The behavior is in such way that receives respect by keeping integrity, dignity, modesty and good organization at every level.
- ✚ Decisions should be devoid of partiality while dealing with members of the staff or students.
- ✚ While handling burning issues regarding students or subordinates should have more tolerance.
- ✚ On the basis of gender, colour or creed he should not discriminate the faculty members or students.
- ✚ Do not interfere with the free participation of colleagues in the affairs of their association.

Code of Conduct for Teacher

Teacher and Profession

- ✚ Dedicate your full working time to the profession.
- ✚ Cease yourself from engaging external jobs that hinder your teaching
- ✚ Constant efforts should be taken for professional development.
- ✚ Express free and frank opinion by participation at professional meetings, seminars, conferences etc., towards the contribution of knowledge.
- ✚ Involve in research activities
- ✚ Keeping subject knowledge up-to-date is prime duty.
- ✚ Construct a healthy culture that encourages the constructive collaboration and communication among colleagues and stakeholders
- ✚ Maintain active membership of professional organizations and strive to improve education and profession through them
- ✚ Abide by the Act, Statute and Ordinance of the University and to respect its ideals, vision, mission, cultural practices and tradition
- ✚ Conduct of university and college examinations, including supervision, invigilation and evaluation; and Participate in extension, co-curricular and extra-curricular activities, including the community service.
- ✚ Take pride in the teaching profession and treat other members of the profession with respect and dignity.

Teacher and Colleagues

- ✚ Treat your colleagues as professional equals, regardless of their status.
- ✚ Abstain from making unproven allegations against colleagues or higher authorities.
- ✚ Stay away from making objectionable statements about colleagues, especially in the presence of students, other teachers, officials or parents.
- ✚ Admire the professional opinions of your colleagues.
- ✚ Speak constructively of other teachers, but report honestly to responsible persons in matters involving the welfare of students, the college system, and the profession

- ✚ Avoid professional jealousy and dispute with colleagues especially when you have to work together for the common interest of the institution.

Teacher and punctuality

- ✚ Be regular and punctual and should report on time for classes.
- ✚ Prior permission of the Principal, a teacher can leave the campus in the office hours.
- ✚ Teachers should remain present to all the functions organized by the institute for the students.
- ✚ Prior approval in writing should be obtained before proceeding on leave except in the case of casual leaves. In case of illness or emergency, inform the Principal and the Head of the Department without delay.

Teacher and Students

- ✚ Teachers should demonstrate to students their commitment for excellence in work, manners and achievement.
- ✚ Facilitate students in Physical, Social, Intellectual, Emotional, and Moral Development.
- ✚ Teachers should uphold human dignity and promote equality of gender, religion and traditions
- ✚ Encourage students to maintain discipline.
- ✚ Help students to develop a sense of responsibility, self-reliance and independence.
- ✚ Encourage students to show respect to teachers, parents and authorities.
- ✚ Help students to develop democratic and constitutional values.
- ✚ Encourage students to show respect and appreciation for personal and public property.
- ✚ Strive to develop mutual courtesy and respect between teachers and students.
- ✚ Work towards developing and promoting good human relations and qualities.
- ✚ Do not smoke, drink or eat during teaching sessions in the presence of students.
- ✚ Do not involve in any activities that are likely to corrupt student.
- ✚ Do not make students part of any activity that involve the personal interests of the teachers.
- ✚ Stimulate the spirit of enquiry in students.
- ✚ Encourage the students to balance their academic and co-curricular fields.
- ✚ Constantly pursue the improvement of learning facilities and opportunities.
- ✚ Develop anti-narcotic attitude among the students.

- ✚ Encourage research oriented learning.
- ✚ Make responsible efforts to protect students from conditions harmful to their health and safety.

Teacher and Community

- ✚ Perform the duties of citizenship, and participate in community activities with due consideration.
- ✚ Discuss controversial issues from an objective point of view to keep your class free from biased opinions and comments.
- ✚ Encourage the involvement of students in social service activities
- ✚ Develop respect for the cultural diversity of India among students.
- ✚ Promote collaboration with external agencies that help social interaction
- ✚ Work to improve education in the community and to strengthen the community's moral, spiritual, and intellectual life.

Teachers and Guardians

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

Code of Conduct for Non Teaching Staff

Every staff employed in the college shall discharge his/her duties efficiently and diligently and shall conform to the rules and regulations. It shall be mandatory on the staff employed in the college to do any work in connection with an examination conducted by the University or the college, which he/she is required to do by the Vice-Chancellor or the Registrar of the University/by the Principal of the College, as the case may be.

- ✚ No Staff employed in a college shall absent himself from his/her duties without prior permission. In case of sickness or absence on medical ground, a medical certificate to the satisfaction of the college authorities shall be produced.
- ✚ No Staff employed in a college shall engage directly or indirectly in any trade or business.
- ✚ No staff employed in a college shall engage himself/herself in any political activity. He/ She shall not associate with any political party or any organization which takes part in politics or shall subscribe to, or assist in any other manner, any political movement.
- ✚ No staff employed in a college shall contest or participate in or canvas for any candidate in any election.
- ✚ No staff employed in a college shall bring or attempt to bring any political or other influence on his/her superior authority in respect of his/her individual service interests.
- ✚ No staff employed in a college shall engage himself/herself or participate in any activity which is anti-secular or which tends to create disharmony in society or in any demonstration which is prejudicial to the interests of the sovereignty and integrity of India.
- ✚ No staff employed in a college shall indulge in any criticism of the policies of the Government either directly or indirectly or participate in activities which bring disrepute to the Government.

UNIVERSITY GRANTS COMMISSION
New Delhi-110002, The __ February, 2018

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

No. _____ -In exercise of the powers conferred under clause (e) and (g) of sub-section(I) of Section 26 of University Grants Commission Act, 1956 (3 of 1956), and in pursuance of the MHRD _____ read with Ministry of Finance(Department of Expenditure) O.M.No. _____ and in terms of the MHRD Notification MHRD letters No. 1-7/2015-U.II(1) dated 02.11.2017 and its Corrigendum No. 1-7/2015-U.II(2) dated 08.11.2017 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, issued by University Grants Commission vide Regulations No. _____ dated ____, 2018 together with all amendments made therein from time to time, the University Grants Commission hereby frames the following Regulations, namely:-

1. Short title, application and commencement:
 - 1.1 These Regulations may be called the University Grants Commission (Minimum Qualifications for Appointment of Teachers and other Academic Staff in Universities and Colleges and other Measures for the Maintenance of Standards in Higher Education) Regulations, 2018.
 - 1.2 They shall apply to every University established or incorporated by or under a Central Act, Provincial Act or a State Act, every Institution including a Constituent or an affiliated College recognized by the Commission, in consultation with the University concerned under Clause (i) of Section 2 of the University Grants Commission Act, 1956 and every Institution deemed to be a University under Section 3 of the said Act.
 - 1.3 They shall come into force from the date of notification.
2. The Minimum Qualifications for appointment and other service conditions of University and College teachers Librarians and Directors of Physical Education and Sports as a measure for the maintenance of standards in higher education, shall be as provided in the Annexure to these Regulations.
3. Consequences of failure of the Universities to comply with the recommendations of the Commission, as provision of Section 14 of the University Grants Commission Act, 1956:

If any University Grants affiliation in respect of any course of study to any college referred to in sub-section(5) of Section 12-A in contravention of the provisions of the sub-section, or fails within a reasonable time to comply with any recommendations made by the Commission under Section 12 or Section 13, or contravenes the provision of any rule made under clause (f) of sub-section (2) of Section 25 or of any regulations made under clause (e) or clause(f) of clause (g) of Sub-Section(I) of Section 26, the Commission after taking into consideration the cause, if any, shown by the University for such failure or contravention, may withhold from the university the grants proposed to be made out of the fund of the Commission.

DRAFT 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

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

1.0 COVERAGE

1.1 For teachers in Faculties for which Statutory Professional Councils/Bodies exist like Indian Council for Agricultural Research, Ministry of Health and Family Welfare and Ministry of AYUSH, National Council of Teacher Education, All India Council for Technical Education, Rehabilitation Council of India, etc., the norms and regulations stipulated by the concerned Statutory Professional Councils/Bodies, if any, shall apply for the purposes of direct recruitment with the following proviso:

- i. The UGC Regulations shall be applicable for direct appointment of Teachers, in case the concerned Statutory Professional Councils/Bodies have not laid down the norms so far with the condition that in such cases, the norms of the Statutory Professional Councils//Bodies shall be applicable from the date they are notified by the concerned Councils/Bodies.
- ii. In the subjects in which NET/SET/SLET is conducted by UGC/CSIR or any other body accredited by UGC, NET/SET/SLET shall be an additional requirement for appointment to the post of Assistant Professor and equivalent positions as per Clause 3.3.

1.2 The Universities/State Governments shall modify or amend the relevant Act/Statutes of the Universities concerned within 6 months of adoption of these Regulations.

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

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

2.2 The pay scale shall, in the Central Universities and other institutions maintained and/or funded by the UGC, be fixed in accordance with the pay "fixation formula" approved by the Ministry of Human Resource Development (MHRD), as contained in **Appendix-I and II**.

- 2.3** The pay fixation formula for teachers shall apply for other positions in the Library and Physical Education and Sports cadres in the Central Universities and Colleges thereunder and Institutions Deemed to be Universities whose maintenance expenditure is met by the UGC.
- I.** The revised scales of pay and age of superannuation as provided in Clause 2.1.0above, may also be extended to Universities, colleges and other higher educational institutions coming under the purview of the State Legislature and maintained by the State Governments, subject to the implementation of the scheme as a composite one in adherence of the terms and conditions laid down in the MHRD notifications as provided in the MHRD letters No. 1-7/2015-U.II(1) dated 02.11.2017 and its Corrigendum No. 1-7/2015-U.II(2) dated 08.11.2017 with all conditions specified by the UGC in these Regulations and other Guidelines as contained in Appendix I and II.
- II.** Subject to the availability of vacant positions and fitness, teachers such as Assistant Professor, Associate Professor, Professor and Senior Professor only, may be re-employed on contract appointment beyond the age of superannuation, as applicable to the concerned University, college and Institution, up to the age of seventy years.
- Provided* further that all such re-employment shall be strictly in accordance with the guidelines prescribed by the UGC, from time to time.
- III.** All other aspects which are not covered in these Regulations, on applicability, financial assistance, date of implementation of revised pay and allowances and payment of arrears, etc. shall be as laid down in the MHRD Notifications letter No.1-7/2015-U.II(1) dated 02.11.2017 and its Corrigendum MHRD letter F.No. 1-7/2015-U.II(2) dated 08.11.2017 provided as Appendix-I and II of these Regulations.

3.0 RECRUITMENT AND QUALIFICATIONS

- 3.1** The direct recruitment to the posts of Assistant Professors, Associate Professors and Professors in the Universities and Colleges and Senior Professor in the Universities shall be on the basis of merit through all India advertisement and selections by the duly constituted Selection Committees as per the provisions made under these Regulations. These provisions shall be incorporated under the Statutes/Ordinances of the concerned university. The composition of such committees shall be as prescribed in these Regulations.
- 3.2** The minimum qualifications required for the post of Assistant Professors, Associate Professors, Professors, Senior Professors, Principals, Assistant Librarians, Deputy Librarians, Librarians, Assistant Directors of Physical Education and Sports, Deputy Directors of Physical Education and Sports and Directors of Physical Education and Sports, shall be as prescribed by the UGC in these Regulations.
- 3.3**
- I.** The National Eligibility Test (NET), or an accredited test (State Level Eligibility Test SET/SLET) shall remain the minimum eligibility for appointment of Assistant Professor and equivalent positions wherever provided in these regulations. Further, SLET/SET

shall be valid as the minimum eligibility for direct recruitment to Universities/Colleges/Institutions under the control of the respective state only.

- i. *Provided* further, that candidates, who have been awarded 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 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 equivalent positions in Universities / Colleges / Institutions.
- ii. *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) Ph.D. degree of the candidate awarded in regular mode only;
 - b) Evaluation of the Ph.D. thesis 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 must be in a refereed journal;
 - e) Candidate has made at least two presentations in conference/seminars, based on his/her Ph.D work.

(a) to (e) as above are to be certified by the Registrar/ Dean (Academic Affairs).

- II. NET/SLET/SET shall not be required for such disciplines for which NET/SLET/SET is not conducted.

3.4 A minimum of 55% marks (or an equivalent grade in a point scale wherever grading system is followed) shall be required at the Master's level for direct recruitment of teachers at any level.

- I. A relaxation of 5% shall be provided at the graduate and master's level for the candidates belonging to Scheduled Caste/Scheduled Tribe/Differently-abled ((a) Blindness and low vision; (b) Deaf and Hard 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)/Other Backward Classes (OBC)(Non-creamy Layer) 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 grading system is followed) and the relaxation of 5% to the categories mentioned above are permissible, based on only the qualifying marks without including any grace mark procedures.

- 3.5. A relaxation of 5% shall be provided, from 55% to 50% of the marks to the Ph.D. Degree holders, who have obtained their Master's Degree prior to 19 September, 1991.
- 3.6 Relevant grade which is regarded as equivalent of 55% wherever the grading system is followed by a recognized university shall also be considered valid at the Master's level.
- 3.7 The Ph.D. Degree shall be a mandatory qualification for the appointment and promotion to the post of Professors.
- 3.8 The Ph.D. Degree shall be a mandatory qualification for appointment and promotion to the post of Associate Professors.
The Ph.D. Degree shall be a mandatory qualification for promotion to the post of Assistant Professor (Selection Grade/Academic Level 12) in Universities. The Ph.D. Degree shall be a mandatory qualification for direct recruitment to the post of Assistant Professor in Universities with effect from 01.07.2021. For promotion to the post of Assistant Professor (Selection Grade/Academic Level 12) in Colleges, the Ph. D. shall be a mandatory qualification if the date of eligibility falls on or after 01.07.2021.
- 3.9 The period of time taken by candidates to acquire M.Phil. and/or Ph.D. Degree shall not be considered as teaching/ research experience to be claimed for appointment to the teaching positions. 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. The period of leave taken for pursuing Research Degree i.e. for acquiring Ph.D. degree shall not be counted as teaching experience for the purpose of direct recruitment/ promotion.

4.0 DIRECT RECRUITMENT

4.1 For Disciplines of Arts, Commerce, Humanities, Education, Law, Social Sciences, Sciences, Languages, Library Science, Journalism and Mass Communication.

I. Assistant Professor:

Eligibility :

A.

- i) Master's degree with 55% marks (or an equivalent grade in a point scale wherever grading system is followed) in a 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, 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 fulfillment of the following conditions :-

- a) Ph.D. degree of the candidate awarded in regular mode only;
- b) Evaluation of the Ph.D. thesis 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 must be in a refereed journal;
- e) Candidate has made at least two presentations in conference/seminars, based on his/her Ph.D work.

(a) to (e) as above are to be certified by the Registrar/ Dean (Academic Affairs).

- iii) 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.** Ph.D degree from a university/institution with a ranking in top 500 in the World University ranking (at any time) by Quacquarelli Symonds (QS), the Times Higher Education (THE) and Academic Ranking of World Universities (ARWU) of the Shanghai Jiao Tong University (Shanghai).

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

II. Associate Professor:

Eligibility:

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

- iv. Contribution to educational innovation, design of new curricula and courses, and technology – mediated teaching learning process.

III. Professor:

Eligibility:

A.

- (i) An eminent scholar with Ph.D. qualification(s) in the concerned/allied/relevant discipline and published work of high quality, actively engaged in research with evidence of published work with a minimum of 10 research publications in the peer reviewed/ UGC listed journals and a total research score of 120 as per the criteria given in Appendix III, 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/industries with evidence of having successfully guided doctoral candidate.
- (iii) Contribution to educational innovation, design of new curricula and courses, and technology – mediated teaching learning process.

OR

- B.** An outstanding professional with Ph.D. in relevant/allied/applied disciplines from academics/research institutions/industries, who has made significant contributions to the knowledge in the concerned/allied/relevant discipline to be substantiated with documentary evidence.

IV. Senior Professor in Universities

- i) The appointment to the post of Senior Professor shall be through direct recruitment.
- ii) Up to 10 percent of the existing sanctioned strength of Professors in the university shall be appointed as Senior Professor in the universities.

Eligibility:

- i) An eminent scholar with good track record of high quality publications in the reputed 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 the University/College/National level institute.
- iii) 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/UGC listed journals and award of minimum two Ph.D degrees under his/her supervision during last 10 years and interaction with a Selection Committee constituted as per UGC Regulations.

V. College Principal (Professor's Grade)

A. Eligibility:

- i. Ph.D. degree

- ii. Professor/Associate Professor with a total service/ experience of fifteen years of teaching/research/ administration in Universities, Colleges and other institutions of higher education.
- iii) A minimum of 120 Research Score as per Appendix III, Table 2.

B. Tenure

College Principal shall be appointed for a period of five years initially extendable for another term of five years on the basis of performance assessment by a similar Selection Committee process which shall take into account an External Peer Review Committee assessment, constituted as per these regulations.

VI. Vice Principal

An existing senior faculty member shall be designated as Vice-Principal by the Governing Body of the College on the recommendation of the Principal for a period not exceeding the tenure of the Principal, who can be assigned specific activities, in addition to existing responsibilities. During the absence of the Principal for any reason, the Vice Principal shall exercise the powers of Principal.

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

I. ASSISTANT PROFESSOR:

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 fulfillment of the following conditions:-
 - a) Ph.D. degree of the candidate awarded in regular mode only;
 - b) Evaluation of the Ph.D. thesis by at least two external examiners;
 - c) 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 must be in a refereed journal;

- e) Candidate has made at least two presentations in conference/seminars, based on his/her Ph.D work.
(a) to (e) as above are to be certified by the Registrar/ Dean (Academic Affairs).

- v) 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 and a professional artist with highly commendable professional achievement in the concerned subject having Bachelor degree, who should have:
 - (a) Studied under noted/reputed traditional Masters/Artists
 - (b) 'A' grade artist of AIR/Doordarshan; and
 - (c) Ability to explain with logical reasoning the subject concerned and adequate knowledge to teach theory with illustrations in said discipline.

II. ASSOCIATE PROFESSOR:

A.

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

OR

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

III. PROFESSOR:

A.

- i) An eminent scholar with a doctoral degree actively engaged in research with ten years of experience in teaching in University/College and/or research at the University/National level institutions with a minimum of 6 research publications in the peer reviewed/UGC listed journals and a total research score of 120 as per Appendix III, Table 2.
- ii) Contribution to educational innovations such as designing of new curriculum and/or outstanding performing achievement in the field of specialization.

OR

- B.** A traditional and a professional artist with highly commendable professional achievement in the concerned subject having Masters degree, who should be or have:
- 'A' grade artist of AIR/Doordarshan;
 - Ten years of outstanding performing achievements in the field of specialization;
 - Significant contributions in the field of specializations and ability to guide research;
 - Participation in National/International Seminars/Conferences/ Workshops/Concerts and/or recipient of National/International Awards/Fellowships; and
 - Ability to explain with logical reasoning the subject concerned and adequate knowledge to teach theory with illustrations in the said discipline.

4.3 DRAMA DISCIPLINE:

I. ASSISTANT PROFESSOR:

A.

- 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.
- 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 fulfillment of the following conditions :-
 - Ph.D. degree of the candidate awarded in regular mode only;
 - Evaluation of the Ph.D. thesis by at least two external examiners;
 - Open Ph.D. viva voce of the candidate had been conducted;
 - Candidate has published two research papers from his/her Ph.D. work out of which at least one must be in a refereed journal;
 - Candidate has made at least two presentations in conference/seminars, based on his/her Ph.D work.

(a) to (e) as above are to be certified by the Registrar/ Dean (Academic Affairs).
- 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 and a professional artist with highly commendable professional achievement in the concerned subject, who should be or have:

- a) A professional artist with Bachelor degree with 55% marks (or an equivalent grade in a point scale wherever grading system is followed) from National School of Drama or any other such approved Institution in India or abroad;
- b) Five years of regular acclaimed performance at regional/ national/ international stage with evidence; and
- c) Ability to explain with logical reasoning the subject concerned and adequate knowledge to teach theory with illustrations in the said discipline.

II. ASSOCIATE PROFESSOR:

A.

- i) Good academic record with doctoral degree with performing ability of high professional standard as recommended by an expert committee constituted by the University concerned for the said purpose.
- ii) Eight years of experiences of teaching in a University / College and/ or research in University/national level institutions equal to that of Assistant Professor in Universities/Colleges.
- iii) Has made significant contributions to the knowledge in the subject concerned, as evidenced by quality of publications.
- iv) Contributions to educational innovation such as designing new courses and/ or curricula and/ or outstanding performing achievements in the field of specializations.

OR

- B.** A traditional and a professional artist with highly commendable professional achievement in the concerned subject having Masters degree, who should have:
 - a. A recognized artist of Stage/ Radio/TV;
 - b. Eight years of outstanding performing achievements in the field of specialization;
 - c. Experience in designing of new courses and /or curricula;
 - d. Participation in Seminars/Conferences in reputed institutions; and
 - e. Ability to explain with logical reasoning the subject concerned and adequate knowledge to teach theory with illustrations in the said discipline.

III. PROFESSOR:

A.

- i) An eminent scholar with a doctoral degree actively engaged in research with ten years of experience in teaching and /or research at the University/National level institutions including experience of guiding research in doctoral level, with outstanding performing achievement in the field of specialization with a minimum of 6 research publications in the peer reviewed/ UGC listed journals and a total research score of 120 as per Appendix III, Table 2.
- ii) Contribution to educational innovations such as designing of new curriculum and/ or outstanding performing achievement in the field of specialization.

OR

- B.** A traditional and a professional artist with highly commendable professional achievement in the concerned subject having Masters degree, who should have:
 - a. Ten years of outstanding performing achievements in the field of specialization;

- b. Has made significant contributions in the field of specializations and has the ability to guide research;
- c. Participation in National/International Seminars/Conferences/ Workshops and/ or recipient of National/International Awards/ Fellowships; and
- d. Ability to explain the logical reasoning of the subject concerned and adequate knowledge to teach theory with illustrations in the said discipline.

4.4 VISUAL (FINE) ARTS DISCIPLINE

I. ASSISTANT PROFESSOR:

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 fulfillment of the following conditions :-

- a) Ph.D. degree of the candidate awarded in regular mode only;
- b) Evaluation of the Ph.D. thesis by at least two external examiners;
- c) 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 must be in a refereed journal;
- e) Candidate has made at least two presentations in conference/seminars, based on his/her Ph.D work.

(a) to (e) as above are to be certified by the Registrar/ Dean (Academic Affairs).

- iii) 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 Professional artist with highly commendable professional achievement in the concerned subject, who should have:

- a. Bachelor degree with 55% marks (or an equivalent grade in a point scale wherever grading system is followed) in Visual (Fine) arts discipline from the recognized Institution of India/Abroad;
- b. Five years of experience of holding regular regional/National exhibitions/Workshops with evidence; and

- c. Ability to explain with logical reasoning the subject concerned and adequate knowledge to teach theory with illustrations in the said discipline.

II. ASSOCIATE PROFESSOR:

A.

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

OR

- B.** A Professional artist with highly commendable professional achievement in the concerned subject having Masters degree with 55% marks (or an equivalent grade in a point scale wherever grading system is followed), who should be or have:
 - a. A recognized artist of his/her own discipline;
 - b. Eight years of outstanding performing achievements in the field of specialization;
 - c. Experience in designing of new courses and /or curricula;
 - d. Participation in Seminars/Conferences in reputed institutions; and
 - e. Ability to explain with logical reasoning the subject concerned and adequate knowledge to teach theory with illustrations in the said discipline.

III. PROFESSOR:

A.

- i) An eminent scholar with a doctoral degree actively engaged in research with ten years of experience in teaching and /or research at the University/National level institutions including experience of guiding research at doctoral level, with outstanding performing achievement in the field of specialization, a minimum of 6 research publications in the peer reviewed/ UGC listed journals and a total research score of 120 as per Appendix III, Table 2.
- ii) Contribution to educational innovations such as designing of new curriculum and/ or outstanding performing achievement in the field of specialization.

OR

- B.** A Professional artist with highly commendable professional achievement in the concerned subject having Masters degree, who should have:
 - a. Ten years of experience of holding regular regional/national exhibition/workshops with evidence;
 - b. Significant contributions in the field of specialization and ability to guide research;
 - c. Participation in National/International Seminars/Conferences/ Workshops and/or recipient of National/International Awards/ Fellowships; and
 - d. Ability to explain with logical reasoning the subject concerned and adequate knowledge to teach theory with illustrations in the said discipline.

4.5 YOGA DISCIPLINE

I. ASSISTANT PROFESSOR:

- A.** Good academic record with at least 55% marks (or an in a point scale wherever grading system is followed) at the Master's degree level (Yoga), in the 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 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.

Or

- B.** 55% marks in Master degree(Yoga)+Ph.D. 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.

Or

- C.** Master degree in any discipline with 55% of marks +Ph.D. 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 will be valid only for five years from the date of notification of these regulations

II. ASSOCIATE PROFESSOR

- i. Good academic record with a Ph.D. degree in concerned /allied/relevant disciplines.
- ii. A Master's degree with at least 55% marks (or an equivalent grade in a point scale wherever grading system is followed).
- iii. A minimum of eight years of experience of teaching and/ or research in an academic/research position equivalent to that of Assistant Professor in a University, College or Accredited Research Institutions/Industry with evidence of published work and a minimum of 7 publications as books and/or research/policy papers in the peer reviewed/UGC listed journals and a total research score of Seventy Five (75) as per the criteria given in Appendix III, Table 2.
- iv. Contribution to educational innovation, design of new curricula and courses, and technology mediated teaching learning process.

III. PROFESSOR

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

- iii. Contribution to educational innovation, design of new curricula and technology mediated teaching learning process.

Or

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

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

I. ASSISTANT PROFESSOR:

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

II. ASSOCIATE PROFESSOR:

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

III. PROFESSOR:

- i) Masters 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 like Ph. D. in any discipline of occupational therapy recognized by the UGC and published work of high standard in peer reviewed/UGC listed journals.

IV. PRINCIPAL / DIRECTOR / DEAN:

Masters in Occupational Therapy (M.O.T./M.Th.O./M.Oth./M.Sc. O.T.) with fifteen years experience, which shall include five years experience as Professor (Occupational Therapy).

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

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

I. ASSISTANT PROFESSOR: Bachelor Degree in Physiotherapy (B.P/T./B. Th./P./B.P.Th.), Masters in Physiotherapy (M./P.Th/M.Th.P./M.Sc. P.T/M.PT.) with at least 55% marks (or an

equivalent grade in a point scale wherever grading system is followed) from recognized University.

II. ASSOCIATE PROFESSOR:

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

III. PROFESSOR:

- i) Masters in Physiotherapy (M.P.T. / M.P.Th./M.Th.P./M.Sc. P.T.) with ten years total experience.
- ii) Desirable: Higher Qualification like Ph. D. in any discipline of Physiotherapy recognized by U.G.C and published work of high standard in peer reviewed/ UGC listed journals.

IV. PRINCIPAL / DIRECTOR / DEAN:

- i) Masters in Physiotherapy (M.P.T./M.Th.P./M.Pth./M.Sc. P.T.) with fifteen years total experience, including five years experience as Professor (Physiotherapy).
- ii) Senior-most Professor shall be the Principal / Director / Dean.
- iii) Desirable: Higher qualification like Ph. D. in any discipline of Physiotherapy recognized by the UGC and published work of high standard in peer reviewed / UGC listed journals.

4.8 MINIMUM QUALIFICATIONS FOR DIRECT RECRUITMENT TO THE POSTS OF UNIVESRITY ASSISTANT LIBRARIAN / COLLEGE LIBRARIAN,UNIVERSITY DEPUTY LIBRARIANAND LIBRARIAN

I. UNIVERSITY ASSISTANT LIBRARIAN / COLLEGE LIBRARIAN

1. A Master's Degree in Library Science / Information Science / Documentation Science or an equivalent professional degree with at least 55% marks (or an equivalent grade in a point scale wherever grading system is followed) and a consistently good academic record with knowledge of computerization of library.
2. 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 fulfillment of the following conditions:-

- a) Ph.D. degree of the candidate awarded in regular mode only;

- b) Evaluation of the Ph.D. thesis by at least two external examiners;
- c) 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 must be in a refereed journal;
- e) Candidate has made at least two presentations in conference/seminars, based on his/her Ph.D work.

(a) to (e) as above are to be certified by the Registrar/ Dean (Academic Affairs).

3. 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.

II. UNIVERSITY DEPUTY LIBRARIAN

1. A Master's Degree in library science/information science/documentation with at least 55% of the marks or an equivalent grade in a point scale wherever grading system is followed.
2. Eight years experience as an Assistant University Librarian/College Librarian.
 - i. Evidence of innovative library services including integration of ICT in library.
 - ii. Ph.D. Degree in library science/ Information science / Documentation/Archives and manuscript keeping/computerization of library and a total research score of 75 as per the criteria given in Appendix III, Table 2.

III. UNIVERSITY LIBRARIAN

1. A Master's Degree in Library Science /Information Science/Documentation with at least 55% marks or an equivalent grade in a point scale wherever grading system is followed.
2. At least ten years as a Deputy Librarian in University Library or ten years of teaching as Associate Professor in Library Science in a University Department or fifteen years' experience as a College Librarian.
3. Evidence of innovative library services including integration of ICT in library.
4. Ph.D. Degree in library science/information science / documentation/archives and manuscript-keeping and a total research score of 120 as per the criteria given in Appendix III, Table 2.

4.9 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

A.

- i. Master's Degree with 55% marks in Physical Education and Sports or Physical Education or Sports Science (or an equivalent grade in a point scale wherever 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, CSIR or 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 further, candidates registered for the Ph.D. programme prior to July 11, 2009, shall be governed by the provisions of the then existing Ordinances / Bye-laws / Regulations of the Institutions awarding the degree and such Ph.D. candidates shall be exempted from the requirement of NET/SLET/SET for recruitment and appointment of Assistant Professor or equivalent positions in Universities/Colleges / Institutions subject to the fulfillment of the following conditions:-

- a) Ph.D. degree of the candidate awarded in regular mode only;
- b) Evaluation of the Ph.D. thesis by at least two external examiners;
- c) 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 must be in a refereed journal;
- e) Candidate has made at least two presentations in conference/seminars, based on his/her Ph.D work.

(a) to (e) as above are to be certified by the Registrar/ Dean (Academic Affairs).

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

OR

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

II. UNIVERSITY DEPUTY DIRECTOR OF PHYSICAL EDUCATION AND SPORTS

A.

- (i) A Ph.D. in Physical Education or Physical Education and Sports or Sports Science and a total research score of 75 as per the criteria given in Appendix III, Table 2. Candidates from outside the university system, in addition, shall also possess at least 55% marks (or an equivalent grade in a point scale wherever grading system is followed) at the Master's Degree level by the university concerned.
- (ii) Eight years experience as University Assistant DPES/College DPES.
- (iii) Evidence of organizing competitions and conducting coaching camps of at least two weeks duration.
- (iv) Evidence of having produced good performance of teams/athletes for competitions like state / national / inter-university / combined university, etc.
- (v) Passed the physical fitness test in accordance with these Regulations.

OR

B. An Olympic games/ world cup/ world Championship medal winner who has degree at least at 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 and a total research score of 120 as per the criteria given in Appendix III, Table 2.
- (ii) Experience of at least ten years in Physical Education and Sports as University Deputy/College DPES (Academic Level 13A) or fifteen years as University Assistant DPES/College DPES (Selection Grade) or teaching for ten years in Physical Education and Sports or Sports Science.
- (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.

IV. Physical Fitness Test Norms

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

NORMS FOR MEN
12 MINUTES RUN/WALK TEST

Upto 30 Years	Upto 40 Years	Upto 45 Years	Upto 50 Years
1800 metres	1500 metres	1200 metres	800 metres

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

5.0 SELECTION COMMITTEES AND GUIDELINESS ON SELECTION

PROCEDURES:

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

5.1 Selection Committee Composition

I. Assistant Professor in the University:

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

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

II. Associate Professor in the University

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

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

III. Professor in the University

The composition of the Selection Committee for the post of Professor in the University shall have the following composition:

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

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

IV. Senior Professor

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

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

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

V. Assistant Professor in Colleges including Private Colleges:

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

- i. Chairperson of the Governing Body of the college or his/her nominee from among the members of the Governing body to be the Chairperson of the Selection Committee.
- ii. The Principal of the College.
- iii. Head of the Department of the concerned subject in the College.
- iv. Two nominees of the Vice Chancellor of the affiliating university of whom one should be a subject expert. In case of colleges notified/declared as minority educational institutions, two nominees of the Chairperson of the college from out of a panel of five names, preferably from minority communities, recommended by the Vice Chancellor of the affiliating university from the list of experts suggested by the relevant statutory body of the college, of whom one should be a subject expert.
- v. Two subject-experts not connected with the college to be nominated by the Chairperson of the governing body of the college out of a panel of five

names recommended by the Vice Chancellor from the list of subject experts approved by the relevant statutory body of the university concerned. In case of colleges notified/declared as minority educational Institutions, two subject experts not connected with the University to be nominated by the Chairperson of the Governing Body of the College out of the panel of five names, preferably from minority communities, recommended by the Vice Chancellor from the list of subject experts approved by the relevant statutory body of the College.

- vi. An academician representing SC/ST/OBC/Minority/Women/Differently-abled categories, if any of candidates representing these categories is the applicant, to be nominated by the Vice Chancellor, if any of the above members of the selection committee do not belong to that category.
- (b) To constitute the quorum for the meeting, five of which at least two must be from out of the three subject-experts shall be present.
 - (c) For all levels of teaching positions in Government colleges, the State Public Services Commissions / Teacher Recruitment Boards must invite three subject experts for which the concerned University, be involved in the selection process by the State Public Service Commission.
 - (d) For all levels of teaching positions in Constituent college(s) of a university, the selection committee norms shall be similar to that of the posts of departments of the university.

VI. Associate Professor in Colleges including Private Colleges

- (a) The Selection Committee for the post of Associate Professor in Colleges including Private Colleges shall have the following composition:
 - i. The Chairperson of the Governing Body or his or her nominee, from among the members of the Governing body to be the Chairperson of the Selection Committee.
 - ii. The Principal of the College.
 - iii. The Head of the Department of the concerned subject from the college.
 - iv. Two University representatives nominated by the Vice Chancellor, one of whom will be the Dean of College Development Council or equivalent position in the University, and the other must be expert in the concerned subject. In case of Colleges notified/declared as minority educational institutions, two nominees of the Chairperson of the College from out of a panel of five names, preferably from minority communities, recommended by the Vice-Chancellor of the affiliating university from the list of experts suggested by the relevant statutory body of the college of whom one should be a subject expert.
 - v. Two subject-experts not connected with the college to be nominated by the Chairperson of the governing body of the college out of a panel of five names recommended by the Vice Chancellor from the list of subject experts approved by the relevant statutory body of the university concerned. In case of colleges

notified/declared as minority educational Institutions, two subject experts not connected with the University to be nominated by the Chairperson of the Governing Body of the College out of the panel of five names, preferably from minority communities, recommended by the Vice Chancellor from the list of subject experts approved by the relevant statutory body of the College.

- vi. An academician representing SC/ST/OBC/ Minority/Women/Differently-abled categories, if any of candidates representing these categories is the applicant, to be nominated by the Vice Chancellor, if any of the above members of the selection committee do not belong to that category.
- (b) The quorum for the meeting should be five of which at least two must be from out of the three subject-experts

VII.College Principal

A. Selection Committee

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

B. External Peer Review Committee

The External Peer Review Committee for the post of College Principal shall have the following composition:

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

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

Note: It is clarified that the MHRD notification as provided in the MHRD letters No. 1-7/2015-U.II(1) dated 02.11.2017 (Appendix I) mentions of two grades for the post of Principal, however the regulation has merged the two grades and only Principal (Professor Grade) shall be applicable.

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

IX. 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:

- a. The Vice Chancellor as the Chairperson of the Selection Committee;
- b. The Dean of the concerned Faculty;
- c. The Head of the Department /Chairperson of the School; and
- d. One subject expert in the concerned subject nominated by the Vice Chancellor from the University panel of experts.

B. For College teachers:

- a. The Principal of the college;
- b. Head of the concerned department from the college;
- c. Two subject experts in the concerned subject nominated by the Vice Chancellor from the university panel of experts;

Note: The quorum for these committees in both categories mentioned above shall be three including the one subject expert/ university nominee need to be present.

5.2. The Screening cum Evaluation Committee on verification/evaluation of grades secured by the candidate through the Assessment Criteria and Methodology Performa designed

by the respective university based on these Regulations and as per the minimum requirement specified:

(a) In Appendix III, Tables 1 to 3 for each of the cadre of Assistant Professor;

(b) In Appendix III, Tables 4 for each of the cadre of Librarians; and

(c) In Appendix III, Tables 5 for each of the cadre of Physical Education and Sports shall recommend to the Syndicate/ Executive Council /Board of Management of the University/College about the suitability for the promotion of the candidate(s) under CAS for implementation.

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

6.0 SELECTION PROCEDURES:

- I.** The overall selection procedure shall incorporate transparent, objective and credible methodology of analysis of the merits and credentials of the applicants based on weightages given to the performance of the candidate in different relevant dimensions and his/her performance on a grading system Performa, based on the Appendix III, Tables 1, 2, 3 A, 3 B, 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 latest technology in teaching and research at the interview stage. These procedures can be followed for both direct recruitment and CAS promotions wherever selection committees are prescribed in these Regulations.

- II.** The Universities shall adopt these Regulations for selection committees and selection procedures through their respective statutory bodies incorporating Appendix III, Table 1, 2, 3 A, 3 B, 4 and 5 at the institutional level for University Departments and their Constituent colleges/ affiliated colleges (Government/Government-aided/Autonomous/Private Colleges) to be followed transparently in all the selection processes. The universities may devise their own self-assessment cum performance appraisal forms for teachers in strict adherence to the Appendix III, Table 1, 2, 3 A, 3 B, 4 and 5 prescribed in these Regulations.
- III.** In all the Selection Committees of direct recruitment of teachers and other academic staff in universities and colleges provided herein, an academician representing Scheduled Caste/Scheduled Tribe/OBC/Minority/Women/Differently-abled categories, if any of candidates representing these categories is the applicant and if any of the members of the selection committee do not belong to that category, shall be nominated by the Vice Chancellor or Acting Vice Chancellor of the University, and in case of a College Vice Chancellor or Acting Vice Chancellor of the University to which the college is affiliated to. The academician, so nominated for this purpose, shall be one level above the cadre level of the applicant, and such nominee shall ensure that the norms of the Central Government or concerned State Government, in relation to the categories mentioned above, are strictly followed during the selection process.

- IV. The process of selection of Professor shall involve inviting the bio-data with duly filled Performa developed by the respective universities based on the Assessment Criteria and Methodology guidelines set out in these Regulations in Appendix III, Table 1 and 2 and reprints of all significant publications of the candidates.

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

Provided further that such publications shall be provided to the subject experts for assessment before the interview and the evaluation of the publications by the experts shall be factored into the weightage while finalizing the outcome of selection.

- V. In the case of selection of faculty members who are from outside the academic stream and are considered under Clause 4.1 (III.B), 4.2 (I.B, II.B, III.B), 4.3 (I.B, II.B, III.B), 4.4 (I.B, II.B, III.B) and 4.5 (III.B) of these regulations, the universities' statutory bodies must lay down clear and transparent criteria and procedures so that only outstanding professionals who can contribute substantially to the university knowledge system are selected in any discipline as per the requirements including those laid down in these regulations.

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

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

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

- i. **Teaching-Learning and Evaluation:** 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 attending to examination supervision duties, question papers setting for university/college examinations, participation in evaluation of examination answer scripts, conducting examinations for internal assessment as per schedule to be announced by the institution at the beginning of each Academic Session and returning and discussing the answers in the class.

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

B. Assessment Procedure

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

Step 1: The college/university teachers shall submit to college/university an annual self-appraisal report in a prescribed Performa to be designed based on the Tables 1 to 5 of Appendix III. 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 the clauses 6.4 of these regulations.

6.1 While the Assessment Criteria and Methodology:

(a) Tables 1 to 3 of Appendix III are applicable to the selection of Assistant Professors/ Associate Professors/ Professors/Senior Professor in Universities and Colleges;

(b) Table 4 of Appendix III is applicable to Assistant Librarians/ Deputy Librarians and Librarians for both direct recruitment as well as Career Advancement Promotions, the minimum requirement of Assessment Criteria and Methodology to each of the cadres shall vary from those for university teachers and for UG/PG College Teachers, as given in these Tables of Appendix III; and

(c) Table 5 of Appendix III are applicable to Assistant Directors/ Deputy Directors/ Directors of Physical Education and Sports.

- 6.2** The minimum norms of Selection Committees and Selection Procedures as well as Assessment Criteria and Methodology requirements for the above cadres, either through direct recruitment or through Career Advancement Schemes Regulations, shall be as per these regulations.
- 6.3** The criteria for promotions under Career Advancement Scheme as given in these regulations shall be effective prospectively from the date of notification of these regulations. However, to avoid hardship to the faculty members who have already qualified or are likely to qualify shortly under existing regulations, a choice may be given to the faculty members to opt for being considered for promotions under existing regulations itself. This option can be exercised only within two years from the date of notification of these regulations.
- I.** A teacher who wishes to be considered for promotion under CAS may submit in writing to the university/college, with three months in advance of the due date, that he/she fulfils all qualifications under CAS and submit to the university/college the Assessment Criteria and Methodology Performa as evolved by the concerned university duly supported by all credentials as per the Assessment Criteria and Methodology guidelines set out in these Regulations. In order to avoid delays in holding Selection Committee meetings in various positions under CAS, the University/College should immediately initiate the process of screening/selection, and shall complete the process within six months from the date of application. Further, in order to avoid any hardships, candidates who fulfill all other criteria mentioned in these Regulations, as on and till the date on which these regulations is notified, can be considered for promotion from the date, on or after Date, on which they fulfill these eligibility conditions, provided as mentioned above.
 - II.** The Selection Committee specifications as delineated in Clauses 5.1 to 5.3 are applicable to all direct recruitments of Faculty Positions and Career Advancement promotions of Assistant Professor to Associate Professor and to that of Associate Professor to Professor.
 - III.** CAS promotions from a lower grade to a higher grade of Assistant Professor shall be conducted by a "Screening cum Evaluation Committee" adhering to the criteria laid outas in the Tables 1, 2 and 3of Appendix III.
 - IV.** CAS promotions being a personal promotion to the incumbent teacher holding a substantive sanctioned post, on superannuation of the individual incumbent, the said post shall revert back to its original cadre.
 - V.** The incumbent teacher must be on the role and active service of the Universities/Colleges on the date of consideration by the Selection Committee for /CAS Promotion.
 - VI.** Candidates shall offer themselves for assessment for promotion, if they fulfill the minimum grading indicated in the appropriate Assessment Criteria and Methodology system tables by submitting an application and the required Assessment Criteria and

Methodology Performa. They can do so three months before the due date if they consider themselves eligible. Candidates who do not consider themselves eligible can also apply at a later date. In any event, the university concerned shall send a general circular twice a year calling for applications for CAS promotions from eligible candidates.

- i) If a candidate applies for promotion on completion of the minimum eligibility period and is successful, the date of promotion will be from that of minimum period of eligibility.
- ii) If, however, the candidate finds that he/she fulfills the CAS promotion criteria as defined in Table 1, 2, 4 and 5 of Appendix III at a later date and applies on that date and is successful, his/her promotion will be effected from that date of candidate fulfilling the eligibility criteria.
- iii) Candidate who does not succeed in the first assessment, then the candidate shall have to be re-assessed only after a minimum period of 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 last rejection.

VII. Regarding the cases pending for promotions from one Academic Level/Grade Pay to another Academic Level/Grade Pay under Career Advancement Scheme of 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, the faculty members 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 faculty members shall be considered for the promotion from one Academic Level/Grade Pay to another Academic Level/Grade Pay as per the Career Advancement Scheme of these regulations.

OR

- (b) The faculty members shall be considered for the promotion from one Academic Level/Grade Pay to another Academic Level/Grade Pay as per the Career Advancement Scheme of UGC Regulations On Minimum Qualifications for Appointment Of Teachers And Other Academic Staff In Universities And Colleges And Measures for The Maintenance Of Standards In Higher Education 2010 with relaxation in the requirements of Academic Performance Indicators (API) based Performance Based Appraisal System (PBAS) upto 11th July, 2016 i.e. the date of issue of University Grants Commission (Minimum Qualifications for Appointment Of Teachers And Other Academic Staff In Universities And Colleges And Measures for The Maintenance Of Standards In Higher Education) (4th Amendment), Regulations 2016. Thereafter the provisions for the promotion from one Academic Level/Grade Pay to another Academic Level/Grade Pay as per the Career Advancement Scheme of 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 amendment University Grants Commission (Minimum Qualifications for Appointment Of Teachers And Other Academic Staff In Universities And Colleges And Measures for The Maintenance Of Standards In Higher Education) (4th Amendment), Regulations 2016 shall be applicable.

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

A. Entry level Assistant Professors (Level 10) would 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 out in Clause 6.3. of these regulations.

B. Career Advancement Scheme (CAS) for Colleges teachers

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

Eligibility: Assistant Professors who have completed four years of service with Ph.D. or five years of service with 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 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

Taken 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. The teacher gets 'satisfactory' or 'good' grade in the annual performance assessment reports of at least three of the last four years of the assessment period as prescribed in Appendix III, **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.
- 2) Any two of the following in the last five years of Academic Level-11: Completed courses / programmes from among the categories of Refresher Courses/Research Methodology/

Workshops/Syllabus Up Gradation Workshop/ Teaching-Learning-Evaluation/ Technology Programmes/ Faculty Development Programmes/ Syllabus Up Gradation Workshop/ Teaching-Learning-Evaluation/ Technology Programmes/ Faculty Development Programmes of at least two weeks (ten days) duration (or completed two courses of at least one week (five days) duration in lieu of every single course/programme of at least two weeks (ten days) duration); or taken 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 conduct of a MOOCs course during the period of assessment.

Note:The Ph.D. Degree shall be a mandatory qualification for promotion to the post of Assistant Professor (Selection Grade/Academic Level 12) in Colleges from 01.07.2020.

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 III, 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) Selection Grade Assistant Professor who have completed three years of service in that grade.
- 2) Ph.D. degree in concerned subject/allied/relevant discipline.
- 3) Any one of the following during last three years: completed one course / programme from among the categories of Refresher Courses/ Methodology Workshops/Syllabus Up Gradation Workshop/ Teaching-Learning-Evaluation Technology Programmes / Faculty Development Programmes of at least two weeks (ten days) duration (or completed two courses of at least one week (five days) duration in lieu of every single course/programme of at least two weeks (ten days) duration); or taken one MOOCs course (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 conduct 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 two of the last three years of the assessment period as prescribed in Appendix III, **Table 1**, and
- ii) The promotion to the post of Associate Professor is recommended through selection committee constituted as per these Regulations.

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

Eligibility:

1. Associate Professors who have completed three years of service in that grade.
2. Ph.D. degree in concerned subject/allied/relevant discipline.
3. A minimum of 10 research publications in peer reviewed/ 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 III, 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 III, Table 1 and at least 110 research score as per Appendix III, Table 2.
- ii) The promotion to the post of Professor is recommended through selection committee as per these Regulations.

C. Career Advancement Scheme (CAS) for University teachers

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

Eligibility: Assistant Professors who have completed four years of service with Ph.D. or five years of service with 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 and satisfy the following conditions:

- i) Attended one Orientation course of 21 days duration on teaching methodology;
- ii) 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
- iii) One research publication during assessment period.

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 three of the last four years of the assessment period (as prescribed in Appendix III, **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) Senior Assistant Professors who have completed five years of service in that grade.
- ii) Ph.D Degree in the concerned subject/allied/relevant disciplines.
- iii) Any two of the following in the last five years of Academic Level-11: Completed course / programme from among the categories of Refresher Courses/Research Methodology/ Workshops/ Syllabus Up Gradation Workshop/ Teaching-Learning-Evaluation/ Technology Programmes / Faculty Development Programmes of at least two weeks (ten days) duration (or completed two courses of at least one week (five days) duration in lieu of every single course/programme of at least two weeks (ten days) duration), or, taken one 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 conduct of a MOOCs course during the period of assessment.

- iv) Three research publications in the peer reviewed journals/UGC listed journals during assessment period.

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 III, 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) Selection Grade Assistant Professor who have completed three years of service in that grade.
- 2) Ph.D Degree in the concerned subject/allied/relevant disciplines
- 3) Any one of the following during last three years: completed one course / programme from among the categories of Refresher Courses/ Methodology Workshops/Syllabus Up Gradation Workshop/ Teaching-Learning-Evaluation Technology Programmes / Faculty Development Programmes of at least two weeks (ten days) duration (or completed two courses of at least one week (five days) duration in lieu of every single course/programme of at least two weeks (ten days) duration); or taken one MOOCs course (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 conduct of a MOOCs course during the period of assessment.
- 4) A minimum of seven publications in the peer reviewed/ UGC listed journals out of which three research publications shall be published during the assessment period.

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 prescribed in Appendix III, Table 1 and a research score of at least 70 as per Appendix III, Table 2
- ii) The promotion to the post of Associate Professor is recommended through selection committee constituted as per these Regulations.

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

Eligibility:

- 1) Associate Professors who have completed three years of service in that grade.
- 2) Ph.D degree in concerned subject/allied/relevant discipline
- 3) A minimum of ten research publications in the peer reviewed/ 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 III, 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 III, Table 1 and at least 110 research score as per Appendix III, Table 2.
- ii) The promotion to the post of Professor is recommended through selection committee constituted as per these Regulations.

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

Senior Professor shall also be through promotion under CAS. Promotion shall be based on academic achievement, favourable review from three eminent subject experts who are not less than the rank of a senior professor or a professor of at least ten years of experience. The selection shall be based on 10 best publications during last 10 years and interaction with a selection committee constituted as per these regulations.

Eligibility:

- i) Ten years as a Professor.
- ii) A minimum of ten publications in the peer reviewed / UGC listed journals and two Ph.D. successfully awarded under his/her supervision during this period.

D. Career Advancement Scheme (CAS) for Librarians

Note: The following provisions apply only to those personnel who are not involved in teaching of Library Science. Teachers in institutions where Library Science is a teaching department will be covered by the provisions given under sections 6.4 (II) and 6.4 (III), of these regulations for Colleges/Institutions and for Universities, respectively.

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

Eligibility:

Assistant Librarian/ College Librarian who has completed four years of service with Ph.D. in Library Science/ Information Science/ Documentation Science or equivalent degree or five years of service with M.Phil., or six years of service for those without M.Phil./Ph.D.

- (i) Attended one Orientation course of 21 days duration and
- (ii) Training/Seminar/Workshop/Course on automation and digitalization, maintenance and other activities of at least 5 days as per Appendix III, Table 4.

CAS Promotion Criteria: An Assistant Librarian/College Librarian shall be promoted if:

- i) The Assistant Librarian/ College Librarian gets 'satisfactory' or 'good' grade in the annual performance assessment reports of at least three of the last four years of the assessment period as prescribed in Appendix III, Table 4, and
- ii) The promotion is recommended by the screening cum evaluation committee.

II. 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) University Assistant Librarian (Senior Scale/Academic level 11)/College Librarian (Senior Scale/Academic level 11) who has completed five years of service in that grade.
- 2) Any two of the following in the last five years: Training/Seminar/Workshop/Course on automation and digitalization, maintenance and other activities as per Appendix III, 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), or taken/developed one MOOCs course in the relevant subject (with e-certification), or library up-gradation course.

CAS Promotion Criteria: An individual shall be promoted if:

- i) The individual 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 III, Table 4 and
- ii) The promotion is recommended by screening cum evaluation committee.

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

Eligibility:

- 1) University Assistant Librarian (Selection Grade/Academic Level 12)/College Librarian (Selection Grade/Academic Level 12) who has completed three years of service in that grade.
- 2) Any one of the following in the last three years: Training/Seminar/Workshop/Course on automation and digitalization, maintenance and other activities as per Appendix III, 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), or taken/developed one MOOCs course in the relevant subject (with e-certification), or library up-gradation course.

CAS Promotion Criteria: An individual shall be promoted if:

- i) The individual 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 III, Table 4 and
- ii) The promotion is recommended by a Selection Committee constituted as per these regulations based on the interview performance.

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

Note: 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 will be covered by the provisions

given under sections 6.4 (II) and 6.4 (III), of these regulations for Colleges/Institutions and for Universities, respectively.

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

Eligibility:Assistant Director of Physical Education and Sports /College Director of Physical Education and Sports who has completed four years of service with Ph.D. in Physical Education or Physical Education & Sports or Sports Science or five years of service with M.Phil., or six years of service for those without M.Phil/Ph.D.

- i) Attended one Orientation course of 21 days duration and
- ii) Any one of the following: Completed Refresher / Research Methodology Course/ workshop, or/ training Teaching-Learning-Evaluation Technology Programmes/ Faculty Development Programmes of at least 5 days duration, or taken/developed one MOOCs course (with e-certification).

CAS Promotion Criteria: An individual shall be promoted if:

- i) The individual gets 'satisfactory' or 'good' grade in the annual performance assessment reports of at least three of the last four years of the assessment period as prescribed in Appendix III, Table 5; and
- ii) The promotion is recommended by the screening cum evaluation committee.

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

Eligibility:

- 1) Assistant Director of Physical Education and Sports(Senior Scale/Academic Level 11) / College Director of Physical Education and Sports(Senior Scale/Academic Level 11) who has completed five years of service in that grade.
- 2) Any two of the following in the last five years: Completed one course / programme from among the categories of refresher courses, methodology workshops or Teaching-Learning-Evaluation Technology Programmes / Faculty Development Programmes of at least two weeks (ten days) duration (or completed two courses of at least one week (five days) duration in lieu of every single course/programme of at least two weeks (ten days) duration), or, taken/developed one MOOCs course in the relevant subject (with e-certification).

CAS Promotion Criteria: An individual shall be promoted if

- i) The individual 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 III, Table 5 and
- ii) The promotion is recommended by the screening cum evaluation committee.

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

Eligibility:

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

CAS Promotion Criteria: An individual shall be promoted if

- i) If the individual gets 'satisfactory' or 'good' grade performance assessment reports of at least two of the last three years of the assessment period as prescribed in Appendix III, Table 5 and
- ii) The promotion is recommended by selection committee constituted as per these regulations based on the interview performance.

6.5. Discretionary award of advance increments for those who enter the profession as Associate Professors or Professors with higher merit, high number of research publications and experience at the appropriate level, shall be within the competence of the appropriate authority of the concerned University or recruiting institution based on the recommendations of selection committee(s) while negotiating with individual candidates in the context of the merits of each case, taking into account the pay structure of other teachers in the faculty and other merit-specific factors. Discretionary award of advance increments is not applicable to those entering the profession as Assistant Professor/Assistant Librarian/Assistant Director of Physical Education and Sports and to those who are entitled for grant of advance increments for having acquired Ph. D., M. Phil., M.Tech., etc. However, those entering service as Assistant Professor/Assistant Librarian/Assistant Director of Physical Education and Sports with post-doctoral teaching/research experience after Ph.D. and proven credentials may be eligible for

discretionary award of advanced increments to be decided and recorded by the selection committee in its minutes.

7.0 SELECTION OF PRO-VICE CHANCELLOR / VICE - CHANCELLOR OF UNIVERSITIES:

7.1 PRO-VICE-CHANCELLOR:

The Pro-Vice-Chancellor shall be a whole time Professor of the University and shall be appointed by the Executive Council on the recommendation of Vice-Chancellor.

- 7.2** The Pro-Vice-Chancellor shall hold office for a period, which is co-terminus with that of Vice-Chancellor. However, it shall be the prerogative of the Vice-Chancellor to recommend a new Pro-Vice-Chancellor to the Executive Council, during his tenure. These Regulations, for selection of Pro- Vice- Chancellor, shall be adopted by the concerned University through amendment of their Act/Statute.

7.3. VICE CHANCELLOR:

- i. Persons of the highest level of competence, integrity, morals and institutional commitment are to be appointed as Vice-Chancellors. The Vice-Chancellor to be appointed should be a distinguished academician, with a minimum of ten years of experience as Professor in a University system or ten years of experience in an equivalent position in a reputed research and / or academic administrative organization.
- ii. The selection of Vice-Chancellor should be through proper identification of a Panel of 3-5 names by a Search Committee through a public Notification or nomination or a talent search process or in combination. The members of the above Search Committee shall be persons of eminence in the sphere of higher education and shall not be connected in any manner with the University concerned or its colleges. While preparing the panel, the search committee must give proper weightage to academic excellence, exposure to the higher education system in the country and abroad, and adequate experience in academic and administrative governance to be given in writing along with the panel to be submitted to the Visitor/Chancellor. One member of the Search Committee shall be nominated by the Chairman, University Grants Commission, for selection of Vice Chancellors of State/Private Universities.
- iii. The Visitor/Chancellor shall appoint the Vice Chancellor out of the Panel of names recommended by the Search Committee.
- iv. The term of office of the Vice Chancellor shall form part of the service period of the incumbent concerned making him/her eligible for all service related benefits.

8.0 DUTY LEAVE, STUDY LEAVE, SABBATICAL LEAVE

8.1 DUTY LEAVE:

- i. Duty leave of the maximum of 30 days in an academic year may be granted for the following:
 - (a) Attending Orientation Programmes, Refresher Courses, Research Methodology Workshop, Faculty Induction Programmes, conferences, congresses, symposia and seminars on behalf of the university or with the permission of the university;

- (b) Delivering lectures in institutions and universities at the invitation of such institutions or universities received by the university, and accepted by the Vice Chancellor;
 - (c) Working in another Indian or foreign university, any other agency, institution or organization, when so deputed by the university;
 - (d) Participating in a delegation or working on a committee appointed by the Central Government, State Government, the UGC, a sister university or any other academic body; and
 - (e) For performing any other duty for the university.
- ii. The duration of leave should be such as may be considered necessary by the sanctioning authority on each occasion.
 - 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.
 - v. Duty leave should be given also for attending meetings in the UGC, DST, etc. where a teacher invited to share expertise with academic bodies, government or NGO.

8.2 STUDY LEAVE:

- i. 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 used) for pursuing further studies leading to Ph.D./Post doctoral qualification or for undertaking 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 of course 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 organization in India or abroad. He/She may however be allowed to accept a fellowship or a research scholarship or an adhoc teaching and research assignment with honorarium or any other form of assistance, other than 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. Study leave shall be granted to entry-level appointees 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 organization and methods of education giving full plan of work.

- iv. Study leave shall be granted by the Executive Council/Syndicate on the recommendation of the Head of the Department concerned. The leave shall not be granted for more than three years in one spell, save in very exceptional cases, in which the Executive Council/Syndicate is satisfied that such extension is unavoidable on academic grounds and necessary in the interest of the University/College/Institution.
- v. Study Leave shall not be granted to a teacher who is due to retire within five years of the date on which he/she is expected to return to duty after the expiry of study leave.
- vi. Study leave shall be granted not more than twice during one's career. However, under no circumstances, shall the maximum period of study leave admissible during the entire service exceed five years.
- vii. 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 earlier spell of Study leave. For subsequent spell of study leave, the teacher shall indicate the work done during the period of earlier leave as also give details of work to be done during the proposed spell of study leave.
- viii. No teacher who has been granted study leave shall be permitted to alter substantially the course of study or the programme of research without the permission of the Executive Council/Syndicate, in the event of the course of study falls short of study leave sanctioned, the teacher shall resume duty on the conclusion of the course of study unless the previous approval of the Executive Council/Syndicate to treat the period of short-fall as Extra-Ordinary leave has been obtained.
- ix. Subject to the maximum period of absence from duty on leave not exceeding three years, study leave may be combined with earned leave, half-pay-leave, extra-ordinary leave of vacation provided that the earned leave at the credit of the teacher shall be availed off at the discretion of the teacher. When 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 study leave, shall be placed in that position and shall get the higher scale only after joining the post.
- x. The period of study leave shall count as service for the purposes of 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 for the period for which the Bond has been executed.

- xi. Study leave granted to a teacher shall be deemed to be cancelled in case it is not availed of within 12 months of its sanction, provided that where study leave granted has been so cancelled. The teacher may apply again for such leave.
- xii. A teacher availing herself/himself of study leave, shall undertake that 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 expiry of the study leave.
- xiii. A teacher-
 - (a) who is unable to complete his/her studies within the period of study leave granted to him/her, or
 - (b) who fails to rejoin the services of the University on the expiry of his/her study leave, or
 - (c) who rejoins the service of the university but leaves the service without completing the prescribed period of service after rejoining the service, or
 - (d) who within the said period is dismissed or removed from the service by the University
 shall be liable to refund to the University/College/Institution, the amount of 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 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 guidelines.

Notwithstanding the above, the Executive Council/Syndicate may order that nothing in these guidelines 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 guidelines.

- xiv. After the leave has been sanctioned, the teacher shall, before availing himself/herself of the leave, execute a bond in favour of the University/College/Institution, binding himself/herself for the due fulfillment of the conditions laid down in para (x) to (xiii) above and give security of immovable property to the satisfaction of the Finance Officer/Treasurer or a fidelity bond of an insurance company or a guarantee by a scheduled bank or furnish security of two permanent teachers for the amount which might become refundable to the University/College/Institutions in accordance with para(x) to (xiii) above.
- xv. The teacher on study leave shall submit to the Registrar/Principal of his/her parent University/College/Institution six-monthly reports of progress in his/her studies from his/her supervisor or the Head of the institution. This report shall reach the Registrar/Principal within one month of the expiry of every six months of the study

- leave. If the report does not reach the Registrar/Principal within the specified time, the payment of leave salary may be deferred till the receipt of such report.
- xvi. The teacher on study 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 study leave shall be put in the public domain, preferably on the website of the University/College/Institution.
 - xvii. With a view of enhancing knowledge and skills of faculty members, especially junior faculty, at the rank 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 academic standards of Universities/Colleges/Institutions in the long run.

8.3 SABBATICAL LEAVE:

- i) Permanent, whole-time teachers of the university and colleges who have completed seven years of service as Reader/Associate Professor or Professor may be granted sabbatical leave to undertake study or research or other academic pursuit solely for the object of increasing their proficiency and usefulness to the university and higher education system. The duration of leave shall not exceed one year at a time and two years in the entire career of a 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 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 organization in India or abroad. He/she may, however, be allowed to accept a fellowship or a research scholarship or ad hoc teaching and research assignment with honorarium or any other form of assistance, other than regular employment in an institution of advanced studies, *provided* that in such cases the Executive Council/Syndicate may, if it so desires, sanction sabbatical leave on reduced pay and allowances.
- v) During the period of sabbatical leave, the teacher shall be allowed to draw the increment on the due date. The period of leave shall also count as service for purposes of pension/contributory provident fund, *provided* that the teacher rejoins the university on the expiry of his/her leave.

8.4 OTHER KINDS OF LEAVE RULES FOR PERMANENT TEACHERS OF THE UNIVERSITIES/ COLLEGES

- (a) The following kinds of leave would be admissible to permanent teachers:

- (i) Leave treated as duty, *viz.* Casual leave, Special casual leave, and Duty leave;
 - (ii) Leave earned by duty, *viz.* Earned leave, Half Pay leave, and Commuted leave;
 - (iii) Leave not earned by duty, *viz.* Extraordinary leave; and Leave not due;
 - (iv) Leave not debited to leave account –
 - (v) Leave for academic pursuits, *viz.* Study leave and Sabbatical leave/Academic leave;
 - (vi) Leave on grounds of health, *viz.* Maternity leave and Quarantine leave.
- (b) The Executive Council/Syndicate may grant, in exceptional cases, for the reasons to be recorded, any other kinds of leave, subject to such terms and conditions as it may deem fit to impose.

I. Casual Leave

- (i) Total casual leave granted to a teacher shall not exceed 8 days in an academic year.
- (ii) Casual leave cannot be combined with any other kind of leave except special casual leave. However, such casual leave may be combined with holidays including Sundays. Holidays or Sundays falling within the period of casual leave shall not be counted as casual leave.

II. Special Casual Leave

- (i) Special casual leave, not exceeding 10 days in an academic year, may be granted to a teacher:
 - (a) To conduct examination of a university/Public Service Commission/board of examination or other similar bodies/institutions; and
 - (b) To inspect academic institutions attached to a statutory board, etc.
- (ii) In computing the 10 days' leave admissible, the days of actual journey, if any, to and from the places where activities specified above, take place, will be excluded.
- (iii) In addition, special casual leave to the extent mentioned below, may also be granted;
 - (a) To undergo sterilization operation (vasectomy or salpingectomy) under family welfare programme. Leave in this case will be restricted to 6 working days; and
 - (b) To a female teacher who undergoes non-puerperal sterilization. Leave in this case will be restricted to 14 days.

- (iv) Special casual leave cannot be accumulated, nor can it be combined with any other kind of leave except casual leave. It may be granted in combination with holidays or vacation by the sanctioning authority on each occasion.

III. Earned Leave

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

For purposes of computation of period of actual service, all periods of leave except casual, special casual and duty leave shall be excluded.

- (ii) Earned leave at the credit of a teacher shall not accumulate beyond 300 days. The maximum earned leave that may be sanctioned at a time shall not exceed 60 days. Earned leave exceeding 60 days may, however, be sanctioned in the case of higher study, or training, or leave with medical certificate, or when the entire leave, or a portion thereof, is spent outside India.

For avoidance of doubt, it may be noted:

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

IV. Half-pay Leave

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

Explanation:

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

V. Commuted Leave

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

- (i) Commuted leave during the entire service shall be limited to a maximum of 240 days;
- (ii) When commuted leave is granted, twice the amount of such leave shall be debited against the half-pay leave due; and
- (iii) The total duration of earned leave and commuted leave taken in conjunction shall not exceed 240 days at a time. *Provided* that no commuted leave shall be granted under these rules unless the authority competent to sanction leave has reason to believe that the teacher will return to duty on its expiry.

VI. Extraordinary Leave

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

is taken on medical certificate. The total period of absence from duty shall in no case exceed five years in the full working life of the individual.

- (iv) The authority empowered to grant leave may commute retrospectively periods of absence without leave into extraordinary leave.

VII. Leave Not Due

- (i) Leave not due, may, at the discretion of the Vice Chancellor/Principal, be granted to a permanent teacher for a period not exceeding 360 days during the entire period of service, out of which not more than 90 days at a time and 180 days in all may be otherwise than on 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 still to be earned may be waived by the Executive Council.

Provided that the Executive Council may waive off, in any other exceptional, for reasons to be recorded in writing, the refund of leave salary for the period of leave still to be earned.

VIII. Maternity Leave

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

IX. Child Care Leave

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

X. Paternity Leave

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

XI. Adoption leave

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

9. RESEARCH PROMOTION GRANT

The UGC or the respective agency (Central/State Governments) may provide a start-up grant at the level of Rs. 3.0 lakhs in Social Sciences, Humanities and Languages and Rs. 6.0 lakhs in Sciences and Technology to teachers and other non-vocational academic staff to take up research immediately after their appointments.

9.1 CONSULTANCY ASSIGNMENTS

The consultancy rules, terms, conditions and the model of revenue sharing between institutions and consultant teachers shall be as per the UGC Consultancy Rules to be provided separately.

10.0 COUNTING OF PAST SERVICES FOR DIRECT RECRUITMENT AND PROMOTION UNDER CAS

Previous regular service, whether national or international, as Assistant Professor, Associate Professor or Professor or equivalent in a University, College, National Laboratories or other scientific/professional Organizations such as the CSIR, ICAR, DRDO, UGC, ICSSR, ICHR, ICMR, DBT, etc., should be counted for direct recruitment and promotion under CAS of a teacher as Assistant Professor, Associate Professor, Professor or any other nomenclature these posts are described as per Appendix III Table 1 to 5 provided that:

- (a) The essential qualifications of the post held were not lower than the qualifications prescribed by the UGC for Assistant Professor, Associate Professor and Professor as the case may be.

- (b) The post is/was in an equivalent grade or of the pre-revised scale of pay as the post of Assistant Professor (Lecturer) Associate Professor (Reader) and Professor.
- (c) The candidate for direct recruitment has applied through proper channel only.
- (d) The concerned Assistant Professor, Associate Professor and Professor should possess the same minimum qualifications as prescribed by the UGC for appointment to the post of Assistant Professor, Associate Professor and Professor, as the case may be.
- (e) The post was filled in accordance with the prescribed selection procedure as laid down in the Regulations of University/State Government/Central Government/ Concerned Institutions, for such appointments.
- (f) The previous appointment was not as guest lecturer for any duration, or an ad hoc or in a leave vacancy of less than one-year duration. Ad hoc or Temporary service of more than one year duration can be counted provided that:
 - (i) the period of service was of more than one year duration;
 - (ii) the incumbent was appointed on the recommendation of duly constituted Selection Committee; and
 - (iii) the incumbent was selected to the permanent post in continuation to the ad hoc or temporary service in the existing/previous organization.
- (g) No distinction should be made with reference to the nature of management of the institution where previous service was rendered (private/local body/Government), was considered for counting past services under this clause.

11.0 PERIOD OF PROBATION AND CONFIRMATION

11.1 The minimum period of probation shall be one year extendable by a maximum period of one more year in case of unsatisfactory performance.

11.2 The confirmation at the end of one year shall be automatic, unless extended for another year by a specific order, before expiry of the first year.

11.3 Subject to this Clause 11, it is obligatory on the part of the university/the concerned institution to issue an order of confirmation to the incumbents within 45 days of completion of probationary period after due process of verification of satisfactory performance.

11.4 Probation and confirmation rules are applicable only at the initial stage of recruitment, issued from time to time, by Central Government.

11.5 All other Central Government rules on probation and confirmation shall be applicable mutatis mutandis.

12.0 CREATION AND FILLING UP OF TEACHING POSTS

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

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

13.0 APPOINTMENTS ON CONTRACT BASIS

The teachers should be appointed on contract basis only when it is absolutely necessary and when the student-teacher ratio does not satisfy the laid down norms. In any case, the number of such appointments should not exceed 10% of the total number of faculty positions in a College/University. The qualifications and selection procedure for appointing them should be the same as those applicable to a regularly appointed teacher. The fixed emoluments paid to such contract teachers should not be less than the monthly gross salary of a regularly appointed Assistant Professor. Such appointments should not be made initially for more than one academic session, and the performance of any such entrant teacher should be reviewed for academic performance before reappointing her/him on contract basis for another session. Such appointments on contract basis may also be resorted to when absolutely necessary to fill vacancies arising due to maternity leave, child-care leave, etc.

14.0 TEACHING DAYS

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

The above is summarized as follows:

	Number of weeks: 6 day a week pattern		Number of weeks: 5 day a week pattern	
Categorization	University	College	University	College
Teaching and Learning Process	30 (180 days) weeks	30 (180 days) Weeks	36 (180 days) weeks	36 (180 days) weeks

Admissions/Examinations preparation for Examination	12	10	8	8
Vacation	8	10	6	6
Public Holidays (to increase and adjust teaching days accordingly)	2	2	2	2
Total	52	52	52	52

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

15.0 WORKLOAD

15.1 The workload of the teachers in full employment should not be less than 40 hours a week for 30 working weeks (180 teaching days) in an academic year. It should be necessary for the teacher to be available for at least 7 hours daily in the University/College, out of which at least 2 hours for mentoring of students (minimum 15 students per coordinator) for Community Development/Extra Curricular Activities/library consultation in case of Under Graduate Courses and at least 2 hours for research in case of Post Graduate courses, for which necessary space and infrastructure should be provided by the University/College. The minimum direct teaching-learning process hours should be as follows:

Assistant Professor	16hours
Associate Professor and Professor	14 hours

15.2 A relaxation of two hours in the workload may, however, be given to Professors and Associate Professors who are actively involved in extension activities and administration.

16.0 SERVICE AGREEMENT AND FIXING OF SENIORITY

16.1 At the time of recruitment in Universities and Colleges, a service agreement should be executed between the University/College and the teacher concerned and a copy of the

same should be deposited with the Registrar/Principal. Such service agreement shall be duly stamped as per the rates applicable.

- 16.2.** The self-appraisal methodology, as per Clause 6.0.8 and its sub-clauses and Clauses 6.1.0 to 6.4.0 and all the sub-clauses contained therein and as per Table 1 to 5 of Appendix III as per applicability, shall form part of the service agreement/Record.

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

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

17.0 CODE OF PROFESSIONAL ETHICS

I. TEACHERS AND THEIR RESPONSIBILITIES:

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

Teachers should:

- (i) Adhere to a responsible pattern of conduct and demeanor expected of them by the community;
- (ii) Manage their private affairs in a manner consistent with the dignity of the profession;
- (iii) Seek to make professional growth continuous through study and research;
- (iv) Express free and frank opinion by participation at professional meetings, seminars, conferences etc. towards the contribution of knowledge;
- (v) Maintain active membership of professional organizations and strive to improve education and profession through them;
- (vi) Perform their duties in the form of teaching, tutorial, practical, seminar and research work conscientiously and with dedication;

- (vii) Co-operate and assist in carrying out functions relating to the educational responsibilities of the college and the university such as: assisting in appraising applications for admission, advising and counseling students as well as assisting the conduct of university and college examinations, including supervision, invigilation and evaluation; and
- (viii) Participate in extension, co-curricular and extra-curricular activities including community service.

II. TEACHERS AND THE STUDENTS

Teachers should:

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

III. TEACHERS AND COLLEAGUES

Teachers should:

- (i) Treat other members of the profession in the same manner as they themselves wish to be treated;

- (ii) Speak respectfully of other teachers and render assistance for professional betterment;
- (iii) Refrain from lodging unsubstantiated allegations against colleagues to higher authorities; and
- (iv) Refrain from allowing considerations of caste, creed, religion, race or sex in their professional endeavour.

IV. TEACHERS AND AUTHORITIES:

Teachers should:

- (i) Discharge their professional responsibilities according to the existing rules and adhere to procedures and methods consistent with their profession in initiating steps through their own institutional bodies and/or professional organizations for change of any such rule detrimental to the professional interest;
- (ii) Refrain from undertaking any other employment and commitment including private tuitions and coaching classes which are likely to interfere with their professional responsibilities;
- (iii) Co-operate in the formulation of policies of the institution by accepting various offices and discharge responsibilities which such offices may demand;
- (iv) Co-operate through their organizations in the formulation of policies of the other institutions and accept offices;
- (v) Co-operate with the authorities for the betterment of the institutions keeping in view the interest and in conformity with dignity of the profession;
- (vi) Should adhere to the conditions of contract;
- (vii) Give and expect due notice before a change of position is made; and
- (viii) Refrain from availing themselves of leave except on unavoidable grounds and as far as practicable with prior intimation, keeping in view their particular responsibility for completion of academic schedule.

V. TEACHERS AND NON-TEACHING STAFF:

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

VI. TEACHERS AND GUARDIANS

Teachers should:

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

VII. TEACHERS AND SOCIETY

Teachers should:

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

18.0 Maintenance of Standards in Higher Education Institutions:

In order to maintain the academic standards in higher education the following recommendations shall be adopted by the respective Universities/Colleges/Institutions:

- i. The process for evaluation for Ph.D shall be uniform in all the universities in accordance with the respective UGC regulations and their amendments from time to time, in this regard. The Universities shall be required to adopt these regulations within six months of their notification.
- ii. There shall be special provision of supernumerary Ph.D seats not exceeding 10% of the total seats available in the department, if there is no vacant seat available with the eligible Supervisors in that department, to the in-service teachers for encouraging the faculty members of colleges and universities for doing Ph.D.
- iii. In order to encourage research and increase country's research output, Universities shall accord permission and provide need based facility for college teachers to supervise Ph.D/M.Phil scholars. Universities shall amend their Statutes and Ordinances accordingly.

- iv. All newly recruited faculty members shall be provided one-time seed money/start up grant/research grant for establishing a basic research/computational facility as per the provisions laid down in these regulations.
- v. Ph.D. shall be made mandatory requirement for recruitment and promotions in accordance with the provisions laid down in these regulations.
- vi. Research clusters shall be created amongst the universities/colleges/research institutions within in 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 Centers of UGC, Universities/Institutions with 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 will be treated at par with the Orientation Programmes already being run by the Human Resource Development Centers of UGC for the purpose of CAS requirements. Universities/Colleges/Institutions shall send the faculty members in a phased manner so that teaching does not suffer.
- ix. All short term and long duration capacity building programmes for teachers/faculty ranging from one week to one month as well as seminars, workshops in different pedagogic and discipline specific areas being conducted by centers such as Schools of Education (SoEs), Teaching Learning Centers (TLCs), Faculty Development Centers (FDCs), Centers for Excellence in Science and Mathematics (CESMEs), Centers for Academic Leadership and Education Management (CALEMs) under PMMMMNMTT scheme shall be taken into consideration for fulfilment of the requirements as laid down in Career Advancement Scheme of these regulations.

19.0 PAY SCALES OF PRO-VICE CHANCELLOR / VICE-CHANCELLOR

19.1 PRO-VICE CHANCELLOR

The posts of Pro-Vice-Chancellor shall be in Academic Level 14/Academic Level 15 as the case may be, along with a Special Allowance of Rs. 4,000/- per month.

19.2 VICE-CHANCELLOR

The posts of Vice Chancellor shall carry a fixed basic pay of Rs. 2,10,000/- along with a Special Allowance of Rs. 5,000/- per month. All other eligibilities and facilities for the

Vice-Chancellor as provided in the Act/Statute of the university concerned, shall be applicable besides the pay.

20.0 PAY SCALES OF PRINCIPAL IN COLLEGES

The pay of Principal in College shall be equivalent to the pay of Professor i.e. at level Academic Level 14 with rationalized entry pay of Rs. 1,44,200/-, with the existing special allowance of Rs. 3000/- per month.

21.0 OTHER TERMS AND CONDITIONS

21.1 INCREMENTS

- i. The annual increment is given in the Pay Matrix (Appendix I and II) at 3%, with each cell being higher by 3% over the previous cell in the same level, rounded off to 100. The annual increments to each employee would move up in the same academic level, with an employee moving from the existing cell in the academic level to the immediate next cell in the same academic level.**
- ii. There shall be two dates for grant of increment, namely 1st January and 1st July of every year, instead of existing date of 1st July, provided that an employee shall be entitled to only one annual increment on either one of these two dates depending on the date of appointment, promotion or grant of financial up-gradation.**
- iii. All issues relating to grant of advance increments to teachers engaged in engineering / technical courses in the university system shall be subject to recommendations of the Committee separately constituted by the Central Government for pay review of teachers in technical education.**

21.2 PROMOTION

When an individual gets promotion, his/her new pay on promotion would be fixed in the Pay Matrix as follows:

On promotion, he/she would be given a notional increment in the existing Academic Level of Pay, by moving him to the next higher cell at that level. The pay shown in this cell would now be located in the new Academic level corresponding to the post to which he/she has been promoted. If a cell identical with that pay is available in the new level, that cell shall be the new pay; otherwise the next higher cell in that level shall be the new pay of the employee. If the pay arrived at in this manner is less than the first cell in the new level, then the pay shall be fixed at the first cell of that level.

21.3 ALLOWANCES

- I. Allowances such as Leave Travel Concession, Special Compensatory Allowances, Children's Education Allowance, Transport Allowance, House Rent Allowance, Deputation Allowance, Travelling Allowance, Dearness Allowance, area based Special Compensatory Allowance etc. as applicable to teachers and Library and Physical Education Cadres, shall be at par with that of Central Government employees.**

- II. Medical Benefits: All medical benefits as applicable to teachers and Library and Physical Education Cadres, shall be at par with that of Central Government employees. Further Teachers and Library and Physical Education Cadres may be placed under Central Government Health Scheme or any other such scheme of Central Government/ Health Scheme of respective State Government as the case may be for Central/State Universities/Colleges respectively.**

Appendices

Appendix I	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 Seventh Pay Commission (MHRD Notification MHRD letters No. 1-7/2015-U.II(1) dated 02.11.2017)
Appendix II	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 No. 1-7/2015-U.II(2) dated 08.11.2017)
Appendix III	Assessment Criteria and Methodology 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 I

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 Seventh Pay Commission

No.1-7/2015-U.II(1)
Government of India
Ministry of Human Resource Development
Department of Higher Education

New Delhi, dated the 2nd November, 2017

To,
The Secretary,
University Grants Commission,
Bahadurshah Zafar Marg,
New Delhi – 110 002.

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

Sir,

I am directed to say that the Government of India have decided, after taking into consideration the recommendations made by the Pay Review Committee (PRC), constituted by the University Grants Commission (UGC), and decision of the UGC taken at the meeting of the Commission held on 22nd February, 2017, to revise the pay scales of teachers in the Higher Educational Institutions under the purview of the UGC. The revision of pay scales of teachers and equivalent academic staff shall be subject to various provisions of the Scheme of revision of pay scales as contained in this letter and Regulations issued by UGC and amendments thereof from time to time in this behalf. The revised pay scales and other provisions of the Scheme are as under:-

1. Designation

There shall be only three designations in respect of teachers in universities and colleges, namely, Assistant Professors, Associate Professors and Professors. Also, there shall be no change in the present designations in respect of Library and Physical Education Personnel at various levels.

2. Revised Pay for teachers and equivalent positions:

(i) Pay Fixation method

The revised pay structure for different categories of teachers and equivalent positions is based on the following:

- a) The formula followed by the 7th CPC is followed in the academic pay structure, moving from the concept of Pay Band and Academic Grade Pay to that of Academic Levels and Cells.
- b) The first academic level (corresponding to AGP of Rs.6000) is numbered as academic level 10. Similarly, the other academic levels are 11, 12, 13A, 14 and 15.
- c) Each cell in an academic level is at 3% higher than the previous cell in that level.
- d) The Index of Rationalisation (IOR) is 2.67 for present AGP less than Rs.10,000 and 2.72 for the AGP of Rs.10,000 and above.

K. X. Tripathy
2/11/17

e) The entry pay for each level is as follows:

Level	Academic Grade Pay (Rs.)	Entry Pay (Rs.)
10	6,000	21,600
11	7,000	25,790
12	8,000	29,900
13A	9,000	49,200
14	10,000	53,000
15	-	67,000

f) The Pay Matrix based on the above propositions on Academic Levels, Cells and Entry Pay is at **Annexure-I**.

g) For fixation of pay of an employee in the Pay Matrix as on 1st January, 2016, the existing pay (Pay in Pay Band plus Academic Grade Pay) in the pre-revised structure as on 31st December, 2015 shall be multiplied by a factor of 2.57. The figure so arrived at is to be located in the Academic Level corresponding to employee's Pay Band and Academic Grade Pay in the new Pay Matrix. If a Cell identical with the figure so arrived at is available in the appropriate Academic Level, that Cell shall be the revised pay; otherwise the next higher cell in that Academic Level shall be the revised pay of the employee. If the figure arrived at in this manner is less than the first cell in that Academic Level, then the pay shall be fixed at the first cell of that Academic Level.

If a situation arises whenever more than two stages are bunched together, one additional increment equal to 3 percent may be given for every two stages bunched, and pay fixed in the subsequent cell in the pay matrix.

(ii) Revised pay for Teachers in Universities and Colleges

Existing pay	Revised pay
Assistant Professor (at Rs.6000 AGP in PB Rs.15,600-39,100)	Assistant Professor (at Academic Level 10 with rationalized entry pay of Rs.57,700/-)
Assistant Professor (at Rs.7000 AGP in PB Rs.15,600-39,100)	Assistant Professor (at Academic Level 11 with rationalized entry pay of Rs.68,900/-)
Assistant Professor (at Rs.8000 AGP in PB Rs.15,600-39,100)	Assistant Professor (at Academic Level 12 with rationalized entry pay of Rs.79,800/-)
Associate Professor (at Rs.9000 AGP in PB Rs.37,400-67,000)	Associate Professor (at Academic Level 13A with rationalized entry pay of Rs.1,31,400/-)
Professor (at Rs.10000 AGP in PB Rs.37,400-67,000)	Professor (at Academic Level 14 with rationalized entry pay of Rs.1,44,200/-)
Professor (HAG Scale/ PB of Rs.67,000-79,000)	Professor (at Academic Level 15 with rationalized entry pay of Rs.1,82,200/-)

(iii) Revised pay for Librarians in Universities and Colleges

Existing pay	Revised pay
Assistant Librarian/ College Librarian (at Rs.6000 AGP in PB Rs.15,600-39,100)	Assistant Librarian/ College Librarian (at Academic Level 10 with rationalized entry pay of Rs.57,700/-)
Assistant Librarian (Sr. Scale)/ College Librarian (Sr. Scale) (at Rs.7000 AGP in PB Rs.15,600-39,100)	Assistant Librarian (Sr. Scale)/ College Librarian (Sr. Scale) (at Academic Level 11 with rationalized entry pay of Rs.68,900/-)
Deputy Librarian/ Assistant Librarian (Selection Grade)/ College Librarian (Selection Grade) (at Rs.8000 AGP in PB Rs.15,600-39,100)	Deputy Librarian/ Assistant Librarian (Selection Grade)/ College Librarian (Selection Grade) (at Academic Level 12 with rationalized entry pay of Rs.79,800/-)
Deputy Librarian/ Assistant Librarian (Selection Grade)/ College Librarian (Selection Grade) (at Rs.9000 AGP in PB Rs.37,400-67,000)	Deputy Librarian/ Assistant Librarian (Selection Grade)/ College Librarian (Selection Grade) (at Academic Level 13A with rationalized entry pay of Rs.1,31,400/-)
University Librarian (at Rs.10000 AGP in PB Rs.37,400-67,000)	University Librarian (at Academic Level 14 with rationalized entry pay of Rs.1,44,200/-)

(iii) Revised pay for Directors of Physical Education & Sports in Universities and Colleges

Existing pay	Revised pay
Assistant Director of Physical Education & Sports/ College Director of Physical Education & Sports (at Rs.6000 AGP in PB Rs.15,600-39,100)	Assistant Director of Physical Education & Sports/ College Director of Physical Education & Sports (at Academic Level 10 with rationalized entry pay of Rs.57,700/-)
Assistant Director of Physical Education & Sports (Senior Scale)/ College Director of Physical Education & Sports (Senior Scale) (at Rs.7000 AGP in PB Rs.15,600-39,100)	Assistant Director of Physical Education & Sports (Senior Scale)/ College Director of Physical Education & Sports (Senior Scale) (at Academic Level 11 with rationalized entry pay of Rs.68,900/-)
Deputy Director of Physical Education & Sports/ Assistant Director of Physical Education & Sports (Selection Grade)/ College Director of Physical Education & Sports (at Rs.8000 AGP in PB Rs.15,600-39,100)	Deputy Director of Physical Education & Sports/ Assistant Director of Physical Education & Sports (Selection Grade)/ College Director of Physical Education & Sports (at Academic Level 12 with rationalized entry pay of Rs.79,800/-)
Deputy Director of Physical Education & Sports/ Assistant Director of Physical Education & Sports (Selection Grade)/ College Director of Physical Education & Sports (at Rs.9000 AGP in PB Rs.37,400-67,000)	Deputy Director of Physical Education & Sports/ Assistant Director of Physical Education & Sports (Selection Grade)/ College Director of Physical Education & Sports (at Academic Level 13A with rationalized entry pay of Rs.1,31,400/-)

Existing pay	Revised pay
University Director of Physical Education & Sports (at Rs.10000 AGP in PB Rs.37,400-67,000)	University Director of Physical Education & Sports (at Academic Level 14 with rationalized entry pay of Rs.1,44,200/-)

3. Revised pay of Pro-Vice Chancellor and Vice Chancellor of Universities

- (i) Pro-Vice Chancellor: The pay of the Pro Vice Chancellor of a University, presently at existing AGP of Rs.10,000 in PB Rs.37,400-67,000/ HAG scale, shall be fixed at Academic Level 14/ Academic Level 15, as the case may be, with the existing special allowance of Rs.4000/- per month.
- (ii) Vice Chancellor: The pay of the Vice Chancellor shall be fixed at Rs.2,10,000/- (fixed) (Figures obtained by using the IOR of 2.81 on 75,000/- and rounding off the figures to nearest five thousand), with the existing special allowance of Rs.5000/- per month.

4. Revised pay of Principals in Colleges

The pay of Principals in Under Graduate and Post Graduate Colleges shall be:

- (i) Under Graduate Colleges: The pay of Principals shall be equivalent to the pay of Associate Professor i.e. Academic Level 13A with rationalized entry pay of Rs.1,31,400/-, with the existing special allowance of Rs.2000/- per month.
- (ii) Post Graduate Colleges: The pay of Principals shall be equivalent to the pay of Professor i.e. at level Academic Level 14 with rationalized entry pay of Rs.1,44,200/-, with the existing special allowance of Rs.3000/- per month.

Note:

- (i) The existing pay scale of person appointed as Principal shall be protected.
- (ii) Principals would continue to have lien in their main academic post where they would continue to get notional promotions while they are functioning as principals. After completion of their tenure as principals, they would go back to their academic post and draw salary due in such respective academic posts, and would not continue to have the Principals' pay.

7. Date of Implementation

The date of implementation of the above revised pay shall be 1st January, 2016.

8. Incentive increment for higher qualification

The incentive structure is built-in in the pay structure itself wherein those having M.Phil or Ph.D. degree will progress faster under CAS. Therefore, there shall be no incentives in form of advance increments for obtaining the degrees of M.Phil or Ph.D.

K. R. Tripathy
21/1/17

9. Increment

- (i) The annual increment is given in the Pay Matrix at 3%, with each cell being higher by 3% over the previous cell in the same level, rounded off to nearest 100. The annual increments to each employee would move up in the same academic level, with an employee moving from the existing cell in the academic level to the immediate next cell in the same academic level.
- (ii) There shall be two dates for grant of increment namely, 1st January and 1st July of every year, instead of existing date of 1st July, provided that an employee shall be entitled to only one annual increment on either one of these two dates depending on the date of appointment, promotion or grant of financial up-gradation.

10. Promotion

When an individual gets a promotion, his new pay on promotion would be fixed in the Pay Matrix as follows:

On promotion, he would be given a notional increment in his existing Academic Level of Pay, by moving him to the next higher cell at that level. The pay shown in this cell would now be located in the new Academic level corresponding to the post to which he has been promoted. If a cell identical with that pay is available in the new level, that cell shall be the new pay; otherwise the next higher cell in that level shall be the new pay of the employee. If the pay arrived at in this manner is less than the first cell in the new level, then the pay shall be fixed at the first cell of that level.

11. Allowances

The decision on allowances of teachers and other equivalent academic staff of Universities and Colleges will be taken after consultation with the Ministry of Finance. Till a final decision on Allowances is taken after consultation with the Ministry of Finance based on the decision of the Government of India for Central Government employees, all allowances will continue to be paid at existing pay structure, as if the pay had not been revised with effect from 01.01.2016.

12. Superannuation and Reemployment

The existing provisions on superannuation and reemployment of teachers shall continue.

13. Consultancy Assignments:

University Grants Commission shall study the consultancy guidelines prevalent in educational institutions like IITs & IIMs, CSIR and other such institutions, and formulate detailed guidelines for consultancies including revenue sharing mechanism between the institution and the individual(s).

14. Anomalies of the last PRC:

The final decision on anomalies, due to implementation of recommendations of the last Pay Review Committee, will be taken after consultation with the Ministry of Finance.

15. Other recommendations of Pay Review Committee and UGC

The Pay Review Committee (PRC) has recommended certain other measures on methods of recruitment, promotion, New Performance Assessment System, attracting & retaining talent, use of ICT in teaching, etc. These recommendations of PRC shall be considered appropriately by the University Grants Commission and necessary regulations will be issued by the University Grants Commission with the approval of the Central Government within a period of 3 months from the date of the approval/ decision of the Cabinet.

16. Applicability of the Scheme:

- (i) This Scheme shall be applicable to teachers and other equivalent academic staff in all the Central Universities and Colleges there-under and the Institutions Deemed to be Universities whose maintenance expenditure is met by the UGC. The implementation of the revised scales shall be subject to the acceptance of all the conditions mentioned in this letter as well as Regulations to be framed by UGC and amendments thereof in this behalf. Universities implementing this Scheme shall be advised by UGC to amend their relevant statutes and ordinances in line with the UGC Regulations within three months from the date of issue of this letter.
- (ii) This Scheme does not extend to the cadres of Registrar, Finance Officer and Controller of Examinations for which a separate Scheme is being issued separately.
- (iii) This Scheme does not extend to the Accompanists, Coaches, Tutors and Demonstrators. Pay of the said categories of employees shall be fixed in the appropriate relative Level to their existing Pay in each university/ institution corresponding to such fixation in respect of Central Government employees as approved by the Central Government on the basis of the recommendations of 7th Central Pay Commission.
- (iv) This Scheme may be extended to universities, Colleges and other higher educational institutions coming under the purview of State legislatures, provided State Governments wish to adopt and implement the Scheme subject to the following terms and condition:
 - (a) Financial assistance from the Central Government to State Governments opting to revise pay scales of teachers and other equivalent cadre covered under the Scheme shall be limited, by way of reimbursement, to the extent of 50% (fifty percent) of the additional expenditure involved in the implementation of the pay revision, for the universities, colleges and other higher educational institutions funded by the State Government.
 - (b) The State Government opting for revision of pay shall meet the remaining 50% (fifty percent) of the additional expenditure from its own sources.
 - (c) The proposal for reimbursement on account of pay revision in State funded universities, colleges and other higher educational institutions shall be submitted in the prescribed format by the State Governments. The state bills preferred by the State Governments for reimbursement during 2017-18 and 2018-19 would be met to the extent of 50% of additional financial impact during these two years. There would be no central assistance thereafter.

- (d) Financial assistance referred to in sub-clause (a) above shall be provided for the period from 01.01.2016 to 31.03.2019.
- (e) The entire liability on account of revision of pay scales etc. of university and college teachers shall be taken over by the State Government opting for revision of pay scales with effect from 01.04.2019.
- (f) Financial assistance from the Central Government shall be restricted to revision of pay scales in respect of only those posts which were in existence and had been filled up as on 01.01.2016.**
- (g) State Governments, taking into consideration other local conditions, may also decide in their discretion, to introduce pay higher than those mentioned in this Scheme, and shall give effect to the revised bands/ scales of pay from 01.01.2016; however, in such cases, the details of modifications proposed shall be furnished to the Central Government and Central assistance shall be restricted to the Pay as approved by the Central Government and not to any higher pay fixed by the State Government(s).**
- (h) Payment of Central assistance for implementing this Scheme is also subject to the condition that the entire Scheme of revision of pay scales, together with all the conditions to be laid down by the UGC by way of Regulations and other guidelines shall be implemented by State Governments and Universities and Colleges coming under their jurisdiction as a composite scheme without any modification except in regard to the date of implementation and pay scales mentioned herein above.

17. Date of implementation of revised pay and allowance and payment of arrears:

- (i) The revised Pay and revised rates of Dearness Allowance under this Scheme shall be effective from 01.01.2016.
- (ii) Payment of arrears may be released by Central Universities and Centrally funded Deemed Universities after the funds for the purpose is provided by the Ministry of Finance and released to the Universities through the UGC.
- (iii) Payment of arrears up to 40% of total arrears shall be made to State Governments for State funded Universities, colleges and other higher educational institutions during the current financial year 2017-18.
- (iv) An undertaking shall be taken from every beneficiary under this Scheme to the effect that any excess payment made on account of incorrect fixation of pay in the revised Pay Level or grant of inappropriate Pay Level and Pay Cells or any other excess payment made shall be adjusted against the future payments due or otherwise to the beneficiary.
- (v) The revised pay in the relevant Level and Cell together with the applicable allowances including arrears of salary as mentioned above shall be paid to all eligible beneficiaries under this Scheme pending issue of Regulations by the UGC.

18. This Scheme is subject to the guidelines issued by the Ministry of Finance (Department of Expenditure) vide OM No.1/1/2016-E.III(A) dated 13th January, 2017.

19. Anomalies, if any, in the implementation of this Scheme may be brought to the notice of the Department of Higher Education, Ministry of Human Resource Development, for clarification/ decision of the Central Government.

20. This issues with the concurrence of Internal Finance Division vide Dy. No.3738/IFD dated 2nd November, 2017.

Yours faithfully,

K. K. Tripathy
21/11/17
(Dr. K.K. Tripathy)
Director

Copy to:

1. Vice Chancellors of all Central Universities/ Institutions Deemed to be Universities fully funded by the Central Government.
2. Principal Secretary to Prime Minister, South Block, Central Secretariat, New Delhi
3. Secretary (Coordination), Cabinet Secretariat, Rashtrapati Bhavan, New Delhi
4. Secretary, Department of Expenditure, North Block, New Delhi
5. Secretary, Department of Personnel & Training, North Block, New Delhi
6. Secretary, Department of Agriculture Research and Education, Krishi Bhavan, New Delhi.
7. Secretary, Ministry of Health and Family Welfare (Medical Education), Nirman Bhavan, New Delhi.
8. Member Secretary, All India Council for Technical Education, New Delhi
9. Chief Secretaries of all State Governments.
10. Web Master, Ministry of Human Resource Development for publication on the website of the Ministry, hosted by the National Informatics Centre.

K. K. Tripathy
21/11/17
(Dr. K.K. Tripathy)
Director

Pay Matrix

Pay Band (Rs.)	15,600-39,100			37,400-67,000		67,000-79,000
	6,000	7,000	8,000	9,000	10,000	0
Grade Pay (Rs.)	6,000	7,000	8,000	9,000	10,000	0
Index of Rationalization	2.67	2.67	2.67	2.67	2.72	2.72
Entry Pay (Rs.)	21,600	25,790	29,900	49,200	53,000	67,000
Academic Level	10	11	12	13A	14	15
Rationalised Entry Pay (Rs.) 1	57,700	68,900	79,800	1,31,400	1,44,200	1,82,200
2	59,400	71,000	82,200	1,35,300	1,48,500	1,87,700
3	61,200	73,100	84,100	1,39,400	1,53,000	1,93,300
4	63,000	75,300	87,200	1,43,600	1,57,600	1,99,100
5	64,900	77,600	89,800	1,47,900	1,62,300	2,05,100
6	66,800	79,900	92,500	1,52,300	1,67,200	2,11,300
7	68,800	82,300	95,300	1,56,900	1,72,200	2,17,600
8	70,900	84,800	98,200	1,61,600	1,77,400	2,24,100
9	73,000	87,300	1,01,100	1,66,400	1,82,100	
10	75,200	89,900	1,04,100	1,71,400	1,88,200	
11	77,500	92,600	1,07,200	1,76,500	1,93,800	
12	79,800	95,400	1,10,400	1,81,800	1,99,600	
13	82,200	98,300	1,13,700	1,87,300	2,05,600	
14	84,700	1,01,200	1,17,100	1,92,900	2,11,800	
15	87,200	1,04,200	1,20,600	1,98,700	2,18,200	
16	89,800	1,07,300	1,24,200	2,04,100		
17	92,500	1,10,500	1,27,900	2,10,800		

K. K. T. / 21/11/17

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

K.K. Tripathy
21.11.17

Appendix II

Fitment Tables for fixation of pay of the existing incumbents, who were in position as on 01.01.2016, in various categories of posts indicated in the tables

F.No.1-7/2015-U.II(1)
Government of India
Ministry of Human Resource Development
Department of Higher education
University-2 Section

Shastri Bhavan, New Delhi
Dated 5th November, 2017

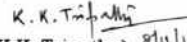
Corrigendum

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 9) appended to the said order, figures mentioned in

- (a) Cell Academic level 12, row 3 may be read as "84,700" instead of "84,100"
- (b) Cell Academic level 13A, row 16 may be read as "2,04,700" instead of "2,04,100"
- (c) Cell Academic level 14, row 9 may be read as "1,82,700" instead of "1,82,100"

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


(Dr. K.K. Tripathy) 8/11/17
Director

To,

1. The Secretary, University Grants Commission, Bahadurshah Zafar Marg, New Delhi - 110 002.
2. Vice Chancellors of all Central Universities/ Institutions Deemed to be Universities fully funded by the Central Government.
3. Principal Secretary to Prime Minister, South Block, Central Secretariat, New Delhi
4. Secretary (Coordination), Cabinet Secretariat, Rashtrapati Bhavan, New Delhi
5. Secretary, Department of Expenditure, North Block, New Delhi
6. Secretary, Department of Personnel & Training, North Block, New Delhi
7. Secretary, Department of Agriculture Research and Education, Krishi Bhavan, New Delhi.
8. Secretary, Ministry of Health and Family Welfare (Medical Education), Nirman Bhavan, New Delhi.
9. Member Secretary, All India Council for Technical Education, New Delhi
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11. Web Master, Ministry of Human Resource Development for publication on the website of the Ministry, hosted by the National Informatics Centre.

Pay Matrix

Pay Band (Rs.)	15,600-39,100			37,400-67,000		67,000-79,000
Grade Pay (Rs.)	6,000	7,000	8,000	9,000	10,000	0
Index of Rationalization	2.67	2.67	2.67	2.67	2.72	2.72
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6	66,800	79,900	92,500	1,52,300	1,67,200	2,11,300
7	68,800	82,300	95,300	1,56,900	1,72,200	2,17,600
8	70,900	84,800	98,200	1,61,600	1,77,400	2,24,100
9	73,000	87,300	1,01,100	1,66,400	1,82,700	
10	75,200	89,900	1,04,100	1,71,400	1,88,200	
11	77,500	92,600	1,07,200	1,76,500	1,93,800	
12	79,800	95,400	1,10,400	1,81,800	1,99,600	
13	82,200	98,300	1,13,700	1,87,300	2,05,600	
14	84,700	1,01,200	1,17,100	1,92,900	2,11,800	
15	87,200	1,04,200	1,20,600	1,98,700	2,18,200	
16	89,800	1,07,300	1,24,200	2,04,700		
17	92,500	1,10,500	1,27,900	2,10,800		

K. K. Tripathy
21/10

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

K. K. T. *[Signature]*
21/11/17

Appendix III

Table 1

Assessment Criteria and Methodology for University/College Teachers

S.No.	Activity	Grading Criteria
1.	Teaching: (Number of classes taught/total classes assigned): 100% (Classes taught includes sessions on tutorials, lab and other teaching related activities)	80% & above-----Good Below 80% but 70% & above—Satisfactory Less than 70%----Not satisfactory
2.	Involvement in the University/College students related activities/research activities: (a) Administrative responsibilities such as Head, Chairperson/ Dean/ Director/ Co-ordinator, Warden etc. (b) Examination and evaluation duties assigned by the college / university or attending the examination paper evaluation. (c) Student related co-curricular, extension and field based activities such as student clubs, career counselling, study visits, student seminars and other events, cultural, sports, NCC, NSS and community services. (d) Organising seminars/conferences/workshops, other college/university activities. (e) Evidence of actively involved in guiding Ph.D students. (f) Conducting minor or major research project sponsored by national or international agencies. (g) At least one single or joint	Good—Involved in at least 3 activities Satisfactory—1-2 activities Not-satisfactory-Not involved / undertaken any of the activities Note: Number of activities can be within or across the broad categories of activities

	publication in peer reviewed/UGC list of Journals.	
<p>Overall Grading:</p> <p>Good: Good in teaching and satisfactory or good in activity at Sl.No.2.</p> <p>Or</p> <p>Satisfactory: Satisfactory in teaching and good or satisfactory in activity at Sl.No.2.</p> <p>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 i.e. Teaching 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 etc. 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 due to his/her absence from his/her teaching responsibilities subject to such leaves/deputation was undertaken with the prior approval of the competent authority following all procedures laid down in these regulations and as the acts, statutes and ordinances of the parent institution.</p>		

Table 2 Assessment Criteria and Methodology for University Teachers (Academic/Research)

(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.)

Academic/Research Activity	Faculty of Sciences/Engineering/Agriculture/ Medical /Veterinary Sciences	Faculty of languages/Humanities/Arts/Social Science /Library/Education/Physical Education/Commerce/Management & other related discipline
1. Research Papers Published in Peer Reviewed/UGC listed Journals	08 per paper	10 per paper
2. Books/ e-books authored which are published by International publishers National publishers Chapter in Edited Book Editor of Book by International Publisher Editor of Book by National Publisher *e-content (developed in 4 quadrants) per module MOOCs (developed) per module/lecture	10 08 05 10 08 05 05	10 08 05 10 08 05 05
3. Research Projects Completed: More than 10 lakhs Less than 10 lakhs Ongoing: More than 10 lakhs Less than 10 lakhs Consultancy:	10 05 05 02 03	10 05 05 02 03
4. Patents International	10	10

National	07	07
*Policy Document		
International	10	10
National	07	07
State	04	04
5. Research Guidance		
Ph.D.	10/per degree awarded 05/thesis submitted	10/per degree awarded 05/per thesis submitted
M.Phil./PG dissertation	02/degree awarded	02/per degree awarded
6. *Invited lectures / Resource Person /paper presentation		
International (Abroad)	7	7
International (within country)	5	5
National	3	3
State / University	2	2

The Research Score for papers would be augmented as follows:

Peer reviewed /UGC listed journals

- i) Paper in referred 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

Joint Publication:

(a) Two authors: 50% of total value of publication for each author

(b) More than two authors: 70% of total value of publication for the First/Principal/Corresponding author and 30% of total value of publication for each of the joint authors.

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

*** Note:**

- Paper presented if part of edited book or proceeding then it can be claimed only once.
- For joint supervision of research students the formula shall be 70/30. First Supervisor shall get 7 marks and co-supervisor 3 marks.
- In development of e-content in 4 quadrants for a complete course/e-book may be assigned points equivalent to authoring a book at national level, contribution to development of e-content modules in complete course/paper/e-book may be awarded points same as that of contributed chapters in edited book and editor of e-content for complete course/paper/e-book may be awarded points same as that for editor of a book by National Publisher.
- Development of various quadrants of complete MOOCs may be given the weightage similar to authoring a book, contribution to development of modules in a complete MOOCs may be awarded points same as contributed chapters in edited book and coordinator of MOOCs for complete course may be awarded points same as that for editor of a book by National Publisher.
- For the purpose of calculating research score of the person, the combined research score from the categories of **Policy Document** and **Invited lectures / Resource Person /paper presentation** shall have an upper capping of 30% of the total research score of the person.
- The research score shall be from the minimum of 3 categories out of 6 categories.

S.No.	Academic Record	Score		
		1.	Graduation	80% and above = 15
2.	Post Graduation	80% and above = 28	60% to less than 80% = 25	55% to less than 60% = 20
3.	M.Phil.	60% and above = 07		55% to less than 60% = 05
4.	Ph.D.	30		
5.	NET with JRF NET or equivalent	07 5		
6.	Research Publications (2 marks for each research publications published in Peer Reviewed/UGC listed Journals)	10		
7.	Teaching/Post Doctoral Experience (2 marks for one year each)#	10		

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

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

Table: 3 B

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

S.No.	Academic Record	Score		
		1.	Graduation	80% and above = 21
2.	Post Graduation	80% and above = 33	60% to less than 80% = 30	55% to less than 60% = 25
3.	M.Phil.	60% and above = 07		55% to less than 60% = 05
4.	Ph.D.	20		
5.	NET with JRF NET or equivalent	10 08		
6.	Research Publications (2 marks for each research publications published in Peer Reviewed/UGC listed Journals)	06		
7.	Teaching/Post Doctoral Experience (2 marks for one year each)#	10		

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- 20 Marks

(ii) JRF/NET/SET Maximum - 10 Marks

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

(C) Academic Score - 84

Research Publications - 06

Teaching Experience - 10

Total : -100

(D) SET/SLET 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	Regularity of attending library	90% and above – Good

	<p>(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>Below 90% but 80% and above-Satisfactory</p> <p>Less than 80% – Not satisfactory</p>
2.	<p>Conduct of seminars/workshops related to library activity or on specific books or genre of books.</p>	<p>Good – 1 National level seminar/ workshop + 1 State/institution level workshop/Seminar</p> <p>Satisfactory – 1 National level seminar/ workshop or 1 state level seminar/ workshop + 1 institution level seminar/ workshop or 4 institution seminar / workshop</p> <p>Unsatisfactory – Not falling in above two categories</p>
3.	<p>If library has a computerized database then OR 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.</p> <p>Unsatisfactory – Not falling under good or satisfactory.</p> <p>Good/Satisfactory – Catalogue database made up to date Unsatisfactory - Catalogue database not upto mark. (To be verified in random by the CAS promotion committee)</p>
4.	<p>Checking inventory and extent of missing books</p>	<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</p>

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

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

S. No.	Activity	Grading Criteria
1	Attendance calculated in terms of percentage of days attended to the total number of days he is expected to attend.	90 and above-good Above 80 but below 90- satisfactory. Less than 80- not satisfactory.
2.	Organizing intra college competition	Good-Intra college competition in more than 5 disciplines. Satisfactory-Intra college competition in 3-5 disciplines. Unsatisfactory-neither good nor satisfactory.
3.	Institution participating in external competitions	Good-National level competition in at least one discipline plus State/District level. Competition in at least 3 disciplines. Satisfactory- State level competition in at least one discipline plus district level competition in at least 3 disciplines. Or District level competition in at least 5 disciplines. Unsatisfactory- Neither good nor satisfactory.
4.	Up-gradation of sports and physical training infrastructure with scientific and technological inputs. Development and maintenance of playfields and sports and physical Education facilities.	Good/Satisfactory/Not-Satisfactory to be assessed by the Promotion committee.
5.	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. Being invited for coaching at state/national level. Organizing at least three workshops in a year..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.
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Note:

- (ii) It is recommended to use ICT technology to monitor the attendance of sports and physical education and compute the criteria of assessment.
- (iii) 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.
- (iv) The system of tracking user grievances and the extent of grievance redressal details may also be made available to the CAS promotion committee.

