

Minutes of the 26th Meeting of the Board of Management

Held at 11:00 AM on 19 June 2019
Private Dining Hall, India International Centre
Max Mueller Marg, New Delhi 110 003



Dr. B.R. Ambedkar University Delhi
Kashmere Gate | Karampura | Lodhi Road



Dr. B.R. Ambedkar University Delhi

Minutes of the 26th Meeting of the Board of Management held at 11:00 AM on 19 June 2019 in Private Dining Hall at the India International Centre, New Delhi

Present

1.	Professor Anu Singh Lather Vice Chancellor	Chairperson
2.	Dr Kiran Datar Nominee of the Government of NCT of Delhi	Member
3.	Shri Sandeep Kumar Secretary (Higher Education & TTE), Govt. of NCT of Delhi	Member
4.	Professor Salil Misra Pro Vice Chancellor and Nominee of the Chancellor	Member
5.	Professor Honey Oberoi Vahali, School of Human Studies Nominee of the Chancellor	Member
—6.	Professor Krishna Menon, School of Human Studies Nominee of the Chancellor	Member
7.	Professor M.S. Farooqi Registrar (Offg.)	Secretary

Special Invitees

8.	Professor Jatin Bhatt Pro Vice Chancellor-I
9.	Professor Kartik Dave Controller of Finance (Addl. charge)
10.	Shri S S. Gill Director, Higher Education, GNCTD

Smt. Bindu Nair, Assistant Registrar (Vice Chancellor's Office & Governance) and Shri Mahesh Kumar, Assistant (Governance) assisted the Board of Management (BoM) in its deliberations.

At the outset, the Vice Chancellor extended a warm welcome to all the Members of the Board. She welcomed Shri Sandeep Kumar, Secretary, Higher Education and Shri S.S. Gill, Director, Higher Education who were attending the Board Meeting of AUD for the first time after taking charge as the Secretary (Higher Education) and Director (Higher Education) respectively.

The Board thanked Professor Shyam B. Menon's immense contribution in developing Ambedkar University. Members placed on record their deep appreciation

for the remarkable work done and academic excellence brought in by Professor Menon. The members appreciated the phenomenal growth of the University competing with other newly created universities around the same time as AUD, under his outstanding leadership.

With the permission of the Chair, the Registrar read out the condolence note (Appendix-1) on the sad demise of Professor N.R. Madhava Menon, a former member (Nominee of the Government of NCT of Delhi) on the AUD Board of Management, who passed away on 08.05.2019. The Board observed one minute silence as a mark of respect for the departed soul.

The Board's resolutions were as follows:

1. Grant of leave of absence

Professor S. Parasuraman, Professor Pankaj Chandra, Nominee of the Government of NCT of Delhi and Ms Renu Sharma, Principal Secretary (Finance) regretted their inability to attend the meeting and requested for leave of absence. Board granted leave of absence for not attending the Board Meeting.

2. Confirmation of the Minutes of the 25th Meeting of the Board of Management held on December 26, 2018

Resolved to confirm the Minutes of the 25th Meeting of the Board of Management held on December 26, 2018, as circulated on 22.01.2019.

3. Action Taken Report (ATR) on the Minutes of the 25th Meeting of the Board of Management held on 26 December, 2018

Noted the Action Taken Report (ATR) on the Minutes of the 25th Meeting of the Board of Management held on 26 December 2018.

Matters arising from the Minutes

- i) Ethics Committee be constituted to manage and monitor research carried out at the University and to comply with appropriate regulatory, legal, professional and ethical standards.
- ii) The University Grants Commission (UGC) vide gazette notification dated 02.05.2016 notified the Regulations on the Grievance Redressal Mechanism on matters pertaining to Prevention, Prohibition and redressal of sexual harassment of women employees and students in higher educational institutions. Accordingly, the Committee for Prevention of Sexual Harassment (CPSH) at AUD be rechristened as Internal Complaints Committee (ICC) and be constituted as per Vishakha guidelines (based on Vishakha vs others & State of Rajasthan judgement).

The Action Taken Report (ATR) as approved by the AC, vide Appendix-2.

4. **Resolved** to record the status report of Campus Development at Dheerpur, Rohini, Karampura, Lodhi Road and Madrasa Road, Delhi. It was recorded that the appointment of consultant is at its final stage Eight bidders applied for the Dheerpur and Ten bidders applied for Rohini Campus. The PWD has submitted its recommendations for short listing these eight and ten bidders for Dheerpur and Rohini campus respectively as they met the pre-qualification parameter. All the shortlisted bidders shall make a presentation of their designs before Jury constituted by AUD in the second week of July 2019 (Appendix-3)
5. **To record the note sent to the Directorate of Higher Education, GNCTD for ex-post facto sanction for 146 Permanent Teaching and other Academic posts and 181 Non-Teaching posts created by the Board of Management of AUD from time to time**

The Board considered the note sent to the Directorate of Higher Education, GNCTD for ex-post facto sanction for 146 Permanent Teaching and other Academic posts and 181 Non-Teaching posts created by the Board of Management of AUD from time to time, vide **Appendix-4**.

After a detailed deliberation, the Board resolved to give the following directions:

- i) -The proposal for creation of 315 posts including 150 posts of teaching and 165 posts of non-teaching/academic for the AUD Karampura Campus be submitted.
- ii) A consolidated proposal including the proposed faculty/ staff positions for all the campuses of the University be submitted.
- iii) Proforma of Administrative Reforms Department (AR) be filled and submitted.
- iv) The UGC guidelines on teachers students ratio be followed while calculating the faculty/staff requirement.

The Board resolved that after incorporating the above suggestions the note for ex-post facto sanction for Permanent Teaching and other Academic posts and Non-Teaching posts created by the Board of Management of AUD be submitted to the Directorate of Higher Education for approval.

6. **To record the adoption 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 2018**

Resolved to accept the adoption 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 2018, vide **Appendix-5**

7.1 The proposal for Adoption of Recruitment Rules for the post of Registrar and the minimum eligibility criteria for the other allied cadres as well, as per MHRD Letter No. 1-7/2015-U.II(2) dated 02.11.2017 as recommended by the Establishment Committee

The Board resolved to approve the recommendation of the Establishment Committee to adopt the following Recruitment Rules:

(Reference MHRD Letter No. 1-7/2015-U.II(2) dated 02.11.2017 and its subsequent endorsement by UGC vide its letter No. 11-1/2017(CU) dated 18th January 2018, vide **Appendix-6**).

(I) Registrar

Sl. No.	Qualification	Existing Rules	Proposed Rules
1.	Educational Qualification	Master's Degree with at least 55% of the marks or its equivalent grade of 'B' in the UGC 7 point scale.	Master's Degree with at least 55% of the marks or an equivalent grade in a point scale wherever grading system is followed.
2.	Experience	At least 15 years of experience as Assistant Professor in the AGP of Rs 7000 and above or with 8 years' of service in the AGP of Rs 8000 and above including as Associate Professor along with experience in educational administration	At least 15 years of experience as Assistant Professor in the Academic Level 11 and above or with 8 years of service in the Academic Level 12 and above including as Associate Professor along with experience in educational administration.
		OR	OR
		Comparable experience in research establishment and/or other institutions of higher education.	Comparable experience in research establishment and/or other institutions of higher education.
		OR	OR
		15 years of administrative experience, of which 8 years shall be as Deputy Registrar or an equivalent post.	15 years of administrative experience, of which 8 years shall be as Deputy Registrar or an equivalent post

(II) Controller of Finance

Sl. No.	Qualification	Existing Rules	Proposed Rules
1	Educational Qualification	Master's Degree with at least 55% of the marks or its equivalent grade of 'B' in the UGC 7 point scale (Candidates possessing CA	Master's Degree with at least 55% of the marks or an equivalent grade in a point scale wherever grading system is followed (Candidates possessing

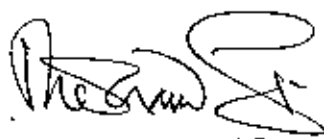
Sl. No.	Qualification	Existing Rules	Proposed Rules
		qualifications considered as equivalent to the Post Graduate Degree)	CA qualifications considered as equivalent to the Post Graduate Degree)
2	Experience	-	At least 15 years of experience as Assistant Professor in the Academic Level 11 and above or with 8 years of service in the Academic Level 12 and above including as Associate Professor along with experience in educational administration with finance specialization
		OR	OR
		Comparable experience in research establishment and/or other institutions of higher education	Comparable experience in research establishment and/or other institutions of higher education in finance.
		OR	OR
		15 years of administrative experience of which 8 years shall be as Deputy Registrar or equivalent post with sufficient experience of financial administration	15 years of administrative experience of which 8 years shall be as Deputy Registrar or equivalent post with sufficient experience of Financial Administration
		15 years of service for persons from IAAS Cadre or such other similar all India services with experience and expertise in Finance and Computerized Financial Management.	15 years of service for persons from IAAS Cadre or such other similar all India services with experience and expertise in Finance and Computerized Financial Management.
			Desirable: Experience of Financial Administration/ Chartered Accountancy (CA) with requisite experience of working in undertakings / autonomous organization. qualification considered as equivalent"

(III) Deputy Registrar / Assistant Registrar

Existing	Recommended
'grade B of the UGC 7 point scale'	'equivalent grade in a point scale wherever grading system is followed'

7.2 The proposal for filling one post of Assistant Registrar with expertise in Placement and Training in AUD

The Board noted that the Placement Cell at Ambedkar University Delhi (AUD) is envisaged to facilitate students for Campus and Off-Campus recruitment in



government organisations, NGO's and reputed multinationals. The placement and training officer shall fulfill the task of acting as an interface between the University and the Industry and mentor the students to select their career options. The officer shall liaison with corporate organizations to provide suitable jobs and internship for the students completing their studies from AUD.

After deliberation, the Board resolved to accept the recommendation of the Establishment Committee to fill one post of Assistant Registrar with expertise in Placement and Training along with the eligibility criteria as per the existing minimum UGC Norms and desirable experience as per the details below:

Eligibility: "Master's Degree with at least 55% of the marks or an equivalent grade in a point-scale wherever grading system is followed".

Desirable Experience: Work experience of minimum 5 years as placement officer in a reputed government or non-government higher education institute(s). The candidate should have excellent communication skills, he or she should be self-driven and goal oriented. The candidate should have exposure to Humanities, Social Sciences and Management disciplines.

- 7.3 The proposal for filling up all non-teaching positions on permanent/regular basis which are against the contractual mode of appointment in respect of Non-Teaching Staff as recommended by the Establishment Committee

The Board took note that:

The Organizational Structure and Personnel Policy of the University were approved by the Board of Management in its Sixth Meeting held on 12.12.2009. As per the recommendation of the Datar Committee University shall endeavour to make most of its senior appointments on fixed tenures. A proportion of two-thirds by contract or on deputation and at least one-thirds as regular appointments at all levels. The Committee also proposed that at any given time, the ratio of fixed tenure appointments to regular appointments shall be 2:1 and the said Organizational Structure and Personnel Policy of the University be reviewed after two years (Appendix-7).

- 1) The amendment to the Organizational Structure and Personnel Policy of the University is emanating from the following:
- (a) Office Memorandum No.19011/01/2015-Fin.II (Pt.) dated 19.01.2018 issued by Ministry of Home Affairs, Govt. adopted by DoPT in respect of abolition of Posts vacant for more than 05 years. The Govt. of NCT of Delhi has also Issued instructions time and again for filling up all the positions.
 - (b) Office Memorandum No.12-2/2019-U1A dated 23.05.2019 issued by Ministry of Human Resource Development, Department of Higher Education, Govt. in respect of filling up of five lakh vacancies in HEIs in time bound manner. The UGC has been directed to start

an integrated portal to monitor the filling up of post against regular sanctioned strength (**Appendix-8**).

- ii) The Hon'ble Chancellor in the review meeting held on 21.04 2019 directed that all sanctioned posts be considered as regular posts and be filled as per norms.
- iii) The observations from Comptroller and Auditor General of India (CAG) and the State Govt clearly state that contract employees cannot be extended some of the benefits which are available to the regular employees. This eventually shall create disparity between regular and contractual staff and thus shall not be able to attract suitable employees for these positions.

After deliberations, the Board **resolved** to authorized the Vice Chancellor to create a committee to examine the above proposal and to decide the ratio in respect of method of Recruitment viz., (i) Direct Recruitment for all the posts (ii) Promotion (iii) Limited Departmental Test and to frame the recruitment rules, wherever not available (Assistant Accounts Officer, Sports Coach, MTS-IT, etc.).

Resolved further that the proposal be brought back to the Board of Management for its consideration

7.4 The proposal for changing the nomenclature of various non-teaching posts viz Executive, Junior Executive, Junior Assistant/ Assistant Caretaker, MTS, etc. as per pattern followed in other universities

Resolved to accept the recommendation of the Establishment Committee and to change the nomenclature of the following posts without any financial implication:

Sl. No.	Existing Pattern	Applicable Pay Scale	Proposed
1.	MTS (Office Attendant/ Library Attendant/ IT Attendant/ Electrician/ Plumber/ Mali)	Level – 1	MTS (Office/Library/IT/Lab/ Computer/ and other designated Staff
2.	Junior Assistant/ Assistant Caretaker	Level – 2	Junior Assistant/ Junior Assistant-cum-Caretaker (Ministerial)
3.	Junior Executive	Level – 6	Senior Assistant (Ministerial)
4.	Executive	Level – 7	Section Officer (Ministerial)

8. **The proposal for authorizing the Vice Chancellor to constitute a committee for making suitable necessary amendments in the existing Act/Statutes/Ordinances/Regulations of the University in consultation with the other state universities of GNCTD and as per new UGC regulation 2018**

The Board took note of the following:

- i) The Hon'ble Chancellor in the meeting held on 21.04.2019 directed the University to review its existing Statutes/ Ordinances in consultation with the other state universities of GNCTD.
- ii) The UGC Regulations on minimum qualifications for appointment of Teachers and Other Academic Staff in Universities and Colleges and measures for the maintenance of standards in Higher Education 2018 is being adopted by the University. As per the UGC notification dated 18 July 2018 every university or institution deemed to be University, as the case may be, shall as soon as may be, but not later than within six months of the coming into force of these Regulations, take effective steps for the amendment of the statutes, ordinances or other statutory provisions governing it, so as to bring the same in accordance with these Regulations.

The Board resolved to authorize the Vice Chancellor to constitute a committee for making suitable necessary amendments in the existing Act/Statutes/Ordinances/Regulations of the University.

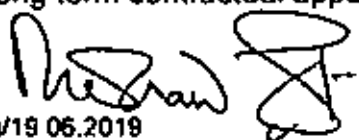
9. The proposal to discontinue the long term contractual appointment in respect of faculty members

The Board took note of the UGC Regulation 2018 which states as under:

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

Further, the Board noted that the Hon'ble Chancellor in the meeting held on 21.04.2019 directed the University to review the decision of appointment of faculty on contractual basis as the Govt. of NCT of Delhi has sanctioned all these positions for regular/permanent appointments.

After deliberations, the Board resolved to approve the proposal to discontinue the long term contractual appointments in respect of faculty position.



10. To consider the reservation roster as recommended by the Committee constituted by the Vice Chancellor

The Board took note of the following:

- i) The Ambedkar University Delhi had drawn a faculty roster in respect of Assistant Professor which was approved by the liasoning officers in 2017. However, ongoing through the routine examination of the roster, it was observed that the roster has not been approved by the Board of Management and there are certain issues related to the i) replacement of the faculty members against the reserved points ii) addition of faculty member in the roster who were on deputation iii) how the reservation points has been allocated and how the same shall be allocated to schools in future appointments. Likewise, the reservation roster of non-teaching staff was not finalized.
- ii) The Academic Services Division and HR Division had drawn model reservation rosters in respect of the faculty and non-teaching members of the University. In order to examine the same and other related matters, the Vice Chancellor constituted an Expert Committee comprising external experts, liasoning officers SC/ST/OBC, DR (AS) and DR(HR). The meeting of the Expert Committee was held on 28.5.2019. The Committee examined the existing roster and placed the reservation roster treating university as one unit on 200 points roster scale. The list of Schools of Studies were drawn in Alphabetical order for preparing the roster.

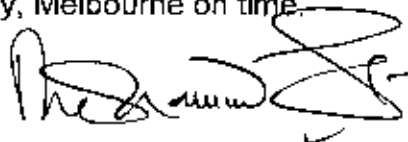
The Board discussed the matter at length. The Board is of the view that implementation of reservation policies notified by Govt. of NCT of Delhi are sacrosanct and stand implemented from the date they are notified

The Board **resolved** that the reservation roster be reexamined in the light of EWS and OBC reservation and re-submit the roster for its consideration in the next meeting (**Appendix-9**).

11. The proposal to waive off the Notice period of Dr Prabhat Rai

The Board took note of the following:

- i) Dr Prabhat Rai joined AUD as an Assistant Professor in the School of Education Studies, on 20.04.2018 on permanent basis. He has been confirmed as Assistant Professor on 20.04.2019 (Level-10). Dr Rai vide his letter dated 24.05.2019 sought permission to resign/relieve from the post of Assistant Professor on or before **23.06.2019** so as enable him to join two years Post-Doctoral Fellowship at Monash University, Melbourne on time.



- ii) The request of Dr Prabhat Rai for sanction of two years Extraordinary Leave w.e.f 01.07.2019 was not acceded by the University as he did not fulfill the guidelines/provisions provided in the AUD Leave Rules.

After detailed deliberation, the Board **resolved** that Dr Prabhat Rai, be directed to pay two months and 5 days notice period salary for getting relieved from the post of Assistant Professor, SES.

12. The proposal for the composition of the Selection Committee for the appointment of Registrar in AUD

The Board took note that:

- i) Clause 11 (4) of the Dr. B. R. Ambedkar University Delhi Act (Delhi Act 9 of 2007) stipulates that there can be more than one post of Registrar **(Appendix-10)**
- ii) Clause 8 of the First Statutes lays down details of the appointment, roles and functions of the Registrar.
- iii) The constitution of the Selection Committee for the post of Registrar is governed by the following clauses of the Statute 8 **(Appendix-11)**:
- Statute 8.(1) The Board of Management shall constitute a selection committee for the appointment of Registrar.*
- Statute 8.(2) Every Registrar shall be appointed by the Board of Management on the recommendation of the selection committee constituted under clause (1) and he shall be a whole-time salaried officer of the University*
- iv) Emanating from the afore-stated statutes, the Board of Management in its Fourth meeting held on 09 June 2009 decided that the Selection Committee for the appointment of Registrar should have the following composition **(Appendix-12)**:
- (a) Vice Chancellor
- (b) Pro-Vice Chancellor or one of the Deans to be nominated by the Vice Chancellor
- (c) One member of the Board of management to be nominated by the Vice Chancellor
- (d) Three experts with experience and expertise in administration
- v) The post of Registrar (Administration) has been lying vacant after resignation by the former Registrar, Dr. M.A. Sikandar on 31.08.2017.
- vi) The advertisement for the post of Registrar (Administration) was released on 12.06.2018. Detailed notification was posted on the University website on 04.06.2018 **(Appendix-13)**. In response to the advertisement, 55 applications were received, which have been scrutinized by a Screening.

The Board **resolved** that the position of Registrar be re-advertised and the Selection Committee be constituted as per the composition approved by the

Board of Management in its Fourth meeting held on 09 June 2009. The composition of the selection Committee being a confidential matter was physically placed before the board members in a sealed cover. The members approved the same.

13. The proposal for the composition of the Selection Committee for the appointment of Controller of Finance in AUD

The Board took note that:

- i) Clause 11 (4) of the Dr. B. R. Ambedkar University Delhi Act (Delhi Act 9 of 2007) stipulates that the post of Controller of Finance (**Appendix-14**).
- ii) Clause 9 of the First Statutes lays down details of the appointment, roles and functions of the Controller of Finance.
- iii) The constitution of the Selection Committee for the post of Controller of Finance is governed by the following clauses of the Statute 9 (**Appendix-15**)

Statute 9.(1) The Board of Management shall constitute a selection committee for the appointment of Controller of Finance.

Statute 9.(2) The Controller of Finance shall be appointed by the Board of Management on the recommendation of the Selection committee constituted under clause (1) and he shall be a whole time salaried officer of the University and shall work under the control of the Vice-Chancellor.

- iv) Emanating from the afore-stated statutes, the Board of Management in its Seventh meeting held on 31 May 2010 decided that the Selection Committee for the appointment of Controller of Finance should have the following composition (**Appendix-16**):
 - (a) Vice Chancellor
 - (b) Pro-Vice Chancellor/one Dean to be nominated by the Vice Chancellor
 - (c) One member of the Board of management to be nominated by the Vice Chancellor
 - (d) Three experts with experience and expertise in Finance to be nominated by VC
- v) The post of Controller of Finance (CoF) has been lying vacant after resignation by the former CoF, Shri Samuel Ernest J. Ratnakumar on 02.07.2018.

The Board **resolved** that the position of Controller of Finance (CoF) be advertised and the Selection Committee be constituted as per the composition approved by the Board of Management in its Seventh meeting held on 31 May 2010. The composition of the selection Committee, being a confidential matter was physically placed before the board members in a sealed cover. The members approved the same.

14.1 Ratification of the decision of the Vice Chancellor in approving the promotion of the faculty under Career Advancement Scheme (CAS)

The following Other Academic Staff has been promoted after recommendations made of the duly constituted Statutory Selection Committee/Screening Committee and evaluating the application under Career Advancement Scheme (CAS):

Sl. No	Name of the Faculty	School/ Division	Previous Designation & Pay Band with AGP	Current designation & Pay Band with AGP	Effective date of Promotion
1.	Dr Dinesh Kumar	Library	Assistant Librarian in the PB-3 with AGP Rs.6000	Deputy Librarian in PB-3 Stage-IV with AGP Rs 9000	Promoted with effect from 01.09.2018 vide Office Order No.AUD/3-26/CAS(190)/2018 /Acad Serv/ dated 08.02.2019

14.2 Resolved to ratify the decision of the Vice Chancellor in approving the appointment of Deans / Dy. Deans of the Divisions

a) Deans

- Professor Anu Singh Lather, Hon'ble Vice Chancellor taken charge as Dean (I/c), Academic Services Division w.e.f. 18.03.2019 till further order in Place of Dr. Arindam Banerjee, Dean (Officiating) who was relieved on 18.03.2019.
- Professor Denys P. Leighton appointed as Dean, International Affairs w.e.f. 13.02.2019 for a period of three years.
- Professor Asmita Kabra appointed as Dean, Research & Consultancy w.e.f. 13.02.2019 for a period of three years.
- Professor Geetha Venkataraman, appointed as Dean, Research & Consultancy w.e.f. 30.04.2019 for a period of three years in place of Professor Asmita Kabra who was relieved on 29.04.2019.
- Dr. Santosh Kumar Singh, Associate Professor appointed as Dean (Officiating), Student Services w.e.f. 12.05.2019 till further orders in place of Professor Sanjay Kr. Sharma who was relieved on 12.05.2019.

b) Deputy Deans

- Dr. Ngoru Nixon, Assistant Professor, School of Law, Governance and Citizenship appointed as Deputy Dean (Student Services) KP Campus w.e.f. 20.05.2019 for a period of three years.
- Dr. Priyasha Kaul, Assistant Professor, School of Liberal Studies appointed as Deputy Dean, International Affairs w.e.f. 24.05.2019 for a period of three years.

- 14.3 Resolved** to ratify the decision of the Vice Chancellor in approving the confirmation of the following faculty members on completion of probation period:

Sl. No.	Name of the Faculty & Designation	Date of Joining	Date of Confirmation
1.	Dr. Parag Waknis, Associate Professor, SLS	08.01.2018	08.01.2019
2.	Dr. Anuj Bhuwania, Associate Professor, SLGC	09.01.2018	09.01.2019
3.	Dr. Akhil Katyal, Assistant Professor, SCCE	01.04.2018	01.04.2019
4.	Dr. Nivedita Sarkar, Assistant Professor, SES	02.04.2018	02.04.2019
5.	Dr. Rajshree Chanchal, Assistant Professor, SES	03.04.2018	03.04.2019
6.	Dr. Prabhat C. Rai, Assistant Professor, SES	20.04.2018	20.04.2019
7.	Dr. Rohit Negi, Associate Professor, SGA	23.04.2018	23.04.2019
8.	Dr. Sunalini Kumar, Associate Professor, SGA	27.04.2018	27.04.2019
9.	Dr. Anil Persaud, Associate Professor, SGA	04.05.2018	04.05.2019
10.	Ms. Khushbu Dubish, Assistant Professor, SDes.	01.06.2018	01.06.2019

- 14.4 Ratification of the decision of the Vice Chancellor in approving the appointment of Proctor and Deputy Proctor in each campus**

The Board took note that:

- i) Clause 48 (1) of the Dr. B. R. Ambedkar University Delhi Act (Delhi Act 9 of 2007) stipulates the maintenance of discipline among the Students of the University (**Appendix-17**).
- ii) Statute 21 (1) of the First Statutes lays down the maintenance of discipline amongst the students of the University (**Appendix-18**).
- iii) As per the above Statute:
Statute 21 (1): "The powers regarding discipline and disciplinary action in regard to the students of the University shall vest in the Vice Chancellor who may delegate all or any of his powers, as he may deem fit".
- iv) Accordingly, the Vice Chancellor has approved the creation of Proctor office for maintenance of discipline amongst the students of the University.
- v) The Proctor shall have the following Terms of Reference (ToRs):
 - (a) To ensure and enforce discipline among students of the University and take such disciplinary measures in this regard as may be deemed necessary;
 - (b) To enquire and take such disciplinary measures for any breach of discipline and conduct committed by a student inside or outside the Campus;
- vi) The Proctor shall hold the office for a term of two years.

Resolved to ratify the decision of the Vice Chancellor in approving the appointment of the Proctor and Deputy Proctors:

- i) Professor Satyketu Sankrit appointed as the Proctor for all the existing campuses of the University with effect from 29.04.2019 (**Appendix-19**).
- ii) Dr. Urfat Anjem Mir, Deputy Proctor, Kashmere Gate Campus
- iii) Dr. Pritpal Singh Randhawa, Deputy Proctor, Karampura Campus
- iv) Dr. Rajshree Chanchal, Deputy Proctor, Lodhi Road Campus

15.1 Resolved to note and record the assumption of charge of the Vice Chancellor, Ambedkar University Delhi by Professor Anu Singh Lather w.e.f. 22.02.2019 vide AUD Notification No.PF/A-18/2019/HR/2019/140 dated 22.02.2019.

15.2 Resolved to note and record the joining of Professor M S Farooqi, Director, Incubation Centre w.e.f. 21.02.2019 as Registrar (in-charge) on relieving of Professor Asmita Kabra, Dean, SHE

15.3 Resolved to note and record the grant of Paternity Leave/ Child Care Leave/ EOL/ Study Leave to the following faculty members:

1. Ms Alka Rai, Deputy Librarian extended Study Leave for another six months from 01.04.2019 to 30.09.2019 to complete her Ph.D. research work.
2. Dr. Nandini Nayak, Assistant Professor, School of Development Studies granted Child Care Leave for 79 days from 09.01.2019 to 28.03.2019.
3. Dr. Ramneek Khassa, Assistant Professor, School of Liberal Studies granted Extra-ordinary Leave from 10.01.2019 to 09.05.2019.
4. Dr. Ivy Dhar, Assistant Professor, School of Development Studies granted Child Care Leave for 09 days from 07.03.2019 to 15.03.2019
5. Mr Nikhil Singh Charak, Programme Manager, School of Vocational Studies granted Paternity Leave for 05 days from 11.03.2019 to 15.03.2019
6. Dr. Shifa Haq, Assistant Professor, School of Human Studies granted Extra-Ordinary Leave (without pay) from 01.07.2019 to 10.12.2019.
7. Professor Tanuja Kothiyal, Dean, School of Undergraduate Studies granted Child Care Leave for 129 days from 23.08.2019 to 15.05.2020.

15.4 Resolved to note and record the re-joining of the following faculty members after availing long Leave

1. Mr. Wrick Mitra, Assistant Professor, SHS joined on 07.01.2019 after availing Earned/Half Pay/EOL w.e.f. 25.09.2018.
2. Ms. T Bibinaz Devi, Assistant Professor, SHS joined on 15.01.2019 after availing Study Leave w.e.f. 16.07.2018
3. Dr. Nandini Nayak, Assistant Professor, SDS joined on 29.03.2019 after availing Child Care Leave w.e.f. 09.01.2019.
4. Dr. Shalini Masih, Psychotherapist, CPCR joined on 15.02.2019 after availing Maternity Leave w.e.f. 20.08.2018.
5. Dr. Bhoomika Meiling, Assistant Professor, SOL joined on 10.04.2019 after availing Maternity & Child Care Leave w.e.f. 13.04.2018.

6. Dr. Shubhra Nagalia, Assistant Professor, SHS joined on 12.04.2019 after availing Extra-ordinary Leave w.e.f. 13.04.2017
7. Dr. Ramneek Khassa, Assistant Professor, SLS joined on 10.05.2019 after availing Extra-ordinary Leave w.e.f. 10.01.2019.
8. Dr. Shifa Haq, Assistant Professor, SHS joined on 17.05.2019 after availing Extra-ordinary Leave w.e.f. 10.01.2019.

15.5 Resolved to note and record the extension of tenure/fresh appointment of the Contractual/ Temporary/ Visiting faculty in various Schools/Centres:

Sl.	School/Centre	Name of the Faculty	Discipline	Till
1	SOL	Prof. Harish Narang	English	30.06.2019
2	SCCE	Ms. Belinder Dhanoa	Literary Art	30.06.2019
3	SHS	Dr. Dhruv Pande	Gender Studies	30.06.2019
4	SUS	Dr. Parma Chakravarti	Economics	30.06.2019
5	SUS	Mr. Ishan Anand	Economics	30.06.2019
6	SUS	Dr. Manush Sharma	English	30.06.2019
7	SUS	Dr. Sonali Dutta Roy	English	30.06.2019
8	SUS	Dr. Geetanjali Tyagi	History	30.06.2019
9	SUS	Dr. Paulami Guha Biswas	History	30.06.2019
10	SUS	Dr. Aadil Zubair	History	30.06.2019
11	SUS	Mr. Umasankar Patra	English	30.06.2019
12	SUS	Dr. Neetu Rana	Psychology	30.06.2019
13	CDP	Dr. Manola Gayatri	Dev. Practice	30.06.2019
14	SHS	Ms. Asma Nisar	Psychology	30.06.2019
15	SHS	Ms. Sunaina K.	Psychology	30.06.2019
16	SHS	Mr. Vikas Deepak	Psychology	30.06.2019
17	SOL	Dr. Paromita Patronobish	English	30.06.2019
18	SUS	Dr. Rahul Ishwar	History	30.06.2019
19	SHE	Dr. Monica	Social Sciences	30.06.2019
20	SGA	Dr. Anna Zimmer	Urban Studies	30.06.2019
21	CELE	Dr. Monishita Hajra Pande	English Language	14.08.2019
22	CELE	Dr. Nupur Samuel	English Language	16.08.2019

15.6 Resolved to note and record the appointment of Programme Coordinators in various programmes of Schools for a period of two years.

S. No.	School	Programme	Name of the Programme Coordinator	Term
1	SCCE	1. Performance Studies 2. Literary Art 3. Visual Art	Mr. Benil Biswas, Associate Professor Dr. Akhil Katyal, Associate Professor Ms. Shefalee, Assistant Professor	From 09.01.19 to 08.01.21 From 09.01.19 to 08.01.21 From 09.01.19 to 08.01.21
2	SDS	Ph.D MA	Professor Deepita Chakravarty Dr. Nandini Nayak, Assistant Professor	From 07.01.19 to 06.01.21 From 07.01.19 to 06.01.21
3	SHE	1. MA (Environment & Development) 2. Ph.D (Human Ecology)	Dr. Suresh Babu, Associate Professor Dr. Oinam Hemlata Devi, Assistant Professor	From 07.01.19 to 06.01.21 From 07.01.19 to 06.01.21
4	SHS	1. M Phil Psychotherapy 2. Ph.D / M Phil Women & Gender Studies 3. MA Psychology 4. MA Gender Studies 5. M Phil Development Practice	Dr. Ashis Roy, Psychotherapist Dr. Bindu KC, Assistant Professor Ms. Deepti Sachdev, Assistant Professor Dr. Shubhra Nagalia, Assistant Professor Dr. Imran Amin, Assistant Professor	From 07.01.19 to 06.01.21 From 07.01.19 to 06.01.21 From 07.01.19 to 06.01.21 From 19.05.19 to 18.05.21 From 07.01.19 to 06.01.21

5.	SLS	1. MA Economics 2. MA Sociology 3. Ph.D. Sociology 4. MA History	Dr. Dipa Sinha, Assistant Professor Dr. Bidhan Chandra Dash, Assistant Professor Dr. Urfat Anjem Mir, Assistant Professor Dr. Dhanini N. Chakravarty, Assistant Professor	From 07.01.19 to 06.01.21 From 07.01.19 to 06.01.21 From 05.05.19 to 04.05.21 From 05.05.19 to 04.05.21
6.	SoL	1. Ph.D./M Phil Hindi 2. Ph.D. English 3. MA English 4. Ph.D./M Phil Comp. Literature and Translation Studies	Professor Satyaketu Sankrit Professor Bodh Prakash Mr. Sayandeob Chowdhury, Assistant Professor Dr. Shad Naved, Assistant Professor	From 15.04.19 to 14.04.21 From 07.01.19 to 06.01.21 From 07.01.19 to 06.01.21 From 05.03.19 to 04.03.21
7.	SUS	1. BA English 2. BA Psychology 3. BA Sociology	Dr. Vikram Singh Thakur, Assistant Professor Ms. Anshumita Pandey, Assistant Professor Dr. Rinju-Rasaily, Assistant Professor	From 07.01.19 to 06.01.21 From 07.01.19 to 06.01.21 From 06.02.19 to 05.02.21

15.7 Resolved to note and record the resignation/relieving of the faculty members:

1. Dr. Rajendra Prasad Kundu, Professor (Economics) in the School of Liberal Studies relived from AUD w.e.f 11.01.2019 (AN) after completion of deputation period. Consequently, Dr. RP Kundu joined his parent organisation JNU, New Delhi.
2. Dr. Smita Tewari Jassal, Professor (Sociology) in the School of Liberal Studies retired from AUD w.e.f. 30.04.2019(AN) on attaining the age of Sixty five years.
3. Dr. Shivaji K. Panikkar, Professor (Visual Art) in the School of Culture and Creative Expressions, AUD retired from AUD w.e.f. 31.05.2019(AN) on attaining the age of Sixty five years.

15.8 Resolved to note and record the various Court Cases filed by petitioners against the Ambedkar University Delhi

- i) Writ Petition No 3716/2019 filed by Dr Rajendra P Kundu, Ex-Professor, AUD against the Jawaharlal Nehru University before the Hon'ble High Court of Delhi, wherein the Ambedkar University Delhi has been made as respondent no.2.

Status: The Ambedkar University Delhi has filed a reply through its Legal Counsel Mr B.P. Nahar in the matter. The next listing date in the case is 19.7.2019.

- ii) Writ Petition No.10953 of 2018 filed by Mr Akash against the Ambedkar University Delhi in the Hon'ble High Court of Delhi in regard to the appointment of Ms Alka Rai, Deputy Librarian against the post advertised by the University vide Advt No.AUD/01/2017/Acad.Services dated 10.5.2017.

Status: The Ambedkar University Delhi has filed a reply through its Legal Counsel Mr B.P. Nahar in the matter. The next listing date in the case is 17.7.2019.

15.9 Resolved to note and record the appointment of Deans/Deputy Deans of the Schools and Directors of the Centres:

a) Directors

- i. Professor Rukmini Sen, School of Liberal Studies appointed as Director, Centre for Publishing w.e.f. 30.04.2019 for a period of three years in place of Professor Radharani Chkaravarty who relieved on 29.04.2019.
- ii. Professor Gopalji Pradhan, School of Letters appointed as Director, Equal Opportunity Office w.e.f. 07.05.2019 for a period of three years.

b) Deputy Deans

- i. Dr Anita E. Cherian, Associate Professor, SCCE appointed as Deputy Dean, School of Culture and Creative Expressions w.e.f. 17.01.2019 for a period of three years.

15.10 Resolved to note and record the joining of officer/ staff from autonomous body/ government organizations against vacant non-academic positions:

- (i) Shri Manoj Rana joined as Deputy Registrar with Finance Specialization on direct recruitment basis w.e.f. 01.01.2019 on lien from Central University of Haryana (CUH). Last Pay drawn (i.e., Basic Pay of Level-12 + 2 increments earned at CUH) by Shri Rana at CUH has been protected in AUD
- (ii) Shri Noorul Haq joined as Deputy Registrar on direct recruitment basis w.e.f. 01.01.2019 on lien from Kalindi College.

15.11 Resolved to note and record the extension of deputation officer/ staff from autonomous body/ government organizations against vacant non-academic positions:

- (i) Extension of the deputation tenure of Shri Raj Kumar Bhardwaj as Assistant Registrar for a further period of one year w.e.f. 21.10.2018 against a vacant post of Assistant Registrar.
- (ii) Extension of the deputation tenure of Dr. Lokesh Garg as Deputy Registrar for a further period of one year w.e.f. 01.03.2019 against a vacant post of Deputy Registrar.

15.12 Resolved to note and record the extension of Shri Mohammad Haseen as Security Supervisor on contract basis

Extension of existing contractual tenure of Shri Mohammad Haseen as Security Supervisor on long term contract basis w.e.f. 17.03.2019 for a further period of two year on the recommendation of Performance Review Committee on existing terms and conditions.

15.13 Resolved to note and record the joining of retired person as Consultant on contract basis

The following retired persons engaged as Consultant on contractual basis in terms of Finance (Accounts) Department, GNCTD OM No.F.20/4/2015-AC/204-248 dated 04.12.2015:

- (i) Shri Dharamvir Singh Mann, a retired Assistant Commandant/ JAO from CISF, engaged as Consultant on contractual basis initially for a period of one year with effect from 03.12.2018 (FN).
- (ii) Shri Ashok Mallick, a retired Senior Administrative Officer from ICAR – Central Institute for Research on Goats, engaged as Consultant on contractual basis initially for a period of one year with effect from 03.01.2019.(FN).
- (iii) Sh. Prabir Chaudhuri, a retired Assistant Commissioner from Navodaya Vidyalaya Samiti, engaged as Consultant on contractual basis initially for a period of one year with effect from 25.01.2019 (FN).

15.14 Resolved to note and record the joining of Ex-servicemen as Jr. Consultant on contract basis

The following Ex-servicemen (panel received from Directorate General of Resettlement, Ministry of Defence) engaged as Jr. Consultant on contractual basis in terms of Finance (Accounts) Department, Govt. of NCT of Delhi Office Memorandum No.F.20/40/2016-AC/DSFA/16-45 dated 20.01.2017:-

- (i) Shri Raju Solanki engaged as Junior Consultant for a period of six months w.e.f. 11.02.2019 against a vacant post of Junior Executive.
- (ii) Shri Satish Chandra Joshi engaged as Junior Consultant for a period of six months w.e.f. 01.04.2019 against a vacant post of Junior Executive.
- (iii) Shri Surender Singh engaged as Junior Consultant for a period of six months w.e.f. 01.04.2019 against a vacant post of Junior Executive.

15.15 Resolved to note and record the extension of retired officer/ staff from autonomous body/ government organizations as Consultant/ Jr. Consultant on contractual basis against vacant non-academic positions

- (i) Extension of the contractual tenure of Shri Sumar Pal as Consultant for a further period of one year w.e.f. 05.05.2019 against a vacant post of Assistant Registrar.
- (ii) Extension of the contractual tenure of Shri Shiv Kumar as Junior Consultant for a further period of six months w.e.f. 17.04.2019 against a vacant post of Junior Executive.
- (iii) Extension of the contractual tenure of Shri Dhiraj Singh as Junior Consultant for a further period of six months w.e.f. 01.04.2019 against a vacant post of Junior Executive.

- (iv) Extension of the contractual tenure of Shri Dharmender Kumar as Security Supervisor for a further period of six months w.e.f. 03.04.2019 against a vacant post of Security Supervisor.
- (v) Extension of the contractual tenure of Shri Shiv Kant Awasthi as Junior Consultant for a further period of six months w.e.f. 03.03.2019 against a vacant post of Junior Executive.
- (vi) Extension of the contractual tenure of Shri Jagesh Kumar Tyagi as Junior Consultant for a further period of six months w.e.f. 28.02.2019 against a vacant post of Junior Executive.
- (vii) Extension of the contractual tenure of Shri A B Muthuraman as Junior Consultant for a further period of six months w.e.f. 12.02.2019 against a vacant post of Junior Executive.
- (viii) Extension of the contractual tenure of Shri Kunwar Gaurav Singh as Caretaker for a further period of six months w.e.f. 23.03.2019 against a vacant post of Assistant cum Caretaker.
- (ix) Extension of the contractual tenure of Shri Satish Kumar as Junior Consultant for a further period of six months w.e.f. 26.12.2018 against a vacant post of Junior Executive.
- (x) Extension of the contractual tenure of Shri S. Ramakrishnan Potty as Consultant for a further period of six months w.e.f. 01.03.2019 against a vacant post of Junior Executive.
- (xi) Extension of the contractual tenure of Shri Pankaj Kumar as Technical Officer for a further period of one year w.e.f. 19.04.2019 against a vacant post of Assistant Registrar.
- (xii) Extension of the contractual tenure of Dr. Archana Gupta as Medical Officer for a further period of six months w.e.f. 01.03.2019 against a vacant post of Medical Officer.

15.16 Resolved to note and record the extension of the employees working in Campus Development Division on contractual/ deputation basis

- (i) Extension of the deputation tenure of Shri Anil Kumar Arora as Sr. Project Engineer (Civil) for a further period of one year w.e.f. 02.02.2019 in Campus Development Division
- (ii) Extension of the contractual tenure of Ms. Manjula Khan as Architect for a further period of one year w.e.f. 04.04.2019 in Campus Development Division.
- (iii) Extension of the contractual tenure of Shri Abhishek Agrawal as Project Engineer (Civil) for a further period of one year w.e.f. 12.04.2019 in Campus Development Division.
- (iv) Extension of the contractual tenure of Shri Gaurav Saxena as Project Engineer (Electrical) for a further period of one year w.e.f. 13.04.2019 in Campus Development Division.



15.17 Resolved to note and record the relieving of Shri Puneet Singh & Shri Lalit Kumar, Assistant Project Engineers Civil on completion of contractual tenure. On completion of short term contractual tenure/ resignation, Shri Puneet Singh & Shri Lalit Kumar, Assistant Project Engineers Civil Campus Development Division relieved w.e.f. 31.05.2019 & 22.02.2019 respectively.

15.18 Resolved to note and record the extension of outsourcing manpower through M/s ICSIL.

The following staff was hired on outsourcing basis through M/s ICSIL for further period of six months:

Sl. No.	Name & Designation	Extend w.e.f.	Period up to
1.	Ms. Monika Ranjan, Data Entry Operator	11.01.2019	10.07.2019
2.	Ms. Ayushi Verma, Data Entry Operator	11.01.2019	10.07.2019
3.	Shri Ashutosh Tyagi, IT Assistant	11.01.2019	10.07.2019
4.	Shri Omprakash Mishra, Library Assistant	11.01.2019	10.07.2019
5.	Ms. Meenakshi Kumari, Jr. Library Assistant	11.01.2019	10.07.2019
6.	Shri Sandeep Kumar, Data Entry Operator	11.01.2019	10.07.2019
7.	Ms. Sunita Maher, Data Entry Operator	11.01.2019	10.07.2019
8.	Shri Vijay Kumar, MTS (Office Attendant)	11.01.2019	10.07.2019
9.	Shri Tilak Raj, MTS (Office Attendant)	11.01.2019	10.07.2019
10.	Shri Rohit Kumar, MTS (Office Attendant)	11.01.2019	10.07.2019
11.	Shri Swami Nath, MTS (Office Attendant)	11.01.2019	10.07.2019
12.	Shri Praveen Kr. Nayak, Office Assistant	11.01.2019	10.07.2019
13.	Ms. Prema Kumari, Office Assistant	11.01.2019	10.07.2019
14.	Shri Ram Kumar, Office Assistant	11.01.2019	10.07.2019
15.	Shri Mimoh MTS (Office Attendant)	11.01.2019	10.07.2019
16.	Shri Bakram, MTS (Office Attendant)	11.01.2019	10.07.2019
17.	Shri Amit Kumar, Office Assistant	11.01.2019	10.07.2019
18.	Shri Suresh Prasad, Office Assistant	11.01.2019	10.07.2019
19.	Shri Aleemuddin, MTS (Office Attendant)	11.01.2019	10.07.2019
20.	Shri Deepak Sharma, MTS (Office Attendant)	11.01.2019	10.07.2019
21.	Shri Hardesh Kumar, MTS (Office Attendant)	11.01.2019	10.07.2019
22.	Shri Taslim, MTS (Office Attendant)	11.01.2019	10.07.2019
23.	Shri Sunil, Office Assistant	11.01.2019	10.07.2019
24.	Shri Harish Kumar Tomar, Office Assistant	11.01.2019	10.07.2019
25.	Ms. Bhawna Sadana, Office Assistant	11.01.2019	10.07.2019
26.	Shri Adesh Kumar, Office Assistant	11.01.2019	10.07.2019
27.	Shri Uday Pal Singh, Junior Engineer (Civil)	11.01.2019	10.07.2019
28.	Ms. Preeti, Library Assistant	20.04.2019	10.07.2019
29.	Ms. Kumud, Library Assistant	20.04.2019	10.07.2019
30.	Ms. Meena, Library Assistant	20.04.2019	10.07.2019
31.	Ms. Nisha Sharma, Library Assistant	20.04.2019	10.07.2019
32.	Shri Anoop Kumar Verma Library Assistant	20.04.2019	10.07.2019
33.	Ms. Uma Khatri, Office Assistant	11.01.2019	10.07.2019
34.	Ms. Archana, Office Assistant	11.01.2019	10.07.2019
35.	Ms. Neetu Negi, Office Assistant	11.01.2019	10.07.2019
36.	Shri Rahul Kumar, Office Assistant	11.01.2019	10.07.2019
37.	Shri Manoj Kumar, Office Assistant	11.01.2019	10.07.2019
38.	Shri Puneet Sonkar, Office Assistant (Finance)	11.01.2019	10.07.2019
39.	Shri Raj Kumar, Office Assistant (Finance)	11.01.2019	10.07.2019
40.	Shri Neera, Office Assistant (Finance)	11.01.2019	10.07.2019
41.	Ms. Anita Bakshi, Secretarial Assistant	11.01.2019	10.07.2019
42.	Shri Ashwani Kumar, MTS (Plumber)	11.01.2019	10.07.2019

15.19 Resolved to note and record the hiring of manpower on outsourcing basis through M/s ICSIL

The following staff was hired on outsourcing basis through M/s ICSIL initially for a period of six months:

Sl. No.	Name & Designation	Date of Joining	Period up to
1.	Shri Abdul Majid Khan, IT Assistant	23.01.2019	10.07.2019
2.	Shri Dharmender Mahto, MTS (Office Attendant)	25.01.2019	10.07.2019
3.	Shri Ashish Raj, MTS (Office Attendant)	25.01.2019	10.07.2019
4.	Shri Gaurav Kumar, MTS (Office Attendant)	25.01.2019	10.07.2019
5.	Shri Om Prakash Jha, Office Assistant	04.02.2019	10.07.2019
6.	Shri Jayveer Singh, MTS (Office Attendant)	27.03.2019	28.09.2019
7.	Shri Rahul Kumar, MTS (Library Attendant)	05.04.2019	04.10.2019

15.20 Resolved to note and record the hiring of manpower on outsourcing basis through M/s. BECIL

M/s ICSIL could not provide and deploy manpower in time. To meet urgent requirement of manpower in different Divisions/ Schools, AUD entered into an agreement with M/s Broadcast Engineering Consultants India Limited (BECIL) an ISO 9001:2008 certified, Mini Ratna Public Sector Enterprise, under the Ministry of Information & Broadcasting, Govt. of India, established on 24.03.1995 to provide technical as well as non-technical manpower on outsourcing basis.

The following staff hired on outsourcing basis through M/s BECIL as MTS (Mali) against the vacant posts of Junior Assistant initially for a period of six months:

Sl. No.	Name & Designation	Date of Joining	Period up to
1.	Vinay Kumar, MTS (Mali)	02.05.2019	01.11.2019
2.	Adesh Kumar, MTS (Mali)	02.05.2019	01.11.2019
3.	Rajesh Kumar, MTS (Mali)	02.05.2019	01.11.2019
4.	Ajeej, MTS (Mali)	02.05.2019	01.11.2019
5.	Yusuf Ali, MTS (Mali)	02.05.2019	01.11.2019
6.	Ramesh, MTS (Mali)	02.05.2019	01.11.2019
7.	Sunil, MTS (Mali)	02.05.2019	01.11.2019
8.	Rohtash, MTS (Mali)	02.05.2019	01.11.2019
9.	Ankit, MTS (Mali)	02.05.2019	01.11.2019
10.	Ramesh Paswan, MTS (Mali)	02.05.2019	01.11.2019
11.	Ravi Kumar, MTS (Mali)	02.05.2019	01.11.2019
12.	Tarun Das, MTS (Mali)	02.05.2019	01.11.2019
13.	Raj Kumar, MTS (Mali)	02.05.2019	01.11.2019

15.21 Resolved to note and record the appointment of Shri Sudhir Kant, Former President, Millipure India Ltd., as Executive Chairperson, ACIIE in place of Professor Kuriakose Mamkoottam

Shri Kant is a consultant in the field of change management. Presently he is consulting to 3 organizations in India. A Chemical Engineering graduate from Harcourt Butler Technological Institute Kanpur, he got his Masters degree in Business Management with Marketing as Specialization from University

Business School, Panjab University, Chandigarh in 1983. Shri Kant started his career in 1983 with Millipore Corporation's, (Boston USA, USD 1.8 Billion), Indian Operations called Millipore India Pvt. Ltd as Application Specialist and became President later.

Shri Kant is an investor in a Private Equity company, A Biotech start up, a School, an Alternate green energy company, a real estate company and a marketing company. He is also on the Board of many organizations including a Japanese joint venture in India. He is also on Executive Committee of World Presidents' Organization Bangalore, founder director of US India Importers' Council Mumbai, and many other organizations.

16. The suitable name for the Chairman of Jury for conducting and judging the Design Competition for both Dheerpur and Rohini campuses of AUD

The Board took note that the BoM in its 21st Meeting held on 13.02.2017, vide Resolution No. 6.1 (**Appendix-20**) approved the constitution of a Jury for conducting and judging the Design Competition for both Dheerpur and Rohini campuses of AUD.

The composition of Jury as approved by the Board of Management is as under:

1. Professor Deepak Nayyar	Chairman
2. Director, Campus Development, AUD	Member Convener
3. Ar. Prem Chandavarkar, Bengaluru Architect	Member
4. Ar. S K Das, Delhi Urban Designer/ Planner	Member
5. Ar. Savita Punde, Mumbai An Architect with expertise in landscape and Environmental and Urban Design	Member
6. Ar. Sanjay Prakash, Delhi Environment and Sustainability Expert	Member
7. PWD Representative	Member

The Board further noted that Professor Deepak Nayyar, Jury Chairman has regretted his inability to be the Chairman due to academic commitments (**Appendix-21**). The Chair of the Jury shall be an eminent academician with neutrality and experience in institution building to coordinate and direct the proceeding of the Jury with a conclusive outcome and consensus.

The Board **resolved** that Padma-Shri Professor Pritam Singh be appointed as the Chairman of the Jury (**Appendix-22**).

17. Resolved to note and record the proposal for filling up the post of Registrar (Campus Development) and a Consultant in the Campus Development Division of AUD

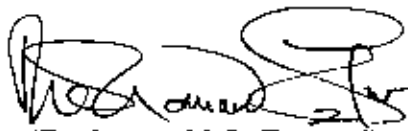
The Board took note that the BoM in its 24th meeting held on 24.07.2018 vide Resolution No. 18.23 resolved to ratify the decision of the Vice Chancellor in

approving the recommendation of the Establishment Committee at its 18th meeting held on 05.02.2018 to discontinue the position of Director, Campus Development and to recommend the creation of an additional post of Registrar (Campus Development) (**Appendix-23**) with the specific mandate to oversee new campus development for a period of five years or the completion of new campus development, whichever is earlier

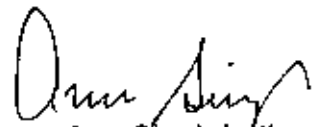
The Board also took note that the above post of Registrar (Campus Development) is yet to be approved ex-post facto by the Govt. of NCT of Delhi. The proposal for the same has already been submitted to DHE for consideration.

After deliberation, the Board **resolved** that there is no need for separate post of Registrar (Campus Development). Instead the post of Co-Director Campus Development be advertised and filled at the earliest to oversee the construction work at the new campuses of AUD.

The meeting ended with a vote of thanks.



(Professor M.S. Farooqi) 12.7.2019
Registrar (Offg)



(Professor Anu Singh Lather)
Vice Chancellor

Condolence Resolution for Professor N.R. Madhava Menon

The Board of Management of Ambedkar University Delhi (AUD) expresses deep grief on the passing away of Professor N.R. Madhava Menon on 8th May 2019. We express our heartfelt commiseration to Professor Madhava Menon's family members and his loved ones.

Professor Menon made an indelible contribution towards AUD, as a member of this Board as well as through his persistent interest in the evolution of Ambedkar University Delhi. His support and guidance will be difficult to replace.

Neelakanta Ramakrishna Madhava Menon (4 May 1935 – 8 May 2019) was an Indian lawyer and legal educator, considered by many as the father of modern legal education in India. He was the founder-director of the National Law School of India University (NLSIU) and the National Judicial Academy, Bhopal and the founder-vice-chancellor of the West Bengal National University of Juridical Sciences (NUJS). Professor Menon was awarded the Padma Shri, India's fourth highest civilian honour, by the Government of India in 2003.

Action Taken Report (ATR) on the Minutes of the 25th Meeting of the Board of Management held on 26 December 2018

Resol. No.	Decision	Action Taken
1	Resolved to confirm the Minutes of the 24 th Meeting of the Board of Management held on 24 July 2018, as circulated on 17.09.2018	Recorded
2	Noted the Action Taken Report (ATR) on the Minutes of the 24 th Meeting of the Board of Management held on 24 July 2018	Recorded
3	Resolved to confirm the resolution of the Board of Management through circulation (during September 2018 – October 2018) on the above matter	Recorded
4	The Board considered the proposal for the creation of a separate Research and Consultancy Division. The Board noted that the University has been engaged in a range of internally and externally funded research and consultancy projects. These projects and consultancies provide an avenue for both faculty and students to engage with the world of practice and co-create knowledge. The need for a statutory office that provides a streamlined process as well as regulatory oversight has been felt at different points of time. Presently some the functions of such an office are spread between School of Offices, the Chair, Advisory Committee for Research and Project Management (ACRPM) and the PVC The Board also noted that there is a constant need to manage and monitor research carried out at the University. It must comply with appropriate regulatory, legal, professional and ethical standards. Researchers community should be familiar with and learn how to address such requirements in their projects. The University shall periodically review its ethical guidelines and policies. After deliberations, the BoM resolved to approve the proposal for creation of a separate division namely Research and Consultancy (R&C) to be headed by a Dean under Statute 7A of the Statutes of the University. The Dean (R&C) shall be responsible for (a) Research inclusive of all forms and practices of research at the University, (b) Consultancy inclusive of all consultancy linkages that the university has or is likely to develop and (c) Capacity building in Research and consultancy among the university community. The Dean R&C shall be responsible for the following: i) Provide strategic planning and guidance across academic and research programmes fostering interdisciplinary research and collaborations.	Recorded and Implemented

Resol. No.	Decision	Action Taken
	ii) Facilitate faculty, staff and students to connect with external and internal resources to create new knowledge and create new platforms to encourage exchange and sharing of knowledge outcomes. iii) Set up standards and benchmarks for best practices across all research programmes and consultancies to ensure transparent and professional conduct, upholding the highest values of ethics and social justice in all endeavours of the university. iv) Provide financial assistance through research grants and fellowships to faculty and students through transparent well advertised competitive processes. v) Initiate capacity building measures that provide training to reinvigorate interest in research activities on one side and to train faculty and students in methodological approaches and also to raise research funds from external sources.	
	vi) Review the terms of reference for consultancies from time to time. vii) Develop a culture of practice based research and expertise for consultancy through a process of interaction and consultation with various stake holders. viii) Create an archiving mechanism for compiling research publications, patents & products, accomplishments, consultancy experiences and best practices, for the university community ix) Provide oversight for all research projects and consultancies undertaken by the University This includes the role assigned to Chair, ACRPM vide the SOP for externally funded projects approved by the Board of Management in its 19th Meeting held on 19.04.2016 vide Resolution No 33. x) — Develop a system of valuation of expertise by categories of faculty and clients (such as Government, NGOs) for charging fees for consultancy. xi) The Dean R&C shall report to the Pro Vice Chancellor and shall be the Convener of Standing Committee Research xii) Advise the Vice Chancellor from time to time on any other matters relating to research and consultancy xiii) The Dean R&C shall be guided by appropriate advisory committee/s constituted by the Vice Chancellor with representative expertise. The Board noted that on creation of the Office of the Dean R&C, the ACRPM shall be dissolved. A suitable Ordinance related to Dean R&C shall be made accordingly.	

Resol. No.	Decision	Action Taken
5	The Board considered the proposal for the creation of a separate International Affairs (IA) Division. The Board noted that the University through its teaching programmes aims to create sensitive global citizens who are aware of the social, political and environmental realities and are prepared to face the challenges of working in a highly globalized world. AUD is equally committed to providing its faculty and researchers opportunities and resources for global peer engagement, in the belief that international experience will enhance their teaching and research. The University believes that bringing to AUD students and scholars from around the world will enhance the capabilities as a university, deepen engagements as 'global' citizens and contribute to global understanding. The Board further noted that AUD currently has several international partnerships, some of which involve student and faculty exchange. Most of these partnerships are with universities in the developed world. While these partnerships have brought several advantages, they have presented challenges that include funding our students' travel to foreign institutions as well as their participation in the activities of those institutions. While AUD intends to build more connection with universities in the higher income countries, it would like to promote 'South-South' cooperation and academic linkages within the developing world, since there are particular intellectual and practical benefits to comparative research and personnel exchange between developing countries. After deliberations, the BoM resolved to approve the proposal for creation of a separate division namely International Affairs (IA) to be headed by a Dean under Statute 7A of the Statutes of the University. The Dean IA shall be responsible to manage the specific responsibilities of: a. <i>Exchange of students, faculty and administrative staff</i> i) Prepare strategies for and create facilitative conditions for admission of international students to full-time courses / programmes as well as short-duration study programmes and advise the University on the tuition fees and other expenses of these students; ii) Prepare strategies for and create facilitative conditions for employment of international scholars in short or long-term capacities; iii) Work toward creating partnership with international institutions of higher education and learning for exchange of scholars, students and knowledge systems; iv) Identify and create opportunities for AUD students for study abroad, internships, field visits, for which they could accrue academic credits (applied towards degree programmes of AUD or of the other institutions) or other professional credentials;	Recorded and Implemented

Resol. No.	Decision	Action Taken
	v) Identify and create opportunities for AUD faculty members, researchers and non-teaching staff to acquire valuable experience in foreign countries (i.e., participate in 'exchanges') or to otherwise benefit from interaction with their counterparts abroad (e.g., through online and virtual interaction); vi) Negotiate equitable partnership arrangements for all of the above. b. <i>Collaborative research and teaching</i> i) Prepare strategies for and facilitate agreements with international institutions for joint research and projects; ii) Identify international institutions for collaborative teaching in existing or new programmatic areas through credit transfer;	
	iii) Identify institutions and help develop collaborations on e-learning platforms and other innovative educational technologies. c. <i>Funding and other support</i> i) Proactively seek and secure grants and other means of financial support for activities described above and generate funding for AUD members travel internationally and for other expenses in foreign locations or for interactive activities with counterparts abroad; ii) Develop strategies for developing a corpus fund for activities related to international affairs and interactions with foreign higher education personnel as well as for supporting the non-core staff of the IA office. iii) Liaise with foreign/international/non-governmental organisations and agencies that promote and facilitate the activities described above, in addition to directly networking with higher education institutions and research foundations abroad. iv) Liaise with organizations and institutions in India in pursuit of academic internationalization objectives d. <i>Support for AUD and foreign students and scholars</i> i) Prepare and approve official proposals and contracts for the University's international activities. ii) Mediate between the different units of the University to facilitate international activities and interact with outside personnel and agencies. iii) Work with governmental authorities to secure visas, employment authorization documents and other permits for both 'incoming' and 'outgoing' personnel and other facilitating work for the movement of students and faculty abroad,	

Resol. No.	Decision	Action Taken
	iv) Work with the relevant authorities of the host/receiving institutions and with the relevant foreign government agencies. v) Help provide documents (e.g., identification cards, library permits) needed for their work at the host institution. vi) Arrange local accommodation for visitors (and their families) and secure goods or services such as health insurance. vii) Inform or advise University stakeholders about international programmes as well as other international opportunities. The Board noted that the on creation of the Office of the Dean IP, the Advisory Committee on International Partnerships (ACIP) shall be dissolved. A Steering Committee of office of the International Affairs shall be constituted by the Vice Chancellor. The Dean IA shall chair the committee with members drawn from the faculty and staff from different units of the University. External experts in higher education internationalization shall also be enlisted, as is the case with AUD Boards of Studies and Advisory Committees. The Dean shall be nominated from one among the Professors of the University Depending on the extent of activities of the office, one or two Deputy Deans (Associate or Assistant Professor), one or two JE / Assistant level staff shall be posted in the office of Dean IA. A suitable Ordinance related to Dean IA shall be made accordingly.	
6.1	Resolved to approve the Annual Report of the University for the year 2017-18	Recorded
6.2	Resolved to approve the Annual Quality Assurance Report (AQAR) of the University for the year 2017-18 as recommended by the Internal Quality Assurance Cell (IQAC)	Recorded
7.1	The Board noted that a MoU was signed with the PWD, GNCTD on 02.03.2017 for development of AUD campuses at Dheerpur and Rohini, stipulating the roles and responsibilities of AUD and PWD for the implementation of the project along with timelines. An advance deposit of Rs.15 crores for Dheerpur campus and Rs 12 crores for Rohini Campus (being 2% of the tentative cost of the campus) was released to the PWD for undertaking preliminary works, including appointment of Consultant. The Request for Proposal (RFP) document for appointment of Consultant/ Architect was prepared by the PWD and approved by AUD in March 2017 for Dheerpur Campus and May 2018 for Rohini Campus. The appointment of Consultant/ Architect was to be based on the QCBS method, with 70% weightage to Technical Bid and 30% weightage to Financial Bid as per the	Recorded and action initiated by PWD, GNCTD

Resol. No.	Decision	Action Taken
	guidelines laid down in the Manual for Procurement of Consultancy and Other Services 2017 Issued by the Ministry of Finance, Govt. of India and GFR guidelines. The PWD recalled the RFP bid thrice due to inadequate responses. Eventually, against the issue of RFP for the third time on 24.11.2017, eleven bidders submitted applications, out of which four were shortlisted for making a presentation of their concepts and designs before the Jury duly constituted by AUD. Based on the evaluation of the design presentations, held on 13-14 March 2018 in Delhi, the Jury evaluated and rated the designs of 2 bidders above the threshold criteria and their financial bids were opened by PWD on 17.04.2018. The bidder scoring highest marks was identified and the PWD's proposal for award of work to highest scoring bidder was duly approved by AUD.	
	Subsequently, the PWD placed the proposal before its Consultant Appointment Committee (CAC) in its meeting held on 15.06.2018 at the Delhi Secretariat. At this meeting, the Chairperson of the CAC raised objections about the validity of choosing the Consultant Architect based on the previously agreed upon methodology (weightage of 70% to Technical Bid and 30% to the Financial Bid as per the terms and conditions in the RFP, as stipulated in the MoU between AUD and PWD). The Chairperson, CAC introduced a preference at this late stage for a new method of evaluation of bids, stating that after qualifying the Technical Bid, all bidders should be at par and the work should be awarded to the lowest financial bidder. This was done unilaterally by the Chairperson, CAC by overriding the duly signed MoU, the decision of his predecessor and also the previously agreed upon decisions of all the signatories to the entire process. After deliberations, the Board resolved to approve that the PWD shall float a new RFP as per the MoU and in case the PWD does not follow the terms and conditions of the original MoU, AUD shall go for another PMC after taking due approval from the Govt. of NCT of Delhi.	
B.1	The Board noted that the post of Registrar (Administration) has been lying vacant after resignation by the former Registrar, Dr. M.A. Sikandar on 31.08.2017. An advertisement for the post of Registrar (Administration) was released on 12.06.2018. The Board further noted that the constitution of the Selection Committee for the post of Registrar is governed by the following clauses of the Statute 8: <i>Statute 8.(1) The Board of Management shall constitute a selection committee for the appointment of Registrar.</i> <i>Statute 8.(2) Every Registrar shall be appointed by the Board of Management on the recommendation of the selection committee constituted under clause (1) and he shall be a whole-time salaried officer of the University.</i>	Recorded and Implemented. The matter is being placed before the Board for its consideration.

Resol. No.	Decision	Action Taken
	Further, the Board of Management in its Fourth meeting held on 09 June 2009 decided that the Selection Committee for the appointment of Registrar should have the following composition: (i) Vice Chancellor (ii) Pro-Vice Chancellor or one of the Deans to be nominated by the Vice Chancellor (iii) One member of the Board of management to be nominated by the Vice Chancellor (iv) Three experts with experience and expertise in administration After detailed deliberations, the Board resolved that the names of the Selection Committee members for the post of Registrar (Administration) be approved by the members of the Board through circulation. The Board further authorized the Vice Chancellor (i/c) to complete the process of recruitment for the post of Registrar (Administration), once the composition is approved.	
8 2	The Board noted that the post of Controller of Finance is vacant after resignation of Shri J. Ernest Samuel Ratnakumar on 14.08.2018 and Prof Kartik Dave, the Dean of School of Business, Public Policy and Social Entrepreneurship (SBPPSE) has been holding additional charge as CoF (officiating) After detailed deliberations, the Board resolved to approve that the Vice Chancellor (i/c) shall initiate the process of recruitment for the post of Controller of Finance.	Recorded and action yet to be initiated
9 1	Resolved to approve the Revised Estimates (RE) for the current Financial Year 2018-19 and the Budget Estimates (BE) for the next Financial Year 2019-20, as recommended by the Finance Committee	Recorded
9 2	The Board of Management noted the following. (i) The proposed Crèche/Daycare shall have sleeping facility for children, activity and dining spaces, essential play material, teaching and learning material and music to meet the needs of pre-school children and for children's upto the age group of 12 years. Apart from electricity, water and overall upkeep and maintenance, microwave and Refrigerator shall be provided in the Creche. (ii) The interim fee structure shall be based on the lines of procedure being followed in the Supreme Court of India for crèche, for admitting the Child to Crèche/Daycare: a) One-time admission fee (for regular children):Rs 1000/- b) Care fee per month:Rs.1500/- payable in advance. c) The charges payable per 'non-regular' child per day. Rs.100/-	Recorded and being Implemented

Resol. No.	Decision	Action Taken										
	(iii) A Committee comprising of user groups and members nominated by the Vice Chancellor shall be constituted to look after the Governance of the Crèche. The rates of fee and other norms for the smooth functioning of the crèche shall be reviewed by the Crèche Committee from time to time with the approval of the Vice Chancellor. After due deliberations, the Board Resolved to approve the proposal for creation of crèche facility at AUD. The Board further resolved to approve the funding for recurring expenditure for running of Crèche facility at Kashmere Gate Campus for the employees of AUD.											
10.1	Resolved to ratify the decision of the Vice Chancellor in approving a separate Committee for Prevention of Sexual Harassment (CPSH) for Lodhi Road Campus as per the AUD's PSH Policy after expansion of Lodhi Road Campus.	Recorded										
	The Board noted that a separate Committee for Prevention of Sexual Harassment (CPSH) for Lodhi Road Campus as per the AUD's PSH Policy shall be constituted after expansion of Lodhi Road Campus.											
10.2	Resolved to ratify the decision of the Vice Chancellor in approving the recommendations of the Committee, on the appeal made by Shri C. Sajeesh Kumar, Associate Professor and Deputy Director, Centre for Publishing for extension of his services. The Board noted that Shri. C Sajeesh Kumar shall be given an extension till 2nd November 2019 and the Director, Centre for Publishing shall be directed to give an appropriate candid feedback in a periodic and formal manner to Shri. C Sajeesh Kumar.	Recorded and Implemented										
10.3	The Board resolved to ratify the decision of the Vice-Chancellor in approving the recommendations of the Selection Committee meetings as authorized by the Board of Management at its 6th meeting held on 16th July, 2010. The list of recommendations of the Selection Committee for appointment held after the 24th meeting of Board of Management is as under: <table><tr><th>Name of Position</th><th>Discipline/ School</th><th>Vacancies</th><th>Date and Time of Meeting</th><th>Recommendations</th></tr><tr><td>Assistant Professor</td><td>Public Policy & Governance in School of Global Affairs</td><td>02 (1SC/1UR) on regular basis</td><td>06th & 07th Oct, 2018</td><td>The Committee recommended the following in the discipline of Public Policy & Governance, School of Global Affairs (SGA) in order of merit: <u>SC Category:</u> 1) Dr. Toena Anil <u>UR Category:</u> 1) Dr. Indranil Mukhopadhyay</td></tr></table>	Name of Position	Discipline/ School	Vacancies	Date and Time of Meeting	Recommendations	Assistant Professor	Public Policy & Governance in School of Global Affairs	02 (1SC/1UR) on regular basis	06 th & 07 th Oct, 2018	The Committee recommended the following in the discipline of Public Policy & Governance, School of Global Affairs (SGA) in order of merit: <u>SC Category:</u> 1) Dr. Toena Anil <u>UR Category:</u> 1) Dr. Indranil Mukhopadhyay	Recorded
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Resol. No.	Decision					Action Taken
					ii) Dr. Ekta Singh iii) Dr. Smita Aganwal iv) Dr. Imran Amin	
10.4	The following faculty has been promoted after the recommendations of the duly constituted Selection Committee/Screening Committee after screening and evaluating their applications under Career Advancement Scheme (CAS)					Recorded
	Sl. No	Name of the Faculty	School	Previous Designation & Pay Band with AGP	Current designation & Pay Band with AGP	Effective date of Promotion
	1.	Dr. Kranti Kumar	School of Liberal Studies	Assistant Professor in the PB-3 with AGP Rs.6000	Assistant Professor in PB-3 Stage-II with AGP Rs 7000	Promoted with effect from 01.07.2017 vide Office Order No.AUD/3-3-(182)/2014/ Acad.Serv/555 dated 21.08.2018
	2.	Dr. Bodh Prakash	School of Letters	Associate Professor in the PB-3 with AGP of Rs 9000	Professor in the PB-4 of AGP Rs 10000	Promoted with effect from 05.08.2016 vide Office Order No AUD/3-26(283)/2018/Acad Serv/563 dated 24.08.2018
	3	Dr. Gunjan Sharma	School of Education Studies	Assistant Professor in the PB-3 with AGP Rs 8000	Assistant Professor in PB-3 Stage-II with AGP Rs.7000	Promoted with effect from 01.08.2015 vide Office Order No.AUD/3-26(84)/CAS/2017/ Acad Serv/674 dated 09.10.2018
	4	Dr. Vikram Singh Thakur	School of Letters	Assistant Professor in the PB-3 with AGP Rs 6000	Assistant Professor in PB-3 Stage-II with AGP Rs.7000	Promoted with effect from 01.07.2015 vide Office Order No.AUD/3-26(75)/CAS/20111 /Acad.Serv/766 dated 14.11.2018
	5.	Dr. Rukmini Sen	School of Liberal Studies	Associate Professor in the PB-3 with AGP of Rs.9000.	Professor in the PB-4 of AGP Rs 10000	Promoted with effect from 27.03.2018 vide Office Order No AUD/3-26(58)/CAS/ Acad.Serv/793 22.11.2018

Resol. No.	Decision	Action Taken																																																												
	The Board resolved to approve the decision of the Vice Chancellor in approving the recommendations of the Selection Committee meetings for promotion of the above faculty under CAS.																																																													
10.5	Ratification of the decision of the Vice Chancellor in approving the appointment of Deans/Dy. Deans in various Divisions: a) - <u>Deans</u> i. Professor Sanjay Kr. Sharma, Dean, Student Services took additional charge of Dean, Assessment, Evaluation and Student Progression (AES) Division with effect from 11.12.2018(FN) in place of Professor Geetha Venkataraman, SLS who relieved on 10.12.2018 (AN). b) <u>Deputy Deans/Deputy Director</u>	Recorded																																																												
	i. Dr. Rachna Mehra, Assistant Professor, School of Global Affairs appointed as Deputy Dean, Academic Governance, Karampura Campus w.e.f. 11.07.2018 for a period of three years. ii. Dr. Ivy Dhar, Assistant Professor, School of Development Studies appointed as Deputy Dean, Academic Services w.e.f. 27.09.2018 for a period of three years																																																													
10.6	Resolved to ratify the decision of the Vice Chancellor in approving the confirmation of the following faculty members on completion of probation period: <table border="1"> <thead> <tr> <th>Sl. No.</th><th>Name of the Faculty& Designation</th><th>Date of Joining</th><th>Date of Confirmation</th></tr> </thead> <tbody> <tr><td>1.</td><td>Dr. Kopel, Assistant Professor, SUS</td><td>10.07.2017</td><td>10.07.2017</td></tr> <tr><td>2</td><td>Dr. Javed Iqbal Wani, Assistant Professor, SLGC</td><td>13.07.2017</td><td>13.07.2017</td></tr> <tr><td>3.</td><td>Dr. Vatsata Saxena, Assistant Professor, SUS</td><td>14.07.2017</td><td>14.07.2017</td></tr> <tr><td>4.</td><td>Dr. Ngoru Nixon, Assistant Professor, SLGC</td><td>17.07.2017</td><td>17.07.2017</td></tr> <tr><td>5.</td><td>Dr. Saumya Uma, Assistant Professor, SLGC</td><td>31.07.2017</td><td>31.07.2017</td></tr> <tr><td>6.</td><td>Mr. SR Prabakaran, Assistant Professor, SLGC</td><td>01.08.2017</td><td>01.08.2017</td></tr> <tr><td>7.</td><td>Dr. Madul Veer Singh, Assistant Professor, SLS</td><td>21.08.2017</td><td>21.08.2017</td></tr> <tr><td>8.</td><td>Dr. Anushka Singh, Assistant Professor, SLGC</td><td>22.08.2017</td><td>22.08.2017</td></tr> <tr><td>9</td><td>Dr. Vebhuti Duggal, Assistant Professor, SCCE</td><td>31.08.2017</td><td>31.08.2017</td></tr> <tr><td>10</td><td>Dr. Monal Manik Dewle, Assistant Professor, CELE</td><td>11.09.2017</td><td>11.09.2017</td></tr> <tr><td>11.</td><td>Dr. KK Dixit, Associate Professor, CELE</td><td>04.12.2017</td><td>04.12.2017</td></tr> <tr><td>12.</td><td>Dr. Manish Jain, Associate Professor, SES</td><td>13.12.2017</td><td>13.12.2017</td></tr> <tr><td>13.</td><td>Dr. Monimalika Day, Associate Professor, SES</td><td>13.12.2017</td><td>13.12.2017</td></tr> <tr><td>14.</td><td>Dr. Sumita Singh, Associate Professor, SES</td><td>13.12.2017</td><td>13.12.2017</td></tr> </tbody> </table>	Sl. No.	Name of the Faculty& Designation	Date of Joining	Date of Confirmation	1.	Dr. Kopel, Assistant Professor, SUS	10.07.2017	10.07.2017	2	Dr. Javed Iqbal Wani, Assistant Professor, SLGC	13.07.2017	13.07.2017	3.	Dr. Vatsata Saxena, Assistant Professor, SUS	14.07.2017	14.07.2017	4.	Dr. Ngoru Nixon, Assistant Professor, SLGC	17.07.2017	17.07.2017	5.	Dr. Saumya Uma, Assistant Professor, SLGC	31.07.2017	31.07.2017	6.	Mr. SR Prabakaran, Assistant Professor, SLGC	01.08.2017	01.08.2017	7.	Dr. Madul Veer Singh, Assistant Professor, SLS	21.08.2017	21.08.2017	8.	Dr. Anushka Singh, Assistant Professor, SLGC	22.08.2017	22.08.2017	9	Dr. Vebhuti Duggal, Assistant Professor, SCCE	31.08.2017	31.08.2017	10	Dr. Monal Manik Dewle, Assistant Professor, CELE	11.09.2017	11.09.2017	11.	Dr. KK Dixit, Associate Professor, CELE	04.12.2017	04.12.2017	12.	Dr. Manish Jain, Associate Professor, SES	13.12.2017	13.12.2017	13.	Dr. Monimalika Day, Associate Professor, SES	13.12.2017	13.12.2017	14.	Dr. Sumita Singh, Associate Professor, SES	13.12.2017	13.12.2017	Recorded
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Resol. No.	Decision	Action Taken																																				
10.7	The Board resolved to ratify the decision of the Vice-Chancellor in approving the recommendations of the Selection Committees for appointment of Deputy Registrar as authorized by the Board of Management at its 8th meeting held on 16th July, 2010. As requested by the Secretary Higher Education (HE), details of schedule concerning the appointments shall be communicated to the office of the Secretary (HE). The list of recommendations of the Selection Committee for appointment held after the 24th meeting of Board of Management is as under: <table><tr><th>Sl. No.</th><th>Name of Position</th><th>Vacancies</th><th>Date and Time of Meeting</th><th>Recommendations</th></tr><tr><td>1.</td><td>Deputy Registrar with Finance Specialization</td><td>One (01) advertised vide Advt. No 04/HR/2 016 dated 17.07.2017</td><td>03 10 2018 at 09.30 AM</td><td>The Committee recommended the following in order of merit: i) Arvind Rawat <u>Waiting list.</u> ii) Manoj Rana iii) Bipul Kumar Srivastav</td></tr><tr><td>2.</td><td>Deputy Registrar (OBC)</td><td>One (01) advertised vide Advt. No.05/HR/2 016 dated 10.08 2017 Special Recruitment Drive for OBC Delhi Category</td><td>04.10.2018 at 09 30 AM</td><td>The Committee recommended the following in order of merit. i) Sameer Saini</td></tr><tr><td>3.</td><td>Deputy Registrar (Un-reserved)</td><td>Two (02) advertised vide Advt. No 06/HR/2 016 dated 17 08 2017</td><td>04 10 2018 at 11:30 AM</td><td>The Committee recommended the following in order of merit. i) Noorul Haq ii) Bipul Kumar Srivastav</td></tr></table>	Sl. No.	Name of Position	Vacancies	Date and Time of Meeting	Recommendations	1.	Deputy Registrar with Finance Specialization	One (01) advertised vide Advt. No 04/HR/2 016 dated 17.07.2017	03 10 2018 at 09.30 AM	The Committee recommended the following in order of merit: i) Arvind Rawat <u>Waiting list.</u> ii) Manoj Rana iii) Bipul Kumar Srivastav	2.	Deputy Registrar (OBC)	One (01) advertised vide Advt. No.05/HR/2 016 dated 10.08 2017 Special Recruitment Drive for OBC Delhi Category	04.10.2018 at 09 30 AM	The Committee recommended the following in order of merit. i) Sameer Saini	3.	Deputy Registrar (Un-reserved)	Two (02) advertised vide Advt. No 06/HR/2 016 dated 17 08 2017	04 10 2018 at 11:30 AM	The Committee recommended the following in order of merit. i) Noorul Haq ii) Bipul Kumar Srivastav	Recorded																
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10.8	The Board resolved to ratify the decision of the Vice Chancellor in approving the effective date of confirmation of the Deputy Registrar and Assistant Registrars. <table><tr><th>Sl. No.</th><th>Name</th><th>Designation</th><th>Date of Confirmation</th></tr><tr><td>1</td><td>Dr. Prasad TSVK</td><td>Deputy Registrar</td><td>30.07.2016</td></tr><tr><td>2</td><td>Ms Anshu Singh</td><td>Assistant Registrar</td><td>10.03.2018</td></tr><tr><td>3</td><td>Shri Upendra Nath Singh</td><td>Assistant Registrar</td><td>10 03 2018</td></tr><tr><td>4.</td><td>Shri Deepak Kapoor</td><td>Assistant Registrar</td><td>14.03.2018</td></tr><tr><td>5</td><td>Dr. N.T. Diheung</td><td>Assistant Registrar</td><td>17 03.2018</td></tr><tr><td>6</td><td>Shri Manjeet Singh Rana</td><td>Assistant Registrar</td><td>03.04 2018</td></tr><tr><td>7.</td><td>Shri Deepak Bishla</td><td>System Administrator</td><td>17.02.2018</td></tr><tr><td>8.</td><td>Shri Ashutosh Kumar</td><td>System Administrator</td><td>30.05 2018</td></tr></table>	Sl. No.	Name	Designation	Date of Confirmation	1	Dr. Prasad TSVK	Deputy Registrar	30.07.2016	2	Ms Anshu Singh	Assistant Registrar	10.03.2018	3	Shri Upendra Nath Singh	Assistant Registrar	10 03 2018	4.	Shri Deepak Kapoor	Assistant Registrar	14.03.2018	5	Dr. N.T. Diheung	Assistant Registrar	17 03.2018	6	Shri Manjeet Singh Rana	Assistant Registrar	03.04 2018	7.	Shri Deepak Bishla	System Administrator	17.02.2018	8.	Shri Ashutosh Kumar	System Administrator	30.05 2018	Recorded
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5	Dr. N.T. Diheung	Assistant Registrar	17 03.2018																																			
6	Shri Manjeet Singh Rana	Assistant Registrar	03.04 2018																																			
7.	Shri Deepak Bishla	System Administrator	17.02.2018																																			
8.	Shri Ashutosh Kumar	System Administrator	30.05 2018																																			

Resol. No.	36 Decision	Action Taken																
10.9	Resolved to ratify the decision of the Vice Chancellor in approving the confirmation of Shri Mithilesh Kumar Singh, Executive Engineer (Civil) w.e.f 11.08.2018.	Recorded																
10.10	Resolved to ratify the Minutes of the 21 st Meeting of the Finance Committee held on 19, November 2018	Recorded																
11.1	Resolved to note and record the status report of Campus Development at Dheerpur, Rohini, Karampura, Lodhi Road and Madrasa Road, Delhi	Noted																
11.2	Resolved to note and record the Report (Progress Report, December 2018) of AUD Centre for Incubation, Innovation and Entrepreneurship (ACIIE)	Noted																
11.3	Resolved to note and record the extension of current empanelled External experts for the Committee for Prevention of Sexual Harassment (CPSH) until the new committee of CPSH recommends a new list of names of expert for panel for CPSH and the same is approved by the Board. The list of external experts as proposed by the CPSH Chairperson and approved by the Board of Management in its 23rd meeting held on 02.11.2017 for empanelment are as under: <table border="1"> <thead> <tr> <th>Sl</th><th>Name and Details</th><th>Sl</th><th>Name and Details</th></tr> </thead> <tbody> <tr> <td>1</td><td>Ms Mudita Mohite Department of English Gargi College University of Delhi muditamohite1@gmail.com (mob): 9891154010</td><td>2</td><td>Dr Janaki Abraham Department of Sociology University of Delhi Delhi 110007 janaki.abraham@gmail.com (mob): 9891466735</td></tr> <tr> <td>3</td><td>Ms Deepti Sharma Saheli, Women's resource Centre Above Shop Nos. 105-108 Defence Colony Flyover Market, New Delhi 110024 deeditee@gmail.com (mob): 9899019750</td><td>4</td><td>Dr Parnal Chirmuley Centre for Germanic Studies Jawaharlal Nehru University New Delhi 110067 parnal_chirmuley@yahoo.com (mob): 9999005423</td></tr> <tr> <td>5</td><td>Ms Kalyani Menon-Sen Associate, Gender at Work Feminist Learning Partnerships J-1228 Patam Vihar Gurgaon 122017 INDIA kmenonsen@gmail.com (mob): 9910306382</td><td>6</td><td>Ms Sumita Hazanka Advocate –on –Record, Supreme Court of India Ch. Add: 235, New Chambers for Lawyers, M.C. Setalvad Block, Opp. Supreme Court of India, New Delhi-1 Postal and Off Add: 3, Birbal Road (Basement), Jungpura Extension, New Delhi – 110014 sumita_h@rediffmail.com (mob): 9811979264</td></tr> </tbody> </table>	Sl	Name and Details	Sl	Name and Details	1	Ms Mudita Mohite Department of English Gargi College University of Delhi muditamohite1@gmail.com (mob): 9891154010	2	Dr Janaki Abraham Department of Sociology University of Delhi Delhi 110007 janaki.abraham@gmail.com (mob): 9891466735	3	Ms Deepti Sharma Saheli, Women's resource Centre Above Shop Nos. 105-108 Defence Colony Flyover Market, New Delhi 110024 deeditee@gmail.com (mob): 9899019750	4	Dr Parnal Chirmuley Centre for Germanic Studies Jawaharlal Nehru University New Delhi 110067 parnal_chirmuley@yahoo.com (mob): 9999005423	5	Ms Kalyani Menon-Sen Associate, Gender at Work Feminist Learning Partnerships J-1228 Patam Vihar Gurgaon 122017 INDIA kmenonsen@gmail.com (mob): 9910306382	6	Ms Sumita Hazanka Advocate –on –Record, Supreme Court of India Ch. Add: 235, New Chambers for Lawyers, M.C. Setalvad Block, Opp. Supreme Court of India, New Delhi-1 Postal and Off Add: 3, Birbal Road (Basement), Jungpura Extension, New Delhi – 110014 sumita_h@rediffmail.com (mob): 9811979264	Noted
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	7	Ms. Dipta Bhog Women's and Education Activist A-38, Defence Colony New Delhi 110024 diptabhog@gmail.com (mob): 9891400302	8	Dr. Shahana Bhattacharya Department of History Kirori Mal College University of Delhi, Delhi 110007 shahanabhattacharya@gmail.com (mob) 9811689967	
	9	Prof Sadhna Saxena Department of Education 33 A, Chhatra Marg University of Delhi, Delhi 110007 Sadhna1954@gmail.com (mob): 9013289576	10	Ms Indu Jain Department of English Janki Devi Memorial College University of Delhi Sir Ganga Ram Hospital Marg New Delhi – 110060 indujain81@gmail.com (mob) 9811994081	
	11	Kaveri Sharma Lawyer A-124 Saraswati Vihar, Delhi – 110034 kaverirajan@gmail.com (mob): 9599937616	12	Rukhsana Choudhury Advocate 1080/1, 3 rd floor Mehrauli, New Delhi 110030 rukhsanac@gmail.com (mob) 98104 37527	
	13	Ritupama Borah Consultant- Gender and Sexuality Nazariya- Queer feminist resource group (Co- founder and Co- Director) Flat no. 7, Neelkanth Apartments, Gadaipur Village, Mandi Road, New Delhi-110030 ritupama.borah@gmail.com (mob) 9999977272	14	Ashok Agarwal Social Jurist, 483 Block II Lawyer Chambers, Delhi High Court, New Delhi 110003 M-9811101923 juristashok@gmail.com (mob) 9811101923	
	15	Dr. Smita M Patil Assistant Professor School of Gender and Development Studies Block 15 B, New Academic Building IGNOU, Maidan Garhi New Delhi-110068 smita_sanu@gmail.com (mob) 9968150719	16	Prof Shukla Sawant Arts and Aesthetics Jawaharlal Nehru University, New Delhi, Delhi 110 067 shuklasa@mail.jnu.ac.in (mob) 9350561181	
11.4	Resolved to note and record the appointment of Deans/Dy. Deans/Dy. Director in various Schools/Centres/Divisions a) <u>Deans</u> i Dr. Anuj Bhuwania, Associate Professor, School of Law, Governance and Citizenship appointed as Dean (Officiating), SLGC w.e.f 29.11.2018 till further orders consequent upon the relieving of Professor Salil Misra, Pro-Vice Chancellor from the additional charge as Dean, SLGC.				Noted

Resol. No.	Decisión	Action Taken
	b) <u>Deputy Deans/Deputy Director</u> i. Dr. Rohit Negl, Associate Professor, School of Global Affairs appointed as Deputy Dean (UG Programmes), w.e.f. 16.08.2018 for a period of three years. ii. Dr. Anil Persaud, Associate Professor, School of Global Affairs appointed as Deputy Dean, (PG Programmes) w.e.f. 16.08.2018 for a period of three years. iii. Professor N Nakkeeran, School of Global Affairs appointed as Deputy Director, Centre for Research Methods w.e.f. 29.10.2018 for a period of three years.	
11.5	Resolved to note and record the receipt of Grants-in-aid from the Government of NCT of Delhi through the Directorate of Higher Education for the FY 2018-19	Noted
11.6	Resolved to note and record the implementation of the 7th CPC on the line of UGC directive for all employees and employees under re-employment post retirement as per guidelines. The Board noted the receipt of Orders of Govt. of NCT of Delhi, Directorate of Higher Education to Implement the 7th Central Pay Commission to the teaching and other academic staff and certain categories of non-teaching staff namely Registrar, Finance Officer/Controller of Finance, Deputy Registrars and Assistant Registrar vide letter no. DHE-1(91) Estt./revision of pay. 2018/5218-27 dated 06.11.2018.	Noted
11.7	Resolved to note and record the grant of Maternity Leave/Child Care Leave/EOL/Study Leave to the faculty members - Ms Thokchom Bibinaz Devi, Assistant Professor, School of Human Studies has been granted Study Leave for six months from 16.07.2018 to 15.01.2019 to complete her Ph.D. research work. - Dr. Gunjeet Aurora, Assistant Professor, School of Letters has been granted Extra-Ordinary Leave (without pay) from 26.07.2018 to 25.07.2019 in order to join Salesian College as an Associate Professor. - Dr. Preeti Sampat, Assistant Professor, School of Liberal Studies has been granted Extra-Ordinary Leave (without pay) from 08.08.2018 to 16.12.2018 to accept the Distinguish Visiting Fellow with the Advanced Research Collaborative at the Graduate School and University Centre of the City University of New York, USA. - Dr. Diamond Oberoi Vahali, Associate Professor, School of Letters has been granted Extra-Ordinary Leave (without pay) from 13.08.2018 to 02.12.2018. - Dr. Shalini Masih, Psychotherapist, Centre for Psychotherapy and Clinical Research has been granted Maternity Leave for 180 days from 20.08.2018 to 15.02.2019. - Ms Neetu Sarin, Assistant Professor, School of Human Studies has been granted Study Leave from 08.01.2018 to	

Resol. No.	Decision	Action Taken
	07.08.2018 and Extra-Ordinary Leave (without pay) from 08.08.2018 to 05.12.2018 7. Ms Alka Rai, Deputy Librarian has been granted Study Leave for six months from 03.10.2018 to 31.03.2019 to complete her Ph.D. research work 8. Dr. Dipa Sinha, Assistant Professor, School of Liberal Studies has been granted Child Care Leave for 45 days from 02.10.2018 to 14.11.2018. 9. Dr. Bhoomika Melling, Assistant Professor, School of Letters has been granted Child Care Leave for 182 days from 10.10.2018 to 09.04.2019. 10. Dr. Anshu Gupta, Assistant Professor, School of Business, Public Policy and Social Entrepreneurship have been granted Extra-Ordinary Leave (without pay) from 11.10.2018 to 09.10.2019 in order to join Delhi Technological University as an Associate Professor. 11. Dr. Saumya Uma, Assistant Professor, School of Law, Governance and Citizenship have been granted Child Care Leave for 132 days from 07.01.2019 to 18.05.2019. 12. Dr. Sanju Thomas, Assistant Professor, School of Letters has been granted Child Care Leave for 129 days from 07.01.2019 to 15.05.2019 13. Dr. Shifa Haq, Assistant Professor, School of Human Studies has been granted Extra-Ordinary Leave (without pay) from 07.01.2019 to 18.05.2019	
118	Resolved to note and record the re-joining of the faculty members after availing long leave 1. Dr. Dhantri Chakravarty, Assistant Professor joined on 24.09.2018 after availing Child Care Leave w.e.f. 01.01.2018. 2. Dr. Rinju Rasaily, Assistant Professor, SLS joined on 26.09.2018 after availing Child Care Leave w.e.f. 03.07.2018. 3. Dr. Ramneek Khassa, Assistant Professor, SLS joined on 12.10.2018 after availing Child Care Leave w.e.f. 01.08.2018. 4. Dr. Nidhi Kaicker, Assistant Professor, SBPPSE joined on 27.10.2018 after availing Maternity Leave w.e.f. 30.04.2018 5. Dr. Dipa Sinha, Assistant Professor, SLS joined on 15.11.2018 after availing Child Care Leave w.e.f. 02.10.2018. 6. Professor Honey Oberoi Vahali, SHS joined on 02.12.2018 after availing Child Leave w.e.f. 05.07.2018 7. Dr. Diamond Oberoi Vahali, Associate Professor, SOL joined on 02.12.2018 after availing Extra-ordinary Leave w.e.f. 13.08.2018.	Noted

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11.9	Resolved to note and record the decline of offer of appointment by Dr. Indranil Mukhopadhyay, who was offered appointment as Assistant Professor (Public Policy & Governance) under UR Category in the School of Global Affairs. The Board noted that the offer was subsequently made to Dr. Ekta Singh who was next in the order of merit. She accepted the Offer of Appointment and joined on 05.11.2018.	Noted																																																																																																																																																																																														
11.10	Resolved to note and record the extension of tenure/fresh appointment of the Contractual/ Temporary/Visiting faculty in various Schools/Centres	Noted																																																																																																																																																																																														
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36	SUS	Dr. Priyanka	Pol. Science	13.09.2019																																																																																																																																																																																												
37	SUS	Dr. Shireen Mirza	Sociology	18.09.2019																																																																																																																																																																																												

Resol. No.	Decision	Action Taken																																								
11.11	Resolved to note and record the new joining of regular faculty as per recommendations of the Selection Committees in various Schools/Centres <table><tr><th>Sl. No.</th><th>School Name</th><th>Name of Faculty and Position</th><th>Discipline</th><th>Joining Date</th></tr><tr><td>1</td><td>School of Law, Governance and Citizenship</td><td>Dr. Malabika Pal Associate Professor</td><td>Law & Legal Studies</td><td>01.08.2018</td></tr><tr><td>2.</td><td>School of Global Affairs</td><td>Dr. Kaustav Banerjee Associate Professor</td><td>Global Studies</td><td>01.08.2018</td></tr><tr><td>3.</td><td>School of Global Affairs</td><td>Dr. Ramesh C Sharma Associate Professor</td><td>Instructional Design</td><td>06.08.2018</td></tr><tr><td>4.</td><td>School of Human Ecology</td><td>Dr. Budhaditya Das, Assistant Professor</td><td>Social Science</td><td>31.08.2018</td></tr><tr><td>5.</td><td>School of Global Affairs</td><td>Dr. Teena Anil Assistant Professor</td><td>Public Policy and Governance</td><td>18.10.2018</td></tr><tr><td>6.</td><td>School of Global Affairs</td><td>Dr. Ekta Singh Assistant Professor</td><td>Public Policy and Governance</td><td>05.11.2018</td></tr><tr><td>7.</td><td>School of Global Affairs</td><td>Dr. Samik Chowdhury Associate Professor</td><td>Public Health</td><td>12.11.2018</td></tr></table>	Sl. No.	School Name	Name of Faculty and Position	Discipline	Joining Date	1	School of Law, Governance and Citizenship	Dr. Malabika Pal Associate Professor	Law & Legal Studies	01.08.2018	2.	School of Global Affairs	Dr. Kaustav Banerjee Associate Professor	Global Studies	01.08.2018	3.	School of Global Affairs	Dr. Ramesh C Sharma Associate Professor	Instructional Design	06.08.2018	4.	School of Human Ecology	Dr. Budhaditya Das, Assistant Professor	Social Science	31.08.2018	5.	School of Global Affairs	Dr. Teena Anil Assistant Professor	Public Policy and Governance	18.10.2018	6.	School of Global Affairs	Dr. Ekta Singh Assistant Professor	Public Policy and Governance	05.11.2018	7.	School of Global Affairs	Dr. Samik Chowdhury Associate Professor	Public Health	12.11.2018	Noted
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7.	School of Global Affairs	Dr. Samik Chowdhury Associate Professor	Public Health	12.11.2018																																						
11.12	Resolved to note and record the appointment of Programme Coordinators in various programmes of School/s for a period of two years The following Programme Coordinators in each School/s for a period of two years based on the principle of rotation by seniority beginning from the dates mentioned against each: (i) Dr. Vebhuti Duggal, Assistant Professor, SCCE appointed as Programme Coordinator for MA (Film Studies) Programme in the School of Culture and Creative Expressions with effect from 06.08.2018 for a period of two years (ii) Dr. Rohit Negi, Associate Professor, SGA appointed as Programme Coordinator for MA (Urban Studies) Programme in the School of Global Affairs with effect from 16.08.2018 for a period of two years. (iii) Dr. Rachna Mehra, Assistant Professor, SGA appointed as Programme Coordinator for BA (Sustainable Urbanism) Programme in the School of Global Affairs with effect from 16.08.2018 for a period of two years. (iv) Dr. Anil Persaud Associate Professor, SGA appointed as Programme Coordinator for BA(Global Studies) Programme in School of Global Affairs with effect from 16.08.2018 for a period of two years. (v) Dr. Amit Kumar Mishra, Associate Professor, SGA appointed as Programme Coordinator for MA (Global Studies) Programme in the School of Global Affairs with effect from 16.08.2018 for a period of two years	Noted																																								

Resol. No.	Decision	Action Taken
	(vi) Dr. Taposik Banerjee, Assistant Professor, SLS appointed as Programme Coordinator for Ph.D. (Economics) Programme in the School of Liberal Studies with effect from 16.08.2018 for a period of two years. (vii) Dr. Balchand Prajapati, Assistant Professor, SLS appointed as Programme Coordinator for Mphil/Ph.D. (Mathematics) Programme in the School of Liberal Studies with effect from 26.09.2018 for a period of two years (viii) Dr. Pooja Satyogi, Assistant Professor, SLGC appointed as Programme Coordinator for BA (Law & Politics) Programme in the School of Governance and Citizenship with effect from 27.09.2018 for a period of two years.	
	(ix) Dr. Ngoru Nixon, Assistant Professor, SLGC appointed as Programme Coordinator for BA (Social Science and Humanities) Programme for Karampura Campus with effect from 27.09.2018 for a period of two years. (x) Dr. Suresh Babu, Associate Professor, SHE appointed as Programme Coordinator for Ph.D (Human Ecology) Programme in the School of Human Ecology with effect from 01.11.2018 for a period of two years (xi) Dr. Anandini Dar, Assistant Professor, SES appointed as Programme Coordinator for MA (Education) Programme in the School of Education Studies with effect from 09.12.2018 for a period of two years.	
11.13	Resolved to note and record the resignation/relieving of the following faculty members: 1. Dr. Kanika Mahajan Assistant Professor (Economics), School of Liberal Studies, submitted technical resignation with effect from 01.08.2017. Dr. Mahajan was on Extra Ordinary Leave without pay for one year w.e.f 01.08.2017 to 31.07.2018. 2. Mr. Abeer Gupta, Assistant Professor, School of Design relieved with effect from 13.08.2018 (AN). 3. Professor Valerian Rodrigues completed his term on 31.08.2018. He joined AUD as Senior Fellow, Ambedkar Chair w.e.f. 01.08.2017. 4. Dr. Ishita Dey, Assistant Professor, Centre for Development Practice relieved with effect from 31.10.2018 (AN). 5. Dr. Cheryl R. Jacob, Programme Manager, School of Vocational Studies relieved with effect from 31.10.2018 (AN). 6. Dr. Cybil K Vinodan, Assistant Professor, School of Undergraduate Studies relieved with effect from 14.11.2018 (AN).	Noted

Resol. No.	Decision	Action Taken																																																																																								
	7. Mr. Shiv Kumar, Assistant Professor (English Literature), School of Undergraduate Studies shall be relieved with effect from 27.12.2018 (AN). 8. Dr. Pallavi Banerjee, Assistant Professor (Psychotherapy), School of Human Studies shall be relieved with effect from 07.01.2019(AN) 9 Professor Ashok Nagpal, School of Human Studies shall be relieved with effect from 07.01.2019 (AN).																																																																																									
11.14	Resolved to note and record that no one was found suitable for the post of System Administrator (IT) advertised vide Advt. No. 05/HR/2017 Special Recruitment Drive for OBC Delhi category	Noted																																																																																								
11.15	Resolved to note and record the grant of EOL with lien to Shri B Mallesha, Assistant Registrar to join South Asian University as Asstt. Registrar w.e.f 11.09.2018 (AN)	Noted																																																																																								
11.16	Resolved to note and record the relieving of Shri J. Ernest Samuel Ratnakumar from the post of Controller of Finance w.e.f 14.08.2018	Noted																																																																																								
11.17	Resolved to note and record the relieving of Shri A K Ahuja, Senior Consultant w.e.f. 06.11.2018 (AN)	Noted																																																																																								
11.18	Resolved to note and record the joining of the Deputy Registrars (regular) as per the recommendations of the Selection Committees	Noted																																																																																								
	<table><tr><th>Name</th><th>Designation</th><th>Category</th><th>Date of Joining</th></tr><tr><td>Shri Sameer Saini</td><td>Deputy Registrar</td><td>OBC Delhi</td><td>10.10.2018 (FN)</td></tr><tr><td>Shri Bipul Kumar Srivastava</td><td>Deputy Registrar</td><td>Un-reserved</td><td>06.12.2018 (FN)</td></tr></table>	Name	Designation	Category	Date of Joining	Shri Sameer Saini	Deputy Registrar	OBC Delhi	10.10.2018 (FN)	Shri Bipul Kumar Srivastava	Deputy Registrar	Un-reserved	06.12.2018 (FN)																																																																													
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11.19	Resolved to note and record the engagement of support staff through M/s ICSIL on outsourcing basis																																																																																									
	<table><tr><th>Sl.</th><th>Name of the Employee</th><th>Designation</th><th>Period</th></tr><tr><td>1.</td><td>Ms Monika Ranjan</td><td>DEO (Graduate)</td><td>11.07.2016</td></tr><tr><td>2.</td><td>Ms Ayushi Verma</td><td>DEO</td><td>11.07.2016</td></tr><tr><td>3.</td><td>Mr. Ashutosh Tyagi</td><td>IT Assistant</td><td>15.11.2016</td></tr><tr><td>4.</td><td>Mr. Omprakash Mishra</td><td>Library Assistant</td><td>15.11.2016</td></tr><tr><td>5.</td><td>Ms Meenakshi</td><td>Jr. Lib. Assistant</td><td>15.11.2016</td></tr><tr><td>6.</td><td>Mr Sandeep Kumar</td><td>DEO (Graduate)</td><td>15.11.2016</td></tr><tr><td>7.</td><td>Ms. Sunita Mahar</td><td>DEO</td><td>15.11.2016</td></tr><tr><td>8.</td><td>Mr Swami Nath</td><td>MTS (OA)</td><td>15.11.2016</td></tr><tr><td>9.</td><td>Mr Tilak Raj</td><td>MTS (OA)</td><td>15.11.2016</td></tr><tr><td>10.</td><td>Mr. Rohit Kumar</td><td>MTS (OA)</td><td>15.11.2016</td></tr><tr><td>11.</td><td>Mr. Vijay Kumar</td><td>MTS (OA)</td><td>15.11.2016</td></tr><tr><td>12.</td><td>Mr. Praveen Kr Nayak</td><td>Office Assistant</td><td>16.05.2017</td></tr><tr><td>13.</td><td>Ms. Prema Kumari</td><td>Office Assistant</td><td>16.05.2017</td></tr><tr><td>14.</td><td>Mr. Ram Kumar</td><td>Office Assistant</td><td>26.07.2017</td></tr><tr><td>15.</td><td>Mr. Bal Ram</td><td>MTS (OA)</td><td>26.07.2017</td></tr><tr><td>16.</td><td>Mr. Mimoh</td><td>MTS (OA)</td><td>26.07.2017</td></tr><tr><td>17.</td><td>Mr. Rohit Ujjainwal</td><td>IT Assistant</td><td>02.08.2017</td></tr><tr><td>18.</td><td>Mr. Amit Kumar</td><td>Office Assistant</td><td>06.09.2017</td></tr><tr><td>19.</td><td>Mr. Suresh Prasad</td><td>Office Assistant</td><td>06.09.2017</td></tr><tr><td>20.</td><td>Mr. Deepak Sharma</td><td>MTS (OA)</td><td>06.09.2017</td></tr><tr><td>21.</td><td>Mr. Aleemuddin</td><td>MTS (OA)</td><td>06.09.2017</td></tr></table>	Sl.	Name of the Employee	Designation	Period	1.	Ms Monika Ranjan	DEO (Graduate)	11.07.2016	2.	Ms Ayushi Verma	DEO	11.07.2016	3.	Mr. Ashutosh Tyagi	IT Assistant	15.11.2016	4.	Mr. Omprakash Mishra	Library Assistant	15.11.2016	5.	Ms Meenakshi	Jr. Lib. Assistant	15.11.2016	6.	Mr Sandeep Kumar	DEO (Graduate)	15.11.2016	7.	Ms. Sunita Mahar	DEO	15.11.2016	8.	Mr Swami Nath	MTS (OA)	15.11.2016	9.	Mr Tilak Raj	MTS (OA)	15.11.2016	10.	Mr. Rohit Kumar	MTS (OA)	15.11.2016	11.	Mr. Vijay Kumar	MTS (OA)	15.11.2016	12.	Mr. Praveen Kr Nayak	Office Assistant	16.05.2017	13.	Ms. Prema Kumari	Office Assistant	16.05.2017	14.	Mr. Ram Kumar	Office Assistant	26.07.2017	15.	Mr. Bal Ram	MTS (OA)	26.07.2017	16.	Mr. Mimoh	MTS (OA)	26.07.2017	17.	Mr. Rohit Ujjainwal	IT Assistant	02.08.2017	18.	Mr. Amit Kumar	Office Assistant	06.09.2017	19.	Mr. Suresh Prasad	Office Assistant	06.09.2017	20.	Mr. Deepak Sharma	MTS (OA)	06.09.2017	21.	Mr. Aleemuddin	MTS (OA)	06.09.2017	
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Resol. No.	Decision				Action Taken
	22.	Mr. Taslim	MTS (OA)	22.11.2017	
	23.	Mr. Sunny Kumar	MTS (OA)	22.11.2017	
	24.	Mr. Haradesh Kumar	MTS (OA)	22.11.2017	
	25.	Mr. Sunil	Office Assistant	11.01.2018	
	26.	Mr. Harish Kr. Tomar	Office Assistant	11.01.2018	
	27.	Ms. Bhawna Sadana	Office Assistant	12.01.2018	
	28.	Mr. Adesh Kumar	Office Assistant	05.02.2018	
	29.	Mr. Uday Singh Pal	Jr. Engineer	06.02.2018	
	30.	Ms. Preeti	Library Assistant	20.04.2018	
	31.	Ms. Kumud	Library Assistant	20.04.2018	
	32.	Ms. Meena	Library Assistant	20.04.2018	
	33.	Ms. Nisha Sharma	Library Assistant	20.04.2018	
	34.	Mr. Anoop Kr Verma	Library Assistant	20.04.2018	
	35.	Mr. Punir Sonkar	Office Assistant	25.09.2018	
	36.	Mr. Raj Kumar	Office Assistant	25.09.2018	
	37.	Ms. Uma Khatri	Office Assistant	28.09.2018	
	38.	Ms. Neetu Nogi	Office Assistant	28.09.2018	
	39.	Ms. Archana	Office Assistant	28.09.2018	
	40.	Mr. Rahul Kumar	Office Assistant	28.09.2018	
	41.	Mr. Manoj Kumar	Office Assistant	28.09.2018	
11.20	Resolved to note and record the additional charge for the post of Controller of Finance given to Professor Kartik Dave, Dean SBPPSE with effect from 05.08.2018(AN) consequent upon grant of EOL to Shri J. Ernest Samuel Ratnakumar, Controller of Finance				Noted
11.21	Resolved to note and record the extension of 60 contractual employees engaged by the University at Group 'B' & 'C' level against vacant sanctioned non-academic positions at Kashmere Gate campus and Karampura campus in AUD for a further period of one year w.e.f. 02.08.2018 after annual performance review.				Noted
	Sl. No	Name of the employee	Designation	Date of Appointment	
	1	Smt. Priyanka Alagh	Junior Executive	01.05.2009	
	2	Shri Sameer Khan	Junior Executive	09.10.2012	
	3	Shri Prabhat Kumar	Junior Executive	27.10.2014	
	4	Shri Ravinder Rawat	Jr. Exe. (Lib)	21.02.2011	
	5	Smt. Manju	Jr. Exe. (Lib)	22.02.2011	
	6	Shri K. Yudhistar	Junior Engineer	25.10.2012	
	7	Shri Santosh Thomas	Assistant	14.10.2012	
	8	Ms Sana Khan	Assistant	16.10.2014	
	9	Shri Mohan Singh Yadav	Assistant	17.10.2014	
	10	Smt. Sangeeta	Assistant	10.02.2010	
	11	Smt. Poonam Petwal	Assistant	24.02.2010	
	12	Smt Suman Negi	Assistant	05.03.2010	
	13	Shri Mahesh Kumar	Assistant	15.03.2010	
	14	Shri Anil Singh Rawat	Assistant	28.04.2010	
	15	Smt. Neelima Ghildiyal	Assistant	16.08.2010	
	16	Shri Manmohan Singh Aswal	Assistant	07.10.2010	
	17	Smt. Arunima Paul	Assistant	07.10.2010	
	18	Smt. Asha Devi D.	Assistant	07.10.2010	
	19	Shri Yusuf Raza Naqvi	Assistant	12.07.2011	
	20	Shri Deepak Kumar	Assistant	31.10.2011	

Resol. No.	Decision				Action Taken										
	21	Shri Raj Kumar	Assistant	21.11.2011											
	22	Shri Saurabh	Assistant	31.07.2012											
	23	Ms Anjana Kumari	Assistant	31.07.2012											
	24	Ms Mamta Aswal	Assistant	10.10.2012											
	25	Shri Bhupender Singh	Assistant	23.01.2013											
	26	Shri Nitin Chaudhary	Assistant	24.01.2013											
	27	Shri Nishant Solomon	Assistant	24.01.2013											
	28	Smt Minakshi Singh	Assistant	22.04.2013											
	29	Smt Neeru Pandey	Assistant	23.04.2013											
	30	Shri Bhupendra Singh Chauhan	Assistant	23.04.2013											
	31	Smt Ritika Kattarmal	Assistant	17.05.2013											
	32	Shri Shivam Kaushik	Assistant	05.11.2013											
	33	Shri Yatinder Singh	Asstt.-cum-Caretaker	01.01.2012											
	34	Shri Manas Ranjan Dakua	Tech. Asstt. (IT)	07.01.2011											
	35	Shri Shambhu Sharan Singh	Tech. Asstt. (IT)	01.11.2011											
	36	Shri Shiv Charan	MTS (OA)	03.11.2008											
	37	Shri Ashu Mann	MTS (OA)	01.12.2008											
	38	Shri Ajay Kumar	MTS (OA)	01.12.2008											
	39	Shri Nekson	MTS (OA)	10.08.2009											
	40	Shri Sandeep Kumar-I	MTS (OA)	25.09.2009											
	41	Shri Sanjay Rawat	MTS (OA)	25.09.2009											
	42	Shri Rudresh Singh Negi	MTS (OA)	03.03.2010											
	43	Shri Sumit Solanki	MTS (OA)	19.10.2010											
	44	Shri Sandeep	MTS (OA)	22.02.2011											
	45	Shri Ajay Singh Dangi	MTS (OA)	18.08.2011											
	46	Shri Rudar Pal	MTS (OA)	18.08.2011											
	47	Shri Shafique Ahmad	MTS (OA)	18.08.2011											
	48	Shri Sandeep Kumar-II	MTS (OA)	18.08.2011											
	49	Shri Ashok Kumar-I	MTS (OA)	18.08.2011											
	50	Shri Ashok Kumar-II	MTS (OA)	18.08.2011											
	51	Smt Pinky	MTS (OA)	18.08.2011											
	52	Shri Naveen Kumar	MTS (OA)	18.08.2011											
	53	Smt. Susheela Devi	MTS (OA)	19.06.2013											
	54	Shri Keshav Thakur	MTS (OA)	18.09.2014											
	55	Shri Mewa Lal	MTS (Electrician)	15.11.2011											
	56	Shri Raj Kumar Maurya	MTS (Mali)	18.09.2009											
	57	Shri Rizwan	MTS (Mali)	12.03.2012											
	58	Shri Ranjit Bhumali	MTS (Mali)	12.03.2012											
	59	Shri Fida Hussain	MTS (Mali)	23.09.2013											
	60	Shri Naresh Kumar	MTS (Mali)	10.09.2014											
	11.22	Resolved to note and record the extension of long-term contractual tenure of Shri Mukesh Singh Dangi & Shri Ramiz Kazmi both Technical Assistant engaged by the University with full scale against vacant post of Technical Assistant for a further period of two years subject to annual performance review.				Noted									
	<table><tr><th>Name & Designation</th><th>Date of initial engagement</th><th>Extension up to (after annual PRC)</th></tr><tr><td>Shri Mukesh Singh Dangi</td><td>30.09.2015</td><td>30.09.2018</td></tr><tr><td>Shri Ramiz Kazmi</td><td>01.10.2015</td><td>01.10.2018</td></tr></table>					Name & Designation	Date of initial engagement	Extension up to (after annual PRC)	Shri Mukesh Singh Dangi	30.09.2015	30.09.2018	Shri Ramiz Kazmi	01.10.2015	01.10.2018	
	Name & Designation	Date of initial engagement	Extension up to (after annual PRC)												
	Shri Mukesh Singh Dangi	30.09.2015	30.09.2018												
	Shri Ramiz Kazmi	01.10.2015	01.10.2018												

Resol. No.	Decision	Action Taken										
11.23	Resolved to note and record the extension of retired officer/staff from autonomous body/ government organizations as Consultant/Jr. Consultant on contractual basis against vacant non-academic positions (i) Extension of the contractual tenure of Smt. Urmil Shekhawat, a retired Assistant Registrar, University of Delhi as Consultant (HR) for a further period of six months w.e.f. 28.06.2018 against a vacant post of Assistant Registrar. (ii) Extension of the contractual tenure of Shri Satish Kumar, a retired Sergeant, Indian Air Force as Junior Consultant (Store) for a further period of six months w.e.f. 26.06.2018 against a vacant post of Junior Executive.	Noted										
	(iii) Shri A.B. Muthuraman a retired Senior Personal Assistant from Gargi College as Jr. Consultant for a further period of six months w.e.f. 13.08.2018 against a vacant post of Junior Executive. (iv) Shri Manoj Kumar a retired Sergeant from Directorate General of Resettlement (DGR), Ministry of Defence as Jr. Consultant for a period of six months w.e.f. 20.08.2018 against a vacant post of Junior Executive. (v) Shri Kunwar Gaurav Singh a retired NK from Directorate General of Resettlement (DGR), Ministry of Defence as Caretaker for a period of six months w.e.f. 24.09.2018 against a vacant post of Assistant. (vi) Shri Sunder Singh a retired NK from Directorate General of Resettlement (DGR), Ministry of Defence as Caretaker for a period of six months w.e.f. 24.09.2018 against a vacant post of Assistant. (vii) Shri Prem Kumar Jha a retired NK from Directorate General of Resettlement (DGR), Ministry of Defence as Jr. Consultant for a period of six months w.e.f. 23.05.2018 against a vacant post of Assistant. (viii) Shri Santosh Pandey a retired Sergeant from Directorate General of Resettlement (DGR), Ministry of Defence as Jr. Consultant for a period of six months w.e.f. 23.05.2018 against a vacant post of Assistant.											
11.24	Resolved to note and record the extension of contractual tenure of Shri Vikas Datta as Consultant for a further period of six months w.e.f. 15.07.2018 against a vacant post of Junior Executive (Technical) in Campus Development Division.	Noted										
11.25	Resolved to note and record the extension of support staff through M/s ICSIL on outsourcing basis <table border="1"> <thead> <tr> <th>Sl. No.</th><th>Name of the Employee</th><th>Designation</th><th>Period From</th><th>To</th></tr> </thead> <tbody> <tr> <td>1.</td><td>Ms. Monika Ranjan</td><td>DEO (Graduate)</td><td>11.07.2018</td><td>10.01.2019</td></tr> </tbody> </table>	Sl. No.	Name of the Employee	Designation	Period From	To	1.	Ms. Monika Ranjan	DEO (Graduate)	11.07.2018	10.01.2019	Noted
Sl. No.	Name of the Employee	Designation	Period From	To								
1.	Ms. Monika Ranjan	DEO (Graduate)	11.07.2018	10.01.2019								

Resol. No.	Decision					Action Taken
	2.	Ms. Ayushi Verma	DEO	11.07.2018	10.01.2019	
	3	Mr Ashutosh Tyagi	IT Assistant	11.07.2018	10.01.2019	
	4	Mr Omprakash Mishra	Library Assistant	11.07.2018	10.01.2019	
	5.	Ms. Meenakshi	Jr Lib Assistant	11.07.2018	10.01.2019	
	6	Mr Sandeep Kumar	DEO (Graduate)	11.07.2018	10.01.2019	
	7	Ms Sunita Mahar	DEO	11.07.2018	10.01.2019	
	8	Mr Swami Nath	MTS (OA)	11.07.2018	10.01.2019	
	9.	Mr. Tilak Raj	MTS (OA)	11.07.2018	10.01.2019	
	10	Mr Rohit Kumar	MTS (OA)	11.07.2018	10.01.2019	
	11	Mr Vijay Kumar	MTS (OA)	11.07.2018	10.01.2019	
	12.	Mr. Praveen Kr Nayak	Office Asstt.	11.07.2018	10.01.2019	
	13.	Ms. Prema Kumari	Office Asstt.	11.07.2018	10.01.2019	
	14	Mr. Ram Kumar	Office Asstt.	11.07.2018	10.01.2019	
	15	Mr. Bal Ram	MTS (OA)	11.07.2018	10.01.2019	
	16	Mr. Mimoh	MTS (OA)	11.07.2018	10.01.2019	
	17.	Mr. Rohit Ujjainwal	IT Assistant	11.07.2018	10.01.2019	
	18	Mr. Amit Kumar	Office Asstt.	11.07.2018	10.01.2019	
	19	Mr. Suresh Prasad	Office Asstt.	11.07.2018	10.01.2019	
	20	Mr. Deepak Sharma	MTS (OA)	11.07.2018	10.01.2019	
	21.	Mr. Aleemuddin	MTS (OA)	11.07.2018	10.01.2019	
	22.	Mr Taslim	MTS (OA)	11.07.2018	10.01.2019	
	23.	Mr Sunny Kumar	MTS (OA)	11.07.2018	10.01.2019	
	24.	Mr. Haradesh Kumar	MTS (OA)	11.07.2018	10.01.2019	
	25.	Mr. Sunil	Office Asstt.	11.07.2018	10.01.2019	
	26.	Mr Harish Kr Tomar	Office Asstt.	11.07.2018	10.01.2019	
	27	Ms. Bhawna Sadana	Office Asstt.	11.07.2018	10.01.2019	
	28	Mr Adesh Kumar	Office Asstt.	11.07.2018	10.01.2019	
	29	Mr. Uday Singh Pal	Jr. Engineer ©	11.07.2018	10.01.2019	
	30.	Ms. Preeti	Library Asstt.	20.10.2018	19.04.2019	
	31	Ms. Kumud	Library Asstt.	20.10.2018	19.04.2019	
	32	Ms. Meena	Library Asstt.	20.10.2018	19.04.2019	
	33.	Ms. Nisha Sharma	Library Asstt.	20.10.2018	19.04.2019	
	34.	Mr Anoop Kr Verma	Library Asstt.	20.10.2018	19.04.2019	
	35	Mr Punit Sonkar	Office Asstt.	25.09.2018	10.01.2019	
	36	Mr Raj Kumar	Office Asstt.	25.09.2018	10.01.2019	
	37.	Ms. Uma Khatri	Office Asstt.	28.09.2018	10.01.2019	
	38	Ms. Neetu Negi	Office Asstt.	28.09.2018	10.01.2019	
	39	Ms. Archana	Office Asstt.	28.09.2018	10.01.2019	

Resol. No.	Decision					Action Taken
	40.	Mr. Rahul Kumar	Office Asstt.	28.09.2018	10.01.2019	
	41.	Mr. Manoj Kumar	Office Asstt.	28.09.2018	10.01.2019	
11.26	Resolved to note and record the casual engagement of support staff on daily wages on the approved rates of the Department of Labour, Govt. of NCT of Delhi to meet the exigencies of services in AUD Kashmere Gate, Karampura, Rohini and Dheerpur Campus					Noted
	Sl. No.	Campus/ Site	No. of Casual Labourers	Period of engagement		
	(i)	Kashmere Gate Campus	02	89 days		
	(ii)	Karampura Campus	06	89 days		
	(iii)	Lodhi Road Campus	02	89 days		
	(iv)	Rohini Site	06	89 days		
	(v)	Dheerpur Site	05	89 days		
11.27	Resolved to note and record the list of Holidays to be observed in Ambedkar University Delhi during 2019					Noted
11.28	Resolved to note and record the appointment of Professor Praveen Singh, School of Global Affairs as Dean SGA w.e.f. 29.07.2018 for a period of three years.					Noted

Status report of Campus Development at Dheerpur, Rohini, Karampura, Lodhi Road and Madrasa Road, Delhi

(A) Karampura Campus

A.1 Renovation of Main Block, Barrack and Auditorium

The Renovation of Main Block and Auditorium is being done by PWD on deposit work basis @ Rs 6.6 Crores. The main portion of the Main Block was completed by 31 July 2018 and classes are being already held in the renovated area of Main Block. The renovation of the balance portion of the Main Block and the Auditorium will be completed by 31.07.2019.

A.2 Construction of New Multi-Storeyed Building at Karampura

The estimates of Rs 5.80 crores for the new multi-storeyed building at Karampura were approved by DHE, GNCTD on 02.05.2018. Accordingly, PWD has invited tenders and awarded the work on 09.08.2018. But the work could not commence as funds for this work were received from DHE, GNCTD in March 20, 2019 only. The work is in progress now and the building will be completed by 31.10.2019.

(B) Lodhi Road Campus -

B.1 Renovation of upper 3 floors at Lodhi Road

The renovation of upper 3 floors at Lodhi Road is in progress at an estimated cost of Rs. 3.92 crores. The scope of work includes Civil, electrical, plumbing, Water Supply, fire fighting, IT services and substation works. The work is being directly got executed by Campus Development Division. This renovation work will be completed by July 31, 2019.

B.2 New Four Storey Building

A new four storey building has been planned at Lodhi Road campus which will house Training Centre and Hostel facilities for students. The detailed planning / designs have been prepared by Campus Development Division. PWD has submitted the tentative estimates of Rs. 18.15 Crores which have been modified to Rs. 21.00 Crores (approx.) by including cost implications of required specifications for the items besides modifying the built-up areas. The proposal was forwarded to DHE, GNCTD for in-principle approval and release of 2% of the cost to meet preliminary expenses and preparing the EFC Report. DHE has suggested a joint meeting between DHE, PWD and AUD officials to discuss the proposal. PWD has been asked to arrange the meeting as soon as possible.

(C) Madarsa Road Building ; 50

DHE, GNCTD has allotted the Madarsa Road plot (1.04 acre approx) to AUD, which was earlier used as Library by the IGTUW. A new multi-storeyed building is proposed to be built on this land. The basic planning and designs have been done by Campus Development Division and the building will be got constructed at a cost of Rs 38 crores approx. through PWD/PMC. The proposal was forwarded to DHE, GNCTD for 'in principle' approval and release of advance of 2% of the estimated cost to meet the preliminary expenses and preparing the EFC proposal. Approval from DHE, GNCTD is awaited.

(D) Dheerpur Campus

D.1 Area under litigation

it was informed in the last meeting of BoM that AUD's request for allotment of 0.95 hectare of additional land was under consideration of DDA. It has now been informed by DDA that this additional plot cannot be allotted to AUD as per the Master Plan of Delhi 2021 norms. VC, AUD has requested the Hon'ble LG of Delhi again to intervene in the matter and get the additional land of 0.95 hectares allotted to AUD. The matter is being pursued with DDA.

D.2 External Services in Dheerpur Phase I

DDA had been requested to confirm that all the external services had been laid in Dheerpur Phase-I. It has been noted at site that except road work, other services are yet to be fully laid by DDA. The matter is being pursued with DDA.

D.3 Appointment of Consultant

A MoU was signed with PWD, GNCTD on 02.03.2017 for development of AUD at Dheerpur and Rohini stipulating the roles and responsibilities of AUD and PWD for the implementation of the project along with the timelines. The timeline for appointment of Consultant was fixed as 15.07.2017. However PWD has delayed the appointment of Consultant by almost two years as reported in the last BOM meeting. PWD has re-invited RFP from the bidders in February, 2019. Eight bidders applied and PWD has recently submitted its recommendations for short listing these eight bidders as they met the pre-qualification parameter. All the shortlisted bidders will make presentation of their designs before Jury constituted by AUD. These presentations are proposed to be held in the first fortnight of July 2019 and the Consultant for Dheerpur campus is likely to be appointed by the last week of July 2019.

(E) Rohini Campus**E.1 Appointment of Consultant**

A MoU was signed with PWD, GNCTD on 02.03.2017 for development of AUD at Dheerpur and Rohini stipulating the roles and responsibilities of AUD and PWD for the implementation of the project along with the timelines. The timeline for appointment of Consultant was fixed as 15.07.2017. However PWD has delayed the appointment of Consultant as reported in the last BOM meeting. PWD has received RFP from the bidders in February, 2019. Ten bidders had applied and PWD has recently submitted its recommendations for short listing these ten bidders as they met the pre-qualification parameter. All the shortlisted bidders will make a presentation of their designs before Jury constituted by AUD. These presentations are proposed to be held in the first fortnight of July 2019 and the Consultant for Rohini campus is likely to be appointed by the last week of July 2019.

To record the note sent to the Directorate of Higher Education, GNCTD for ex-post facto sanction for 146 Permanent Teaching and other Academic posts and 181 Non-Teaching posts created by the Board of Management of AUD from time to time

Dr. B R. Ambedkar University Delhi (AUD), established by an Act of State Legislature in the year 2007, is a University setup under Government of NCT of Delhi for promoting higher education in the field of the Liberal Arts, Social Sciences and Humanities. AUD started functioning initially from the Campus of Integrated Institute of Technology located at Dwarka and in 2012, the Government of NCT of Delhi through the Directorate of Higher Education allotted space at Kashmere Gate, Lothian Road, Delhi which at present is the main campus of AUD. The other functional campuses of AUD are at Lodhi Road and Karampura apart from three plots at Rohini, Dheerpur and Madrasa Road.

In view of the functional requirement and to run the business of the University, it was felt desirable to finalise the organizational structure and personnel policy of the University. Accordingly, a Committee under the Chairpersonship of Dr. Kiran Datar was constituted to recommend an administrative structure and for creation of posts keeping in view the needs of the University in the initial years. The report of the committee has been duly approved vide Resolution No 11 of the 6th meeting of the Board of Management held on 12.12.2009 (**Enclosure-1**) whereby 154 teaching as well as non-teaching posts (including 4 posts under Campus Development Project), mostly on contract, were initially created. The Report of the Datar Committee also paved the way for creation of Organisational Units and its functions apart from creation of a standing committee of the Board i.e. the Establishment Committee and finalization of recruitment and promotion rules.

On the basis of the Datar Committee Report, the Recruitment Rules of Non-teaching posts of AUD (**Enclosure-2**) were finalized in the year 2013 and approved by the 13th meeting of the BOM on 11.02.2013 (**Enclosure-3**). The method of recruitment recommended in Datar Committee report was 2/3rd by contract or on deputation and at least 1/3rd as regular appointment at all levels. As most of the posts at junior level were filled on contract basis, in the year 2016, on the recommendations of the Recruitment Rules Review Committee for non-teaching posts (**Enclosure-4**), the 19th BOM vide Resolution No.53 broadly changed the method of recruitment from contractual to regular one. However, while calculating the non-teaching posts, apparently 2 posts created through statutes, 2 posts of Driver proposed by the Datar Committee and 1 post of Assistant created in 12th BOM could not be included and only 175 posts were referred in Appendix-3 of Recruitment Rules Review Committee (**Enclosure-5**). Thereafter, in 19th BOM, 1 post of Medical Officer, 1 post of Nurse and 1 post of Registrar (Campus Development) were created and 2 posts of Technical Instructors were transferred from non-academic to academic posts and re-designated as Workshop Superintendent. Efforts were made to fill the non-teaching vacancy through Direct Recruitment in 2016, however, due to change in pattern of exam and efflux of time, the advertisement had to be cancelled and refund of fee for the same is in process. In addition to 181 non-teaching posts as above, 146 teaching and other academic

posts were also created, which includes 20 posts of Professor, 35 posts of Associate Professor, 85 posts of Assistant Professor and 4 posts of other Academic staff.

As per the requirement of the University, the recruitment for non-teaching posts has been done as per AUD Recruitment Rules revised from time to time and for teaching posts have been filled as per UGC guidelines. The post-wise details of the filled in position as on date are as under:

A. NON-TEACHING POST'S FILLED IN POSITION

Out of 181 non-teaching posts created for Kashmere Gate Campus, which includes 33 Group A posts, 58 Group B posts and 90 Group C posts, there are 63 non-teaching employees appointed on regular/deputation basis and 118 posts are vacant

Group	Sanctioned posts	Vacant	
		Regular/ Deputation	Vacant
Group A	33	22	11
Group B	58	8	50
Group C	90	33	57
Total	181	63	118*

* 61 contractual/outsourced staff are working against 118 vacant positions

B. TEACHING& OTHER ACADEMIC POSTS'S FILLED IN POSITION

Out of 146 teaching and other academic posts created for Kashmere Gate Campus, 118 posts have been filled on regular/ deputation basis and 28 posts are vacant.

Group	Sanctioned posts	Filled-in position (Regular/ Deputation)	Vacant
Professor	20	14	6
Associate Professor	35	26	9
Assistant Professor	85	75	10
Librarian	1	1	0
Deputy Librarian	1	1	0
Asst Librarian	2	1	1
Workshop Superintendent	2	0	2
Total	146	118	28*

* 3 contractual staff are working against 28 vacant positions

In various meetings of Board of Management, 181 non-teaching posts have been created for Kashmere Gate Campus, which includes 33 Group A posts, 58 Group B posts and 90 Group C posts and 146 teaching and other Academic Posts have been created, which includes 20 posts of Professor, 35 posts of Associate Professor, 85 posts of Assistant Professor, 1 post of Librarian, 1 post of Deputy Librarian, 2 posts of Asst Librarian and 2 posts of Workshop Superintendent. Accordingly ex-post-sanction is required for following posts:

A. EX-POST-FACTO APPROVAL FOR NON-TEACHING POSTS IN AUD AT KASHMERE GATE CAMPUS

Sl. No.	Nomenclature of Post	Pay (7 th CPC)	Posts	Sanctioned mode & Remarks
Group A-33 posts				
1	Registrar	L-14	1	As provided in Statutes
2	Registrar (Campus Development)	L-14	1	Approved in 24 th BOM (conversion of post of Director, Campus Development)
3	Controller of Finance	L-14	1	As provided in Statutes
4	Director (IT)	L-14	1	Approved in 14 th BOM
5	Deputy Registrar	L-12	5	Approved in 6 th BOM
6	Executive Engineer (Civil)	L-11	1	Conversion of post of Assistant Registrar (Planning) into GP Rs 6600/-, approved in 20 th BoM
7	Medical Officer	L-10	1	Approved in 19 th BoM
8	Assistant Registrar	L-10	15	Approved in 6 th BOM for 14 posts and for 1 post in 13 th BoM
9	Assistant Registrar (Planning)	L-10	1	Post of Research Officer & Planning Officer approved in 6 th BOM were merged and re-designated as Assistant Registrar (Planning) in 19 th BoM. However 1 post was converted into EE(Civil) at GP 6600, approved in 20 th BOM
10	Assistant Registrar (Public Relations)	L-10	1	Post of PRO cum Media Officer approved in 6 th BOM was re-designated as Assistant Registrar (Public Relations) in 19 th BoM
11	Assistant Registrar (Publication)	L-10	1	Publication Officer approved in 6 th BOM was re-designated as Assistant Registrar (Publication) in 19 th BOM
12	System Administrator (Information Technology)	L-10	2	Approved in 6 th BOM
13	Horticulturist	L-10	1	Approved in 13 th BOM
Group B-58 posts				
14	Assistant Engineer	L-7	1	Approved in 6 th BOM
15	Junior System Administrator (Information Technology)	L-7	1	
16	Executive	L-7	18	Upgradation to post of Executive by transferring 18 posts of Junior Executives out of 48 posts, which were approved 19 th BoM
17	Staff Nurse	L-6	1	Approved in 19 th BoM
18	Junior Executive	L-6	30	Approved in 6 th BOM for 47 Posts and 1 Post approved by 13 th BoM. However, total is 48 (47+1) 48 – 18 = 30 Posts (18 Posts of JEs upgraded as Executives)
19	Junior Executive (Information Technology)	L-6	1	Approved in 6 th BOM
20	Junior Executive (Library)	L-6	3	
21	Junior Engineer (Civil)	L-6	1	Approved in 14 th BOM
22	Junior Engineer (Electrical)	L-6	1	
23	Security Supervisor	L-6	2	Approved in 6 th BOM
Group C-90 posts				
24	Technical Assistant (IT)	L-5	3	Approved in 6 th BOM
25	Library Assistant / Library-cum-Docummentation	L-5	2	Approved in 19 th BoM

Sl. No.	Nomenclature of Post	Pay (7 th CPC)	Posts	Sanctioned mode & Remarks
	Assistant			
26.	Garden Supervisor	L-5	1	Approved in 13th BOM
27.	Studio Assistant	L-5	1	Approved in 17th BOM
28.	Assistant	L-4	36	35 posts approved in 6th BOM and 1 post approved in 13th BOM
29.	Assistant-cum-Caretaker	L-4	2	Approved in 13th BOM
30.	Junior Assistant	L-2	3	Upgraded by transferring 3 posts of MTS (Office Attendant), which was approved in its 19th BOM
31.	Assistant Caretaker	L-2	2	Approved in 13th BOM
32.	Driver	L-2	2	Approved in 6th BOM
33.	MTS (Office Attendant)	L-1	27	20 posts approved by 6th BoM and 10 posts approved by BoM in its 13th meeting held on 11.02.2013 (3 Posts have been upgraded as Junior Assistant. Thus, total 30-3=27)
34.	MTS (Mah)	L-1	6	Approved in 13th BOM
35.	MTS (Electrician)	L-1	2	Approved in 16th BOM
36.	MTS (Plumber)	L-1	1	
37.	Lab Technician - (Mechanical and Materials Workshop)	L-1	1	
38.	Lab Technician - (Leather and Soft Materials Workshop)	L-1	1	
	TOTAL		181	

B. EX-POST-FACTO APPROVAL FOR TEACHING POSTS IN AUD AT KASHMERE GATE CAMPUS

Sl. No.	Nomenclature of Post	Pay (7 th CPC)	Posts	Sanctioned mode & Remarks
	Group A-33 posts			
1.	Professor	L-14	20	Posts approved as under: 14 posts : 3 rd BOM in 2008 6 posts : 7 th BOM on 31.05.2010
2.	Associate Professor	L-13A	35	Posts approved as under: 16 posts : 3 rd BOM in 2008 24 posts : 7 th BOM on 31.05.2010 (4 posts were converted to Asst Professor vide 18 th BOM and 1 post in 22 nd BOM)
3.	Assistant Professor	L-10	85	Posts approved as under: 20 posts : 3 rd BOM in 2008 60 posts : 7 th BOM on 31.05.2010 (4 posts were converted to Asst Professor vide 18 th BOM and 1 post in 22 nd BOM)
4.	Librarian	L-14	1	Approved in 6 th BOM
5.	Deputy Librarian	L-12	1	Approved in 6 th BOM
6.	Asst Librarian	L-10	2	Approved in 6 th BOM
7.	Workshop Superintendent	L-10	2	Post of Technical Instructor approved in 6 th BOM and proposed for conversion in 18 th BOM
	TOTAL		146	

The Directorate of Higher Education from time to time has conveyed the budget allocation for AUD, as approved by the Planning and Finance Department of GNCTD under the Scheme of Grant-in-aid and funds have been released for payment of salary under the Revenue Section (Major Head 2202) – GIA – Salaries. The budget estimates have also been approved in various meeting of Finance Committees of AUD. The Sanction Orders for release of Grant-in-Aid by the Planning Division/ Directorate of Higher Education, GNCTD from 2008-09 to 2018-19 is at **Enclosure-6**.

Hon'ble Chancellor in its meeting held with AUD Vice-Chancellor and Officers on 21.04.2019 discussed the issue regarding seeking ex-post-facto approval of the above teaching and non-teaching positions. The matter was also discussed on 13.05.2019 in presence of Secretary, Higher Education and Director, DHE.

In addition to the posts created for Kashmere Gate Campus by AUD's BOM, the Directorate of Higher Education, GNCTD had also sanctioned in temporary capacity 70 teaching/academic and 33 non-teaching posts for AUD's newly established Karampura Campus (**Enclosure-7**) as detailed below for the year 2016-17 with the condition that Administrative Department should complete the AR Department's study for the assessment of actual number of posts in the University (copy of GNCTD Notes at **Enclosure-8**):

A. Teaching/Academic Posts

Sl.No.	Name of Post	Level	No. of Posts
1.	Professor	L-14	10
2.	Associate Professor	L-13A	20
3.	Assistant Professor	L-10	38
4.	Deputy Librarian	L-12	01
5.	Asst Director of Sports	L-10	01
	Total		70

B. Non-Teaching Posts

Sl.No.	Name of Post	Level	No. of Posts
1.	Deputy Registrar	L-12	1
2.	Assistant Registrar	L-10	3
3.	System Administrator	L-10	1
4.	Security Officer	L-7	1
5.	Executive	L-7	2
6.	Jr. System Administrator	L-7	1
7.	Junior Executive	L-6	5
8.	Junior Executive (IT)	L-6	1
9.	Tech Assistant (IT)	L-5	1
10.	Library Assistant	L-5	1
11.	Assistant	L-4	4
12.	Assistant-cum-Caretaker	L-4	1
13.	Assistant (Sec Services)	L-4	1
14.	Jr. Library Assistant	L-4	1
15.	Junior Assistant	L-3	4
16.	MTS (Office Attendant)	L-2	4
17.	MTS (Mali)	L-2	1
	Total		33

In view of the above, the following proposal has been submitted for consideration and approval of Government of NCT of Delhi:

- (i) for ex-post-facto sanction in respect of 181 non-teaching posts and 146 teaching and academic posts created from time to time by the Board of Management of Ambedkar University Delhi.
- (ii) for according permanent status to 70 teaching/academic and 33 non-teaching posts sanctioned by the GNCTD for the year 2016-17 for AUD's Karampura Campus

**Ambedkar University
Delhi****Enclosure-1****Minutes of the Sixth Meeting of the Board of Management
Saturday, 12 December 2009**

Venue:
Committee Room
Ambedkar University Delhi
Sector, Dwarka
New Delhi

Time: 10.30 AM

The following members participated in the meeting:

1. Professor Shyam Menon, Vice Chancellor (Chairperson)
2. Professor Armaity Desai
3. Professor N.R. Madhava Menon
4. Dr Kiran Datar
5. Professor Ahmed Raza Khan, Dean, School of Undergraduate Studies
6. Shri J.P. Singh, Principal Secretary, Finance, Government of NCT of Delhi

Shri Rajendra Kumar, Secretary, Higher Education, Government of NCT of Delhi had informed his inability to participate in the meeting.

- 1a. The Board noted that Shri V.V. Bhat and Dr G. Narendra Kumar have moved out of the Government of NCT of Delhi and consequently are no longer members of the Board. The Board placed on record its deep sense of appreciation for the valuable contributions that both Dr Kumar and Shri Bhat had made for Ambedkar University Delhi in its initial months.
- 1b. The Board welcomed Shri J.P. Singh, Principal Secretary, Finance, Government of NCT of Delhi and Shri Rajendra Kumar, Secretary, Higher Education, Government of NCT of Delhi as new members of the Board and looked forward to their fruitful association with the University.
- 2a. The Minutes of the fourth meeting of the Board of Management held on 9 June 2009 were duly read and confirmed.
- 2b. The Minutes of the fifth (special) meeting of the Board of Management held on 16 July 2009 were duly read and confirmed.



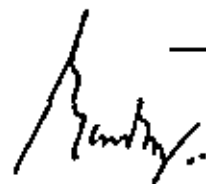
- 2c. The Board endorsed the report of the Action Taken on the Minutes (Annexure 1).

3. The Board considered the Minutes of the second meeting of the Finance Committee held on 13 October 2009 and endorsed the decisions made in it (Annexure 2). While considering and endorsing the decisions of the Finance Committee, the Board considered and approved the following:
 - a. The auditor's report on the accounts of the University for the financial year 2008-09.
 - b. The scheme of revision of pay of teachers and equivalent cadres in universities following the revision of pay scales of Central Government employees on the recommendations of the Sixth Pay Commission. The Board authorized the Vice Chancellor to initiate steps for the implementation of the aforesaid scheme and to act on any further amendments / clarifications issued in this regard by the University Grants Commission, Government of India and/or Government of NCT of Delhi.
 - c. The Revised Estimates for 2009-10 and the Budget Estimates for 2010-11.

4. The Board considered and approved the following Ordinances and Regulations with minor modifications (Annexure 3):
 - a. Ordinance: "Powers and Functions of Deans of Schools"
 - b. Ordinance: "Emoluments and other conditions of service of Registrars"
 - c. Ordinance: "Emoluments, Terms and Conditions of Service of Controller of Finance"
 - d. Ordinance: "Procedures to be followed for Recruitment of Teachers by Selection Committees"
 - e. Regulation for the Recruitment of a Teacher of the University

5. The Board resolved that for every School with typically one two-year MA programme, the faculty structure would be:

Professor: 1 or 2
 Associate Professor: 2 or 3
 Assistant Professor: 4 or 5



This structure will be reviewed from time to time as more academic programmes are developed and launched. The number of faculty positions mentioned above should be treated as full-time equivalent because of the system of concurrent appointments where the time of a faculty member will be deployed to more than one School or Centre.

6. The Board resolved that every panel of candidates recommended by a selection committee shall have a validity of one year. When a candidate who is offered appointment does not join within the stipulated joining time, the offer shall then be made to the candidate next in the order of merit in the panel. When a candidate joins a position and leaves it within the period of validity of a panel, the offer then shall be made to the next in the order of merit in the panel. If a vacancy arises in the same school/centre/unit, or another school/centre/unit, which calls for specialization similar to that of a candidate in a valid panel, then the offer of appointment shall be made to him/her. Under special circumstances, the Board may consider extending the validity of a panel.

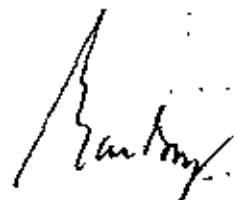
7. The Board resolved that the present panel of experts and the procedure of selection to teaching positions as approved by the Board in its fourth meeting shall be valid till the Academic Council considers the matter.

8. The Board considered the following recommendations of the selection committees for faculty positions in the University. The Board resolved that these be accepted:
 - i. Selection committee for the position of Associate Professor in the School of Development Studies which met on 5 November 2009. In the first instance, the first two persons in the recommended list of candidates shall be offered appointment.

"The following names are recommended for the position of Associate Professor:

 1. Dr Subrata Kumar Mandal
 2. Dr Sumangala Damodaran
 3. Dr Asmita Kabra"

 - ii. Selection committee for the position of Assistant Professor in the School of Development Studies which met on 13 and 15 November 2009. In the first instance, the first three persons from the recommended list of candidates under the general category and the first person from the recommended list of candidates under the reserved category shall be offered appointment.



"The Committee recommended the following list of candidates for the post of Assistant Professor:

- a. Preeti Mann
- b. Richa Kumar
- c. Sarbeswar Sahoo
- d. Anirban Sengupta
- e. Ivy Dhar
- f. Twinkle Pal

The Committee recommended the following list of candidates for the post of Assistant Professor under the reserved category:

- a. Monditoka Aruna Kumar
- b. Umakant"

iii. Selection committee for the position of Assistant Professor in the School of Human Ecology which met on 20 November 2009. In the first instance, the first person from the recommended list of candidates under the general category and the one candidate recommended under the reserved category shall be offered appointment. Selection process shall be initiated for two positions of Assistant Professor with specialization in Ecology.

"The Committee recommended the following list of candidates for the post of Assistant Professor in the order of merit:

1. Rohit Negi
2. Bikramaditya Kumar Choudhary
3. Padma M. Rohilla

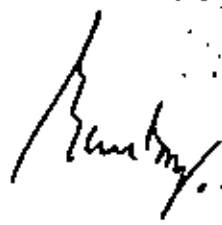
The Committee recommended the following list of candidates for the post of Assistant Professor under the reserved category:

1. Oinam Hemlata Devi"

9. The Board considered the following recommendation of the Selection Committee duly constituted for the appointment of Director, IT Services which met on 21 October 2009 and resolved that this be accepted:

"On the basis of a close examination of the curriculum vitae and publications of the candidates and on the basis of performance during the interview, the Selection Committee recommends the following panel of names, in order of merit, for appointment to the post of Director, IT Services.

1. Ashish Bhargava
2. S. Kazim Naqvi
3. K. Srinivas"



- 10 The Board considered the following recommendation of the Selection Committee duly constituted for the appointment of Registrar which met on 8 December 2009 and resolved that this be accepted.

"The Committee recommended the following list of candidates in the order of preference for the post of Registrar, based on their performance in the interview, academic qualifications and administrative experience"

1. Dr A.K. Malik
2. Col. (Dr) Rajive Kohli
3. Shri Sushil Kumar"

In accordance with the clause 22 (2) (i) of the University Act, the Board resolved to recommend the afore-listed names of the three persons in the order of preference to the Chancellor for appointment as Registrar of the University on the recommendation by the selection committee constituted for that purpose and which was headed by the Vice Chancellor.

- 11 The Board considered and approved the Report of the Committee appointed by the Vice Chancellor on Organizational Structure and Personnel Policy of the University chaired by Dr Kiran Datar (Annexure 4). After due deliberations, the Board approved the Report and resolved to create the non-teaching positions recommended by the Committee.

The Board resolved that there shall be an Establishment Committee as a standing committee of the Board of Management to oversee matters related to non-teaching staff as recommended by the Report of the Committee chaired by Dr Kiran Datar. The functions of the Establishment Committee have been outlined in the aforesaid report as follows:

"It is proposed that the Board of Management may constitute an Establishment Committee, chaired by the Vice-Chancellor for the implementation of the personnel policies of the University. This Committee will consider and decide all matters relating to creation and allocation of positions to various Schools/Centres/Divisions/Units, defining the roles and responsibilities of each position, the qualifications and experience required of persons to be appointed to various positions and also the positions that might be filled through contract and regular appointments. The Establishment Committee will also be responsible for considering and deciding all matters concerning the terms and conditions of service of all university staff laid down in the statutes, ordinances and regulations of the University. All decisions of the Establishment Committee that involve expenditure beyond the sanctioned budget will require the approval of the Finance Committee and/or Board of Management. The Establishment Committee would

also lay down procedures for short term engagements against the approved positions."

The Board resolved that the Establishment Committee shall have the following composition:

Vice Chancellor (Chairperson);
One member of the Board of Management to be nominated by it;
Two Deans to be nominated by the Vice Chancellor;
Registrar (Member-Secretary)

The nominated members will have a term of two years.

The Board resolved that Dr Kiran Datar shall be its nominee in the Establishment Committee for a term of two years.

12. The Board considered the note on Short-Term and Visiting Appointments (Annexure 5). The Board resolved to authorize the Vice Chancellor to constitute a committee to formulate a procedure of making these appointments and to institute a review mechanism for the norms of payment for such appointments. The Board resolved that in the interim the Vice Chancellor shall approve making short-term and visiting appointments for duration of one semester or less.
 13. The Board considered the note on the temporary campus and allocation of land for the permanent campus (Annexure 6). The Board approved the proposal of engaging a senior retired officer as a consultant to liaise with the Government of NCT of Delhi and the IP University on a day-to-day basis to facilitate a speedy relocation of the University to the Kashmere Gate Campus and to assist expedite the allocation of land for the permanent campus.
 14. The Board considered and approved the extension of the term of Professor Vijaya Varma as Advisor Planning for a period of one year.
 15. The Board considered and approved the extension of the term of Shri C.M. Sharma as Advisor Finance for a period of one year.
- The meeting ended with a Vote of Thanks.


Vice Chancellor

**Report of the Committee on Organisational Structure
and Personnel Policy**

A. Introduction

A Committee was appointed by the Vice Chancellor to consider and recommend an appropriate organisational structure and personnel policy for the AUD that reflects its conceptual design and innovative organisational structure and pattern.

The Committee consisted of the following members:

1. Dr Kiran Datar Chairperson
2. Shri C.R. Pillai
3. Dr A.K. Dubey
4. Shri C. M. Sharma

Special Invitees:

1. Professor Vijaya Varma
2. Professor A.R. Khan

The Committee held three meetings. The Chairperson also held several informal meetings with functionaries of AUD.

This Committee has recommended an administrative structure and the creation of a number of positions keeping in view the needs of the University in the initial years. It is conceded that the initial phase of the University's development is a highly dynamic one. The recommendations of this Committee may therefore be reviewed after two years.

B. Vision

A commitment to equity and social justice forms the bedrock of the philosophy and values of the Ambedkar University, Delhi (AUD). As a public institution, AUD sees itself as an instrument for social transformation, focusing on social action as well as on the interface of civil society and the State. The University's academic personnel policy has been designed to reflect these concerns more effectively than the structures and processes that obtain in many Indian universities. In this document AUD wishes to articulate a similar policy for its administrative staff.

It shall be the endeavour of the University to ensure that its human affairs are conducted in a transparent, orderly, fair and just manner, in order to promote a sense of shared governance among all its personnel and develop a new work culture that strengthens and sustains the University's core values and philosophy. While scrupulously adhering to all constitutionally-mandated provisions for reservations, it will also endeavour to ensure equal opportunities for all, and in particular, to implement a pro-active gender-sensitive policy in recruitments.

The University shall make all effort to initiate and implement a comprehensive human resource development programme that would constantly address its personnel development needs through well defined recruitment, training and placement policies and practices.

It shall encourage each of its faculty and staff to understand his/her role, duties and relationships and attempt to promote a sense of shared identity among them. It shall endeavour to ensure that policy development is through a consultative process which is undertaken before any new policy or significant changes in existing policies is taken to a decision-making body for ratification.

C. Structure

The basic structure of the university would provide a "route map" through which its affairs are planned, directed and controlled.

The staff structure and staffing norms of the University will be performance-oriented and driven by results rather than by hierarchies and layers of reporting lines. The organisation will be thin and lean and its structure flat. A large part of the University's standard operational and maintenance functions will be contracted out for greater efficiency and effective performance. Most of the personnel engaged by the university would be expected to be trained in multi-tasking and should be able to move both vertically and horizontally. However, there will be a clear identification of functions and the personnel responsible for performing them. As far as possible, no function or set of functions shall involve more than two levels in its performance except at the higher levels of decision making, and there shall be no duplication of the performance of any function across the entire university.

The University will have several Divisions, each of which would be assigned a set of key activities constituting a logically separable cluster of functions. These Divisions would be headed by suitably qualified professionals. The statutory officers like the Deans, the Registrar and the Controller of Finance shall head their respective functional areas.

All appointments of Heads of Divisions and Schools will be for specified periods as mentioned in the Statutes and Ordinances. Personnel for Divisions with highly specialised job requirements, like engineering staff for the Campus Management Division, would be appointed on deputation for specific

periods. The basic unit of organisation would be structured around a major function or a group of cognate functions for example student admission or recruitment and training.

While recognising and acknowledging the need for vertical mobility for its entire staff, the University will try to provide opportunities for its staff to improve their career prospects through regular and well organised training and personal development programmes so that they become more efficient in the discharge of their duties across a spectrum of job profiles. It will encourage a personnel policy that provides opportunities for its people to move seamlessly between organisational boundaries and job profiles, subject of course to their suitability for specific jobs in terms of qualifications and experience.

In order to facilitate such an approach, the University shall endeavour to make most of its senior appointments on fixed tenures. ~~A proportion of work that is done on a temporary or on deputation and at least one-third of its regular appointments at all levels is being suggested.~~ It is proposed that at any given time, the ratio of fixed tenure appointments to regular appointments would be 2:1.

For functions such as admissions, student support and maintenance of facilities on campus the University will involve students through campus jobs compensated on a time-unit or task basis. Operations such as admissions which involve intense activities within a finite time frame during particular periods of time every year, must involve students employed in this manner.

The new dispensation of Pay Bands and Grade Pay implemented on the recommendations of the 6th Pay Commission provides a flexible framework for placement of staff at appropriate stages depending upon their qualifications, experience and suitability for specific functional needs. The University will encourage a culture in which each member is clearly aware of his/her responsibilities, is given the appropriate authority with clear lines of authority and accountability running from the highest to the lowest levels. Reporting relationships would be consistent with the nature of responsibilities assigned to each position with the higher authority remaining fully accountable for the acts and duties of those reporting to them.

University records will also be maintained in electronic format. All confidential records will be maintained separately and will have only passworded access.

University policies with regard to administrative structures and positions will ordinarily be reviewed after every 3 years. However, considering the dynamic and fluid nature of the organization in its initial phase, the present recommendations may be reviewed after two years.

B. The Organizational Structure

Based on the institutional vision and the structure articulated above, an organizational structure is proposed. This is presented in Table 1. The organization would be structured with personnel engaged in the four pay bands introduced in accordance with the recommendations of the sixth pay commission. Positions such as Deputy and Assistant Registrars, Deputy and Assistant Librarian, Research/Planning Officer, Publication Officer, System Administrator, PRO/Media Officer, are located within the pay band 3. The statutory officers and heads of divisions are ordinarily time-bound appointments located within pay band 4. The support structure to the decision making levels mentioned above will be constituted of positions located in pay bands 1 and 2. This will include (A) Assistants, Technical Assistants and such other designations in pay band 1 and (B) Junior Executives, Professional Assistants - Library, Junior System Administrator, Care Taker, Security Supervisor and such other designations in pay band 2.

It is proposed that the Board of Management may constitute an Establishment Committee, chaired by the Vice-Chancellor for the implementation of the personnel policies of the University. This Committee will consider and decide all matters relating to creation and allocation of positions to various Schools/Centres/ Divisions/Units, defining the roles and responsibilities of each position, the qualifications and experience required of persons to be appointed to various positions and also the positions that might be filled through contract and regular appointments. The Establishment Committee will also be responsible for considering and deciding all matters concerning the terms and conditions of service of all university staff laid down in the statutes, ordinances and regulations of the University. All decisions of the Establishment Committee that involve expenditure beyond the sanctioned budget will require the approval of the Finance Committee and/or Board of Management. The Establishment Committee would also lay down procedures for short term engagements against the approved positions.

There shall be a Grievance Committee appointed by the Vice Chancellor headed by one of the Deans to consider complaints of grievances of all administrative and support staff and to recommend redressal for consideration of the competent authority.

The major organizational units, their structure and functions are presented below:

1. Schools of Studies

The administrative and organizational functions in a School of Studies will be managed by the office of the Dean. The Dean's office shares the administrative responsibilities connected with admission and assessment with the Office of the Dean, Students' Services. Most of the decision making within

Schools will happen through the Dean, the Board of Studies or its sub-committees, standing committees

The operations related to coordination of course development and transaction will be managed by academic teams in charge of each programme offered by the School. There will be a small administrative support unit attached to each programme.

Each School of Study will have two Junior Executives and an Assistant at the minimum. The structure can be larger depending on the number of programmes on offer and the number of students on roll. The present structure may be reviewed after two years. When a School has a number of programmes on offer and when the students' strength is large, an additional position at an appropriate level may be introduced to manage the Dean's office.

Administrative support and coordination which has an interface with students and those functions which occur only during specific points in time will involve wherever possible students hired in part time or vacation time campus jobs

2. Centres for Studies and Research

Every Centre shall have a core faculty consisting of teachers assigned to it, or drawn from the relevant Schools of Studies, and may include such other persons appointed on part-time and/or contractual basis from time to time. One among them will be designated by the Vice Chancellor as the Director of the Centre. Centres are envisaged to function using special funding mobilized on a project mode. Every Centre however will have a core administrative support comprising one Junior Executive or one Assistant.

3. Students' Services

A Professor will be appointed as provided for in the Ordinance as Dean, Students' Services. The Dean will be assisted by two or more Deputy Deans who are appointed from among the faculty on a part-time basis.

The Office of the Dean, Students' Services will perform the following functions and responsibilities:

- Admission processes and procedures
- Provision of advice and guidance to admission seekers
- Organisation and maintenance of an effective student information system
- Hostel admission procedures
- Student activities and community life on campus
- Scholarships, fellowships and other financial assistance to students
- Campus jobs including tutorship, assistantship, mentoring, etc

- Counselling, advice and guidance to students
- Facilitating placement of students on jobs
- Counselling on career opportunities and further education
- Organization and maintenance of records related to student performance on assessment after the assessment process is complete
- Alumni Affairs

The administrative and support functions to organize the activities of the Dean, Students' Services and his/her team will be discharged by an administrative structure comprising one Deputy Registrar, one Assistant Registrar, two Junior Executives and two Assistants.

4. Planning

Dean Planning shall ordinarily be a Professor of the University appointed for a fixed term by the Vice-Chancellor. The Dean Planning will be assisted by a core group of academics deployed for this purpose on a part-time basis.

The Office of the Dean Planning will have the following functions and Responsibilities:

- Preparation of development plans including those for provision of physical infrastructure and IT services
- Organisation, coordination and monitoring of all development programmes
- Resource allocation within the university
- Development and maintenance of comprehensive information systems including management information and student data base
- Need appraisal and Programme Evaluation
- Collaboration with external agencies (nodal point)
- University web site: design, content, structure and updating
- University publications
- Servicing requests for information
- Professional support to research, appraisals, surveys and studies of university's programmes and activities and their impact

These functions can be classified into three broad areas: 1. Proposals, Statistics, Development Budgeting; 2. Appraisal, Programme Evaluation, MIS; 3. Publication, Website Management.

The Office of the Dean Planning shall have one Planning / Research Officer and one Publication Officer. The administrative support will be provided by one Junior Executive and one Assistant.

5. Academic Services

The Dean, Academic Services shall ordinarily be one of the Professors appointed to this office for a fixed term by the Vice Chancellor. The Office of the Dean Academic Services shall have the responsibility of creating a culture of shared responsibility for governance, development and sustenance of a collegial work culture, delegation of power and ensuring accountability and performance monitoring at all levels.

The Office of the Dean Academic Services shall perform the following functions for the academic staff:

- Academic personnel policy
- HR Development
- Faculty Development
- Recruitment, training and placement of faculty and staff
- Staff management
- Career planning and Development
- Preparation and updating of Job Profiles and Talent Hunting
- Grievance Redressal with regard to academics

The functions are broadly categorized into: 1. Assessment of need for faculty and recruitment, 2. Service matters related to faculty, 3. professional development of faculty.

The administrative structure of the Office of Dean Academic Services comprises one Deputy Registrar, one Assistant Registrar and two Junior Executives.

6. Library

The library shall have the following functions and responsibilities:

- Establishment and Development of a high-class university library
- Provision of all library and documentation services
- Acquisition and cataloguing of books, journals and periodicals
- Reading room facilities and services
- Reprographic services
- Maintenance of electronic media library and services
- Inventory management

The University Library will be headed by a Librarian who shall be holding a position equivalent to that of a Professor. In addition, there shall be one Deputy Librarian (initially to be brought in on contractual, deputation or post-retirement basis) and two Assistant Librarians. There shall also be three Professional Assistants and two Assistants. The recruitment of library staff shall be phased in such a manner as to meet the needs when the library gets

established. The needs as appraised at present will need to be reviewed at the end of two years.

7. IT Services

The Director IT Services shall be appointed as provided for in the Ordinance. The Office of the Director, IT Services shall have the following functions and responsibilities:

- Planning and supervision of computerisation of all administrative and financial operations of the university
- Installation, applications and maintenance of IT infrastructure and facilities
- Development and maintenance of university wide IT Network
- Management of all IT services including connectivity, security and integrity of the network
- IT services for student learning
- Leveraging IT for supporting teaching, research and other academic services
- Design and implementation of IT solutions for management of student, faculty and staff life cycles
- Establishment and maintenance of computer laboratories

The aforementioned functions can be categorized into: 1. IT policy, planning, development, solutions; and 2. Infrastructure, procurement, installation, managing all IT services.

The Office of the Director IT Services shall be constituted of two positions of System Administrator, one position of Junior System Administrator and one position of Junior Executive (IT) and three positions of Technical Assistant (IT).

These estimations are based on the present need of the University. These will need to be reviewed at the end of two years.

8. Registry

The Registry will have the following functions and responsibilities:

- All Statutory functions prescribed in the Act, Statutes and Ordinances
- Governance: Secretarial functions of BOM, AC, PB.
- University property - custody and upkeep
- Housekeeping
- Campus security
- Common services and facilities
- Legal representation of the University

- All residual functions not specifically assigned to any Division

Broadly these aforementioned functions can be seen as three broad sets of functions: 1. Governance, Legal; 2. Estate, Housekeeping, Operations; 3. HR matters related to non-teaching staff; and 4. Administrative support to Schools and Centres.

Apart from the Registrar, the Registry shall comprise one position of Deputy Registrar and four positions of Assistant Registrar, four positions of Junior Executive and four positions of Assistant.

In addition, one position of Assistant Engineer (initially to be filled through deputation or contractual arrangements), two positions of care taker at the Junior Executive Level, two positions of security supervisor at the Junior Executive level will need to be created.

9. Finance

The Office of the Controller of Finance will perform the following functions and responsibilities:

- Preparation of University Budget
- Authorisation of University Expenditure
- Accounting and Audit
- Management of University Funds
- Expenditure monitoring and control
- Financial analysis and costing
- Resource mobilisation

These functions can be treated as belonging to three broad categories: 1. Budgeting, expenditure authorization, monitoring, financial analysis, costing, fund management; 2. Accounting and audit; and 3. Payments (Salaries, bills, contingencies).

The Controller of Finance shall be assisted by one Deputy Registrar and three Assistant Registrars, three Junior Executives and three Assistants.

10. Vice Chancellor's Office

The Office of the Vice Chancellor shall comprise one position of Assistant Registrar, one position of Research Officer (or Research Associate), one position of Public Relations Officer (Media Consultant), one position of Secretary at the level of Junior Executive and one position of Assistant.

H. Others

It is envisaged that the University will need other positions particularly during the initial phase where 1. the establishment and preparation of the temporary campus at Kashmere Gate; 2. identification, procurement and development of the piece of land earmarked for AUD's permanent campus; and 3. construction of the permanent campus will be in progress. It is proposed that one position of Consultant Project Development (Administration) and one position of Consultant Project Development (Technical) be created for a period of five years in the pay band 4. Against these positions, senior professionals may be appointed on a contractual basis either on deputation or on post-retirement terms. A project development team will need to be put together under the aforementioned senior officers, all on a time-bound contractual basis. A core of two contractual positions of Consultant Project Technical in the pay band 3 need to be created.

In addition, one position at the level of Deputy Registrar and four positions at the level of Assistant Registrar will need to be created and kept unassigned to any Division. Similarly, five positions of Junior Executive and seven positions of Assistant need to be created and kept unassigned. These positions will constitute a common pool that can be used to meet emerging needs from time to time and to supplement the strength of different units of the University as and when need arises.

The number of positions of attendants should be fixed at the very minimum. These have to be filled in on a contractual basis. Twenty such positions may be created and kept unassigned. Although the policy of the university is to hire vehicles as far as possible, it is perhaps advisable to procure one or two vehicles. Therefore, two positions of Drivers to be filled on a contractual basis need to be created and kept unassigned. —

G. Positions to be created

The positions projected above under the various divisions are being compiled into a composite statement of positions to be created for the next two years. This is presented in Table 2. Not all these positions need to be filled in at present. Some cushion is kept deliberately in order to address the dynamism of staff requirement during this initial phase of the University.

F. Recruitment and Promotion Rules:

The minimum educational qualification for appointment to various positions in the university shall be worked out by the establishment committee from time to time. Similarly, additional qualifications and experience required of each position shall be prescribed by the Establishment Committee depending upon the nature of the

functions assigned to it. In no case, the qualifications and experience required shall be lower than those prescribed for recruitment to comparable positions in the university system and/or in the Government Departments.

All recruitments, especially to regular positions in the university, will be through advertisement and open selection. In special cases, the university may invite applications from other universities, institutions and/or Government Departments or undertakings, where services of personnel with specific kinds of experience are required. In all cases, appointments, both regular as well as contractual, will be made on the recommendations of duly constituted selection committees.

For most positions located within pay bands 3 and 4, qualifications, experience and pay scales will be according to the guidelines prescribed from time to time by the UGC.

The innovative nature of the proposals contained in this report should help the university to move away from the classical cadre structures and seniority-based promotion patterns to an imaginative personnel policy that recognises and rewards merit, improves efficiency and helps develop a healthy work culture. A unique feature of the staff policy of the university will be the development of a multi-skilled team of personnel who can move across a spectrum of jobs vertically as well as horizontally.

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Table 1: Administrative and Professional Positions:

	School	Centre	Student Services	Planning #	Academic Services #	Library	IT Services	Registry	Finance #	VC's office	Others
Pay Band 4	Dean (1)	Director* (1)	Dean** (1)	Dean (1)	Dean (1)	Librarian (1)	Director (1)	Registrar (1)	Controller of Finance (1)		Constant Project Dvlpmnt: Tech (1) Admn (1)
Pay Band 3			Deputy Registrar (1) *** Assistant Registrar (1)	Research/ Planning Officer (1) Publication Officer (1)	Deputy Registrar (1) Assistant Registrar (1)	Deputy Librarian (1) Assistant Librarian (2)	System Administrator (2)	Deputy Registrar (1) Assistant Registrar (4) Assistant Engr (1)	Deputy Registrar (Finance) (1) Assistant Registrar (Finance) (3)	Assistant Registrar (1) Research Officer (1) PRO/ Media Off (1)	Deputy Registrar (1) Asst Registrar (4) Cnstrl Proj Tech (2)
Pay Band 2	Junior Executive (2 minimum)	Junior Executive or Assistant (1)	Junior Executive (2)	Junior Executive (1)	Junior Executive (2)	Professional Assistant (3)	Junior System Admn (1) Jr Exec (IT) (1)	Junior Executive (4) Care Taker (2) Soc Sup 2	Junior Executive (3)	Junior Executive (Secretary) (1)	Junior Executive (5)
Pay Band 1	Assistant (minimum)		Assistant (2)	Assistant (1)		Assistants (2)	Tech Asst (IT) (3)	Assistant (4)	Assistant (3)	Assistant (1)	Assistant (7)

The following categories of employment is envisaged outside of the four Pay Bands:

Attendants (Contractual) (20 positions): Rs 10,000 consolidated.

Drivers (Contractual) (2 positions): Rs 10,000 consolidated.

Grade Pay for the various levels of positions

Dean, Director, Librarian, Registrar, Controller of Finance and Consultant Project Development: Equivalent to Professor.

Grade pay for Deputy Registrar, Deputy Librarian, Deputy Director: Rs 7600 in Pay Band 3.

Grade pay for Assistant Registrar, Assistant Librarian, Research / Planning Officer, Assistant Director, PRO / Media Officer, Assistant Engineer: Rs 5400 in Pay Band 3.

Notes:

* On secondment from one of the Schools.

** Supported by at least two members of faculty acting as Deputy Deans on a part time basis.

*** Will be the custodian of all records sent in by the Schools related to student assessment after the assessment process is complete and other student related records.

Planning Division will perform three sets of functions: 1. Proposals, Statistics, Development Budgeting; 2. Appraisal, Programme Evaluation, MIS; and 3. Publication, Website Management.

Academic Services will perform the following sets of functions: 1. Recruitment of Faculty, 2. Service matters related to Faculty, 3. Professional Development of Faculty.

+ IT Services will perform two sets of functions: 1. IT policy, planning, development, solutions; 2. Infrastructure, procurement, installation, managing all IT services.

++ Registry will perform the following sets of functions: 1. Governance, Legal; 2. Estate, Housekeeping, Operations, 3. HR matters related to non-academic staff; 4. Administrative support to Schools and Centres.

*# Finance will perform the following functions: 1. Budgeting, expenditure authorization, monitoring, financial analysis, costing, fund management; 2. Accounting and Audit; and 3. Payments (Salaries, Bills, Contingencies)

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Table 2
PROJECTED STAFF REQUIREMENT

Post	Number of Post	Pay band	Qualifications	Nature
Dean Students' Services, Dean Planning*, Dean Academic Services*, Librarian, Director IT Services, Registrar, Controller of Finance	7	4	As per UGC norms	Fixed Tenure 5 years
Deputy Librarian	1	3	do	Contract/Regular
Assistant Librarian	2	3	do	Contract/Regular
Deputy Registrar	3	3	do	Contract/Regular
Assistant Registrar	14	3	do	Contract/Regular
Research Officer/ Planning Officer	2	3	Equivalent to Assistant Professor	Contract/Regular
PRO / Media Officer / Publication Officer	2	3	Equivalent to Asst Professor with special qualifications and experience	Contract
System Administrator (Computer)	2	3	Postgraduate with Professional certification (Microsoft / ORACLE / Cisco / Sun / Red Hat); 4-5 yrs experience in managing networks	Contract
Assistant Engineer	1	3	Graduation in Engineering etc.	Contract/Regular
Professional Assistant Library	2	2	Blib + Experience	Contract
Junior System Administrator (IT)	2	2	Graduate; 1-2 yrs experience in managing networks	Contract
Jr Exec (IT)	2	2	Graduate; 1-2 yrs experience of administering and managing computer systems	Contract

Technical Assistant (IT)	63	1	Class XII, experience of managing a computer laboratory	Contract
Junior Executive	64	2	Graduate; Computing skills to be specified	Contract
Security Supervisor	65	2	Graduate/ ICO army.	Contract
Assistant	65	1	10+2; Computing skills to be specified	Contract
Others				
Consultant, (Project Development)	2 (Technical (1) + Administration (1))	4 (or consolidated around PB4)	Technical-Engineering Administration; Senior Administrator	Contract/ deputation 3 to 5 years
Consultant, (Project Development)	2 (Technical)	3	Engineering background (Civil + Electrical)	Contract/ deputation 3 to 5 yrs

* This position is not yet created. Till such a time as this is created, a Professor will be charged with this additional responsibility on a part-time basis.

CONFIDENTIAL

**MINUTES OF THE 13TH MEETING OF THE
BOARD OF MANAGEMENT**

HELD ON 11TH FEBRUARY, 2013 (MONDAY)
AT 10:00 A.M. IN PRIVATE DINING ROOM
INDIA INTERNATIONAL CENTRE, LODHI ROAD, NEW DELHI 110 003



Bharat Ratna Dr. B.R.
AMBEDKAR UNIVERSITY, DELHI
LOTHIAN ROAD, KASHMERE GATE
DELHI 110 006

Under any other item, the Board noted that the Delegation of Financial Powers shall need further revision to include the powers to be delegated to the Pro-Vice-Chancellor.

- 14) To ratify the Minutes of the Eighth Meeting of the Finance Committee held on 18th December, 2012

Resolved to ratify the Minutes of the Eighth Meeting of the Finance Committee held on 18th December, 2012.

On item no. 6, of the 8th Finance Committee, the Board noted that the DDA has since raised the bill of demand of the land cost at Dheerpur amounting to Rs. 111,63,57,590/- which has now been sought from the GNCTD (Appendix-7)

- 15) To ratify the Minutes of the 8th Meeting of the Establishment Committee held on 11th October, 2012; 21st November, 2012 and 18th December, 2012

Resolved to ratify the Minutes of the 8th Meeting of the Establishment Committee held on 11th October, 2012; 21st November, 2012 and 18th December, 2012. However, the Board desires that the Recruitment Rules may be discussed in the Establishment Committee once more and whatever fine-tunings that need to be incorporated, be done before the Recruitment Rules are notified (Appendix-8)

- 16) To ratify the recommendations of the Selection Committees for various faculty positions

Resolved to ratify the approval of the Vice Chancellor of the recommendations of the Selection Committees for various faculty positions (Appendix-9)

- 17) To ratify the appointments of Deans/Directors

Resolved to ratify the appointments of the following Deans/Directors:

1. Appointment of Professor Ashok Nagpal as Dean (Academic Services) w.e.f. 01.09.2012 till further orders, in terms of Clause (3) of Statute 7A of the Statutes of the AUD.
2. Appointment of Professor Honey Oberoi Vahali as Dean, School of Human Studies w.e.f. 01.09.2012 for a period of three years, in terms of Clause (2) of Statute 7 of the Statutes of the AUD.

AUD/ROM/131/13.02.2013

for more details...

[Signature]

Appendix-8
Resol. No. 15/BOM(13)/11.02.2013

Resolved to ratify the Minutes of the 8th Meeting of the Establishment Committee held on Thursday, the 11th October, 2012; Wednesday, the 21st November, 2012 and Tuesday, the 18th December, 2012

The Eighth Meeting of the Establishment Committee was held on 11/10/2012; 21/11/2012 and 18/12/2012.

The Minutes of the meeting are enclosed.

CONFIDENTIAL

MINUTES OF 8TH MEETING OF THE ESTABLISHMENT COMMITTEE

HELD ON THURSDAY, 11TH OCTOBER, 2012 AT 11:00 A.M. IN THE
COMMITTEE ROOM NO.2 IIC ANNEXE, LODHI ROAD, NEW DELHI-110003;
WEDNESDAY, 21ST NOVEMBER, 2012 IN THE COMMITTEE ROOM, DWARKA
CAMPUS AND TUESDAY, 18TH DECEMBER, 2012 IN THE COMMITTEE ROOM,
KASHMERE GATE CAMPUS, DELHI-110006



AMBEDKAR UNIVERSITY, DELHI
LOTHIAN ROAD, KASHMERE GATE
DELHI-110 006

Minutes of 8th Meeting of the Establishment Committee held on Thursday, the 11th October, 2012 at 11:00 a.m. in the Committee Room No. 2, IIC Annexe, Lodhi Road, New Delhi-110003; Wednesday, 21st November 2012 in the Committee Room, Dwarka Campus and Tuesday, 18th December 2012 in the Committee Room, Kashmere Gate Campus, Delhi - 110006.

Present:

Professor Shyam Menon Vice Chancellor	Chairperson
Dr. Kiran Datar	Member
Professor Ashok Nagpal Dean, School of Human Studies	Member
Professor Chandan Mukherjee Dean, School of Development Studies	Member
Smt. Sumati Kumar Registrar	Secretary

Special Invitee:

Ms Asha R. Rungta
Controller of Finance

The Vice Chancellor extended a warm welcome to all the members of the Establishment Committee.

The Registrar gave a brief description to the members about the Recruitment Rules for non-teaching Employees. The Registrar also apprised the members about the Recruitment Rules Committee constituted by the Vice-Chancellor (Appendix I). A lawyer was appointed for this purpose to seek legal advice while framing the Recruitment Rules.

The following Agenda Items were taken up:

01 Confirmation of the Minutes of the Seventh Meeting of the Establishment Committee held on 18th July, 2012

Resolved to confirm the Minutes of the Seventh Meeting of the Establishment Committee held on 18th July, 2012, as circulated.

02 Considered the Recruitment rules for non-teaching posts.

A. In the first meeting of the 8th Establishment Committee, the committee, after deliberation, resolved that the method of recruitment would remain as per the recommendations of the Datar Committee i.e. 1/3rd by Direct Recruitment and 2/3rd by Deputation/Contractual basis. The Committee had detailed deliberations, clause by clause on the Recruitment Rules and suggested changes.

B. In the 2nd and continued 8th Establishment Committee meeting, the revised Recruitment Rules framed as per the discussion held in 1st EC meeting, was presented to the members.

(i) A sub-committee, comprising of the Registrar, Dean-SDS & SHE and the Controller of Finance was set up to consider the issue of fixation of a quota within the posts meant for regular employees, for the staff presently employed on deputation/contract at the University, in consultation with the legal expert,

(ii) It was decided that the following posts meant for Campus Development may also be included in the schedule of various posts.

1. Director (Admn & Planning)
2. Co-Director (Technical)
3. Consultant (Project Development - Technical)

C. The 3rd and continued 8th Establishment Committee meeting, the committee after detailed deliberation approved and resolved the Recruitment Rules for non-teaching posts.

1. The sub-committee set up in "B" above examined in detail the various implications of the proposal to incorporate a clause which would enable a quota to be fixed for deputation/contractual employees presently employed by AUD within the cadre of the regular employees. However, this could not be recommended keeping in view the legal advice given by the advocate that "There would be no transparency in the method of recruitment if any such quota is fixed for contractual employees."

2. The change in nomenclature of the following posts were accepted as below :

<u>Existing Post</u>	<u>Revised Post</u>
(i) Consultant (Project Development) (Technical & Administration)	Director (Administration & Planning). Campus Development
(ii) Consultant (Project Development) (Technical)	Co-Director (Technical)
(iii) Professional Assistant (Library)	Jr Executive (Library)

3. The Committee took note of and reiterated the Datar Committee recommendations on Campus Development that "a project development team will need to be put together under the aforementioned senior officers, all on a time-bound contractual basis."

03 Considered the terms for engagement of contractual staff.

Resolved to approve the terms for engagement of contractual staff.

04 Considered the creation of additional posts

The Committee recommended the creation of the following additional posts in view of the fact that the AUD campus is located at two different campuses. In order to maintain and provide adequate services catering to new campuses at Rohini and Dheerpur also, the Committee decided to recommend the creation of new posts.

It was, therefore, resolved to approve the creation of following additional posts:

a. Caretaker	-	2 ✓
b. Assistant Caretaker	-	2 ✓
c. Garden Supervisor	-	1 ✓
d. Mali	-	6 ✓
e. Horticulturist	-	1 ✓

It has also been decided to create the following posts in addition to the above posts for the office of Pro-Vice-Chancellor, AUD:

1) Assistant Registrar	-	1 ✓
2) Junior Executive	-	1 ✓
3) Assistant	-	1 ✓

87 72

- 05 Considered the ratification of the action taken of yearly enhancement of monthly remuneration @ 10% to the contractual employees of AUD with effect from 24.06.2011.

The Establishment Committee ratified the action taken of yearly enhancement of monthly remuneration @ 10% to the contractual employees of AUD with effect from 24.06.2011. (Appendix - II)

The meeting ended with a vote of thanks to the Chair.

10/11/11

Minutes of the 11th Meeting of the Establishment Committee of Ambedkar University Delhi(AUD)held on Friday, the 4th of July, 2014 at 11:00 AM in the Committee Room at AUD, Lothian Road, Kashmere Gate, Delhi - 110 006

Present:

Prof. Shyam B. Menon Vice-Chancellor	-	Chairperson
Dr. Kiran Datar Nominee of the Board of Management	-	Member
Prof. Chandan Mukherjee Nominee of the Vice-Chancellor	-	Member
Prof. Ashok Nagpal Nominee of the Vice-Chancellor	-	Member
Prof. Jatin Bhatt Registrar	-	Member Secretary

1. —To confirm the Minutes of the 10th Meeting of the Establishment Committee held on 19th March, 2014

Resolved to confirm the Minutes of the 10th Meeting of the Establishment Committee (EC) of Ambedkar University Delhi (AUD) held on 19th March, 2014, as circulated.

2. To consider Action Taken Report on the Minutes of the 10th meeting of the Establishment Committee held on 19th March, 2014

Resolved to approve the Action Taken Report (ATR) on the Minutes of the 10th meeting of the Establishment Committee held on 19th March, 2014 (*Appendix-1*).

3. To report the joining of the Assistant Registrars on deputation basis

Resolved to approve the report of joining of the following Assistant Registrars on deputation basis:-

- i) Sh. Harsh Kapoor - w.e.f. 01.04.2014 (forenoon)
- ii) Sh. Bodapatla Mallesha - w.e.f. 01.05.2014 (forenoon)

- (ii) The Campus Development process has just taken off. The protracted process of interaction with the DDA and the Government of NCT of Delhi is still on. There is a need for continuity in this.
- (iii) The Co-Director (Technical) has just joined AUD. It would take some more time for the entire team to be constituted and be effective in its functioning.
- (iv) A Deputy Dean (Planning) has just been appointed. Prof. Varma has been functioning as Dean, Planning in his capacity as Advisor, Planning. A continuity in office of the Dean, Planning is also of an absolute imperative.
- (v) In the light of the above, it was found reasonable that the Committee headed by the Pro Vice-Chancellor has recommended for extending Prof. Varma's term till he completes 75 years on 5th January, 2016.
- (vi) This is an absolutely exceptional case happening at a critical juncture in the University's institutional development. Professor Varma's extension is in the best interest of the University particularly for its Planning and Campus Development. This cannot therefore set a precedence.

9. To consider the creation of one post of Studio Assistant in the School of Culture and Creative Expressions in PB-1 Rs. 5200-20200 + GP Rs. 2800 in AUD

Resolved to approve the creation of one post of Studio Assistant in the School of Culture and Creative Expressions in PB-1 Rs. 5200-20200 + GP Rs. 2800 in AUD. While approving the creation of the post it has been directed to follow the due procedure i.e. preparation of RRs, ensuring it at par with such similar posts. Concurrence of the Government may be sought for such creation, in case it is required.

The EC directed to verify the Recruitment Rules for the post of Studio Assistant in the College for Art and Commercial Artist in the Directorate of Technical Education, Govt. of NCT of Delhi.

AMBEDKAR UNIVERSITY DELHI

MINUTES OF THE 19TH MEETING OF THE BOARD OF MANAGEMENT
HELD ON 19 APRIL 2016 IN THE PRIVATE DINING HALL AT THE IIC, NEW
DELHI

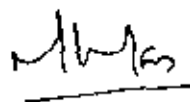
PRESENT

1.	Professor Shyam B Menon <i>Vice Chancellor, AUD</i>	Chairperson
2.	Professor NR Madhava Menon <i>Nominee of the Government of NCT of Delhi</i>	Member
3.	Professor S. Parasuraman <i>Nominee of the Government of NCT of Delhi</i>	Member
4.	Dr. Kiran Datar <i>Nominee of the Government of NCT of Delhi</i>	Member
5.	Smt. Punya Salila Srivastava, IAS <i>Secretary (Higher Education), Govt. of NCT of Delhi</i>	Member
6.	Professor Ashok Nagpal, SHS, AUD <i>Nominee of the Chancellor</i>	Member
7.	Professor Jatin Bhatt, SDes, AUD <i>Nominee of the Chancellor</i>	Member
8.	Professor Sahil Misra, SLS, AUD <i>Nominee of the Chancellor</i>	Member
9.	Dr. M.A. Sikandar <i>Registrar, AUD</i>	Secretary

Special Invitees

10.	Professor Chandan Mukherjee <i>School of Liberal Studies & Director, CSSRM, AUD</i>
11.	Professor Kuniakose Mamkootam <i>Dean, Student Services & Director, SBPPSE, AUD</i>
12.	Shri J. Ernest Samuel Ratnakumar <i>Controller of Finance, AUD</i>
13.	Dr. Praveen Singh <i>Associate Professor & Dean (Ofg), Planning, AUD</i>
14.	Dr. Asmita Kabra <i>Associate Professor & Dean (Ofg), SHE, AUD</i>
15.	Shri N.K. Verma <i>Co-Director (Technical), Campus Development, AUD</i>

AUD/BoM(19)/19.04.2016



(C) Phase wise Teaching and Non-Academic Positions proposed as per UGC norms (vide AUD's proposal dated 11.03.2016)

	Total Student Intake	Academic/ Financial Year	Positions Proposed as per the MHRD/ UGC norms	
			Faculty (Student: Faculty Ratio = 15:1)	Non-Academic (Academic: Non-Academic Ratio = 1:1.1)
Phase I	225	2016-17	58	70
	1050	2017-18		
Phase II	1750	2018-19	92	95
	2250	2019-20		
		Total	150	165

It is further resolved that the University may take up the matter with the Directorate of Higher Education seeking necessary concurrence/approval as required under the pattern of assistance for release of additional Grant-in-aid for 2016-17 to the University by the Govt. of NCT of Delhi.

5. MATTERS ARISING OUT OF THE 14TH AND 15TH MEETINGS OF THE ESTABLISHMENT COMMITTEE HELD ON 05 NOVEMBER 2015 AND 09 MARCH 2016 RESPECTIVELY

5.1 Minutes of the 14th Meeting of the Establishment Committee held on 5 November 2015

Resolved to approve the Minutes of the 14th Meeting of the Establishment Committee held on 5 November 2015, vide Appendix-8.

5.2 Minutes of the 15th Meeting of the Establishment Committee held on 9 March 2016

Resolved to approve the Minutes of the 15th Meeting of the Establishment Committee held on 9 March 2016, vide Appendix - 9.

5.3 Report of the Recruitment Rules Review Committee to review the existing Recruitment Rules for administrative staff and to formulate a scheme with Action Plan to fill up vacant administrative posts in AUD arising out of the GNCTD policy guidelines issued by the Services Department dated 19.10.2015 as recommended by the Establishment Committee in its 15th Meeting held on 09.03.2016

The BoM considered the recommendations of the Recruitment Rules Review Committee, constituted by the University to review the existing

Recruitment Rules for administrative staff and to formulate a scheme with Action Plan to fill up vacant administrative posts in AUD, under the chairmanship of Professor Kuriakose Mamkootam, arising out of the Government of NCT of Delhi policy guidelines, issued by the Services Department, GNCTD, vide Order No. F.19(11)/2015/S IV/1890-96, dated 19.10.2015.

The BoM noted that the report of the said Recruitment Rules Review Committee was considered and recommended by the Establishment Committee in its 15th Meeting held on 09.03.2016 with minor modifications.

After detailed deliberation, the BoM resolved to approve the recommendations of the Recruitment Rules Review Committee as recommended by the Establishment Committee, vide **Appendix - 10**. The BoM also resolved that changes/amendments wherever necessary in the existing Recruitment Rules and other guidelines be made accordingly.

The BoM noted that the University had created 173 regular administrative positions (Group A - 28, Group B - 59 and Group C - 86 Total = 173 excluding the two statutory posts - Registrar and Controller of Finance) with the approval of the BoM based on the recommendations by the Establishment Committee from time to time since the inception of the University.

The BoM further resolved to seek ex-post facto concurrence/approval from the Directorate of Higher Education, GNCTD for creation of the above 173 regular administrative positions (**Appendix - 11**) as required under the Pattern of Assistance.

The BoM noted that there is only seven administrative staff working on regular basis in the University and there is a dire need of filling the regular vacant administrative positions on priority basis to cope up the increased volume of work in the University. Considering the above, it was resolved to fill up 60 regular positions through open selection with the revised pay scales, qualification, experience and other eligibility criteria as recommended by the RRs Review Committee as per the Action Plan (para 12.3 & 12.5 of the recommendations).-

Sl. No.	Name of the post	Pay Band + GP	No. of posts to be filled on regular basis
	Administrative Support		
1	Executive	PB-2 Rs 9300-34800 + GP Rs 4600/-	06
2	Junior Executive	PB-2 Rs 9300-34800 + GP Rs 4200/-	08
3	Assistant	PB-1 Rs 5200-20200 + GP Rs 2400/-	19
4	Junior Assistant/ Assistant Caretaker	PB-1 Rs 5200-20200 + GP Rs 1900/-	02

	Library Services		
5	Junior Executive (Library)	PB-2 Rs.9300-34800 + GP Rs.4200/-	01
6	Library Assistant	PB-1 Rs 5200-20200 + GP Rs.2800/-	01
	IT Services		
7	System Administrator (IT)	PB-3 Rs 15600-39100 + GP Rs 5400/-	01
8	Technical Assistant (IT)	PB-1 Rs.5200-20200 + GP Rs 2800/-	02
9	Junior Engineer (Electrical)	PB-2 Rs.9300-34800 + GP Rs.4200/-	01
10	MYS (Office Attendant)	PB-1 Rs 5200-20200 + GP Rs 1800/-	07
	Deputy Registrar/ Assistant Registrar and its equivalent posts		
11	Deputy Registrar	PB-3 Rs.15600-39100 + GP Rs 7600/-	03
12	Assistant Registrar	PB-3 Rs 15600-39100 + GP Rs 5400/-	08
13	Assistant Registrar (Planning)		01
		Total	60

After discussion, it was resolved to seek a legal opinion on the validity of engagement of administrative staff on long-term contractual appointments on a fixed tenure basis (3/5 years) against the permanent posts.

The BoM placed its appreciation to Professor Kuriakose Mamkootam and other members of the RRs Review Committee for their sincere efforts in bringing out an exhaustive report on the HR policy for administrative staff of the University.

5.4 Proposal regarding higher start in pay in respect of Shri J. Ernest Samuel Ratnakumar in the post of Controller of Finance

Resolved to approve the recommendation by the Establishment Committee in its 15th Meeting held on 09.03.2016 for grant of five non-compounded advance increments to Shri J. Ernest Samuel Ratnakumar in the post of Controller of Finance at the minimum of the scale in PB-4 Rs.37400-67000 + Grade Pay Rs.10000/- w.e.f. 29.09.2015 i.e. from the date of his appointment on five years tenure basis in AUD.

5.5 Proposal regarding grant of higher start in pay in respect of Dr. Prasad T.S.V.K. in the post of Deputy Registrar on direct recruitment against PwD category

Resolved to approve the recommendation by the Establishment Committee in its 15th Meeting held on 09.03.2016 for the grant of two non-compounded advance increments to Dr. Prasad T.S.V.K. a directly recruited Deputy Registrar at the minimum of the scale in PB-3 Rs.15600-39100 + GP Rs.7600/- against Persons with Disabilities Quota (Visually Challenged) w.e.f. 30.07.2015 i.e. from the date of his appointment in AUD.

**Report of the Recruitment Rules Review Committee
constituted by the
Establishment Committee**

March, 2016



Ambedkar University Delhi
Lothian Road, Kashmere Gate
Delhi – 110 006

Table showing the existing sanctioned posts pay scale/ band/ Grade Pay, Method of appointment and educational qualification and experience prescribed and proposed by the RRs Review Committee

Administrative Support

		EXISTING				PROPOSED					
						*Depending upon the functional requirement will be decided each time by the competent authority					
Sl. No	Name of the Post	Pay Scale Prescribed	No. of Posts	Method of appointment	Educational Qualification & Experience	Pay Scale Prescribed	Specialization*	No. of Posts	Method of appointment	Educational Qualification & Experience	Remarks/ Recommendations
1	Executive	-	-	-	-	PB-2 Rs.9300-34800 + GP 4600/-	HR & General Administration	18	1/3 rd by direct recruitment, 1/3 rd by Promotion among the Junior Executives with 5 years regular service in AUD failing which by Contract/ Deputation and 1/3 rd by Contract/Deputation	i. Post graduate degree with at least 50% marks ii. Three years post qualification experience in a responsible position equivalent to Jr. Executive level (PB-2+ GP 4200) in Universities/ Institutions of Higher learning/ Govt. Departments/ comparable experience in a reputed private organization in the relevant field OR i. Graduate with at least 50% marks ii. Five years post qualification experience in a responsible position equivalent to Jr. Executive level (PB-2+GP 4200) in Universities/ Institutions of Higher learning/ Govt. Departments/ comparable experience in a reputed private organizations in the relevant field	To balance the cadre and also to provide sufficient promotional opportunities for Junior Executive 18 Posts of Junior Executives are proposed to be upgraded as Executives. The post of executive will be feeder grade for Assistant Registrar, Group-A.
							Finance and Accounts			i. Post graduate in Commerce or Post graduate with Inter CA/	

96									Inter ICWAI or MBA (Finance) 5. Three years post qualification experience as Junior Executive level (PB-2+GP 4200) in Universities/ Institutions of Higher learning/ Govt. Departments/ comparable experience in a reputed private organizations in the relevant field OR I. Graduate in Commerce or Graduate in other subjects with Inter CA/ Inter ICWAI or BBA with specialization in Finance 6. Five years post qualification experience of Junior Executive level (PB-2+GP 4200) in Universities/ Institutions of Higher learning/ Govt. Departments/ comparable experience in a reputed private organizations in the relevant field	
97						Secretarial Assistance			i. Graduate with at least five years post qualification experience at Junior Executive level (PB-2+GP 4200) or equivalent position in managing the office of senior functionary in Universities/ Institutions of Higher learning/ Govt. Departments/ top level executive in corporate sector in the relevant field ii. Working knowledge of English shorthand.	

		EXISTING				PROPOSED						
						*Depending upon the functional requirement will be decided each time by the competent authority						
SI No	Name of the Post	Pay Scale Prescribed	No. of Posts	Method of appointment	Educational Qualification & Experience	Pay Scale Prescribed	Specialization*	No. of Posts	Method of appointment	Educational Qualification & Experience	Remarks/ Recommendations	
2.	Junior Executive	PB-2 Rs.9300-34800 + GP 4200/-	48	1/3 rd by Direct Recruitment 2/3 rd by Deputation/ Contract	Essential: Bachelor's Degree from a recognized University or Institutions with at least 50% marks either at the Bachelor's or at the Master's level Desirable: Excellent knowledge of Computer applications like MS-office, internet etc.	PB-2 Rs 9300-34800 + GP 4200/-	HR & General Administration	30	1/3 rd by Direct Recruitment 2/3 rd by Promotion among the Assistant with 10 years regular services in AUD failing which by Contract/ Deputation	i. Graduate/Post Graduate with at least 50% marks from a recognized University or Institution ii. Five years post qualification experience in the relevant field in Universities/ Institutions of Higher learning/ Govt. Departments/ comparable experience in a reputed private organization	No substantial change is proposed.	
							Finance and Accounts			i. Graduate/Post Graduate in Commerce with at least 50% marks OR Any Graduate/Post Graduate with inter CA/ Inter ICWAI with at least 50% marks OR BBA/ MBA (Finance) with at least 50% marks. ii. Five years post qualification experience in the relevant field in Universities/ Institutions of Higher learning/ Govt. Departments/ comparable experience in a reputed private organizations.		

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							Secretarial Assistance			i. Graduate/Post Graduate with at least 50% marks from a recognized University or Institutions. ii. Five years post qualification experience in the relevant field at the level of Assistant (PB-1 + GP 2400/-) in managing the office of a senior functionary in Universities/ Institutions of Higher learning/ Govt. Departments/ top level executive in corporate sector. iii. Working knowledge of English shorthand.	
3	Assistant	PB-1 Rs.5200-20200 GP Rs.2800	34	1/3 rd by Direct Recruitment 2/3 rd by Deputation/ Contract	Essential: (i) 10+2 or equivalent from a recognized Board. (ii) A minimum typing speed of 35 w.p.m. in English or 30 w.p.m. in Hindi on computer. Desirable: (i) Excellent knowledge of Computer applications like Ms-Office, Internet etc. (ii) At least 2 years experience in a University System / Educational Institutions.	PB-1 Rs.5200-20200 + GP Rs 2400	HR & General Administration	34 + 2 (including caretaker)	40% (20 posts) by Direct Recruitment 50% by Contract 10% by promotion among the Junior Assistants/ Assistant Caretakers with 8 years regular service falling which by contract.	Graduate with at least three years of post qualification experience in the relevant field in Universities/ Institutions of Higher learning/ Govt. Departments/ comparable experience in a reputed private organization.	The existing grade pay of Rs 2800/- has been rationalized to Rs.2400/- keeping in view of the comparable positions in the University System/ Govt. Departments. Two posts of Caretaker are to be re-designated as Assistant-cum-Caretaker for further promotional opportunities. The method of recruitment is changed to 40% by Direct Recruitment and 60% by Deputation/ Contract.

		EXISTING				PROPOSED					
						*Depending upon the functional requirement will be decided each time by the competent authority.					
Sl. No	Name of the Post	Pay Scale Prescribed	No of Posts	Method of appointment	Educational Qualification & Experience	Pay Scale Prescribed	Specialization*	No. of Posts	Method of appointment	Educational Qualification & Experience	Remarks/ Recommendations:
							Finance and Accounts			i. A Bachelor's Degree in Commerce OR A Graduate in other subjects with Inter CA/ Inter ICWAI OR BBA/MBA (Finance) ii Three years post qualification experience in the relevant field in Universities/ Institutions of Higher learning/ Govt. Departments/ comparable experience in a reputed private organization.	
							Secretarial Assistance			i Graduate from a recognized University. ii Three years post qualification experience in the relevant field in managing the office of a senior functionary in Universities/ Institutions of Higher learning/ Govt. Departments/ top level executive in corporate sector iii. Working knowledge of English shorthand	

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		EXISTING				PROPOSED					
						*Depending upon the functional requirement will be decided each time by the competent authority.					
Sl. No	Name of the Post	Pay Scale Prescribed	No. of Posts	Method of appointment	Educational Qualification & Experience	Pay Scale Prescribed	Specialization	No. of Posts	Method of appointment	Educational Qualification & Experience	Remarks/ Recommendations
							Caretaker	02		Essential: I. 10+2 or equivalent from a recognized Board II. ITI Trade Certificate in Civil/ Plumbing/ Electrical with three years' post qualification experience of caretaking services of Govt./Institution buildings. OR Six years post qualification experience of caretaking services of Govt./Institution buildings Desirable: Working knowledge of Civil maintenance (plumbing / electrical work)	
4	Caretaker	PB-1 Rs.5200-20200 + GP Rs.2800/-	02	Direct Recruitment		PB-1 Rs.5200-20200 + GP Rs. 2400/-	-	-	-	-	To be merged with the cadre of Assistant.
5	Jr. Assistant/ Assistant Caretaker	-	-	-	Essential Qualification for Assistant Caretaker: (i) Matriculation from recognized school/Board (ii) Working knowledge of Civil maintenance (plumbing / electricity) Desirable: ITI Certificate	PB-1 Rs.5200-20200 + GP Rs.1800/-	NA	03 + 02	100% Promotion (all of which 1/3 rd (2 posts) by Direct Recruitment 2/3 rd (3 posts) by Contract	Direct Recruitment Essential: I. 10+2 or equivalent from a recognized Board. II. A typing speed of 35 words per minute in English or 30 words per minute in Hindi on Computer (35 words per minute and 30 words per minute correspond to 10500 key depressions per hour in	Three posts of MTS (Office Attendant) and two posts of Assistant Caretaker in PB-1 + GP Rs.1800/- are proposed to be upgraded for promotional opportunities of MTS.

AMBEDKAR UNIVERSITY DELHI

MINUTES OF THE 16TH MEETING OF THE BOARD OF MANAGEMENT HELD ON FRIDAY, THE 4TH OF APRIL, 2014 AT 10.30 A.M. AT THE PRIVATE DINING ROOM, INDIA INTERNATIONAL CENTRE, LODHI ROAD, NEW DELHI

PRESENT

1.	Professor Shyam B. Menon, <i>Vice Chancellor</i>	Chairperson
2.	Professor N. R. Madhava Menon <i>Nominee of the Government of NCT of Delhi</i>	Member
3.	Professor Armaity Desai <i>Nominee of the Government of NCT of Delhi</i>	Member
4.	Dr. Kiran Datar <i>Nominee of the Government of NCT of Delhi</i>	Member
5.	Professor Chandan Mukherjee <i>Nominee of the Chancellor</i>	Member
6.	Professor Kuriakose Mathkootam <i>Nominee of the Chancellor</i>	Member
7.	Ms. Sumati Kumar, <i>Registrar</i>	Secretary

Special Invitee:

- Professor Vijaya S Varma
Director, Campus Development, AUD

Professor Ashok Nagpal, Nominee of the Chancellor, Dr. M M Kutty, Principal Secretary, Finance, Government of NCT of Delhi and Shri R K Verma, Principal Secretary, Higher Education, Government of NCT of Delhi regretted their inability to attend the meeting. Shri S.P. Dixit, Director, Higher Education, Government of NCT of Delhi attended the meeting representing the Principal Secretary, Higher Education.

At the outset, the Vice-Chancellor, while extending a warm welcome to all the members, expressed his deep appreciation for the contribution made by Ms Sumati Kumar, Registrar, who was to be relieved on the 7th of April 2014. The members of the Board echoed the sentiment and recorded their appreciation of Ms. Kumar's role as Secretary of the Board.

As suggested by the Principal Secretary, Higher Education in his written observations (vide Appendix-1), it was resolved that a detailed proposal with an estimation of the costs involved will be prepared and taken through due process of decision making. Since this would be an additional expenditure in excess of what has been projected under the Budget Estimates for 2014-15, this proposal should find a reflection in the communication to the Government for sanction of funds.

10. To consider the creation of an Advisory Committee for the Incubation Centre

Resolved to accept the creation of an Advisory Committee for the Incubation Centre (Appendix 9).

As suggested by the Principal Secretary, Higher Education in his written observations (vide Appendix-1), it was resolved that the creation of the Incubation Centre will be brought to the notice of the Chancellor. The Board took note of the proposal that the Centre will be run mostly through resources that will be generated from sources other than grant-in-aid. However, an appropriate amount as seed money may be sought from the Grant-in-aid at the time of Revised Estimates 2014-15.

11. To ratify the Minutes of the Fifth Meeting of the Academic Council held on 4th March, 2014

Resolved to ratify the Minutes of the Fifth Meeting of the Academic Council held on 4th March, 2014 (Appendix 10).

With reference to the written observation sent by the Principal Secretary, Higher Education (vide Appendix-1), the Board took cognizance of the fact that the reservation policy for differently abled persons, now ratified by the Board, is in conformity with the policy of the Government of India.

12. To ratify the Minutes of the 10th Meeting of the Establishment Committee held on 19th March, 2014

Resolved to ratify the Minutes of the 10th Meeting of the Establishment Committee held on 19th March, 2014 (Appendix 11).

With reference to the written observations sent by the Principal Secretary, Higher Education (vide Appendix-1) on the decisions of the Establishment Committee, it was resolved as under:

- a. Recommendation for creation of additional posts and their recruitment rules based on the diverse requirements of the University (School of Design) are approved, and this shall be implemented by following due

procedure and its financial implication shall be reflected in the revised Budget Estimates to be approved through due process.

- b. On the recommendation of the Establishment Committee for 25% hike in the salaries of the contractual staff, the rationale for maintaining the parity between the regular employees and the contractual staff was taken note of and agreed to in principle. The additional expenditure to be involved in its implementation would be reflected in the revised Budget Estimates 2014 -15 after following the due process.
 - c. Recommendation for creation of additional posts of an electrician and a plumber are approved, and this shall be implemented by following due procedure and its financial implication shall be reflected in the revised Budget Estimates to be approved through due process.
 - d. The policy with regard to reimbursement of medical claims of AUD's staff and their entitlements may be at par with those in other Universities such as the University of Delhi.
 - e. The engagement of retired personnel should be upto 65 years barring exceptional cases.
 - f. The appointment of Co-Director (Technical) has been done against a vacant position under PB-4. Further, it was noted that a separate budget is being prepared and presented to the Government of NCT of Delhi under which this position will be located. The financial implication for this post will be reflected in the Budget for seed money for Campus Development.
13. To report the repatriation of Ms. Sumati Kumar, IDAS: 94 as Registrar, AUD on completion of her deputation tenure in AUD
Noted the repatriation of Ms. Sumati Kumar, IDAS: 94 as Registrar, AUD on completion of her deputation tenure in AUD (Appendix 12).
 14. To report the grant of Extra Ordinary Leave (EOL) to the faculty members
Noted the grant of Extra Ordinary Leave (EOL) to the faculty members (Appendix 13).
 15. To report the grant of extension of Extra Ordinary Leave with Lien by parent institutions to the faculty members and absorption of faculty members in AUD
Noted the grant of extension of Extra Ordinary Leave with Lien by parent institutions to the faculty members and absorption of faculty members in AUD. (Appendix 14)

80105

Appendix-11

Resol. No. 12/BOM (16)/04.04.2014

Resolved to ratify the Minutes of the 10th Meeting of the Establishment
Committee held on 19th March, 2014

*The Minutes of the 10th Meeting of the Establishment Committee held on 19th March,
2014 is enclosed (Enclosure-VI) as circulated.*

1143

Minutes of the 10th Meeting of the Establishment Committee held on Wednesday, the 19th March, 2014 at 10.30 am in the Kashmere Gate Campus, Delhi

Present:

Prof. Shyam B. Menon Vice Chancellor	-	Chairperson
Prof. Kiran Datar Nominee of the Board of Management	-	Member
Professor Chandan Mukherjee Pro-Vice Chancellor	-	Member
Ms. Sumati Kumar Registrar	-	Secretary

Prof. Ashok Nagpal, School of Human Studies could not attend the meeting

- 01 Confirm the Minutes of the 9th Meeting of the Establishment Committee held on 24.07.2013

Resolved to confirm the Minutes of the Ninth Meeting of the Establishment Committee held on 24th July, 2013, as circulated.

- 02 Report the Action Taken on the Minutes of the 9th Meeting of the Establishment Committee held on Wednesday, the 24th July, 2013

Resolved to accept the report on action taken on the Minutes of the 9th Meeting of the Establishment Committee held on 24th July, 2013 (Appendix-1).

- 03 Consider the modification and domain of the four posts sanctioned for School of Design

The Committee after due deliberations resolved and approved the modification of domain and nomenclature of the four sanctioned posts for School of Design as earlier resolved by the Establishment Committee and subsequently approved by the BoM in its 14th meeting held on 29.07.2013 as under:-

Sl. No.	Name of the posts with (PB)	No of post(s) created	Mode of recruitment	Unit(s) of Division
1.	Technical Instructor Mechanical (PB-2 with GP 4200)	1	Contractual	School of Design
2.	Technical Instructor Software & IT (PB-2 with GP 4200)	1	Contractual	
3.	Lab Technician- Mechanical and materials workshop (PB-1 with GP 1800)	1	Contractual	
4.	Lab Technician- Leather and soft materials workshop (PB-1 with GP 1800)	1	Contractual	

The Committee also recommended that the post at Sl. No. 1 & 2 may be filled up initially to meet the requirement of the School (Appendix-2).

04 Considered the revision of consolidated remuneration of short-term contractual employees in AUD

Resolved to accept the revision of consolidated remuneration @ 25% w.e.f. 01.05.2014 to short-term contractual employees in the concerned pay band as under:

Sl. No.	Pay Band	Existing remuneration (Rs.)	Revised remuneration (Rs.)
1)	PB - 3	30000	37500
2)	PB - 2	20000	25000
3)	PB - 1	12500	15650
4)	MTS & Mali	8000	10000

Short-term contractual employees already working in AUD will be eligible for the above enhancement in addition to the remuneration already drawn by him/her w.e.f. 1st May, 2014. They will also draw their additional incentive @ 10% as already drawn by them, on completion of each year, with usual breaks.

The committee also approved that the terms of engagement of the Office Attendant may be extended from 89 days to six months from the date of the revision of remuneration. The Committee also deliberated upon the engagement of short-term contractual employees for a longer period of one year and was of the view that legal opinion may be obtained. Thereafter the committee may reconsider the issue (Appendix-3).

05 Consider the creation of non-teaching posts of Electrician and Plumber in PB-1 with Grade Pay Rs. 1800/-

Resolved to accept the creation of two posts of Electrician and one post of Plumber both in PB-1 with Grade Pay Rs. 1800/- to be filled on contractual basis. The Committee decided to review the decision before shifting to the new campuses of AUD, keeping in mind the requirements of the new campuses (Appendix-4).

06 Consider the amendment in the Recruitment Rules for non-teaching employees

The Committee resolved and accepted the amendment in the Recruitment Rules for non-teaching employees in AUD as under:

"The contractual employee will be entitled to draw consolidated remuneration computed on the basis of the minimum of the concerned PB + Grade Pay + DA + HRA + Transport Allowance. The consolidated remuneration will be enhanced on the completion of each year by an amount computed on the basis of annual increment and DA revised by the Government from time to time for the concerned Pay Band" (Appendix-5).

07 Consider the modification of policy towards Reimbursement of Medical Claims of employees

Resolved to accept the policy towards Reimbursement of Medical claims of employees of AUD on approved rates of St. Stephen's Hospital, Delhi (Appendix-6).

- 08 To ratify the extension of contractual staff engaged beyond the age of 65 years
The Committee ratified the extension of contractual staff engaged beyond the age of 65 years, till the new Incumbents join (Appendix-7).
- 09 To ratify the repatriation of Junior Executives and Assistant to their respective parent departments/Institutions
The Committee ratified the repatriation of Junior Executives and Assistants to their respective parent departments/institutions (Appendix-8).
- 10 To report the recommendations of the Selection Committee regarding appointment against the post Co-Director (Technical) Campus Development in PB-4 Rs. 37400 - 67000 with Grade Pay Rs. 10,000/-
Resolved to accept the recommendations of the Selection Committee for appointment of Shri N.K. Verma as Co-Director (Technical) Campus Development on contractual basis in PB-4 Rs. 37400 - 67000 with Grade Pay Rs. 10,000/- (Appendix-9).
- 11 To note the current status of staff engaged on short term basis against non-teaching posts sanctioned by HoM
The Committee noted the current status of staff engaged on a short term basis against Non-Teaching posts sanctioned by BOM (Appendix-10).
- 12 To note the extension of deputation term of Director (IT Services), Junior Executive and Assistant
The Committee noted the extension of deputation term of Director (IT Services), Junior Executives and Assistants (Appendix-11).
- 13 To report the joining of selected candidates to the post of Assistant Registrar on Regular/ Contractual basis based on the recommendations of Selection Committee, in PB-3 Rs. 15600-39100 plus Grade Pay Rs. 5400/-
The Committee resolved to note the joining of the selected candidates for the post of Assistant Registrar on Regular/ Contractual basis based on the recommendations of Selection Committee in PB-3 Rs. 15600-39100 plus Grade Pay Rs. 5400/- (Appendix-12).
- 14 To report the acceptance of offer of appointment for the position of Deputy Registrar and their joining in AUD on contractual basis.
The Committee resolved to note the acceptance of offer of appointment for the position of Deputy Registrar and the joining of the selected candidates on contractual basis (Appendix-13).

The meeting ended with a vote of thanks to the chair.

**The modification and domain of the four posts sanctioned for
School of Design**

The Establishment Committee in its 9th meeting held on 24th July, 2013 has resolved and recommended the modification of nomenclature and domain of the following four posts already sanctioned by the Board of Management in its 14th meeting held on 29.07.2013.

EXISTING

Sl. No.	Name of the post with (PB)	No of post(s) to be created	Mode of recruitment	Unit(s) of Division
1.	Workshop Supervisor (PB-1 with GP 2800/-)	1	Contractual	School of Design
2.	Technical Assistant (PB-1 with GP 1800/-)	2	Contractual	
3.	Machine Mechanic (PB-1 with GP 1800/-)	1	Contractual	

REVISED

Sl. No.	Name of the post with (PB)	No of post(s) to be created	Mode of recruitment	Unit(s) of Division
1.	Technical Instructor Mechanical (PB-2 with GP 4200)	1	Contractual	School of Design
2.	Technical Instructor Software & IT (PB-2 with GP 4200)	1	Contractual	
3.	Lab Technician- Mechanical and materials workshop (PB-1 with GP 1800)	1	Contractual	
4.	Lab Technician- Leather and soft materials workshop (PB-1 with GP 1800)	1	Contractual	

The Committee also recommended that the post at Sl. No. 1 & 2 may be filled up initially to meet the requirement of the School.

Creation of non-teaching posts of Electrician and Plumber in PB-1 with Grade Pay Rs. 1800/- in AUD

While considering the engagement of Shri Mewa Lal as Electrician in AUD, the duly constituted Selection Committee has recommended his engagement and was of the view that an agenda for creation of two posts of electrician in PB-1 may be placed before the Establishment Committee. The recommendation was approved by the Vice Chancellor. A copy of the minutes of the meeting is also enclosed (Encl-1).

The essential qualifications for the above posts will be as under:-

Sl. No.	Nomenclature with PB-I with Grade Pay Rs. 1800/-	No. of Posts	Essential Qualification
1)	Electrician (Contractual Basis)	02 (Two)	i) Matriculation from recognized School/Board ii) ITI Diploma in Electricians Trade iii) Must have minimum practical experience of 5 years in erection and running maintenance of different types of electrical appliances and installations including UG cable systems.
2)	Plumber (Contractual Basis)	01 (One)	i) Should possess Industrial Training Institute (ITI) trade certification OR equivalent in the trade with at least 5 years practical experience in the trade. ii) Should have a working knowledge of various types of special tools used in the plumbing trade of all types of pipes of different materials and be able to estimate requirements for any job entrusted to him. iii) Should be able to follow drawings and sketches and execute work according to lay out. iv) Should possess plumbing license tax where such licenses are issued by local authorities.

The Committee was of the view that the above decision may need to be reviewed to meet the requirements of new campuses of AUD, as and when they come up.

A. Regular: Administrative Posts

Table-1

S.No.	Name of the post	No of Posts	Pay Band + Grade Pay	Date of BoM Meeting
1.	Registrar	1	PB-4 Rs 37400-67000 + GP Rs 10000	Statutory Post
2.	Controller of Finance	1	PB-4 Rs 37400-67000 + GP Rs 10000	Statutory Post
3.	Deputy Registrar	5	PB-3 Rs. 15600-39100 + GP Rs 7600	6 th Meeting of the BoM held on 12.12.2009
4.	Assistant Registrar	14	PB-3 Rs 15600-39100 + GP Rs. 5400	6 th Meeting of the BoM held on 12.12.2009
		1		13 th Meeting of BoM held on 11.02.2013
5.	Research Officer/Planning Officer	2	PB-3 Rs. 15600-39100 + GP Rs 5400	6 th Meeting of the BoM held on 12.12.2009
6.	Public Relation Officer/ Media Officer/ Publication Officer	2	PB-3 Rs. 15600-39100 + GP Rs 5400	-do-
7.	System Administrator (IT)	2	PB-3 Rs. 15600-39100 + GP Rs. 5400	-do-
8.	Assistant Engineer (Civil/ Electrical)	1	PB-3 Rs. 15600-39100 + GP Rs 5400	-do-
9.	Junior Executive (Library)	3	PB-2 Rs 9300-34800 + GP Rs 4200	6 th Meeting of the BoM held on 12.12.2009
10.	Junior System Administrator (IT)	1	PB-2 Rs. 9300-34800 + GP Rs. 4600	-do-
11.	Junior Executive (IT)	1	PB-2 Rs 9300-34800 + GP Rs. 4200	-do-
12.	Technical Assistant (IT)	3	PB-1 Rs 5200-20200 + GP Rs. 2800	-do-
13.	Junior Executive	47	PB-2 Rs. 9300-34800 + GP Rs. 4200	6 th Meeting of the BoM held on 12.12.2009
		1		13 th Meeting of BoM held on 11.02.2013 (for PVC Office)
14.	Security Supervisor	2	PB-2 Rs 9300-34800 + GP Rs. 4200	6 th Meeting of the BoM held on 12.12.2009
15.	Assistant	35	PB-1 Rs 5200-20200 + GP Rs 2800	-do-
16.	Caretaker	2	PB-1 Rs. 5200-20200 + GP Rs 2800	-do-
17.	Assistant Caretaker	2	PB-1 Rs. 5200-20200 + GP Rs 1800	-do-
18.	Attendant (MTS)	20	PB-1 Rs 5200-20200 + GP Rs 1800	6 th Meeting of the BoM held on 12.12.2009
		10		13 th Meeting of BoM held on 11.02.2013
19.	Junior Engineer (Civil/ Electrical)	2	PB-2 Rs. 9300-34800 + GP Rs 4200	13 th Meeting of BoM held on 11.02.2013
20.	Library Assistant	2	PB-1 Rs. 5200-20200 + GP Rs 2800	-do-
21.	Horticulturist	1	PB-3 Rs. 15600-39100 + GP Rs. 5400	-do-
22.	Gardener Supervisor	1	PB-1 Rs 5200-20200 + GP Rs. 2800	-do-
23.	Mali (now MTS)	6	PB-1 Rs 5200-20200 + GP Rs. 1800	-do-
24.	Director (IT Services)	1	PB-4 Rs 37400-67000 + GP Rs. 10000	14 th Meeting of the BoM held on 29.07.2013
25.	Electrician (now MTS)	2	PB-1 Rs 5200 -20200 + GP Rs 1800	16 th Meeting of the BoM held on 04.04.2014
26.	Plumber (now MTS)	1	PB-1 Rs 5200 -20200 + GP Rs. 1800	-do-
27.	Technical Instructor (Mechanical)	1	PB-2 Rs 9300 - 34800 + GP Rs 4200	-do-
28.	Technical Instructor (Software & IT)	1	PB-2 Rs. 9300 - 34800 + GP Rs 4200	-do-
29.	Lab Technician – (Mechanical and Materials Workshop)	1	PB-1 Rs. 5200 -20200 + GP Rs. 1800	-do-
30.	Lab Technician – (Leather and Soft Materials Workshop)	1	PB-1 Rs. 5200 -20200 + GP Rs 1800	-do-

S.No.	Name of the post	No. of Posts	Pay Band + Grade Pay	Date of BoM Meeting
31.	Studio Assistant	1	PB-1 Rs 5200-20200 + GP Rs. 2800	17 th Meeting of the BoM held on 07.10.2014
	Total	175		

B. Temporary project posts for Campus Development:

Table-2

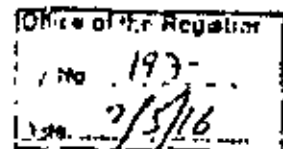
S.No.	Name of the post	No. of Posts	Pay Band + Grade Pay	Date of BoM Meeting
1	Co-Director (Technical)	1	PB-4 Rs. 37400-67000 + GP Rs.10000	6 th Meeting of the BoM held on 12.12.2009
2	Executive Engineer (Civil)	1	PB-3 Rs 15600-39100 + GP Rs. 7600	18 th Meeting of the BoM held on 05.10.2015 & 02.11.2015
3	Executive Engineer (Services)	1	PB-3 Rs 15600-39100 + GP Rs. 7600	-do-
4	Assistant Engineer (Civil)	1	PB-3 Rs 15600-39100 + GP Rs. 5400	-do-
5	Assistant Engineer (Services)	1	PB-3 Rs 15600-39100 + GP Rs 5400	-do-
6	Senior Architect	1	PB-3 Rs 15600-39100 + GP Rs. 7600	-do-
7	Administrative Officer	1	PB-3 Rs 15600-39100 + GP Rs 7600	-do-
8	Accounts Officer	1	PB-3 Rs 15600-39100 + GP Rs 7600	-do-
9	Junior Executive	1	PB-2 Rs 9300-34800 + GP Rs. 4200	-
10	MTS	1	PB-1 Rs 5200-20200 + GP Rs. 1800	-
	Total	10		

GOVT. OF NCT OF DELHI
DIRECTORATE OF HIGHER EDUCATION
B-WING, 2ND FLOOR, 5-SHAM NATH MARG, DELHI-110054
(E-mail: dtchedua@gmail.com)

No.F/DHE-9/Annual Plan-2015-16 363

Dated - 26/04/16

To,
✓ Registrar,
Ambedkar University Delhi,
Lothian Road, Kashmiri Gate,
Delhi-110006.



Subj:- Budget Estimates for the year 2016-17 - regarding.

Sir,

I am directed to convey you the budget allocation for 2016-17 approved by Planning Finance Department, as under:

Name of scheme- Grant in aid to AUD

S.NO.	Component under Revenue Section (Major Head 2202)	Plan Budget allocation (Rs).
1.	GIA - General	10,00,00,000/-
2.	GIA- Creation of Capital Assets	83,00,00,000/-
3.	GIA- Salaries	20,00,00,000/-
	Total	1,13,00,00,000/-

This is for your kind information.

Yours faithfully,

Ashok Kumar
(Ashok Kumar)
Asstt. Director (Plg.)
Tel:- 011-23831012

Office of the Vice-Chancellor
By No. 16/157
Date 29/5/2016

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MOST URGENT

**DIRECTORATE OF HIGHER EDUCATION
GOVT. OF NCT OF DELHI
II-WING, 2ND FLOOR, 5 SHAM NATH MARG, DELHI-54
Email - dlchedu@gmail.com**

NO. DHE-20(37)/AUD/GIA/2016-17/12.84-32

Dated: 23/2/18

SANCTION ORDER

Sub:- Release of 4th and Final Installment of Grant-in-Aid to Dr. B.R. Ambedkar University during the year 2017-18.

I am directed to convey sanction of the Finance Department of Delhi for release of an amount of Rs. 514 Lakh (Rupees Five Hundred Fourteen lac only) as 4th and Final Installment of Grant-in-Aid in salary, to Dr. B.R. Ambedkar University in Demand No 6. Revenue Head as per the details given below for the current financial year 2017-18.

4 th and Final Installment of GIA		Amount in Lakh		
Total funds allocated in 4 th and Final Installment	Budget Bifurcation made under object head			Remarks
	Grant-in-Aid - (Salaries) 2202 03 102 88 00 36	Grant-in-Aid - (General) 2202 03 102 88 00 31	Grant for creation of capital assets 2202 03 102 88 00 35	
514	514	nil	nil	-

The Expenditure of Rs.514 Lakh on this account will be debited to Major Head MH "2202" under Sub Head 2202 03 102 88 00 36 - Grant-in-Aid Salaries for the current financial year 2017-18 subject to compliance of all conditions mentioned in this sanctioned order. The payment to the University will be made through RTGS.

The Installment of Grant-in-Aid GIA is being released subject to the following conditions:

1. Due prudence and frugality shall be exercised by the grantee Institution/University while incurring expenditure out of GIA and no wasteful expenditure whatsoever shall be incurred in any manner.
2. Expenditure out of GIA shall be incurred on the purchase of goods/services, purchase/acquisition of which is necessary and in public interest. Further expenditure shall be incurred only on those projects execution of which is necessary and in public interest.
3. Expenditure will be incurred only for the purpose for which GIA has been sanctioned and for the targets, which have been assigned to College by this Directorate.
4. The Institution/University of grantee College shall ensure periodical appraisal of the performance of College for ascertaining as to whether the targets/goals assigned to

MOST URGENT

DIRECTORATE OF HIGHER EDUCATION
GOVT. OF NCT OF DELHI
LAWING, 2ND FLOOR, 5 SHAM NATH MARG, DELHI-54
Email - dirhegu@gmail.com

NO. DHE-20(37)/AUD/GIA/2016-17/1676-34

Dated: 23.03.17

SANCTION ORDER

Subj: Release of 4th & Final Installment of Grant-in-Aid under Plan scheme to Dr. B.R. Ambedkar University during the year 2016-17.

I am directed to convey sanction of the Finance Department of Delhi for release of an amount of Rs. 16.00 Crore (Rupees Sixteen Crore Only) as 4th & Final Installment of Grant-in-Aid to Dr. B.R. Ambedkar University under the following object head in Demand No. 6, Revenue Head as per the details given below for the current financial year 2016-17.

4th & Final Installment of GIA

Amount in Crore

Total funds allocated as 4 th & Final Installment	Budget Bifurcation made under object head			Remarks
	Grant-in-Aid - (Salaries) 2202 03 - 200-87-96 36	Grant-in-Aid - (General) 2202 03 800 87-96 31	Grant for creation of capital assets 2202 03 800 87-96 35	
2202 03 800 87 96				
16.00	5.00	0.00	11.00	

The Expenditure of Rs. 11.00 Crore on this account will be debited to Major Head "2202" under Sub Head 2202 03 800 87 96 36 - Grant-in-Aid Salaries and Rs. 5.00 Crore under Sub Head 2202 03 800 87 96 35 - Grant-in-Aid Creation of Capital Assets for the current financial year 2016-17 subject to compliance of all conditions mentioned in the sanctioned order. The payment to the University will be made through RTGS.

The 4th & Final of Grant-in-Aid GIA is being released subject to the following conditions:-

- Due prudence and frugality shall be exercised by the grantee Institution/University while incurring expenditure out of GIA and no wasteful expenditure whatsoever shall be incurred in any manner.
- Expenditure out of GIA shall be incurred on the purchase of goods/services, purchase/acquisition of which is necessary and in public interest. Further expenditure shall be incurred only on those projects execution of which is necessary and in public interest.
- Expenditure will be incurred only for the purpose for which GIA has been sanctioned and for the targets, which have been assigned to College by this Directorate.
- The Institution/University of grantee College shall ensure periodical appraisal of the performance of College for ascertaining as to whether the targets/goals assigned to College are being achieved. Continuation of Grant-in-aid shall depend on fulfillment of these conditions.

- v. The Utilization Certificate duly signed by the Chartered Accountant and countersigned by the Institution/University of the grantee college will be submitted within the prescribed time.
- vi. The procedure as prescribed in GFR-2005 and the OIA/circulars by FD/CVC is duly followed while procuring goods/services and the norms/procedures as laid down in CPWD manual/GFR-2005 are/is observed while executing projects/work contracts.
- vii. The Institution/University of grantee College will lay down adequate control mechanism/checks for prevention and detection of errors and financial irregularities in the working/functioning of College for avoiding wasteful expenditure and loss of money.
- viii. The Institution/University of grantee College will ensure that the mechanism/checks contemplated in PARA vii are effectively applied for ensuring that the funds are utilized for the prescribed purpose only.
- ix. A grantee Institution/University where accounts functionary has been posted by Finance Department on deputation basis shall be consulted in the matter of purchase of goods/services and execution of projects/schemes.
- x. The Institution/University will ensure the observance of procedure and fulfilment of conditions as laid down in the govt. order No. F.12/3/2010-AC/dsla/dslu/914-931 dated 18.07.2011 issued by FD.
- xi. The Institution/University will also formulate the 'Pattern of Assistance' with concurrence of the F.D. prescribing therein purpose for which grant may used, the procedure & manner in which GIA may be utilized and conditions/ stipulations which may be fulfilled.
- xii. In case the 'Pattern of Assistance' has already been formulated then it may be revised /updated in the light of instructions contained in Government Order dated 18.07.2011 and O.M. dated 05.08.2011. The Institution/University shall lay down the following conditions in the "Pattern Assistance" in respect of the grantee institution:
 - a. "The directives/orders issued by the Govt. of NCT of Delhi from time to time regulating expenditure out of grant-in-aid shall be binding on the Institution/University and contravention thereof shall render the GIA liable to be withheld.
 - b. "The grantee institution shall not do any act or undertake any activity which entails additional financial liability for the government without the approval of Finance/Planning Department, like creation of posts, grant of pay scales higher than those of corresponding posts in Govt. of NCT of Delhi, undertaking of infrastructural projects estimated cost of which is above INR 2.00 Crore, provision/extension of pension to employees etc".
- xiii. A separate GIA register will be maintained as per GFR.
- xiv. The Accounts of the grantee Institution/University shall be under the audit jurisdiction of the Local Fund Account, Directorate of Audit, Govt. of NCT of Delhi.

- xv. The Balance Sheet duly certified by the Chartered Accountant shall be furnished to the Directorate of Higher Education at the close of the financial year.
- xvi. The grant should be spent before 31st March, 2017. If a part of Grant is left unspent, it shall be refunded to the Govt. of NCT of Delhi immediately on the close of the current financial year, unless the Govt. of NCT of Delhi approves it for carrying over to the following year.

This issues with the concurrence of Finance (Exp.) Department, Govt. of NCT of Delhi vide their U.O. No. 455/DS 5 dated 28.03.2017.

The amount in lieu of "Deposit basis" to PWD should be release after approval from Finance Department, which is under process.

(MANISH SRIVASTAV)
ACCOUNTS OFFICER(HE)

NO. DHE-20(37)/AUD/GIA/2016-17/1625-34

Dated: 30.3.17

Copy forwarded to the following for information & necessary action:

1. The Registrar, Bharat Ratna Dr. B.R. Ambedkar University, Lohian Road, Kashihere Gate, Delhi-110006.
2. Dy. Secretary, Fin. (Exp), DS 5, Govt. of NCT of Delhi, 4th Level, Delhi Sectt., I.P. Estate, New Delhi-110002.
3. The Jt. Director(Planning), Planning Department, GNCTD, Delhi Sectt., I.P. Estate, New Delhi.
4. The controller, Principal Accounts office, GNCTD, Vikas Bhawan, ITO, New Delhi.
5. The Pay Accounts Officer No-IX, Old Sectt., Delhi through DDO
6. Director, Dte. of Internal Audit, 4th Level, Delhi Sectt., I.P. Estate, New Delhi.
7. The Accounts Officer, Directorate of Higher Education, 5 Sham, Nath Marg, Delhi
8. DDO, Directorate of Higher Education, 5 Sham, Nath Marg, Delhi
9. The Accountant General Audit(Delhi), AGCR Building, I.P. Estate, New Delhi.
10. Sanction / GIA File.

(MANISH SRIVASTAV)
ACCOUNTS OFFICER(HE)

1. The above respondents have been identified by the FBI as being

Dated 30/3/1966

SANCTION ORDER

Sub: Release of 4th & Final installment of Grant-in-Aid to Bharat Ratna Dr. B.R. Ambedkar University during the year 2015-16.

I am directed to convey sanction of the Finance Department Govt. of NCT of Delhi for release of an amount of Rs 821.00 Lakh as 4th & Final instalment of Grant-in-Aid to Bharat Ratna Dr. B.R. Ambedkar University under the following object head in Demand No. 6 (PLAN) Revenue Head as per the details given below for the current financial year 2015-16 subject to the following conditions:

R.E. FOR CFY 2015-16 (In lakh)

Account Code (Demand No.6)	Major Head/Object Head	Amount (in Lakh)
2202 03 800 87 96	Selling up of Ambodkar University	
2202 03 800 87 96 31	Grant-in-aid General	1200
2202 03 800 87 96 35	Grant for provision of Capital assets	5600
2202 03 800 87 96 36	Grant-in-aid Salaries	2200
	Total	9000

4th & Final, Instalment (In Lakh)

Budget Allocation made under object head				
	GIA Salaries	GIA Suburban Salaries (General)	GIA Rural Salaries	Romance
Total allocated as per	2202 03 800 87 96	2202 03 800 87 96	2202 03 800 87	
	35	31	06 35	
Final allocation				
821.00	1154.00	339.00	178.00	

[illegible]

The 4th & final installment CIA is being released subject to the following terms & conditions:

- 1) All title to AG, including items, shall be for GFR.
- 2) The assets created or acquired wholly or substantially out of this grant should not be disposed of in a manner in which it is the purpose other than those for which it was created.
- 3) The accounts of the University shall be under the audit jurisdiction of the AG.
- 4) All expenditure of the AG shall be approved by Gov. or NCTSD.
- 5) A staff member who costs the work conducted by the University may be awarded the grant.
- 6) The University shall have the right to assign the work to other staff.

- 6) The Balance Sheet duly certified by the Chartered Accountant shall be furnished to the Directorate of Higher Education at the close of the financial year.
- 7) Due prudence and frugality shall be exercised by the grantee institution while incurring expenditure out of GIA and no wasteful expenditure whatsoever shall be incurred in any manner.
- 8) Expenditure out of GIA shall be incurred only on the purchase of goods/services, purchase/acquisition of which is necessary and is in public interest. Further expenditure shall be incurred only on those projects execution of which is necessary in public interest.
- 9) Expenditure will be incurred only for the purpose for which GIA has been sanctioned and for the targets, which have been assigned to University by the Directorate.
- 10) The Registrar of the University shall ensure periodical appraisal of the performance of University for ascertaining as to whether the targets/goals assigned to University are being achieved. Continuation of Grant-in-aid shall depend on fulfilment of those conditions.
- 11) The procedure as prescribed in GFR-2005 and the OM/circulars by FD/CVC is duly followed while procuring goods/services and the norms/procedures as laid down in CPWD manual/GFR-2005 are/is observed while executing projects/work contracts.
- 12) The Utilization Certificate duly signed by the executive head of the University will be submitted by University within the prescribed time.
- 13) The Registrar of the University will lay down adequate control mechanism/checks for prevention and detection of errors and financial irregularities in the working/functioning of University for avoiding wasteful expenditure and loss of money.
- 14) The Registrar of the University will ensure that the mechanism/checks contemplated in P.A.R. 43 are effectively applied for ensuring that the funds are utilized for the intended purpose only.
- 15) A grantee University where accounts functionary has been posted by Finance Department on deputation basis shall be construed in the matter of purchase of goods/services and execution of projects/schemes.
- 16) The Registrar of the University will ensure the observance of procedure and fulfilment of conditions as laid down in the Govt. Order No. F.17/3/2011/AC/ds/dell/214-221 dated 07.07.2011 issued by Finance Department.
- 17) As per Pattern of Assistance, the directives/orders issued by the Govt. of NCT of Delhi from time to time regulating expenditure out of grant-in-aid shall be binding on the University and contravention thereof shall render the GIA liable to be withheld.
- 18) The University shall not do any act or undertake any activity which entails additional financial liability for the Government without the approval of Directorate of Higher Education and Financials Department. No creation of posts, grant of pay scales higher than those of corresponding posts in Govt. of NCT of Delhi, undertaking of infrastructural projects estimated cost of which is above INR 6.00 Crore, provision/extension of pension to employees etc. shall be undertaken.
- 19) The grant should be spent before 31st March, 2016. In case of Grant-in-aid, if unspent, it shall be refunded to the Govt. of NCT of Delhi immediately on the close of the current financial year unless the Govt. of NCT of Delhi approves it for carrying over to the following year.

- 20) The University shall furnish annual achievement cum performance report immediately after the close of financial year.
- 21) The report of Directorate of Internal Audit for the year 2014-15 along with Action taken report with all outstanding old para of previous years will be submitted by the University, at the earliest.
- 22) The amount shall be spent strictly in accordance with the economy instructions issued by Finance Department vide letter No. a(1)/2013-14/Fin (B)/DS/IV/290-98 dated 18.02.2013.

This issue with the concurrence of Finance Expenditure (V) Department, Govt. of NCT of Delhi vide their U.O. No. 452/DS-6 dated 26/03/2016.

(V.S. DISHI)
ACCOUNT OFFICER

FIN-3 DHE-2023/AUD/GIA/2015-16/ 8741-30

Dated 30/3/16

Copy forwarded to the following for information and necessary action:

1. The Director, Planning, Planning Department, Govt. of NCT of Delhi, 1st Floor, Road, Administrative Building, Connaught Place, New Delhi.

2. The Director, Finance (Expenditure), Govt. of NCT of Delhi, 1st Floor, Road, Administrative Building, Connaught Place, New Delhi.

3. The Director (Planning), Planning Department, Govt. of NCT of Delhi, 1st Floor, Road, Administrative Building, Connaught Place, New Delhi.

4. The Director, Finance (Expenditure), Govt. of NCT of Delhi, 1st Floor, Road, Administrative Building, Connaught Place, New Delhi.

5. The Director, Finance (Expenditure), Govt. of NCT of Delhi, 1st Floor, Road, Administrative Building, Connaught Place, New Delhi.

6. The Director, Finance (Expenditure), Govt. of NCT of Delhi, 1st Floor, Road, Administrative Building, Connaught Place, New Delhi.

7. The Director, Finance (Expenditure), Govt. of NCT of Delhi, 1st Floor, Road, Administrative Building, Connaught Place, New Delhi.

8. The Director, Finance (Expenditure), Govt. of NCT of Delhi, 1st Floor, Road, Administrative Building, Connaught Place, New Delhi.

(V.S. DISHI)
ACCOUNT OFFICER

SECRETARY, HIGHER EDUCATION, GOVT. OF NCT OF DELHI
 B-1/102, 2nd FLOOR, BHARATI KANYA BHAV, DELHI-110002

F.No. DHE-10/11/2014-15 Dt. 4-7-2014

Serial No. 13/2015

SANCTION ORDER

Sub Release of 4th Installment of Grant-in-Aid to Bharati Kanya (Dr. B.R. Ambedkar) University during the year 2014-15.

I am directed to convey sanction of the Hon'ble Lt. Governor of Delhi for release of an amount of Rs. 8.25 (Rupees eight crore twenty five lakh only) as 4th installment of Grant-in-Aid to Bharati Kanya (Dr. B.R. Ambedkar) University under the following object heads in Demand No. 6 (PLAN) Revenue Head as per the details given below for the current financial year 2014-15.

ALLOCATION AS PER R.A. (2014-15) (IN LAKH)

Standard numeric code	Major Head/Object Head	Allocation as per R.A. (2014-15)	Funds already released
2202 03 800 87 96	J 1(1)(2)(1)(4)-Setting up of Ambedkar University		
2202 03 800 87 96 31	J 1(1)(2)(1)(4)(1)-Grants-in-Aid- General	1500.00	912.5
2202 03 800 87 96 35	J 1(1)(2)(1)(4)(2)-Grants for creation of capital assets	400.00	152
2202 03 800 87 96 36	J 1(1)(2)(1)(4)(3)-Grant-in-aid salaries	2700.00	1625
	Total	4600.00	

4th Installment (in fact)

	Budget Disbursement made under object head		
Total funds allocated as 4 th installment	J 1(1)(2)(1)(4)(3)- GIA Salaries	J 1(1)(2)(1)(4)(1)- GIA other than salaries (General)	J 1(1)(2)(1)(4)(2)- GIA Capital Assets
825	575		250

The expenditure on this account will be debited to Major Head Mill "2202" - Rs. 575 lakh under subhead J 1(1)(2)(1)(4)(3)-Grant-in-aid (Salaries) and Rs. 250 lakh under subhead J 1(1)(2)(1)(4)(2)-Grant-in-aid (capital assets) for the current financial year 2014-15, subject to compliance of following conditions:

- 1) The payment to the University will be made through RTGS by DDO, Directorate of Higher Education in favour of the Registrar, Dr. B.R. Ambedkar University, Delhi.
- 2) A separate GIA register will be maintained as per GFR.
- 3) The assets created or acquired wholly or substantially out of this grant should not be disposed of or utilized for the purpose other than those for which the grant is sanctioned.
- 4) The Accounts of the University shall be under the audit jurisdiction of the AG (Audit), New Delhi and Dte. of Internal Audit, Govt. of NCT of Delhi.
- 5) A suitable proportion of cost of the courses conducted by the University may be recovered through fees.
- 6) The Registrar of the University will provide Draft Memorandum of Understanding with the Government for approval for regular assessment of its academic/non-academic performance and also to bring Annual Report every year as required earlier vide D.O. letter No. F. 10(1)/31/2013-14 (Pg. 2) 3037/Dt. Pg. 317-319 dated 28.05.2014 of Principal Secretary (Planning/Finance) and DHE letters dated 30.05.2014, 16.07.2014 and 31.07.2014.
- 7) The head wise monthly expenditure report shall be furnished to the Directorate of Higher Education.

GOVT. OF NCT OF DELHI
DIRECTORATE OF HIGHER EDUCATION
H-4 WING, 2ND FLOOR, 5-BHAMNATH MARG, DELHI-54.

File No. DHE/2014-GIA/2014-15/54-1/1/17

Dated: 31.10.15

SANCTION ORDER

Sanction of 5th Installment of Grant-in-Aid to Bharat Ratna Dr. B.R. Ambedkar University during the year 2014-15.

I am directed to convey sanction of the Hon'ble U. Governor of Delhi for release of an amount of Rs 500 Crore (Rupees five crore only) as 5th installment of Grant-in-Aid to Bharat Ratna Dr. B.R. Ambedkar University under the following object heads in Demand No. 6 (PLAN) Revenue Head as per the details given below for the current financial year 2014-15.

5th installment (in lac)

Total funds allocated as 5 th installment	Budget bifurcation made under object head		
	J 1(1)(2)(1)(4)(3)-GIA Salaries	J 1(1)(2)(1)(4)(1)-GIA other than salaries (General)	J 1(1)(2)(1)(4)(2)-GIA Capital Assets
500	300	200	

ALLOCATION AS PER MODIFIED R.E. (2014-15) IN LAKH

Standard numeric code	Major Head/Object Head	Allocation as per Modified RE(2014-15)	Funds already released
2202 03 800 87 96	J 1(1)(2)(1)(1)-Setting up of Ambedkar University		
2202 03 800 87 96 31	J 1(1)(2)(1)(4)(1)-Grants-in-Aid-General	1175.00	912.50
2202 03 800 87 96 35	J 1(1)(2)(1)(4)(2)-Grants for creation of capital assets	250.00	250.00
2202 03 800 87 96 36	J 1(1)(2)(1)(4)(3)-Grant-in-aid salaries	2500.00	2200.00
	Total	3925.00	3362.50

The expenditure on this account will be debited to Major Head MH "2202" - Rs.300 lakh under subhead J.1(1)(2)(1)(4)(3)-Grant-in-aid (Salaries) and Rs. 200 lakh under subhead J.1(1)(2)(1)(4)(1)-Grant-in-aid (General) for the current financial year 2014-15, subject to compliance of following conditions:

- 1) The payment to the University will be made through RTGS by DDO, Directorate of Higher Education in favour of the Registrar, Dr.B.R.Ambedkar University, Delhi.
- 2) A separate GIA register will be maintained as per GFR.
- 3) The assets created or acquired wholly or substantially out of this grant should not be disposed of or utilized for the purpose other than those for which the grant is sanctioned.
- 4) The Accounts of the University shall be under the audit jurisdiction of the AG (Audit), New Delhi and Dte. of Internal Audit, Govt. of NCT of Delhi.
- 5) A suitable proportion of cost of the courses conducted by the University may be recovered through fees.
- 6) The Registrar of the University will provide Draft Memorandum of Understanding with the Government for approval for regular assessment of its academic/non-academic performance and also to bring Annual Report every year as required earlier vide D.O. letter No F.10(1)/31/2013-14 (Plg. 3937/Dir, Plg./317-318 dated 26.05.2014 of Principal Secretary(Planning/Finance) and DHE letters dated 30.05.2014, 18.07.2014 and 31.07.2014.
- 7) The head wise monthly expenditure report shall be furnished to the Directorate of

GOVT. OF NCT OF DELHI
DIRECTORATE OF HIGHER EDUCATION
B-WING, 2ND FLOOR, 5-SHAM NATH MARG, DELHI-54

F.No DHE-03(1)/AUD/OIA/2013-14/P-37-4-32

Dated. 07/3/14

SANCTION ORDER

Sub Release of 4th Installment of Grant-in-Aid to Bharat Ratna Dr B.R. Ambedkar University during the year 2013-14

I am directed to convey sanction of the Hon'ble Lt. Governor of Delhi for release of an amount of Rs.3 Crore as 4th installment of Grant-in-Aid to Bharat Ratna Dr. B.R. Ambedkar University under the following new object head in Demand No. 6 (PLAN) Revenue Head as per the details given below for the current financial year 2013-14 subject to the following conditions:

Modified R.E. FOR CFY 2013-14

Account Code (Demand No. 6)	Major Head/Object Head	Amount (in lac)
2202	J.1-General Education	
2202 03 800 87 96	J.1(1)(2)(1)(4)- Setting up of Ambedkar University	
2202 03 800 87 96 31	J.1(1)(2)(1)(4)(1) Grant-in-aid General	650.00
2202 03 800 87 96 35	J.1(1)(2)(1)(4)(2)-Grant for creation of Capital assets	250.00
2202 03 800 87 96 36	J.1(1)(2)(1)(4)(3)- Grant-in-aid Salaries	1600.00
	Total	2500.00

4TH INSTALLMENT

Total funds allocated as 3 rd installment	Budget Bifurcation made under object head			Remarks
	GIA Salaries	GIA other than salaries (General)	GIA Capital Assets	
3 Crore	3 crore			

- 1) The University shall ensure the observance of Model code of conduct during the Parliamentary Elections.
- 2) The expenditure of Rs. 3 Crore on this account will be debited to Major Head MH"2202" under subhead J.1(1)(2)(1)(4)(3) Grant-in-aid Salaries for the current financial year 2013-14 subject to compliance of all conditions mentioned in this sanctions order. The payment to the University will be made through RTGS.
- 3) A separate GIA register will be maintained as per GFR.

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DIRECTORATE OF HIGHER EDUCATION
B - WING, 2nd FLOOR, 5 SHAM NATH MARG, DELHI-54.

NO.DHE-3(1)/Acc/Hs/2012-2013/

Dated: 6/13

SANCTION ORDER

Sub: Release of 3rd instalment of grant-in-aid of Rupees 6.50 Crores only to Bharat Ratna Dr. B.R. Ambedkar University (Plan) during the year 2012-2013.

I am directed to convey the sanction of the Lt. Governor of Delhi for release of an amount of Rs. 6.50 Crores (Six crore fifty lakh only) under MIF"2202" J.1(1)(2)(1)(4) - Setting up of Ambedkar University (Plan) Revenue Head as grant-in-aid to the Bharat Ratna Dr. B.R. Ambedkar University subject to the following conditions

1. The expenditure on this account will be debited to Major Head MIF"2202" J.1(1)(2)(1)(4) - Setting up of Ambedkar University (Plan) in Demand No. 6 during the year 2012-13. The payment to the University will be made through RTGS (crb00028881 having Account no. 2881101002226 of Canara Bank, Sector-6, Dwarka)
2. The utilization certificate duly signed by the executive head shall be furnished to the Directorate of Higher Education as laid down in GFR within the prescribed time.
3. A separate register will be maintained for grant as per GFR. The procedure as prescribed in GFR and OM/Circulars by FDCVC is duly followed while purchasing goods/services and while executing project/work contracts.
The Assets acquired wholly or substantially out of the Govt. grants should not be disposed off without prior sanction of Govt. or encumbered or utilized for purpose other than those for which the grant is sanctioned.
5. The accounts of the grantee shall be under the audit jurisdiction of the AG (Audit), New Delhi and Directorate of Internal Audit, Govt. of Delhi.
6. A suitable proportion of cost of the courses conducted by the University may be recovered through fees.
7. The item wise monthly expenditure report shall be furnished to the Directorate of Higher Education.
8. No new vehicle should be purchased by the University without the specific approval of the Finance Department.
9. The University must follow the GFR and economy instructions issued by the Govt. of NCT of Delhi from time to time.
10. The Balance Sheet duly certified by the Chartered Accountant needs to be furnished to the Directorate of Higher Education at the closing of the financial year.
11. Unspent balance, if any, at the close of the financial year be surrendered to the Directorate of Higher Education unless prior permission to carry forward the same, is not obtained.
12. Achievement-cum-performance report of the University shall be furnished to this Directorate on year to year basis.
13. Due prudence and frugality shall be exercised by the grantee institution while incurring expenditure out of GIA and no wasteful expenditure whatsoever shall be incurred in any manner.
14. Expenditure out of GIA shall be incurred only on the purchase of goods/services, purchase/acquisition of which is necessary and in public interest. Further expenditure shall be incurred only on those projects execution of which is necessary and in public interest.
15. Expenditure will be incurred only for the purpose for which GIA has been sanctioned and for the targets, which have been assigned to the grantee institution by the Administrative Department.
16. The Registrar of the University shall carry out periodical appraisal of the performance of the grantee institution for ascertaining as to whether the targets/goals assigned to the grantee institution are being achieved and as to whether the GIA should be continued or not.

HR (1)

6/13

18. The Admin. Deptt. University will furnish each report of the grantee institutions in the GHA for 2010-11, 2011-12 to the Finance Deptt. The Planning department has advised the following conditions for strict compliance:-
- Computer items may be purchased with the approval of IT Department
 - For purchase of Furniture & fixtures by the University, prior approval of Finance Department may be obtained
 - All hotel facilities may be as per GDR may be observed at the time of purchases.
19. The grant should be spent before 31st March, 2013. If a part of it is left unspent, it shall be refunded to the Govt. of NCT of Delhi immediately on the close of the current financial year, unless the Govt. of NCT of Delhi approves of its being carried over to the following year.
20. The University shall furnish the annual achievement -cum-performance report immediately after the close of financial year
21. The report of Directorate of Internal Audit for the year 2011-2012 along with Action taken report with all outstanding old Parks of previous years will be submitted by the University at the earliest.
22. The amount shall be spent strictly in accordance with the economy instructions issued by Finance Department from time to time.

This issue with the concurrence of Finance (III) Department, GNCTD vide their U.O. No. 226/D83/ dated 19/09/2012

Yours faithfully

(ATUL MARWAHA)

Admin. Officer (Hr. Edn.)

Dated: 2/10/12

ENO BHE- 6130/2009/0001/223-20

Copy forwarded to the following for information & necessary action:-

1. The Vice-Chancellor, Bharat Ratna Ambedkar University, New Delhi.
2. The Secy, Govt. of NCT of Delhi, 4th Level, Delhi Secretariat, I.P. Estate, New Delhi-110007
3. The Joint Secy (Planning), Planning Department, GNCTD, Delhi Sect., I.P. Estate, New Delhi-110007
4. The Joint Secy (Accounts), Accounts office, GNCTD, Vikas Bhawan, JTO, New Delhi-110007
5. The Joint Secy (No. IX), Old Sect., Delhi through DDO
6. The Joint Secy (Internal Audit), 4th Level, Delhi Secretariat, I.P. Estate, New Delhi-110007
7. The Joint Secy (Internal Audit (Delhi)), AGCR Building, I.P. Estate, New Delhi.

(ATUL MARWAHA)

Admin. Officer (Hr. Edn.)

GOVT. OF NCT OF DELHI
DIRECTORATE OF HIGHER EDUCATION
B WING, 2ND FLOOR, 5 SHAM NATH MARG, DELHI-59

FNO DHE 64130/2308-09/Vol 4

Dated -

SANCTION ORDER

Subj: Release of 4th and Final Installment of Grant-in-Aid of Rupees Eight Crore Fifty Lakh only to Ambedkar University during the year 2011-12.

I am directed to convey the sanction of the Hon'ble Lt. Governor of Delhi for release of an amount of Rs. 8.50 crore (Rupees Eight Crore Fifty lakh only) under MH " 2202" J.1(1)(2)(1)(4) - Setting up of Ambedkar University for the current financial year 2011-12 (Revenue Head) subject to the following conditions -

1. The Expenditure on this account will be debited to Major Head MH " 2202" J.1(1)(2)(1)(4) - Setting up of Ambedkar University for the current financial year 2011-12 (Revenue Head) in Demand No. 6 for Delhi Area. The payment to the University will be made through RTGS.
2. The Utilization Certificate shall be furnished to the Dte. Of Higher Education as laid down in GFR.
3. A separate GIA register will be maintained as per GFR.
4. The assets created or acquired wholly or substantially out of this grant should not be disposed off encumbered or utilized for the purpose other than those for which the grant is sanctioned.
5. The Accounts of the grantee shall be under the audit jurisdiction of the AG (Audit), New Delhi and Dte. Of Internal Audit, Govt. of Delhi.
6. A suitable proportion of cost of the courses conducted by the University may be recovered through fees.
7. The item wise monthly expenditure report shall be furnished to the Directorate of Higher Education.
8. No new vehicle should be purchased by the University without the specific approval of Finance Department.
9. The Balance Sheet duly certified by the Chartered Accountant needs to be furnished to the Directorate of Higher Education at the close of the financial year.
10. Due prudence and frugality shall be exercised by the grantee institution while incurring expenditure out of GIA and no wasteful expenditure whatsoever shall be incurred in any manner.
11. Expenditure out of GIA shall be incurred only on the purchase of goods/services purchase / acquisition of which is necessary and in public interest. Further expenditure shall be incurred only on those projects executive of which necessary and in public interest.
12. Expenditure will be incurred only for the purpose for which GIA has been sanctioned and for the targets, which have been assigned to the grantee institution by the Administrative Department.
13. The Administrative Department shall carry out periodical appraisal of the performance of the grantee institution for ascertaining as to whether the targets/goals assigned to the grantee institution are being achieved and as to whether the GIA should be continued or not.
14. The procedure as prescribed in GFR 2005 and the OM/circulars by HD/CYC is duly followed while procuring goods/services and the norms/procedures as laid down in CPWD Manual/GFR 2005 while executing projects/work contracts.
15. The Administrative Department will lay down adequate control mechanism/ checks for prevention and detection of errors and financial irregularities in the working/ functioning of subordinate/ grantee institution for avoiding wasteful expenditure and loss of money.
16. The Administrative Department will ensure that the mechanism checks contemplated in para 15 are effectively applied for ensuring that the funds are utilized for the prescribed purpose only.

Cont ..

17. A grantee institution where Accounts Functionary has been posted by Finance Department on deputation basis shall be consulted in the matter of purchase of goods/services and execution of projects/schemes.
18. The Administrative Department will ensure observance of Procedure and fulfillment of conditions as laid down in the Government Order No. F.12/3/2010 AC/5640411/9/4-521 dated 18/11/2011 issued by FD.
19. The Administrative department will also formulate the 'Pattern of Assistance' with concurrence of the FD prescribing therein purpose for which grant may be used, the procedure & manner in which GIA may be utilized and conditions/stipulations which may be fulfilled.
20. In case of 'Pattern of Assistance' has already been formulated then it may be revised/updated in the light of instructions contained in Government Order dated 18.07.11 and O.M. dated 06.09.2011.
21. The Planning department has advised the following conditions for strict compliance:-
 - a. Computer items may be purchased with the approval of IT Department.
 - b. For purchase of Furniture & Fixtures by the University, price approval of Finance Department may be obtained.
 - c. All other formalities may be as per GFR may be observed at the time of purchases.
22. The grant along with its counterpart share and unspent balance of 2010-2011 should be spent before 31st March, 2012. If a part of it is left unspent, it shall be refunded to the Govt. of NCT of Delhi immediately on the close of the current financial year, unless the Govt. of NCT of Delhi approves of its being carried over to the following year.
23. The University shall furnish the annual achievement-cum-performance report immediately after the close of financial year.
24. The report of Directorate of Internal Audit for the year 2010-2011 along with Action taken report with all outstanding old Paras of previous years will be submitted by the University at the earliest.
25. The amount shall be spent strictly in accordance with the economy instructions issued by Finance Department from time to time.

This issues with the concurrence of Finance (H) Department, GNCTD vide their D.O. No. 443/DS3 dated 30.01.2012.

Yours faithfully

(KAMAL MALHOTRA)

Dy. Director (H.E. Edn)

Dated 27.1.12

F.NO.DHE- 6(130)/2008-09/Vol.VI/11-75

Copy forwarded to the following for information & necessary action:-

1. The Vice Chancellor, Bharat Ratna Ambedkar University, New Delhi.
2. Dy. Secy. Fin (Exp.), Govt of NCT of Delhi, 4th Level, Delhi Secretariat, I.P. Estate, New Delhi-110002.
3. The Dy. Director (Planning), Planning Department, GNCTD, Delhi Sect., I.P. Estate, New Delhi.
4. The Controller, Principal Accounts office, GNCTD, Vikas Bhawan, I.P.O., New Delhi.
5. The Pay Account Officer, No IX, Old Secs., Delhi through DDO.
6. Director, Dir. Of Internal Audit, 4th Level, Delhi Secretariat, I.P. Estate, New Delhi-110002.
7. The Accountant General Audit (Delhi), AGCR Building, I.P. Estate, New Delhi.
8. Sanction Registrar.

GOVT. OF NCT OF DELHI
DIRECTORATE OF HIGHER EDUCATION
B-WING, FLOOR, 4-SHAM NATH MARG, DELHI.

No DHE-6(130)/2008 09/Vol -II/

Dated

SANCTION ORDER

Sub. : Release of III and final installment of grant-in-aid of Rs. One Crores to Ambedkar University (Plan) during the year 2010-11.

I am directed to convey the sanction of the Lt. Governor of Delhi for release of an amount of Rs. 1 00 Crore (One Crore only) under MII "2202" J 1(1)(2)(1)(4) - Setting up of Ambedkar University (Plan) Revenue Head as Grant-in-aid to the Ambedkar University subject to the following conditions:

1. The Expenditure on this account will be debited to Major Head MII "2202" J 1(1)(2)(1)(4) - Setting up of Ambedkar University (Plan in Demand No 6 during the year 2010-11. The payment to the University will be made through RTGS (amb00028881 having Account No 2881101002226 of Canara Bank, Sector - 6, Dwarka).
2. The Utilization Certificate shall be furnished to the Directorate of Higher Education as laid down in GFR within the prescribed time.
3. A separate register will be maintained for grant as per GFR. The procedure as prescribed in GFR and the OMCirculars by FD/CYC is duly followed while purchasing goods/services and while executing project/work contracts.
4. The Assets acquired wholly or substantially out of the Govt. grants should not be disposed off without prior sanction of Govt. or encumbered or utilized for purpose other than those for which the grant is sanctioned.
5. The accounts of the grantee shall be under the audit jurisdiction of the AG (Audit), New Delhi and Directorate of Internal Audit, Govt. of Delhi.
6. A suitable proportion of cost of the courses conducted by the University may be recovered through fees.
7. The item wise monthly expenditure report shall be furnished to the Directorate of Higher Education.
8. No new vehicle should be purchased by the University without the specific approval of the Finance Department.
9. The University must follow the GFR and economy instructions issued by the Government of N.C.T. of Delhi from time to time.
10. The Balance Sheet duly certified by the Chartered Accountant needs to be furnished to the Directorate of Higher Education at the close of the financial year.
11. Unspent balance, if any, at the close of the financial year be surrendered to the Directorate of Higher Education unless prior permission to carry forward the same is not obtained.
12. Achievement-cum-performance report of the University shall be furnished to this Directorate on year to year basis.
13. Due prudence and frugality shall be exercised by the grantee institution while incurring expenditure out of GIA and no wasteful expenditure whatsoever shall be incurred in any manner.
14. Expenditure out of GIA shall be incurred only on the purchase of goods/services, purchase/acquisition of which is necessary and in public interest. Further expenditure shall be incurred only on those projects execution of which is necessary and in public interest.
15. Expenditure will be incurred only for the purpose for which GIA has been sanctioned and for the targets, which have been assigned to the grantee institution by the Administrative Department.
16. The Administrative Department shall carry out periodical appraisal of the performance of the grantee institution for ascertaining as to whether the targets/goals assigned to the grantee institution are being achieved and as to whether the GIA should be continued or not.

2952
15/4/2011

1. The Government of India, Ministry of Health and Family Welfare, New Delhi.
2. The Government of India, Ministry of Education, New Delhi.
3. The Government of India, Ministry of Science and Technology, New Delhi.
4. The Government of India, Ministry of Agriculture, New Delhi.
5. The Government of India, Ministry of Industries, New Delhi.
6. The Government of India, Ministry of Commerce, New Delhi.
7. The Government of India, Ministry of Transport, New Delhi.
8. The Government of India, Ministry of Information and Public Relations, New Delhi.
9. The Government of India, Ministry of Law, New Delhi.
10. The Government of India, Ministry of Defence, New Delhi.

This is in accordance with the order of the Government of India, New Delhi, dated 25.12.2011.

(Kamal Mohanraj)
 Dy. Director/DITE
 Phone No. 23938576
 Dated:

For further information to:
 Government Information to:

1. The Vice-Chancellor, Government College of Engineering, New Delhi.
2. The Director, Government College of Engineering, New Delhi.
3. The Principal, Government College of Engineering, New Delhi.
4. The Assistant Director, Government College of Engineering, New Delhi.
5. The Director, Government College of Engineering, New Delhi.
6. The Director, Government College of Engineering, New Delhi.
7. The Director, Government College of Engineering, New Delhi.
8. The Director, Government College of Engineering, New Delhi.
9. The Director, Government College of Engineering, New Delhi.
10. The Director, Government College of Engineering, New Delhi.

(Kamal Mohanraj)
 Dy. Director/DITE
 Phone No. 23938576

130

GOVT. OF NCT OF DELHI
DIRECTORATE OF HIGHER EDUCATION
B-WING, II FLOOR, 5 SHAMNATH MARG, DELHI

No. DHE/F.6(130)/Accts/08-09 / 6272-19

Dated: 25/3/09

SANCTION ORDER

Sub. : Release of II and final installment of grant in aid of Rs. Four Crores to Ambedkar University (Plan) during the year 2008-09.

I am directed to convey the sanction of the Lt. Governor, Delhi for release of an amount of Rs. Two Crores under MH "2202" JJ (2)(1)(4) and Rs. Two Crores under MH "4202" JJ (1)(1)(2) as GIA to the Ambedkar University subject to following conditions

1. The Expenditure on this account will be debited to major Head MH "2202" JJ (2)(1)(4) and MH "4202" JJ (1)(1)(2)-Setting up of Ambedkar University (Plan) in demand No 6 during the year 2008-09. The payment to the University will be made through RTGS (crrb00028881 having account No. 2881101002226 of Canara Bank Sector-5, Dwarka.)
2. The utilization certificate shall be furnished to the Directorate of Higher Education as laid down in GFR.
3. A separate register will be maintained for grants as per GFR.
4. The assets acquired wholly or substantially out of the Govt. grants should not be disposed off without prior sanction of Govt. or encumbered or utilized for purpose other than those for which the grant is sanctioned.
5. The accounts of grantee shall be under the audit jurisdiction of the AG (Audit), New Delhi and Directorate of Internal Audit, Govt. of Delhi
6. A suitable proportion of cost of the courses conducted by the University may be recovered through fees.

This issues with the concurrence of Finance (Exp.) Department Vide Thet.U.O No. 1084 (Finance Exp.) dated-19.03.09.

(Signature)
(DIHAMPAL)
ASSTT. DIRECTOR (Plg.)
Phone No: 23831013

अम्बेडकर विश्वविद्यालय दिल्ली

Ambedkar University Delhi

डॉ. एम. ए. सिकंदर
मुख्य अधिकारीDr. M. A. Sikandar
RegistrarAUD/1-10(10)/HR/2016/ 1248
5th July 2016

NOTIFICATION

The Finance (Exp.) Department, Government of NCT of Delhi vide U.O. No. 119/DS5, dated 24.06.2016 (CD No.000379655) has conveyed the approval of the creation of 70 teaching/academic and 33 non-teaching posts as detailed below in temporary capacity for the new AUD Karampura Campus for the Financial Year 2016-17:-

(i) Teaching/Academic posts:

Sl. No.	Name of the post	Pay Band + Grade Pay	No. of Posts
1.	Professor	PB-4 Rs.37400-67000 + AGP Rs.10000	10
2.	Associate Professor	PB-4 Rs.37400-67000 + AGP Rs.9000	20
3.	Assistant Professor	PB-3 Rs.15600-39100 + AGP Rs.6000	38
4.	Deputy Librarian	PB-3 Rs.15600-39100 + AGP Rs.8000	01
5.	Asstt. Director of Sports	PB-3 Rs.15600-39100 + AGP 6000	01
		Total	70

(ii) Non-Teaching/Administrative posts:

S. No.	Name of Post	Pay Band	No. of Posts
1.	Deputy Registrar	PB-3 Rs.15600-39100 + GP Rs.7600	1
2.	Assistant Registrar	PB-3 Rs.15600-39100 + GP Rs.5400	3
3.	System Administrator	PB-3 Rs.15600-39100 + GP Rs.5400	1
4.	Security Officer	PB-2 Rs.9300-34800 + GP Rs.4600	1
5.	Executive	PB-2 Rs.9300-34800 + GP Rs.4600	2
6.	Jr. System Administrator	PB-2 Rs.9300-34800 + GP Rs.4600	1
7.	Junior Executive	PB-2 Rs.9300-34800 + GP Rs.4200	5
8.	Junior Executive (IT)	PB-2 Rs.9300-34800 + GP Rs.4200	1
9.	Tech. Assistant (IT)	PB-1 Rs.5200-20200 + GP Rs.2800	1
10.	Library Assistant	PB-1 Rs.5200-20200 + GP Rs.2800	1
11.	Assistant	PB-1 Rs.5200-20200 + GP Rs.2400	4
12.	Assistant-cum-Caretaker	PB-1 Rs.5200-20200 + GP Rs.2400	1
13.	Assistant (Secretarial Services)	PB-1 Rs.5200-20200 + GP Rs.2400	1
14.	Jr. Library Assistant	PB-1 Rs.5200-20200 + GP Rs.2000	1
15.	Junior Assistant	PB-1 Rs.5200-20200 + GP Rs.1900	4
16.	MTS (Office Attendant)	PB-1 Rs.5200-20200 + GP Rs.1800	4
17.	MTS (Mali)	PB-1 Rs.5200-20200 + GP Rs.1800	1
		Total	33

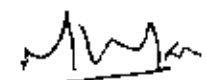
2. The above sanction of the Govt. of NCT of Delhi will be subject to the following conditions.

- (i) The administrative department i.e. Ambedkar University Delhi should complete the study for the Assessment of actual number of posts in the University by Administrative Reforms Department's, Govt. of NCT of Delhi

: 2 :

- (ii) The administrative department shall ensure that no posts other than required/assessed for the financial year 2016-17 is filled up before the completion of the Administrative Reforms Department's assessment
- (iii) The actual number of sanctioned posts will be determined only after the assessment by the Administrative Reforms Department.

3. This has been concurred and approved by the Principal Secretary Finance, GNCTD and the Secretary (Higher Education) GNCTD vide file approval dated 23.06.2016 & 24.06.2016 respectively.



REGISTRAR

Copy to -

- 1) The Dean (Academic Services), AUD *30/7/16*
- 2) The Controller of Finance, AUD
- 3) The Director (HE), Directorate of Higher Education, Govt. of NCT of Delhi, B-Wing, 2nd Floor, 5 Sham Nath Marg, Delhi-110054 - For information.
- 4) The OSD, Karampura Campus, AUD
- 5) Dean (Student Services), Dean (Planning), AUD *5-7-16*
- 6) Office of the Vice-Chancellor, AUD *5-7-16*
- 7) Office of the Registrar, AUD *5-7-16*
- 8) The Librarian, AUD *5-7-16*
- 9) Director (IT Services), AUD *5-7-16*
- 10) Deputy Registrar (HR)/(Finance)/(Admn.), AUD *5-7-16*
- 11) Assistant Registrar (Governance), AUD - For reporting item to EC & BoM.
- 12) Office Order File | Office Copy

o/c.

FINANCE (EXP-V) DEPARTMENT

- 37 The proposal on the file from Dte. Of Higher Education is regarding creation of 315 posts that includes 150 posts of teaching and 165 posts of non-academic for the new AUD Campus at Karampura proposed to be started in the Academic Session of 2016-17.
- 38 It is informed by DHE that Govt. has approved for handing over the building of DDU College at Karampura to Ambedkar University for establishing a new campus of the University. AUD has stated that it has submitted the proposal make the new campus functional from the academic Session 2016-17 with student strength of 200-150. The total student strength is expected to increase to more than 2000 by the Academic Session 2019-20. The above posts are proposed to be filled in phases during 2016-17 to 2019-20. The proposed teaching posts have been worked out on the basis of teacher to student ratio of 1:15 based on the guidelines of UGC. The proposal non-teaching posts are stated to have been worked out on the basis of the HR Policy of the Board of University.
- 39 The proposal has been examined by the Plg. Deptt. and observations are available in Para-20.
- 40 The new campus of the Ambedkar University has been proposed to start from the Session 2016-17 with initial intake of 225 students. The intake of the University is proposed to be increased to 2250 in Phase Manner. In Phase I i.e. Academic Year 2016 to 2018, the students intake will be 1050. As per the UGC norms, the requirement of faculty and non-academic staff will be 58 and 70 respectively. The total requirement of the faculty and non-academic staff will be 150 and 165 respectively at the end of the Ph-II in the year 2019-20. The details of the posts are available in Para-5 at P-2/N.
- 41 The existing building / campus of DDU College at Karampura has been allotted to Ambedkar University to start these new campus by the Dte. Of Higher Education. In the current Financial Year, the provision of grant of Rs.113 Crore has been kept in BE under Plan Scheme as per details given below

Sl. No.	Head	Amount
1.	General	10 Crore
2.	Creation of Capital Assets	83 Crore
3.	Salary	20 Crore

- 42 The Finance Committee and Board of Management of AUD has also approved the budgetary provisions of Rs.11.95 crore for this new Campus at Karampura in the financial year 2016-17.
- 43 Earlier, FD has examined this proposal at page-8/N, administrative department needs to submit the basic information with respect to scheme, budget head, post creation.
- 44 In reference to observation, administrative department has submitted detailed note at page-10/N to 13/N narrate requisite information with respect to scheme, budget head, post creation.
- 45 In view of the decision taken by the Govt. to increase no. of seats in the Higher Education, FD may like to consider the proposal of administrative deptt. creation of 70 nos. additional posts as stated in para-34 for Phase-1 (2016-17 & 2017-18) in Dr. Ambedkar University in its new campus subject to full fill all norms with respect to creation of posts guidelines of UGC and subject to approval of competent authority / government. Further, administrative department ensure and comply with norms and guidelines issued for creation of posts GOI, GNCT of Delhi, UGC.
- 46 Submitted please

D.O. (EXP-V)

47 The starting of the new Campus of AUD was also part of the budget spend 2016-17. P.O. may like to consider para 22 at page 2/N.

88/8/8

48 P. Secy (Fin) Last saw it on P-8, para 30/N. The information

from ff

provided by the University, duly endorsed by Secy (Edn) may kindly be seen at paras 32 to 35 in response to the observation of Pr. Secy (Fin.) It has been mentioned therein that the proposal is also a budgetary announcement of F.M. in his budget speech of 2016-17.

So May kindly see para 45 for concurrence of F.D.

[Signature]
24-05/16

Pr. Secy. (Fin.)

1. This should be seen by Hq. Secy in light of paras 20. Also are these UG 6 norms at Cg's final?

[Signature]
25/5/16

[Signature]

[Signature]
25-05-16

[Signature]
25/05/16

[Signature]
30/5/16

52. The proposal re-submitted by Dte of Higher Education is for creation of 315 posts including 160 posts of teaching and 165 posts of non-teaching/academic for the new AUD Campus at Karampura proposed to be started in the Academic session of 2016-17

53. Planning Department has already examined the proposal vide note at 7/N and has suggested for creation of 15 posts each of teaching and non-teaching posts, to meet the immediate requirement of starting of the Academic session in 2016.

54. It has been further suggested that the AR Department is to undertake a quick study for assessment of academic and non-academic posts for AUD in detail based on norms and applicable guidelines, existing faculty / non-teaching posts available etc. These 15 number of posts each as teaching and non-teaching posts suggested to be created is to be adjusted within the overall approved posts by AR subsequently. AR study is essential since all the post creation proposal are to be approved by AR Deptt in respect of all Institutes/ Departments. Besides the approved norms, AR also assess other parameters and rationalise the number of posts for creation. Recently one instance has been seen in case of Raokri Institute of technology (a new Polytechnic) where AR approved 57 posts of various category against 87 posts proposed by DTTE as per AICTE norms/ guidelines

55. Finance Department may further examine.

Dy Director (Plg)

[Signature]
27-05-16

[Signature]
S.O. (Plg.)
27-05-2016

Director (Plg)

Pl put up

Def / V
27/5

[Signature]
27-05-16

[Signature]
27/5

FINANCE EXPENDITURE -V(DEPARTMENT)

56. The proposal of the Directorate of Higher Education is regarding creation of 315 posts that includes 150 posts of teaching and 165 posts of non-academic for the new AUD Campus at Karampura proposed to be started in the Academic Session of 2016-17.

57. The instant proposal was earlier examined in Finance Department at page-08/N & 15/N and by the Planning Department at page-7/N respectively. The Planning Department was requested to examine in the light of observations at para-20(page-7/N) & also on the point "are the UGC norms at Flag 'B' final?"

58. In response to above, the Planning Department again examined the proposal at page-17/N and suggested that the AR Department is to undertake a quick study for assessment of academic and non-academic points for AUD in detail based on norms and applicable guidelines, existing faculty/non-teaching posts available etc. These 15 number of posts each as teaching and non-teaching posts suggested to be created is to be adjusted within the overall approved posts by AR subsequently. AR study is essential since all the post creation proposal are to be approved by AR Deptt. in respect of all Institutes/Departments. Besides the approved norms, AR also asses other parameters and rationalize the number of posts for creation. Recently one instance has been seen in case of Rajokri Institute of technology (a new Polytechnic) where AR approved 57 posts of various category against 87 posts proposed by DITE as per AICTE norms/guidelines.

59. In view of Planning Department's suggestion above, if agreed, FD may like to return the proposal of DHE with the advise to obtain the approval of Administrative Reforms Department, GNCT of Delhi in the matter.

D.O. File EV (MIS) in
D.S. File E.V

3.5.16

SSD(A)

60. R discuss.

ASST II

02.06.16

(R.D.)

FINANCE (EXP-V) DEPARTMENT

61. The proposal for the creation of 315 posts (150 teaching and 165 non teaching) for the new Ambedkar University Campus at Karam Pura which is to be started from the Academic Session 2016-17, was discussed with Spl. Secretary (Finance).

62. The Registrar, AUD and Dean were also present in the discussion.

63. The Registrar, AUD has informed that four graduate courses will be started with a total intake of 225 from the Session 2016-17.

64. The administrative deptt. has proposed to create 70 teaching and 77 non teaching posts for Phase-I of the extension covering two academic years 2016-17 and 2017-18. The numbers of the posts have been calculated as per UGC norms. However, the Plg. Deptt has suggested that the AR department's study may be done for the creation of posts.

65. The administrative deptt. has informed that the Hon'ble Dy. C.M. / Minister of Education has approved the proposal and the new Campus has to start functioning from the Academic Session 2016-17, starting in July - August 2016. (P-3/N, linked file).

66. In view of the above, FD as an interim arrangement may consider creation of 70 teaching posts and 33 posts of non teaching category as detailed in Para-33 and Para-35 (for the year 2016-17) respectively in temporary capacity so that the work do not suffer. This will be subject to the following conditions :-

1. Administrative deptt. should complete the AR Department's study for the assessment of actual number of posts in the University
2. The administrative deptt. shall ensure that no posts other than required / assessed for the year 2016-17 is filled up before the completion of the AR department's assessment.
3. The actual number of sanctioned posts will be determined only after the assessment by the AR Deptt

67. Submitted for orders please.

DSF (EXP-V)

Spl. Secretary Finance

Pr. Secy. (Fdr.)

02.06.16

which scheme? which lead?

If Play - then shouldn't process be made? -
Financial implication
Pl add all the info for decision
15.06.16

DSF ~~11~~ V

20/11

18/N

FINANCE EXPENDITURE -V(DEPARTMENT)

Ref. note on para 68 proposed
 69 The proposal of the Directorate of Higher Education is regarding creation of 315 posts that includes 150 posts of teaching and 165 posts of non-academic for the new AUD Campus at Karampura proposed to be started in the Academic Session of 2016-17.

70 The instant proposal was earlier examined in Finance Department at page-08/N & 15/N and by the Planning Department at page-7/N respectively. The Planning Department was requested to examine in the light of observations at para-20(page-7/N) & also on the point "are the UGC norms at Flag 'B' final?"

71 DHE has further submitted that para 38 of the Budget Speech of the Hon'ble Deputy CM and Finance Minister of Delhi mentioned that "To expand the opportunities for undergraduate and postgraduate education, construction of new campuses of Ambedkar University Delhi (AUD) will commence at Rohini and Dheerpur. In addition, a new campus of AUD will commence at Karampura from the forthcoming academic session"

72 The existing building/campus of DDU College at Karampura has been allotted to Ambedkar University to start this new campus by the DHE. In the current financial year, the provision of grant of Rs.113 Crore has been kept in BE under Plan Scheme as per detail given below:-

2202 Directorate of Higher Education	
2202 03 University and Higher Education	
2202 03 87 96 Setting up of Ambedkar University	
2202 03 87 96 31 GIA General	Rs.10.00 Crore
2202 03 87 96 35 GIA for Creation of Capital Assets	Rs.83.00 Crore
2202 03 87 96 36 GIA for Salaries	Rs.20.00 Crore

73 The Finance Committee and Board of Management of AUD has also approved the budgetary provision of Rs.11.95 Crore for the new Campus in the financial year 2016-17.

74 The Planning Department again examined the proposal at page-17/N and suggested that the AR Department is to undertake a quick study for assessment of academic and non-academic points for AUD in detail based on norms and applicable guidelines, existing faculty/non-teaching posts available etc. These 15 numbers of posts each as teaching and non-teaching posts suggested to be created is to be adjusted within the overall approved posts by AR subsequently. AR study is essential since all the post creation proposal are to be approved by AR Deptt. in respect of all Institutes/Departments. Besides the approved norms, AR also assess other parameters and rationalize the number of posts for creation. Recently one instance has been seen in case of Rajokri Institute of technology (a new Polytechnic) where AR approved 57 posts of various categories against 87 posts proposed by DTTE as per AICTE norms/guidelines.

75 In view of above, FD as an interim arrangement may consider creation of 70 teaching posts and 33 posts of no teaching category as detailed in para-33 and Para-35 (for the year 2016-17) respectively in temporary capacity so that the work do not suffer. This will be subject to following conditions:-

1. Administrative Deptt. Should complete the AR Department's study for the assessment of actual number of posts in the University.
2. The administrative department shall ensure that no posts other than required/assessed for the year 2016-17 is filled up before the completion of the AR Department's assessment.
3. The actual number of sanctioned posts will be determined only after the assessment by the AR Department.

Finance (Expenditure)
 Govt of NCT of Delhi
 U.O No 119/2016
 Date 24/6/2016

D.O. EV
 D.S. Fin. EV

Dr. Singh
 15.6.16

Dr. Singh
 24/6/16

Dr. Singh
 24/6/16

Singh (HE)

S. N. Sahai
 21.06.16
 S. N. SAHAI
 Pr. Secy. (Finance)

रजिस्ट्री सं० डी० एल०-33004/99

REGD. NO. D. L.-33004/99



भारत का राजपत्र The Gazette of India

असाधारण

EXTRAORDINARY

भाग III—खण्ड 4

PART III—Section 4

प्राधिकार से प्रकाशित

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विश्वविद्यालय अनुदान आयोग

अधिसूचना

नई दिल्ली, 18 जुलाई, 2018

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

सं. एफ. 1-2/2017 (ईसी/पीएस).—विश्वविद्यालय अनुदान आयोग अधिनियम, 1956 (1956 का 3) की धारा 14 के साथ पठित धारा 26 की उपधारा (झ) के खंड (ड) और (छ) के तहत प्रदत्त शक्तियों का प्रयोग करते हुए तथा "विश्वविद्यालय अनुदान आयोग (विश्वविद्यालय और महाविद्यालयों में शिक्षकों और अन्य शैक्षिक कर्मचारियों की नियुक्ति हेतु न्यूनतम अर्हता तथा उच्चतर शिक्षा में मानकों के रखरखाव हेतु अन्य उपाय संबंधी विनियम, 2018" (विनियम सं एफ 3-1/2009 दिनांक 30 जून, 2010) तथा समय-समय पर इनमें किए गए सभी संशोधनों का अधिक्रमण करते हुए, विश्वविद्यालय अनुदान आयोग, एतद्वारा निम्नलिखित विनियमों को तैयार करता है, नामतः—

1. लघु शीर्षक, अनुप्रयोग एवं प्रवर्तन:

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

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

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

1.0 ध्येय

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

1.1 विश्वविद्यालयी और महाविद्यालयी शिक्षा के संघ में विद्यार्थी अन्य बातों के साथ-साथ स्वास्थ्य, चिकित्सा, विशेष शिक्षा, कृषि, पशु चिकित्सा और संबद्ध क्षेत्रों, तकनीकी शिक्षा, व्यावसायिक शिक्षा में शिक्षकों के पदों पर सीधी भर्ती के प्रयोजनार्थ संस्थान के अनुच्छेद 248 के तहत संसद के संमत अधिनियम द्वारा स्थापित प्राधिकरणों द्वारा उच्चतर शिक्षा अथवा अनुसंधान और वैज्ञानिक और तकनीकी संस्थाओं के लिए समन्वय और मानकों का निर्धारण करने के लिए निर्धारित किए गए मानदंड अथवा मानक प्रवर्धित होंगे,

i. बतलते कि, उस स्थिति में जहां किसी विनियामक प्राधिकरण द्वारा कोई मानदंड या मानक निर्धारित नहीं किए गए हैं, उस स्थिति में उपर्युक्त विनियम उस समय तक लागू होंगे जब तक कि उपर्युक्त विनियामक प्राधिकरण द्वारा कोई मानक या मानदंड निर्धारित नहीं किए जाएं।

ii. बतलते आगे कि, उन विद्यार्थी, जिनमें सहायक आचार्य और समतुल्य पदों पर नियुक्ति, राष्ट्रीय पात्रता परीक्षा (एनईटी) के माध्यम से की गई हो, जिसका आयोजन विश्वविद्यालय अनुदान आयोग अथवा वैज्ञानिक और औद्योगिक अनुसंधान परिषद, जैसा भी मामला हो, द्वारा किया गया हो अथवा राज्य स्तरीय पात्रता परीक्षा (एसएलईटी) अथवा राज्य पात्रता परीक्षा (एसईटी), जिन्हें उक्त प्रयोजनार्थ विनियम द्वारा प्रत्यापित निकषों द्वारा आयोजित किया गया हो उनमें एनईटी/एसएलईटी/एसईटी में अर्हता प्राप्त करना एक अतिरिक्त अपेक्षा होगी।

1.2 प्रत्येक विश्वविद्यालय अथवा सम विश्वविद्यालय संस्थान, जैसा भी मामला हो, यथास्थिति किंतु इन विनियमों के लागू होने के छह महीने के भीतर, इन्हें अधिष्ठापित करने वाली संस्थितियों, अध्यादेश अथवा अन्य सांविधिक उपकरणों में संशोधन के लिए प्रभावी करण उठाएगा, ताकि इन्हें उपर्युक्त विनियमों के अनुरूप लाया जा सके।

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

2.1 रिक्त पदों की उपलब्धता और स्वास्थ्य के अक्षमता सहायक आचार्य, सह आचार्य, आचार्य और वरिष्ठ आचार्य जैसे शिक्षकों को संबंधित विश्वविद्यालयों, महाविद्यालयों और संस्थानों में क्या लागू अधिवर्धिता की आयु के उपरान्त भी सर्वेदा आधार पर सत्तर वर्ष की आयु तक पुनर्नियुक्ति किया जा सकता है।

बतलते आगे कि ऐसी सभी पुनर्नियुक्तियां समय-समय पर विनियम द्वारा निर्धारित दिशानिर्देशों का कड़ाई से पालन करते हुए की जाएगी।

2.2 वेतनमान की पुनरीक्षा को लागू करने की तिथि दिनांक 01 जनवरी, 2018 होगी।

3.0 नियुक्ति और अर्हताएं

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

3.2 सहायक आचार्य, सह आचार्य, आचार्य, वरिष्ठ आचार्य, प्राचार्य, सहायक पुस्तकालय, उप पुस्तकालय, पुस्तकालय, शारीरिक शिक्षा और खेलकूद सहायक निदेशक, शारीरिक शिक्षा और खेलकूद उप निदेशक तथा शारीरिक शिक्षा और खेलकूद निदेशक के पदों के लिए अपेक्षित न्यूनतम अर्हताएं विनियम द्वारा इन विनियमों में क्या निर्दिष्ट होगी।

3.3

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

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

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

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

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

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

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

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

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

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

अधार पर कार्यरत संलग्न सदस्यों को अपनी संस्थाओं में पीएचडी की उपाधि के लिए अध्ययन छुट्टी देने की अनुमति प्रदान की जाएगी।

3.12 अर्हताएं:

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

4.0 संघीय पदों

4.1 कला, साहित्य, मानविकी, शिक्षा विधि, सामाजिक विज्ञान, विज्ञान, भाषाओं, पुस्तकालय विज्ञान, शारीरिक शिक्षा और पत्रकारिता तथा जन संबंध विभागों के लिए

1. सहायक आचार्य:

पात्रता (क अथवा ख):

क.

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

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

इस शर्त कि दिनांक 15 जुलाई, 2009 से पूर्व एनफिल / पीएचडी कार्यक्रम के लिए पंजीकृत अभ्यर्थियों को उपाधि प्रदान करने वाली संस्थाओं के तत्कालीन विद्यमान अभ्यादेशों / उपनियमों / विनियमों के उपबंधों द्वारा अनिवारित होंगे। ऐसे सभी पीएचडी धारक अभ्यर्थियों को निम्नलिखित शर्तों को पूरा करने के अध्यधीन विश्वविद्यालयों / महाविद्यालयों / संस्थाओं में सहायक आचार्य अथवा समतुल्य पदों पर पदों और नियुक्ति के लिए एनईटी / एसएलईटी / एसईटी की अपेक्षा से छूट प्रदान की जाएगी :-

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

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

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

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

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

इन शर्तों को पूरा करने के संबंधित विश्वविद्यालय के कुल तथित अथवा संलग्न अभ्यास (शैक्षणिक कार्य) द्वारा तयप्रति किया जाए।

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

अथवा

ख. (i) स्वीकृति सामयिक (स्पुर्स) (ii) दि टाइम्स होयर एजुकेशन (टीएचई) अथवा (iii) रणार्थ जियाओ टॉम यूनिवर्सिटी (रणार्थ) के विश्व के विश्वविद्यालयों की शैक्षणिक रैंकिंग (एआरकन्यू) द्वारा संपूर्ण विश्व में विश्वविद्यालय रैंकिंग में विश्व के शीर्षतम 500

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

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

II. सह आचार्य:

अर्हता:

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

III. आचार्य:

पात्रता (क अथवा ख) :

क.

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

अथवा

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

IV. विश्वविद्यालयों में वरिष्ठ आचार्य

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

पात्रता:

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

V. महाविद्यालय प्राचार्य और आचार्य (प्राचार्य का ग्रेड)

क. पात्रता

- i.) पीएचडी की उपाधि।
- ii.) विश्वविद्यालयों, महाविद्यालयों और उच्चतर शिक्षा की अन्य संस्थाओं में कम से कम पंद्रह वर्षों के शिक्षण/ अनुसंधान की सेवा/ अनुभव के साथ कोई आचार्य/ सह आचार्य।
- iii.) समकक्ष ध्येयित सन्निहित अथवा कि०अ०अ० सुचीयक जर्नल में कम से कम 10 अनुसंधान प्रकाशन।
- iv.) परिशिष्ट II, तालिका 2 के अनुसार न्यूनतम 110 अनुसंधान प्रकाशक।

ख. अवधि

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

(ii) प्राचार्य के रूप में अपना कार्यकाल पूर्ण करने के पश्चात्, पदधारी, आचार्य के ग्रेड में आचार्य के पदनाम के साथ अपने पूर्व कार्यकाल में पुन. कार्यभार ग्रहण करेगा।

VI. उप प्राचार्य

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

4.2. संगीत, परम्परागत कला, विज्ञान आर्द्रत और अन्य परंपरागत भारतीय कला स्वरूपों का शिक्षण आदि।

1. सहायक आचार्य

पात्रता (क अवकाश):

क.

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

ii) उपर्युक्त आईटीआई को पूरा करने के साथ-साथ अन्यथा ने कि०अ०अ० अथवा सीएसआईआर द्वारा आयोजित राष्ट्रीय पात्रता परीक्षा (एनईटी) उत्तीर्ण की हो अथवा कि०अ०अ० द्वारा प्रत्यापित इसी प्रकार की परीक्षा यथा एसएलईटी/ एसईटी उत्तीर्ण की हो अथवा जिन्हें विश्वविद्यालय अनुदान आयोग (एम्फिल/ पीएचडी उपाधि प्रदान करने के लिए न्यूनतम मानक और प्रक्रिया) विनियम, 2009 अथवा 2016 और समय-समय पर इनके बाद में किए गए संशोधनों, जैसा भी मामला हो, के अनुसार पीएचडी की उपाधि प्रदान की गई हो।

नतीजतन कि दिनांक 31 जुलाई, 2009 से पूर्व एम्फिल/ पीएचडी कार्यक्रम के लिए पंजीकृत अभ्यर्थियों को उपाधि प्रदान करने वाली संस्थाओं के तत्कालीन विद्यमान अध्यापकों/ उपनिधियों/ विनियमों के उपबंधों द्वारा अभिलेखित होंगे। ऐसे सभी पीएचडी धारक अभ्यर्थियों को निम्नलिखित शर्तों को पूरा करने के अधीन विश्वविद्यालयों/ महाविद्यालयों/ संस्थाओं में सहायक आचार्य अथवा समतुल्य पदों पर भर्ती और नियुक्ति के लिए एनईटी/एसएलईटी/एसईटी की अपेक्षा से छूट प्रदान की जाएगी :-

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

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

(ग) पीएचडी के लिए अन्यथा की एक सुती शोध परीक्षा आयोजित की गई हो;

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

(ङ) अन्यथा ने कि०अ०अ०/ एसआईसीटीई/ आईसीएसएसआर/ सीएसआईआर अथवा ऐसी की किसी अन्य एजेंसी द्वारा आयोजित/ सहायता प्राप्त सम्मेलनों/ विचार गोष्ठियों में अपने पीएचडी कार्यों के आधार पर कम से कम दो पत्रों को प्रस्तुत किए हो;

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

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

अथवा

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

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

II. सह आचार्य :

पात्रता (क अथवा ख):

क.

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

अथवा

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

- i) आकाशवाणी / दूरदर्शन में 'क' श्रेणी का कलाकार रहा हो,
- ii) विशेषज्ञता के क्षेत्र में आठ वर्ष की उल्लेखनीय कार्यनिष्पादन उपलब्धि रही हो;
- iii) नए पाठ्यक्रम और/ अथवा पाठ्यचर्या का तैयार करने का अनुभव रहा हो;
- iv) प्रसिद्ध संस्थाओं में राष्ट्रीय स्तर की विचार गोष्ठियों/सम्मेलनों /संगीतगोष्ठियों में भाग लिया हो; और

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

III. आचार्य :

पात्रता (क अथवा ख):

क.

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

अथवा

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

i) संबंधित विषय में निष्णात उपाधि धारक हो;

ii) आकाशवाणी/ दूरदर्शन का क' श्रेणी का कलाकार रहा हो;

iii) विशेषज्ञता के क्षेत्र में दस वर्ष का उत्कृष्ट कार्यनिष्पादन की उपलब्धि रही हो;

iv) विशेषज्ञता के क्षेत्र में महत्वपूर्ण योगदान दिया हो और अनुसंधान में मार्गदर्शन करने की क्षमता हो,

v) राष्ट्रीय/ अंतरराष्ट्रीय विचार गोष्ठियाँ/ सम्मेलनों/ कार्यशालाओं/ संगीतगोष्ठियों में भागीदारी की हो और राष्ट्रीय / अंतरराष्ट्रीय पुरस्कार/ अध्येतावृत्तियाँ प्राप्त की हों;

vi) संबंधित विषय में तार्किक तर्कशक्ति के साथ व्याख्या करने की क्षमता रखता हो, और

vii) उक्त विधा में सदोहारण सिद्धांत पढ़ाने के लिए पर्याप्त ज्ञान से सम्पन्न हो।

4.3 नाट्य विधा:

I. सहायक आचार्य

पात्रता (क अथवा ख)

क.

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

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

नोट 1: शर्तों के दिनांक 11 जुलाई, 2009 से पूर्व एमफिल/ पीएचडी कार्यक्रम के लिए पंजीकृत अभ्यर्थियों को उपाधि प्रदान करने वाली संस्थाओं के तत्कालीन विद्यमान अध्यादेशों/ उपनियमों/ विनियमों के उपबंधों द्वारा अभिशप्त होंगे। ऐसे सभी पीएचडी धारक अभ्यर्थियों को निम्नलिखित शर्तों को पूरा करने के अध्याधीन विश्वविद्यालयों/ महाविद्यालयों/ संस्थाओं में सहायक आचार्य अथवा समतुल्य पदों पर भर्ती और नियुक्ति के लिए एनईटी/ एसएलईटी/ एसईटी की अपेक्षा से छूट प्रदान की जाएगी :-

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

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

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

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

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

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

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

अथवा

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

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

II. सह आचार्य:

पात्रता (क अथवा ख) :

क.

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

अथवा

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

- i) रंगमंच/ रेडियो/ टेलीविजन में जाना- माना कलाकार रहा हो;
- ii) विशेषज्ञता के क्षेत्र में आठ वर्ष की उल्लेखनीय कार्यनिष्पादन उपलब्धि रहा हो,
- iii) नए पाठ्यक्रम और/ अथवा पाठ्यचर्या का तैयार करने का अनुभव रहा हो;
- iv) प्रख्यात संस्थाओं में संगोष्ठियों/ सम्मेलनों में भाग लिया हो; और
- v) वह संबंधित विषय में तार्किक तर्कशक्ति के साथ व्याख्या करने की क्षमता रखता हो और उक्त विधा में सदोहारण सिद्धांत पढ़ाने के लिए पर्याप्त ज्ञान से सम्पन्न हो।

III. आचार्य

पात्रता (क अथवा ख) :

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

अथवा

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

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

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

4.4 योग किया

I. सहायक आचार्य:

पात्रता (क अथवा ख) :

क. भारतीय/ विदेशी विश्वविद्यालय से संबंधित विषय अथवा किसी समतुल्य उपाधि में कम से कम 55 प्रतिशत अंकों के साथ योग अथवा अन्य संगत विषय में निम्नात उपाधि (अथवा जहां कहीं भी रेटिंग प्रणाली लागू हो उस स्थिति में प्वाइंट स्केल में समतुल्य ग्रेड) सहित अध्यापन रैखिक रिकॉर्ड हो।

इसके साथ-साथ उपर्युक्त अर्हताओं को पूरा करने के अतिरिक्त अभ्यर्थी ने किओआओ अथवा सीएसआईआर द्वारा आयोजित राष्ट्रीय पात्रता परीक्षा (एनईटी) अथवा किओआओ द्वारा प्रत्यापित ऐसी ही परीक्षा या एसएलईटी/ एसईटी उत्तीर्ण की हो अथवा जिन्हें विश्वविद्यालय अनुदान आयोग (एम्फिल/ पीएचडी उपाधि प्रदान करने के लिए न्यूनतम मानक और प्रक्रिया) विनियम, 2009 अथवा 2018 और समय-समय पर इनमें बदल में किए गए संशोधनों, जैसा भी मामला हो, के अनुसार पीएचडी की उपाधि प्रदान की गई हो।

अथवा

ख. किसी भी विषय में 55 प्रतिशत अंकों के साथ निम्नात उपाधि धारक (अथवा जहां कहीं भी रेटिंग प्रणाली लागू हो, उस स्थिति में प्वाइंट स्केल में समान ग्रेड) और विश्वविद्यालय अनुदान आयोग (एम्फिल/ पीएचडी उपाधि प्रदान करने के लिए न्यूनतम मानक और प्रक्रिया) विनियम, 2009 अथवा 2018 और समय-समय पर इनमें किए गए संशोधनों, जैसा भी मामला हो, के अनुसार योग में पीएचडी की उपाधि धारक हो।

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

II. सहायक आचार्य

i) संबंधित विषय अथवा संगत विषय में पीएचडी उपाधि के साथ देहतर रैखिक रिकॉर्ड।

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

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

III. आचार्य

पात्रता (क और ख) :

क.

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

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

अथवा

ख. संगत क्षेत्र में प्रतिष्ठित उपाधि प्राप्त उच्चतर जिन्होंने प्रत्यापन द्वारा अभिपुष्टि किए जाने वाले संबंधित / संबद्ध / संगत विषय में ज्ञान के क्षेत्र में महत्वपूर्ण योगदान दिया हो।

4.5 ऐसे से जुड़े योगोपचार के शिक्षकों की नियुक्ति के लिए अर्हताएं, अनुभव और अन्य पात्रता संबंधी अपेक्षाएं

I. सहायक आचार्य:

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

II. सह आचार्य:

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

III. आचार्य:

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

IV. प्राचार्य/ निदेशक/ संकाय अध्यक्ष:

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

नोट:

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

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

I. सहायक आचार्य:

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

II. सह आचार्य:

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

III. आचार्य:

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

वांछनीय:

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

IV. प्राचार्य/ निदेशक/ संकाय अध्यक्ष:

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

नोट:

- (i) वरिष्ठतम आचार्य को प्राचार्य/ निदेशक/ संकाय अध्यक्ष के रूप में नामोद्दिष्ट किया जाएगा।
- (ii) बांछनीय: कि०अ०अ० द्वारा मन्यता प्राप्त भौतिक शिक्षिता की किली किया में पीएचडी जैसी उच्च अईला और समकल व्यक्त सन्धीत तथा कि०अ०अ० सूचीबद्ध जर्नलों में उच्च मनक यलत प्रकरान कर्य।

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

I. विश्वविद्यालय सहायक पुस्तकालय/ महाविद्यालय पुस्तकालय

- i) कम से कम 55 प्रतिशत अंकों (अथवा जहां ग्रेडिंग प्रणाली लागू हो वहां प्वाइंट स्केल में समतुल्य ग्रेड) के साथ पुस्तकालय विज्ञान, सूचना विज्ञान अथवा प्रलेखन विज्ञान में निष्णात उपाधि अथवा समतुल्य पदोपर उपाधि।
- ii) पुस्तकालय में कंप्यूटरीकरण के ज्ञान के साथ सतत कम से बेहतर रीधमिक रिकर्ड।
- iii) उपर्युक्त अईलाओं को पूर करने के अलावा, अर्ह्यी को कि०अ०अ०, सीएसआईआर द्वारा आयोजित राष्ट्रीय पाठ्य परीक्षा (एनईटी) अथवा कि०अ०अ० द्वारा प्रत्यापित समकल परीक्षा यथा एसएलईटी/एसईटी उत्तीर्ण करनी होगी अथवा जिन्हें विश्वविद्यालय अनुदान आयोग (एम्फिल)/पीएचडी उपाधि प्रदान करने के लिए न्यूनतम मनक व प्रक्रिया) विनियम, 2009 अथवा 2015 एवं समय- समय पर इनमें किए गए संशोधनों, जैसा भी मनमता हो, के अनुसार पीएचडी की उपाधि प्रदान की गई हो:

शर्तों कि दिनांक 11 जुलाई, 2009 से पूर्व पीएचडी की उपाधि के लिए पंजीकृत अर्ह्यी ऐसी उपाधि प्रदान करने वाली संस्थाओं के मौजूदा अयादेशों/ उपकीयों/ विनियमों के उपर्यो द्वारा अनिशासित होने तथा ऐसे पीएचडी अर्ह्यियों द्वारा निम्नलिखित शर्तों को पूर करने के अर्ह्यीन विश्वविद्यालयों/ महाविद्यालयों/ संस्थाओं में सहायक आचार्य अथवा समकल पदों पर भर्ती और नियुक्ति के लिए एनईटी/ एसएलईटी/ एसईटी की अपेक्षाओं से छूट प्राप्त होगी—

- (क) अर्ह्यी को पीएचडी की उपाधि केवल नियमित पद्धति से प्रदान की गई हो;
- (ख) पीएचडी शोध प्रबंध का कम से कम दो बाह्य परीक्षकों द्वारा मूल्यांकन किया गया हो;
- (ग) पीएचडी के लिए अर्ह्यी की एक सुली मौखिक परीक्षा आयोजित की गई हो;
- (घ) अर्ह्यी ने अपने पीएचडी कार्य से दो अनुसंधान पत्रों को प्रकाशित किया हो जिनमें से कम से कम एक रेकर्ड जर्नल में प्रकाशित हुआ हो;
- (ङ) अर्ह्यी ने कि०अ०अ०/ आईसीएसएसआर/ सीएसआईआर अथवा इसी प्रकार की एजेंसी द्वारा प्रायोजित/ वित्तपोषित/ सहायता प्राप्त सम्मेलनों/ विचार गोष्ठियों में अपने पीएचडी कार्यों के आधार पर कम से कम दो पत्रों को प्रस्तुत किए हों।

नोट

- i. इन शर्तों को पूर करने को संबंधित विश्वविद्यालय के कुल सचिव अथवा संकाय अध्यक्ष (रीधमिक कर्य) द्वारा अनिष्ठापित किया जाएगा।
- ii. ऐसे निष्णात कर्करूपों में एनईटी/ एसएलईटी/ एसईटी परीक्षा उत्तीर्ण करना अपेक्षित नहीं होगा जिसके लिए कि०अ०अ०, सीएसआईआर द्वारा एनईटी/ एसएलईटी/ एसईटी अथवा कि०अ०अ० द्वारा एसएलईटी/ एसईटी जैसी परीक्षा आयोजित नहीं की जाती हो।

II. विश्वविद्यालय उप पुस्तकालय

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

III. विश्वविद्यालय पुस्तकालय

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

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

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

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

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

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

पात्रता (क अथवा ख):

क.

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

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

iii) उपर्युक्त अर्हताओं को पूरा करने के अलावा, अभ्यर्थी को वि०आ०आ० अथवा सीएसआईआई द्वारा आयोजित राष्ट्रीय पात्रता परीक्षा (एनईटी) अथवा वि०आ०आ० द्वारा प्रत्यापित समान परीक्षा यथा एसएलईटी/ एसईटी उत्तीर्ण करनी होगी अथवा जिन्हें विश्वविद्यालय अनुदान आयोग (एमफिल)/पीएचडी उपाधि प्रदान करने के लिए न्यूनतम मानक व प्रक्रिया) विनियम, 2009 अथवा 2016 एवं समय- समय पर इनमें किए गए संशोधनों, जैसा भी मामला हो, के अनुसार शारीरिक शिक्षा अथवा शारीरिक शिक्षा और खेलकूद अथवा खेल विज्ञान में पीएचडी की उपाधि प्रदान की गई हो:

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

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

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

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

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

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

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

iv) ऐसी विद्याओं में निष्णात कार्यक्रमों में एनईटी/ एसएलईटी/ एसईटी परीक्षा उत्तीर्ण करना अपेक्षित नहीं होगा जिसके लिए वि०आ०आ०, सीएसआईआई द्वारा एनईटी/ एसएलईटी/ एसईटी अथवा वि०आ०आ० द्वारा एसएलईटी/ एसईटी जैसी परीक्षा आयोजित नहीं की जाती हो।

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

अथवा

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

II. विश्वविद्यालय में शारीरिक शिक्षा और खेलकूद उप निदेशक

पात्रता (क अथवा ख) :

क.

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

अथवा

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

III. विश्वविद्यालय के शारीरिक शिक्षा और खेलकूद निदेशक

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

IV. शारीरिक स्वस्थता जांच संबंधी मानदंड

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

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

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

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

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

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

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

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

II. विश्वविद्यालय में सह आचार्य

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

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

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

III. विश्वविद्यालय में आचार्य

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

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

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

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

IV. वरिष्ठ आचार्य

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

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

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

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

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

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

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

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

VI. निजी और संघटक महाविद्यालयों सहित महाविद्यालयों में सह आचार्य

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

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

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

VII. निजी और संघटक महाविद्यालयों सहित महाविद्यालयों में आचार्य

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

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

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

(ख) दो विषय-विशेषज्ञ सहित पांच सदस्यगणों द्वारा नामनिर्देशित होगी।

VIII. महाविद्यालय प्राचार्य और आधार्य

क. धन समिति

(क) महाविद्यालय के प्राचार्य और आधार्य के पद के लिए धन समिति की संरचना निम्नवत होगी :

- i) शासी निकाय का सभापति, धन समिति का अध्यक्ष होगा।
- ii) शासी निकाय के दो सदस्यों को अध्यक्ष द्वारा नामनिर्देशित किया जाएगा जिसमें से एक सदस्य अकादमिक प्रशासन में विशेषज्ञ होगा।
- iii) कुलपति के दो नामित, जो संबंधित विषय/ संबंधित क्षेत्र में विशेषज्ञ होंगे, जिसमें से कम से कम एक नामित संबंधित विश्वविद्यालय से किसी भी प्रकार से संबंधित नहीं होगा। महाविद्यालय को अल्पसंख्यक शैक्षिक संस्थान के रूप में अभिसूचित/ घोषित किए जाने की स्थिति में पांच नामों के पैनल में से महाविद्यालय के सभापति का एक नामित जो कि अधिमानतः अल्पसंख्यक समुदाय से होगा, जिसे संबद्ध महाविद्यालय के कुलपति द्वारा नामनिर्देशित किया जाएगा, जिसमें से एक विषय-विशेषज्ञ होगा चाहिए।
- iv) तीन उच्चतर शिक्षा से जुड़े विशेषज्ञ होंगे, जिसमें एक महाविद्यालय का प्राचार्य, आधार्य और प्रतिष्ठित शिक्षाविद होगा, जो आधार्य के रैंक से कम नहीं होंगे (संबंधित महाविद्यालय के संगत सांविधिक नियम द्वारा अनुमोदित छह विशेषज्ञ पैनलों में से शासी निकाय द्वारा नामनिर्देशित किया जाए)।
- v) यदि अनुसूचित जाति/ अनुसूचित जनजाति/ अन्य पिछड़ा वर्ग/ अल्पसंख्यक/ महिला/ निराक्षर श्रेणी से संबंध रखने वाला कोई अन्यथा आवेदक हो और यदि उपरोक्त कोई भी सदस्य इन श्रेणियों से संबंधित नहीं हो तो, कुलपति द्वारा इन श्रेणियों से एक शिक्षाविद को नामनिर्देशित जाएगा।

vi) संबंधित विश्वविद्यालय के संगत सांविधिक नियम द्वारा अनुमोदित विषय-विशेषज्ञों की सूची में से कुलपति द्वारा संस्तुत पांच नामों के पैनल में से महाविद्यालय के शासी निकाय के सभापति द्वारा ऐसे दो विषय-विशेषज्ञों के नाम की सिफारिश की जाएगी, जो की महाविद्यालय से संबद्ध नहीं हों। यदि महाविद्यालय को अल्पसंख्यक संस्थान अभिसूचित/ घोषित किया गया हो तो, संगत सांविधिक नियम द्वारा अनुमोदित विषय-विशेषज्ञों की सूची में से कुलपति द्वारा संस्तुत पांच नामों के पैनल में से जो कि अधिमानतः अल्पसंख्यक समुदाय से संबद्ध हो, महाविद्यालय के शासी निकाय के सभापति द्वारा ऐसे दो विषय-विशेषज्ञों के नाम की सिफारिश की जाएगी, जो की महाविद्यालय से संबद्ध नहीं हों।

(ख) दो विषय-विशेषज्ञ सहित पांच सदस्यगणों द्वारा नामनिर्देशित होगी।

ग) धन समिति की सभी धन प्रक्रियाएं, धन समिति की बैठक के दिन/ अंतिम दिन ही पूरी की जाएगी, जिसमें प्राथमिक प्रक्रम सहित कार्यवृत्त का रिकॉर्ड रखा जाएगा तथा धनित और प्रतीक्षा सूची के अप्रतिभों/ पुनरावृत्त के अनुसार नामों के पैनल सहित मैरिट के आधार पर की गई अनुरांसा पर धन समिति के सभी सदस्यों द्वारा स्थापित रूप से इस्तफादर किए जाएंगे।

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

स) प्राचार्य के रूप में अपना कार्यकाल पूरा करने के उपरान्त परदायी, आधार्य के ग्रेड में आधार्य के पदनाम के साथ अपने मूल संगठन में कार्यभार ग्रहण करेंगे।

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

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

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

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

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

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

क. विश्वविद्यालय शिक्षकों हेतु :

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

ख. महाविद्यालय शिक्षक हेतु:

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

ग. विश्वविद्यालय सहायक पुस्तकाध्यक्ष हेतु :

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

घ. महाविद्यालय सहायक पुस्तकाध्यक्ष हेतु :

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

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

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

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

घ. महाविद्यालय के शारीरिक शिक्षा और खेलकूद निदेशक :

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

टिप्पणी : सभी श्रेणियों में इन समितियों के लिए छैन सदस्यों द्वारा गठित होगी, जिसमें एक विश्व विशेषज्ञ/ विश्वविद्यालय नामित शामिल होंगे।

- 5.2 धनवीन- सह- मूल्यांकन समिति, इन विनियमों के अन्तर्गत पर विनिर्दिष्ट न्यूनतम अपेक्षाओं के अनुरूप संबंधित विश्वविद्यालय द्वारा तैयार किए गए मूल्यांकन मानदंड और पद्धति प्रारूप के माध्यम से अध्ययितों द्वारा प्राप्त किए गए प्रश्नों का सत्यापन/ मूल्यांकन कर :

(क) सहायक आचार्य के प्रत्येक संवर्ग के लिए परिशिष्ट II, टालिका 1 में ;

(ख) पुस्तकालय के प्रत्येक संवर्ग के लिए परिशिष्ट II, टालिका 4 में ; और

(ग) शारीरिक शिक्षा और खेलकूद के प्रत्येक संवर्ग के लिए परिशिष्ट II, टालिका 5 में ;

विश्वविद्यालय/ महाविद्यालय के सिंडिकेट/ कार्यकारी परिषद/ प्रबंधन बोर्ड को कार्यान्वयन हेतु सीएस के उद्देश्य अध्ययितों की प्रोन्नति की उपयुक्तता के बारे में सिफारिश करेगी।

- 6.3 धन प्रक्रिया को धन समिति की बैठक के दिन/ अंतिम दिन ही पूरा किया जाएगा, जहां कार्यकृत का रिकॉर्ड रखा जाएगा और सत्यात्कर में किए गए निष्पादन के अन्तर्गत पर अनुशास की जाएगी जिस पर धन समिति के सभी सदस्यों द्वारा हस्ताक्षर किए जाएंगे।

- 5.4 इन विनियमों में विनिर्दिष्ट सभी धन समितियों के लिए विभागध्यक्ष/ प्रभारी शिक्षक को सत्यात्कर के रैंक/ पद के समकक्ष अथवा उच्चतर रैंक/ पद में होना चाहिए।

6.0 धन प्रक्रिया :

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

प्रणाली को और अधिक विश्वसनीय बनाने के लिए विश्वविद्यालय सत्यात्कर के स्तर पर शिक्षण और/ अथवा सेवा में नवीनतम प्रौद्योगिकी के उपयोग के संक्षेप में संशोधितों अथवा कक्षा की स्थिति में व्याख्यान के माध्यम से शिक्षण की योग्यता और/ अथवा अनुसंधान करने की योग्यता का मूल्यांकन किया जा सकता है। जहां कहीं इन विनियमों में धन समितियों निर्धारित की गई हैं, वहां यह प्रक्रियाएं प्रत्यक्ष भर्ती और सीएस प्रोन्नति, दोनों के लिए अपनाई जा सकती हैं।

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

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

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

क्र.सं.		सहायक आधार (घरम 1/ एजीपी 5000/- रुपए से घरम 2/ एजीपी 7000/- रुपए)	सहायक आधार (घरम 2/ एजीपी 7000/- रुपए से घरम 3/ एजीपी 8000/- रुपए)	सहायक आधार (घरम 3/ एजीपी 8000/- रुपए से घरम 4/ एजीपी 9000/- रुपए)	सह आधार (घरम 4/ एजीपी 9000/- रुपए से आधार (घरम 5/ एजीपी 10000/- रुपए)
1	सोप प्रकाशितक योगदान (श्रेणी-III)	और 20/ मूल्यांकन अवधि	50/ मूल्यांकन अवधि	45/ मूल्यांकन अवधि	100/ मूल्यांकन अवधि
2	विशेषज्ञ मूल्यांकन पद्धति	आनवीन समिति	आनवीन समिति	चयन समिति	चयन समिति

तालिका—ग (विश्वविद्यालयों में सीएस के अंतर्गत पुस्तकालय स्टाफ की प्रोन्नति हेतु एपीआई संबंधी न्यूनतम अपेक्षाएं :

क्र.सं.		सहायक पुस्तकालय (घरम 1/ एजीपी 5000/- रुपए से घरम 2/ एजीपी 7000/- रुपए)	सहायक पुस्तकालय (घरम 2/ एजीपी 7000/- रुपए से घरम 3/ एजीपी 8000/- रुपए)	सहायक पुस्तकालय (घरम 3/ एजीपी 8000/- रुपए से घरम 4/ एजीपी 9000/- रुपए)	सहायक पुस्तकालय (घरम 4/ एजीपी 9000/- रुपए से घरम 5/ एजीपी 10000/- रुपए)
1	सोप प्रकाशितक योगदान (श्रेणी-III)	और 40/ मूल्यांकन अवधि	100/ मूल्यांकन अवधि	80/ मूल्यांकन अवधि	120 प्रति मूल्यांकन अवधि
2	विशेषज्ञ मूल्यांकन पद्धति	आनवीन समिति	आनवीन समिति	चयन समिति	चयन समिति

तालिका—घ (महाविद्यालयों में सीएस के अंतर्गत पुस्तकालय स्टाफ की प्रोन्नति हेतु एपीआई संबंधी न्यूनतम अपेक्षाएं :

क्र.सं.		सहायक पुस्तकालय (घरम 1/ एजीपी 5000/- रुपए से घरम 2/ एजीपी 7000/- रुपए)	सहायक पुस्तकालय (घरम 2/ एजीपी 7000/- रुपए से घरम 3/ एजीपी 8000/- रुपए)	सहायक पुस्तकालय (घरम 3/ एजीपी 8000/- रुपए से घरम 4/ एजीपी 9000/- रुपए)
1	सोप प्रकाशितक योगदान (श्रेणी-III)	और 20/ मूल्यांकन अवधि	50/ मूल्यांकन अवधि	45/ मूल्यांकन अवधि
2	विशेषज्ञ मूल्यांकन पद्धति	आनवीन समिति	आनवीन समिति	चयन समिति

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

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

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

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

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

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

ख. महाविद्यालय के शिक्षकों के लिए कैरियर उन्नति योजना (सीएएस)

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

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

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

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

अथवा

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

अथवा

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

सीएस प्रोन्नति मानदण्ड:

किसी शिक्षक को प्रोन्नत किया जा सकता है यदि;

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

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

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

योग्यता:

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

सीएस प्रोन्नति मानदण्ड:

किसी शिक्षक को प्रोन्नत किया जा सकता है यदि;

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

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

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

योग्यता:

- 1) ऐसे सहायक आचार्य जिन्होंने अकादमिक स्तर 12/ चयन ग्रेड में तीन वर्ष की सेवा पूर्ण की हो।
- 2) संगत/ संबद्ध/ संगत विषय में पीएच.डी की संपाधि प्राप्त की हो।
- 3) पिछले तीन वर्षों के दौरान निम्नलिखित में से कोई एक कार्यक्रम/ पाठ्यक्रम पूर्ण किए हों मूल्यांकन की अवधि के दौरान कम से कम दो सप्ताह (10 दिन) की अवधि (अथवा कम से कम दो सप्ताह (दस दिनों) की अवधि के प्रत्येक एकल पाठ्यक्रम/ कार्यक्रम के स्थान पर कम से कम एक सप्ताह (पांच दिन) की अवधि के दो पाठ्यक्रम पूर्ण किए हों) के पुनश्चर्या पाठ्यक्रम/ कार्यविधि कार्यशाला/ पाठ्यचर्या उन्नयन कार्यशाला/ शिक्षण- ज्ञान अर्जन- मूल्यांकन/ प्रौद्योगिकी कार्यक्रम/ संकाय विकास कार्यक्रम श्रेणी के कार्यक्रमों/ पाठ्यक्रमों में से कम से कम एक कार्यक्रम/ पाठ्यक्रम पूर्ण किया हो, अथवा संगत विषय में (ई- प्रमाणन) सहित एमओओसी पाठ्यक्रम पूर्ण किया हो, एक पाठ्यक्रम के कम से कम 10 मॉड्यूल के 4 चतुर्थांश (कम से कम एक चतुर्थांश) में ई-विषयवस्तु के विकास में योगदान दिया हो/ एमओओसी पाठ्यक्रम संचालित करने में योगदान दिया हो।

सीएस प्रोन्नति मानदण्ड:

किसी शिक्षक को प्रोन्नत किया जा सकता है यदि;

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

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

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

योग्यता:

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

सीएस प्रोन्नति मानदण्ड:

किसी शिक्षक को प्रोन्नत किया जा सकता है यदि:

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

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

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

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

योग्यता:

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

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

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

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

सीएस प्रोन्नति मानदण्ड:

किसी शिक्षक को प्रोन्नत किया जा सकता है यदि:

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

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

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

योग्यता:

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

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

(iii) अकारदमिक स्तर-11/ खरिद वेतनमान के पिछले पांच वर्षों के दौरान निम्नलिखित में से कोई दो किए हो मूल्यांकन की अवधि के दौरान कम से कम दो सप्ताह (10 दिन) की अवधि (अथवा कम से कम दो सप्ताह (दस दिनों) की अवधि के प्रत्येक एकल पाठ्यक्रम/ कार्यक्रम के स्थान पर कम से कम एक सप्ताह (पांच दिन) की अवधि के दो पाठ्यक्रम पूर्ण किए हों) के पुनरावर्ण पाठ्यक्रम/ शोध कार्यविधि पाठ्यक्रम/ कार्यशालाओं/ पाठ्यवर्ग उन्नयन कार्यशाला/ शिक्षण- प्रान अर्जन- मूल्यांकन/ प्रौद्योगिकी कार्यक्रम/ संकय विकास कार्यक्रम/ पाठ्यक्रम पूर्ण किए हों अथवा संगत विषय में (ई- प्रमाणन) सहित एमओओसी पाठ्यक्रम पूर्ण किया हो एक पाठ्यक्रम के कम से कम 10 मॉड्यूल के 4 घटुर्थात (कम से कम एक घटुर्थात) में ई-विषयवस्तु के विकास में योगदान दिया हो/ एमओओसी पाठ्यक्रम संवातित करने में योगदान दिया हो।

(iv) मूल्यांकन अवधि के दौरान समकक्ष प्पणित समीक्षित अथवा किआआआ सुपीबद्ध जर्नलों में तीन शोध पत्र हुए हों।

सीएसएस प्रोन्ति मानदम्क

किसी शिक्षक को प्रोन्त किया जा सकता है यदि:

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

(ii) प्रोन्ति की सिफारिश छनवीन- सह- मूल्यांकन समिति द्वारा की गई हो।

III. सहस्यक आधार (घयन ग्रेड/ अकारदमिक स्तर 12) से सह आधार (अकारदमिक स्तर 13क)

1) ऐसे सहस्यक आधार जिन्होंने अकारदमिक स्तर 12/ घयन ग्रेड में तीन वर्ष की सेवा पूर्ण की हो।

2) संगत/ संबद्ध विषय में पीएचडी की उपाधि प्राप्त की हो।

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

4) मूल्यांकन अवधि के दौरान समकक्ष प्पणित समीक्षित अथवा किआआआ सुपीबद्ध जर्नलों में कम से कम सात प्रकरण प्रकाशित हुए हों जिनमें से तीन शोध पत्र मूल्यांकन अवधि के दौरान प्रकाशित हुए हों।

5) कम से कम एक पीएचडी अथवा क्य मार्गदर्शन करने के सक्षम हो।

सीएसएस प्रोन्ति मानदम्क

किसी शिक्षक को प्रोन्त किया जा सकता है यदि:

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

(ii) इन विनियमों के अनुसार गठित घयन समिति द्वारा प्रोन्ति की सिफारिश की गई हो।

IV. सह आधार (अकारदमिक स्तर 13क) से आधार (अकारदमिक स्तर 14)

योग्यता

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

2. संबधित/ संबद्ध/ संगत विषय में पीएचडी की उपाधि प्राप्त की हो।

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

4. पीएचडी अथवा क्य मार्गदर्शन करने के सक्षम हो।

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

सीएसएस प्रोन्ति मानदम्क

किसी शिक्षक को प्रोन्त किया जा सकता है यदि:

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

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

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

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

योग्यता:

(i) आचार्य के पद पर दस वर्ष का अनुभव।

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

घ. पुस्तकाध्यक्षों के लिए कैरियर उन्नति योजना (सीएस)

नोट:

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

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

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

योग्यता :

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

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

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

सीएस प्रोन्नति मानदण्ड:

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

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

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

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

योग्यता:

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

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

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

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

सीएस प्रोन्नति मानदण्ड:

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

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

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

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

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

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

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

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

सीएस प्रोन्नति मानदण्ड:

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

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

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

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

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

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

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

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

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

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

सीएस प्रोन्नति मानदण्ड:

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

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

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

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

नोट:

(i) निम्नलिखित उपबंध केवल उन कर्मियों पर लागू हैं जो शारीरिक शिक्षा और खेलकूद के शिक्षण से जुड़े न हों। जिन संस्थानों में शारीरिक शिक्षा और खेलकूद एक शिक्षण विभाग है वहां के शिक्षक, महाविद्यालयों/ संस्थानों और विश्वविद्यालयों के लिए क्रमशः इन विनियमों के खण्ड 8.4 (ख) और 8.4 (ग) के अंतर्गत शामिल होंगे।

(ii) विश्वविद्यालयों में उप निदेशक, शारीरिक शिक्षा और खेलकूद, के दो स्तर होंगे अर्थात् अकादमिक स्तर 13क और अकादमिक स्तर 14, जबकि महाविद्यालय निदेशक, शारीरिक शिक्षा और खेलकूद के पांच स्तर होंगे अर्थात् अकादमिक स्तर 10, अकादमिक स्तर 11, अकादमिक स्तर 12, अकादमिक स्तर 13क और अकादमिक स्तर 14।

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

योग्यता:

(i) उन्होंने शारीरिक शिक्षा अथवा शारीरिक शिक्षा और खेलकूद अथवा खेलकूद विज्ञान में पीएचडी की उपाधि के साथ चार वर्ष की सेवा पूर्ण की हो अथवा एम.फिल. की उपाधि के साथ पांच वर्ष की सेवा, अथवा एम.फिल. या पीएचडी की उपाधि के बिना छह वर्ष की सेवा पूर्ण की हो।

(ii) उन्होंने 21 दिन की अवधि के एक प्रबोधन पाठ्यक्रम में भाग लिया हो; और

(iii) उन्होंने निम्नलिखित में से किसी एक को पूर्ण किया हो: (क) पुनश्चर्या पाठ्यक्रम/ शोध कार्यविधि पाठ्यक्रम/ कार्यशाला; (ख) कम से कम 5 दिन की अवधि का प्रशिक्षण शिक्षण- ज्ञान अर्जन- मूल्यांकन प्रौद्योगिकी कार्यक्रम / संकाय विकास कार्यक्रम; (ग) एक एमओओसी पाठ्यक्रम (ई-प्रमाणन के साथ) को पूर्ण किया हो/ विकसित किया हो।

सीएस प्रोन्नति मानदण्ड:

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

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

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

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

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

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

सीएस प्रोन्नति मानदण्ड:

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

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

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

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

सीएस प्रोन्नति मानदण्ड:

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

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

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

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

सीएस प्रोन्नति मानक :

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

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

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

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

7.0 विश्वविद्यालयों के सम कुलपति/कुलपति का चयन :

7.1 सम कुलपति :

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

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

7.3 कुलपति

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

8.0 इतर कार्यार्थ छुट्टी, अध्ययन छुट्टी, सबैटिकल छुट्टी

8.1 इतर कार्यार्थ छुट्टी

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

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

8.2 अध्ययन छुट्टी :

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

(xi) एक शिक्षक को प्रदान की गई अध्ययन छुट्टी निरस्त मानी जाएगी यदि मंजूरी के बारह माह के भीतर वह प्राप्त नहीं की जाती है बशर्त कि जब प्रदान की गई अध्ययन छुट्टी को निरस्त कर दिया गया हो, शिक्षक उक्त छुट्टी के लिए पुन आवेदन कर सकता है।

(xii) अध्ययन छुट्टी लेने वाले शिक्षक को यह वचन देना होगा कि वह अध्ययन छुट्टी समाप्त होने के पश्चात सेवा में वापस आने पर सेवा में शामिल होने की तिथि से लेकर लगातार कम से कम 3 वर्षों तक विश्वविद्यालय / महाविद्यालय / संस्थान की सेवा करेगा।

(xiii) एक शिक्षक—

(क) जो उसे प्रदान की गई अध्ययन छुट्टी की अवधि के भीतर अपना अध्ययन पूरा करने में असमर्थ रहता है, अथवा

(ख) जो अपनी अध्ययन छुट्टी समाप्त होने के पश्चात विश्वविद्यालय की सेवाओं को पुनः शामिल होने में असफल रहता है, अथवा

(ग) जो विश्वविद्यालय की सेवा में पुनः शामिल होता है लेकिन सेवा में शामिल होने के पश्चात निर्धारित सेवा अवधि को पूरा किए बिना सेवा छोड़ देता है, अथवा

(घ) जिसे उक्त अवधि के भीतर विश्वविद्यालय द्वारा सेवा से निष्कासित किया जाता है अथवा हटाया जाता है तो वह शिक्षक छुट्टी वेतन में दी गई राशि और उस पर दिए गए सत्तों और अन्य खर्चों अथवा उसको या उसकी ओर से अध्ययन पाठ्यक्रम से संबंधित भुगतान की राशि के प्रतिदाय के लिए बाध्य है।

स्पष्टीकरण:

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

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

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

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

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

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

8.3 सैटैटिकल छुट्टी :

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

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

(iii) एक शिक्षक को सर्वेटिकल छुट्टी के दौरान उसके सर्वेटिकल छुट्टी पर जाने से तुरंत पहले वाली उपर्युक्त दरों पर वेतन और भत्ते (विहित तर्त पृथी की जाने के अन्वयान) मिलने चाहिए।

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

(v) सर्वेटिकल छुट्टी की अवधि के दौरान शिक्षक को नियत तिथि पर वेतन वृद्धि प्राप्त करने की अनुमति होगी। छुट्टी की अवधि के दौरान/ असाधारण मरिष्य निधि के प्रयोजनार्थ हेतु सेवा में जोड़ा जाना चाहिए। बशर्त कि शिक्षक अव्ययन छुट्टी की समाप्ति के पर्याप्त विश्वविद्यालय/ महाविद्यालय संस्थान में पुनः कार्यग्रहण करे।

8.4 विश्वविद्यालयों/ महाविद्यालयों के स्थायी शिक्षकों हेतु अन्य प्रकार की छुट्टी के नियम स्थायी अध्यापकों के लिए निम्नलिखित प्रकार की छुट्टियां स्वीकार्य होगी :

(i) — छुट्टी जैसे आकस्मिक छुट्टी, विशेष आकस्मिक छुट्टी और इतर कार्यार्थ छुट्टी को क्यूटी समझा जाए।

(ii) सेवा द्वारा अर्जित की गई छुट्टियां जैसे अर्जित छुट्टी, अर्ध वेतन छुट्टी और परिवर्तित छुट्टी ;

(iii) क्यूटी के बिना अर्जित की गई छुट्टियां जैसे असाधारण छुट्टी और अर्जन शोध छुट्टी ;

(iv) छुट्टी खाते से नहीं काटी गई छुट्टी;

(v) सैद्धांतिक उत्कृष्टता हेतु प्राप्त की गई छुट्टी जैसे अव्ययन छुट्टी, सर्वेटिकल छुट्टी और सैद्धांतिक छुट्टी;

(vi) स्वास्थ्य के आधार पर प्राप्त की गई छुट्टी जैसे प्रसूति छुट्टी और संगरोध छुट्टी;

(ख) कार्यकारी परिषद्/ सिंडिकेट अपवादस्वरूप बशर्त कि किसी भी प्रकार की तर्त और नियंत्रण के अधीन जैसा यह उचित समझे कोई भी अन्य छुट्टी दे सकती है, जिसके लिए कारण दर्ज किया जाना चाहिए।

I. आकस्मिक छुट्टी

(i) किसी शिक्षक को दी जाने वाली आकस्मिक छुट्टी की संख्या एक शैक्षणिक वर्ष में आठ दिनों से अधिक नहीं होनी चाहिए।

(ii) आकस्मिक छुट्टी को विशेष आकस्मिक छुट्टी के अतिरिक्त किसी भी अन्य प्रकार की छुट्टी के साथ नहीं जोड़ा जा सकता। तथापि, ऐसी आकस्मिक छुट्टी को रविवार सहित अन्य अवकाशों के साथ जोड़ा जा सकता है। आकस्मिक छुट्टी की अवधि के दौरान जाने वाले अवकाश या रविवार को आकस्मिक छुट्टी के रूप में नहीं गिना जाएगा।

II. विशेष आकस्मिक छुट्टी

(i) किसी शिक्षक को एक शैक्षणिक वर्ष में दस से अधिक विशेष आकस्मिक छुट्टी नहीं दी जानी चाहिए।

(क) विश्वविद्यालय/ लोक सेवा आयोग/ परीक्षा बोर्ड या अन्य इसी प्रकार के निकायों/ संस्थानों की परीक्षा आयोजित करने के लिए और

(ख) किसी सांख्यिक बोर्ड से जुड़े शैक्षणिक संस्थानों के निरीक्षण के लिए।

(ii) दस दिनों की ग्राह्य छुट्टी की गणना में की गई वास्तविक यात्रा के दिन, यदि कोई हो, उन स्थानों से जहाँ तक जहाँ उपर्युक्त विनिर्दिष्ट कार्यकलाप हुए हैं, को इससे बाहर रखा जाएगा।

(iii) इसके अतिरिक्त, नीचे बताए गए स्तर तक विशेष आकस्मिक छुट्टी भी प्रदान की जाए:

(क) परिवार नियोजन कार्यक्रम के अंतर्गत नसबंदी ऑपरेशन (पुरुष नसबंदी और महिला नसबंदी) के मामले में छुट्टियां छह कार्य दिवसों तक सीमित रहेंगी; और

(ख) एक महिला शिक्षक जो "नॉन-पयूपरल" नसबंदी करती है। इस मामले में छुट्टी 14 दिन तक सीमित होगी।

(iv) विशेष आकस्मिक छुट्टी जमा नहीं की जा सकती और ना ही इसे आकस्मिक छुट्टी के अतिरिक्त किसी और प्रकार की छुट्टी के साथ जोड़ा जा सकता है। प्रत्येक बच्चे पर स्वीकृति प्रदान करने वाले अधिकारी द्वारा इसे छुट्टियों के साथ प्रदान किया जा सकता है।

I. अर्जित छुट्टियां

(i) एक शिक्षक के लिए ग्राह्य अर्जित छुट्टियां :

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

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

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

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

संदेह दूर करने हेतु यह स्पष्ट किया जाता है :

1. जब एक शिक्षक अर्जित छुट्टियों के साथ प्रावकाश को जोड़ता है तो औसत वेतन पर अधिकतम छुट्टी की गणना में प्रावकाश की अवधि को छुट्टी माना जाएगा जिसे विशिष्ट अवधि की छुट्टी में शामिल किया जा सकता है।
2. यदि भारत से बाहर छुट्टी का एक केवल एक हिस्सा बिताया गया हो तो 120 दिन से अधिक की छुट्टी केवल उस स्थिति में दी जाएगी, जबकि भारत में बिताई गई छुट्टियों का भाग कुल मिलाकर 120 दिन से अधिक नहीं हो।
3. शिक्षण स्टाफ के सदस्यों के लिए अर्जित छुट्टियों के नकदीकरण की अनुमति केंद्र सरकार या राज्य सरकार के कर्मचारियों की भांति लागू होनी चाहिए।

IV. अर्ध-वेतन छुट्टी

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

स्पष्टीकरण :

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

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

V. परिवर्तित छुट्टी

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

- (i) संपूर्ण सेवा अवधि के दौरान परिवर्तित छुट्टी की अवधि की अधिकतम सीमा 240 दिन होगी;
- (ii) परिवर्तित छुट्टी प्रदान किए जाने की स्थिति में, अर्ध-वेतन छुट्टी के खाते से दोगनी छुट्टी काटी जाएगी; और
- (iii) एक साथ ली गई अर्जित छुट्टी और परिवर्तित छुट्टी की कुल अवधि एक समय में 240 दिनों से अधिक नहीं होगी;

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

VI. असाधारण छुट्टी

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

(क) कोई अन्य छुट्टी स्वीकार्य ना हो; अथवा

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

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

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

(ख) ऐसे मामलों में जहाँ कुलपति/ प्राचार्य संतुष्ट हो कि शिक्षक के नियंत्रण से बाहर के कार्यों के घलसे छुटी ती गई थी, जैसे कि नागरिक विद्रोह, अथवा प्राकृतिक आपदा के कारण कार्यभार ग्रहण करने अथवा पुनः कार्यभार ग्रहण करने में अक्षमता और शिक्षक के साते में अन्य कोई भी छुटी नहीं हो;

(ग) उच्चतर अध्ययन जारी रखने हेतु ती गई छुटी; और

(घ) शिक्षण पद, अध्येतावृत्ति अथवा शोध- सहा- शिक्षण पद के लिए नियंत्रण स्वीकार करने अथवा तकनीकी अथवा अकादमिक महत्व के कार्य साते जाने पर छुटी प्रदान की गई हो।

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

(iv) छुटी प्रदान करने हेतु सख्य प्राधिकारी, अनुपस्थिति की अवधि को प्रत्यक्षी प्रमाण से बिना छुटी के अनुपस्थिति को असाधारण छुटी में परिवर्तित कर सकता है।

VII. 'अर्जन शोध छुटी'

(i) 'अर्जन शोध छुटी' कुलपति/ प्राचार्य के विवेक पर स्थायी शिक्षक को उसकी संपूर्ण सेवा अवधि के दौरान 300 दिनों से अधिक नहीं प्रदान की जा सकती है, जिसमें से विद्विस्ता प्रमाणपत्र पर एक समय में 90 दिन और संपूर्ण रूप से 180 दिन से अधिक की छुटी नहीं होने चाहिए। उस छुटी को उनके द्वारा बाद में अर्जित किए गए अर्ध-वैतन छुटी से कटा जाएगा।

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

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

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

VIII. प्रसुति छुटी

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

(ii) प्रसुति छुटी को किसी अर्जित अवकाश, अर्ध-वैतन छुटी अथवा असाधारण छुटी के साथ जोड़ा जा सकता है परंतु प्रसुति छुटी को आगे बढ़ाने के लिए आवेदन के साथ किसी भी छुटी को केवल उस स्थिति में प्रदान किया जा सकता है जब उसके अनुबंध के साथ एक विद्विस्ता प्रमाणपत्र संतान हो।

IX. बालधर्या छुटी

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

X. विद्वत् अवकाश

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

XI. दत्तक ग्रहण छुटी

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

XII. सरोगेसी हेतु छुट्टी

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

9. शोध संवर्धन अनुदान

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

9.1 परामर्शदात्री कार्य

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

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

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

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

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

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

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

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

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

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

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

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

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

11.0 परीक्षा और स्थायीकरण की अवधि

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

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

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

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

11.5 परीक्षा और स्थायीकरण संबंधी केंद्र सरकार के अन्य सभी नियम यथोचित परिवर्तनों सहित लागू होंगे।

12.0 शिक्षकों के पदों का सृजन और उनका भरा जाना

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

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

13.0 परिशिष्ट आधार पर नियुक्तियां

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

14.0 शिक्षण के दिवस

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

उक्त उपबंध को निम्नानुसार संक्षेप में दिया गया है —

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

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

15.0 कार्यभार

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

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

सहायक आचार्य

16 घंटे प्रति सप्ताह

सह-आचार्य और आचार्य

14 घंटे प्रति सप्ताह

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

16.0 सेवा करार और वरिष्ठता का निर्धारण करना

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

16.2 खंड 8.0 और इसके उपखंडों और उपखंड 6.1 से 6.4 और इसमें अंतर्निहित सभी उपखंड तथा परिशिष्ट - II की तालिका 1 से 5 के अनुसार स्व-मूल्यांकन प्रविधियाँ, पात्रता के अनुसार, सेवा करार/ रिकॉर्ड का भाग होंगी।

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

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

17.0 व्यावसायिक आधार संहिता

I. शिक्षक और उनके दायित्व :

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

एक शिक्षक को :

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

II. शिक्षक और छात्र

शिक्षक को :

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

III. शिक्षक और सहयोगी शिक्षक

शिक्षक को :

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

IV. शिक्षक और प्राधिकारी

शिक्षक को :

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

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

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

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

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

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

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

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

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

महाविद्यालय के प्राचार्य को चाहिए कि:

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

(घ) आचरण और व्यवहार में उत्तरदायित्वपूर्ण प्रतिमानों का अनुपालन करें जिसकी समाज उनसे अपेक्षा करता है;

(छ) पेशे की गरिमा के अनुरूप अपने निजी मामलों का प्रबंधन करें;

(ज) शिक्षण और शोध में साहित्य चोरी और अन्य अनैतिक व्यवहार में संलिप्त न हों और इसे हतोत्साहित करें;

(झ) समाज सेवा सहित विस्तार, पाठ्यचर्या से जुड़े हुए और पाठ्येतर क्रियाकलापों में भाग लें;

(ञ) अपने पेशेवर प्रयासों के माध्यम से जाति, पंथ, धर्म, नस्ल, लिंग पर विचार करने से बचें।

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

(क) आचरण और व्यवहार में उत्तरदायित्वपूर्ण प्रतिमानों का अनुपालन करें जिसकी समाज उनसे अपेक्षा करता है;

(ख) पेशे की गरिमा के अनुरूप अपने निजी मामलों का प्रबंधन करें;

(ग) शिक्षण और अनुसंधान में साहित्य चोरी और अन्य अनैतिक व्यवहार में संलिप्त न हों और इसे हतोत्साहित करें;

(घ) समाज सेवा सहित विस्तार, पाठ्यचर्या से जुड़े हुए और पाठ्येतर क्रियाकलापों में भाग लें;

(ङ) अपने पेशेवर प्रयासों के माध्यम से जाति, पंथ, धर्म, नस्ल, लिंग पर विचार करने से बचें।

18.0 उच्चतर शिक्षा संस्थाओं में मानकों को बनाए रखना :

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

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

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

19.0 अन्य निबंधन और शर्तें

19.1 पीएचडी/ एमफिल और अन्य उच्चतर शिक्षा हेतु प्रोत्साहन

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

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

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

iv.

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

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

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

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

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

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

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

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

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

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

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

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

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

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

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

19.2 पदोन्नति

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

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

19.3 भत्ते और लाभ

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

परिशिष्ट

परिशिष्ट- 1	मौजूदा पदधारी, जो तालिकाओं में दर्शाई गई विभिन्न श्रेणियों के पदों पर दिनांक 01-01-2016 को आसीन थे, के लिए वेतन निर्धारण हेतु फिटमेंट तालिका, (मानव संसाधन और विकास मंत्रालय की अधिसूचना के संबंध में मानव संसाधन और विकास मंत्रालय दिनांक 08-11-2017 का पत्र संख्या शुद्धिपत्र संख्या 1-7/2015 -U-II(1))

परिशिष्ट- 2	आकलन मानदंड और पद्धति
	तालिका 1 से 3 - विश्वविद्यालयों और महाविद्यालयों के शिक्षकों हेतु
	तालिका 4 - सहायक पुस्तकाध्यक्ष, उप-पुस्तकाध्यक्ष, पुस्तकाध्यक्ष आदि
	तालिका 5 - सहायक निदेशक/ उप निदेशक/ निदेशक शारीरिक शिक्षा और खेलकूद आदि।

संजीव कुमार नारायण, अवर सचिव

[विज्ञापन-III/4/असा./147/18]

परिशिष्ट 1

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

फ सं. 1-7/2015- U.II(1)

भारत सरकार

मानव संसाधन विकास मंत्रालय

उच्चतर शिक्षा विभाग

विश्वविद्यालय-2 अनुभाग

शास्त्री भवन, नई दिल्ली

दिनांक 8 नवम्बर, 2017

शुद्धिपत्र

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

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

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

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

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

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

2. उक्त आदेश की शेष विषयवस्तु समान रहेगी।

ह0/-

(डॉ. के.के. त्रिपाठी)

निदेशक

प्रति प्रेषित :

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

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

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

परिशिष्ट- III

तालिका 1

विश्वविद्यालय/ महाविद्यालय के शिक्षकों हेतु आकलन मानदंड और पद्धति

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

समग्र ग्रेडिंग :

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

अथवा

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

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

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

तालिका-2

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

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

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

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

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

- प्रभाव कारक रहित संदर्भित जर्नल में प्रकाशित पत्र — 5 अंक
- 1 से कम प्रभाव कारक वाले पत्र — 10 अंक
- 1 और 2 के बीच प्रभाव कारक वाले पत्र — 15 अंक
- 2 और 5 के बीच प्रभाव कारक वाले पत्र — 20 अंक
- 5 और 10 के बीच प्रभाव कारक वाले पत्र — 25 अंक
- 10 से अधिक प्रभाव कारक वाले पत्र — 30 अंक

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

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

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

नोट :

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

प्रतिष्ठा 3 क

विश्वविद्यालयों में सहायक अध्यापकों के पद हेतु सहायक के लिए अभ्यर्थियों के ध्यान संबंधी मन्तव्य

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

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

नोट :

(क)

1. एमफिल + पीएचडी अधिकतम = 30 अंक

ii. जेआरएफ/ नेट/ सेट अधिकतम - 07 अंक

iii. अवार्ड की श्रेणी में अधिकतम - 03 अंक

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

(ग)

शैक्षणिक प्राप्तांक - 80

शोध प्रकाशन - 10

शिक्षण अनुभव - 10

कुल : 100

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

तालिका 3 (ख)

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

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

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

नोट :

(क)

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

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

(ग)

शैक्षणिक प्रश्नांक - 84

सोध प्रकाशन - 08

शिक्षण अनुभव - 10

कुल : 100

(घ) एसएलईटी/ सेट प्रश्नांक केवल संबंधित राज्यों के विश्वविद्यालयों/ महाविद्यालयों/ संस्थाओं में नियुक्ति के लिए केव होते।

उपलब्धि 4

पुस्तकालय हेतु आकलन मानदंड और पद्धति

क्रम संख्या	क्रियाकलाप	रैंकिंग मानदंड
1	पुस्तकालय में उपस्थित होने की नियमितता (उपस्थित होने के लिए अपेक्षित दिनों की कुल संख्या की तुलना में उपस्थित दिनों के प्रतिशत के संदर्भ में गणना) पुस्तकालय में उपस्थित होने के समय व्यक्ति से अन्य बातों के साथ-साथ निम्नलिखित कार्य करने की अपेक्षा की जाती है : - पुस्तकालय संरचनाओं और संगठन तथा पुस्तकों, जर्नलों और रिपोर्टों का रखरखाव - पुस्तकालय पाठक सेवा जैसे शोधकर्ताओं से साहित्य प्राप्ति सेवाओं और रिपोर्ट के वितरण का प्रबंधन - संस्थागत वेबसाइट को अद्यतन करने में सहायता	90 प्रतिशत और उससे अधिक - अच्छा 90 प्रतिशत से कम लेकिन 80 प्रतिशत और उससे अधिक - संतोषजनक 80 प्रतिशत से कम - असंतोषजनक
2	पुस्तकालय कार्यकलाप से संबंधित अथवा विशिष्ट पुस्तक अथवा पुस्तकों की शैली के संक्षेप में संगोष्ठियों/ कार्यशालाओं का आयोजन	अच्छा - 1 राष्ट्रीय स्तर की संगोष्ठी/ कार्यशाला + 1 राज्य/ संस्था स्तर की कार्यशाला/ संगोष्ठी संतोषजनक - 1 राष्ट्रीय स्तर की संगोष्ठी/ कार्यशाला अथवा 1 राज्य स्तर की संगोष्ठी/ कार्यशाला + 1 संस्था स्तरीय संगोष्ठी/ कार्यशाला अथवा 4 संस्था स्तरीय संगोष्ठी/ कार्यशाला असंतोषजनक - उपर्युक्त दोनों श्रेणियों के अंतर्गत नहीं आने वाले
3	यदि पुस्तकालय में कंप्यूटरीकृत डेटाबेस है तो अच्छा यदि पुस्तकालय में कंप्यूटरीकृत डेटाबेस नहीं है	अच्छा - कंप्यूटरीकृत डेटाबेस में शतप्रतिशत वास्तविक पुस्तकों और जर्नल संतोषजनक - कंप्यूटरीकृत डेटाबेस में कम से कम 80 प्रतिशत वास्तविक पुस्तकों और जर्नल असंतोषजनक - अच्छा अथवा संतोषजनक श्रेणी के अंतर्गत नहीं आने वाले अथवा अच्छा - अद्यतन किया गया 100 प्रतिशत ऑनलाइन डेटाबेस

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

तालिका 5

शारीरिक शिक्षा और खेलकूद निदेशकों हेतु आकलन मानदंड और पद्धति

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

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

UNIVERSITY GRANTS COMMISSION

NOTIFICATION

New Delhi, the 18th July, 2018

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

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

1. Short title, application and commencement:

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

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

Minimum qualifications for the posts of Senior Professor, Professors and Teachers, and other Academic Staff in Universities and Colleges and revision of pay scales and other Service Conditions pertaining to such posts.

1.0 Coverage

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

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

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

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

2.0 Pay Scales, Pay Fixation, and Age of Superannuation

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

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

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

- 2.2 The date of implementation of the revision of pay shall be 1st January, 2016.

3.0 Recruitment and Qualifications

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

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

3.3

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

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

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

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

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

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

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

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

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

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

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

OR

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

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

II. Associate Professor:

Eligibility:

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

III. Professor:

Eligibility (A or B) :

A.

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

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

OR

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

IV. Senior Professor in Universities

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

Eligibility:

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

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

A. Eligibility:

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

B. Tenure

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

VI. Vice Principal

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

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

I. Assistant Professor:

Eligibility (A or B):

A.

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

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

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

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

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

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

OR

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

II. Associate Professor :

Eligibility (A or B):

A.

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

OR

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

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

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

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

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

OR

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

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

4.3 Drama Discipline:**1. Assistant Professor****Eligibility (A or B)****A.**

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

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

11/06

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

Note:

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

OR

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

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

II. Associate Professor:

Eligibility (A or B) :

A.

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

OR

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

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

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

III. PROFESSOR:

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

Desirable:

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

IV. PRINCIPAL / DIRECTOR / DEAN:

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

Note:

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

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

I. UNIVERSITY ASSISTANT LIBRARIAN / COLLEGE LIBRARIAN

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

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

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

Note:

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

II. UNIVERSITY DEPUTY LIBRARIAN

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

III. UNIVERSITY LIBRARIAN

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

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

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

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

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

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

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

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

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

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

OR

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

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

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

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

OR

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

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

II. ASSOCIATE PROFESSOR

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

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

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

Or

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

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

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

II. ASSOCIATE PROFESSOR:

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

III. PROFESSOR:

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

IV. PRINCIPAL / DIRECTOR / DEAN:

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

Note:

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

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

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

II. ASSOCIATE PROFESSOR:

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

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

OR

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

II. University Deputy Director of Physical Education and Sports

Eligibility (A or B) :

A.

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

OR

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

III. University Director of Physical Education and Sports

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

IV. Physical Fitness Test Norms

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

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

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 CONSTITUTION OF SELECTION COMMITTEES AND GUIDELINESS ON SELECTION PROCEDURE:

5.1 Selection Committee Composition

I. Assistant Professor in the University:

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

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

II. Associate Professor in the University

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

III. Professor in the University

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

IV. Senior Professor

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

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

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

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

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

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

(a) The Selection Committee for the post of Associate Professor in Colleges including Private and Constituent Colleges, shall consist of the following persons:

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

(b) The quorum for the meeting shall be five, including two subject experts.

VII. Professor in Colleges, including Private and Constituent Colleges

(a) The Selection Committee for the post of Professor in Colleges including Private and Constituent Colleges shall consist of the following persons:

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

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

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

VIII. College Principal and Professor

A. Selection Committee

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

(d) The term of appointment of the College Principal shall be five years, with eligibility for reappointment for one more term only after an assessment by a Committee appointed by the University as per the composition given in sub-clause (B) of 5.1 (VIII).

(e) After the completion of his/her term as Principal, the incumbent shall join back his/her parent organisation with the designation as Professor and in the grade of the Professor..

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

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

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

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

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

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

A. For University teachers:

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

B. For College teachers:

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

C. For University Assistant Librarian:

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

D. For College Assistant Librarian:

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

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

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

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

F. For College Director, Physical Education and Sports:

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

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

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

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

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

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

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

6.0 SELECTION PROCEDURE:

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

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

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

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

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

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

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

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

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

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

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

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

B. Assessment Process

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

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

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

Step 3: A CAS Promotion shall be granted as mentioned in Clauses 5.4 of these Regulations.

6.1 Assessment Criteria and Methodology:

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

(b) Table 4 of Appendix II is applicable to Assistant Librarians/ College Librarians and Deputy Librarians for promotion under Career Advancement Scheme; and

(c) Table 5 of Appendix II is applicable to Assistant Directors/ College Director of Physical Education sports and Deputy Directors/Directors of Physical Education and Sports for promotions under Career Advancement Scheme

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

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

I. A teacher who wishes to be considered for promotion under the CAS may submit in writing to the university/college, within three months in advance of the due date, that he/she fulfils all the requirements under the CAS and submit to the university/college the Assessment Criteria and Methodology Proforma as evolved by the university concerned supported by all credentials as per the Assessment Criteria and Methodology guidelines set out in these Regulations. In order to avoid any delay in holding the Selection Committee meetings for various positions under the CAS, the University/College may initiate the process of screening/selection, and complete the process within six months from the receipt of application. Further, in order to avoid any hardship, the candidates who fulfil all other criteria mentioned in these Regulations, as on and till the date on which these regulations are notified, can be considered for promotion from the date, on or after the date, on which they fulfil these eligibility conditions.

II. The Selection Committee specifications as contained in Clauses 5.1 to 5.4 shall be applicable to all direct recruitments of faculty positions and equivalent cadres and Career Advancement promotions from Assistant Professor to Associate Professor, from Associate Professor to Professor, Professor to Senior Professor (in University) and for equivalent cadres.

III. The CAS promotion from a lower stage to a higher stage of Assistant Professor shall be conducted through a "Screening-cum-Evaluation Committee", following the criteria laid down in Table I of Appendix II.

IV. The promotion under the CAS being a personal promotion to a teacher holding a substantive sanctioned post, on his/her superannuation, the said post shall revert back to its original cadre.

V. For the promotion under the CAS, the applicant teacher must be on the role and in active service of the University/College on the date of consideration by the Selection Committee.

VI. The candidate shall offer himself/herself for assessment for promotion, if he/she fulfils the minimum grading specified in the relevant Assessment Criteria and Methodology Tables, by submitting an application and the required Assessment Criteria and Methodology Proforma. He/she can do so three months before the due date. The university shall send a general circular twice a year, inviting applications for the CAS promotions from the eligible candidates.

i) If a candidate applies for promotion on completion of the minimum eligibility period and is successful, the date of promotion shall be from that of minimum period of eligibility.

ii) If, however, the candidate finds that he/she would fulfil the CAS promotion criteria, as defined in Tables 1, 2, 4, and 5 of Appendix II at a later date and applies on that date and is successful, his/her promotion shall be effected from that date of the candidate fulfilling the eligibility criteria.

iii) The candidate who does not succeed in the first assessment, he/she shall have to be re-assessed only after one year. When such a candidate succeeds in the eventual assessment, his/her promotion shall be deemed to be one year from the date of rejection.

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

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

OR

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

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

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

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

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

TABLE-A

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

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

Table-B

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

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

Table-C

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

S.N		Assistant Librarian (Stage 1/ AGP Rs.6000/- to Stage 2/AGP Rs.7000/-)	Assistant Librarian (Stage 2/ AGP Rs.7000/- to Stage 3/AGP Rs.8000/-)	Assistant Librarian (Selection Grade/Deputy Librarian) (Stage 3/ AGP Rs.8000/-) to Deputy Librarian (Stage 4/AGP Rs.9000/-)	Deputy Librarian (Stage 4/AGP Rs. 9000/-) to Deputy Librarian (Stage 5 AGP Rs.10,000/-)
1	Research and Academic contribution (Category III)	40/assessment period	100/assessment period	90/assessment period	120 per assessment period
2	Expert assessment system	Screening Committee	Screening Committee	Selection Committee	Selection committee

Table-D

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

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

Table-F

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

S.No.		Assistant Director (Stage 1/ AGP Rs.6000/- to Stage 2/AGP Rs.7000/-)	Assistant Director (Stage 2/ AGP Rs.7000/-) to Assistant Director (Selection Grade)/Deputy Director (Stage 3/AGP Rs.8000/-)	Assistant Director (Selection Grade)/Deputy Director (Stage 3/ AGP Rs.8000/-) to Deputy Director (Stage 4/AGP Rs.9000/-)	Deputy Director (Stage 4/AGP Rs. 9000/-) to Deputy Director (Stage 5 AGP Rs.10,000/-)
1	Research and Academic contribution (Category III)	40/assessment period	100/assessment period	90/assessment period	120 per assessment period
2	Expert assessment system	Screening Committee	Screening Committee	Selection Committee	Selection committee

Table-F

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

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

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

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

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

B. Career Advancement Scheme (CAS) for Colleges teachers

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

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

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

OR

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

OR

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

CAS Promotion Criteria:

A teacher shall be promoted if;

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

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

Eligibility:

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

CAS Promotion Criteria:

A teacher shall be promoted if;

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

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

Eligibility:

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

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

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

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

CAS Promotion Criteria:

A teacher shall be promoted if;

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

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

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

CAS Promotion Criteria :

A teacher shall be promoted if;

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

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

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

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

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

CAS Promotion Criteria:

A teacher shall be promoted if;

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

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

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

CAS Promotion Criteria:

A teacher shall be promoted if;

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

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

Eligibility:

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

CAS Promotion Criteria:

A teacher shall be promoted if;

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

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

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

Eligibility:

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

D. Career Advancement Scheme (CAS) for Librarians**Note:**

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

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

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

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

CAS Promotion Criteria:

An Assistant Librarian/College Librarian may be promoted if:

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

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

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

CAS Promotion Criteria:

An individual shall be promoted if:

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

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

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

CAS Promotion Criteria:

An individual shall be promoted if:

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

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

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

CAS Promotion Criteria:

An individual shall be promoted if:

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

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

Note:

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

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

Eligibility:

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

CAS Promotion Criteria:

An individual may be promoted if:

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

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

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

CAS Promotion Criteria:

An individual may be promoted if:

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

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

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

CAS Promotion Criteria:

An individual may be promoted if:

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

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

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

CAS Promotion Criteria:

An individual may be promoted if;

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

6.5. Discretionary award of advance increments for those who enter the profession as Associate Professor or Professor with higher merit, high number of research publications of high quality and experience at the appropriate level, shall be within the competence of the appropriate authority of the University concerned or recruiting institution based on the recommendations of a selection committee while considering the case of individual candidates in the context of the merits of each case, taking into account the pay structure of other teachers in the faculty and other merit-specific factors. Discretionary award of advance increments is not applicable to those entering the profession as Assistant Professor/Assistant Librarian/Assistant Director of Physical Education and Sports and to those who are entitled for grant of advance increments for having acquired a Ph. D., M. Phil. or M.Tech. and LL.M degree. However, those entering the service as Assistant Professor/Assistant Librarian/Assistant Director of Physical Education and Sports, having a post-doctoral teaching/research experience, after obtaining a Ph.D. degree and proven credentials, may be eligible for discretionary award of advanced increments to be given to the person, as decided and recorded by the Selection Committee in the minutes of its meeting.

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

7.1 PRO-VICE-CHANCELLOR:

The Pro-Vice-Chancellor shall be appointed by the Executive Council on the recommendation of the Vice-Chancellor.

7.2 It shall be the prerogative of the Vice-Chancellor to recommend a person to be the Pro-Vice-Chancellor to the Executive Council. The Pro-Vice-Chancellor shall hold office for a period, which is co-terminus with that of the Vice-Chancellor.

7.3. VICE CHANCELLOR:

- i. A person possessing the highest level of competence, integrity, morals and institutional commitment is to be appointed as Vice-Chancellor. The person to be appointed as a Vice-Chancellor should be a distinguished academician, with a minimum of ten years' of experience as Professor in a University or ten years' of experience in a reputed research and / or academic administrative organisation with proof of having demonstrated academic leadership.
- ii. The selection for the post of Vice-Chancellor should be through proper identification by a Panel of 3-5 persons by a Search-cum-Selection-Committee, through a public notification or nomination or a talent search process or a combination thereof. The members of such Search-cum-Selection Committee shall be

persons' of eminence in the sphere of higher education and shall not be connected in any manner with the University concerned or its colleges. While preparing the panel, the Search cum-Selection Committee shall give proper weightage to the academic excellence, exposure to the higher education system in the country and abroad, and adequate experience in academic and administrative governance, to be given in writing along with the panel to be submitted to the Visitor/Chancellor. One member of the Search cum-Selection Committee shall be nominated by the Chairman, University Grants Commission, for selection of Vice Chancellors of State, Private and Deemed to be Universities.

iii. The Visitor/Chancellor shall appoint the Vice Chancellor out of the Panel of names recommended by the Search-cum-Selection Committee.

iv. The term of office of the Vice-Chancellor shall form part of the service period of the incumbent making him/her eligible for all service related benefits.

8.0 DUTY LEAVE, STUDY LEAVE, SABBATICAL LEAVE :-

8.1 DUTY LEAVE:

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

8.2 STUDY LEAVE:

- i. The scheme of Study Leave provides an opportunity to avail of scholarships/fellowships awarded to the faculty who wish to acquire new knowledge and to improve analytical skills. When a teacher is awarded a scholarship or stipend (by whatever nomenclature called), for pursuing further studies, leading to a Ph.D./Post-doctoral qualification or for undertaking a research project in a higher education institution abroad, the amount of the scholarship/fellowship shall not be linked to the recipient's pay/salary paid to him/her by his/her parent institution. The awardee shall be paid salary for the entire duration of fellowship/scholarship, provided, that he/she does not take up any other remunerative job, like teaching, in the host country.
- ii. A teacher on Study Leave shall not take up, during the period of that leave, any regular or part-time appointment under an organisation in India or abroad. He/she may, however, be allowed to accept a fellowship or a research scholarship or an ad-hoc teaching and research assignment with an honorarium or any other form of assistance, other than the regular employment in an institution either in India or abroad, provided, that the Executive Council/Syndicate of his/her parent institution may, if it so desires, sanction study leave on reduced pay and allowances to the extent of any receipt in this regard, in-lieu of teaching etc., which may be determined by his/her employer.

- iii. The study leave shall be granted to an entry-level appointee as Assistant Professor/Assistant Librarian/Assistant Director of Physical Education and Sport/College DPE&S (other than as Associate Professor or Professor of a University/College/Institution, who is otherwise eligible for sabbatical leave) after a minimum of three years of continuous service, to pursue a special line of study or research directly related to his/her work in the University/College/Institution or to make a special study of the various aspects of University organisation and methods of education, giving full plan of the work.
- iv. The study leave shall be granted by the Executive Council/Syndicate on the recommendation of the Head of the Department concerned. The leave shall not be granted for more than three years in one spell, save in exceptional cases, in which the Executive Council/Syndicate is satisfied that such extension is unavoidable on academic grounds and necessary in the interest of the University/College/Institution.
- v. The study leave shall not be granted to a teacher who is due to retire within five years of the date on which he/she is expected to return to duty after the expiry of study leave.
- vi. The study leave shall be granted not more than twice during one's entire career. However, the maximum period of study leave admissible during the entire service shall not exceed five years.
- vii. The study leave may be granted more than once, provided, that not less than five years have elapsed after the teacher returned to duty on completion of the earlier spell of study leave. For subsequent spell of study leave, the teacher shall indicate the work done during the period of earlier leave as also give details of work to be done during the proposed spell of study leave.
- viii. No teacher who has been granted study leave shall be permitted to alter substantially the course of study or the programme of research without the permission of the Executive Council/Syndicate, in the event the course of study falls short of study leave sanctioned, the teacher shall resume duty on the conclusion of the course of study unless the previous approval of the Executive Council/Syndicate to treat the period of short-fall as Extra-Ordinary leave has been obtained.
- ix. Subject to the maximum period of absence from duty, on leave not exceeding three years, the study leave may be combined with the earned leave, half-pay leave, extra-ordinary leave of vacation provided that the earned leave at the credit of the teacher shall be availed of at the discretion of the teacher. When the study leave is taken in continuation of vacation, the period of study leave shall be deemed to begin to run on the expiry of the vacation. A teacher, who is selected to a higher post during the study leave, shall be placed in that position and shall get the higher scale only after joining the post.
- x. The period of study leave shall count as service for purpose of the retirement benefits (pension/contributory provident fund), provided that the teacher rejoins the University/College/Institution on the expiry of his/her study leave, and serve the institution for the period for which the Bond has been executed.
- xi. The study leave granted to a teacher shall be deemed to have been cancelled in case it is not availed of within 12 months of its sanction, provided, that where the study leave granted has been so cancelled. The teacher may apply again for such leave.
- xii. A teacher availing himself/herself of the study leave, shall undertake that he/she shall serve the University/College/Institution for a continuous period of at least three years to be calculated from the date of his/her resuming duty on the expiry of the study leave.
- xiii. A teacher -
 - (a) who is unable to complete his/her studies within the period of study leave granted to him/her or
 - (b) who fails to rejoin the services of the University on the expiry of his/her study leave or
 - (c) who rejoins the service of the university but leaves the service without completing the prescribed period of service after rejoining the service or
 - (d) who, within the said period, is dismissed or removed from the service by the University shall be liable to refund, to the University/College/Institution, the amount of the leave salary and allowances and other expenses, incurred on the teacher or paid to him/her or on his/her behalf in connection with the course of study.

Explanation:

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

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

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

8.3 Sabbatical Leave:

- i) The permanent, whole-time teachers of the university and colleges who have completed seven years' of service as a Reader/Associate Professor or a Professor may be granted sabbatical leave to undertake study or research or any other academic pursuit solely for the object of increasing their proficiency and usefulness to the university and higher education system. The duration of leave shall not exceed one year, at a time, and two years in the entire career of the teacher.
- ii) A teacher, who has availed himself/herself of study leave, would not be entitled to the sabbatical leave, until after the expiry of five years from the date of the teacher's return from previous study leave or any other kind of training programme of duration of one year or more.
- iii) A teacher shall, during the period of sabbatical leave, be paid full pay and allowances (subject to the prescribed conditions being fulfilled) at the rates applicable to him/her immediately prior to his/her proceeding on sabbatical leave.
- iv) A teacher on sabbatical leave shall not take up, during the period of that leave, any regular appointment under another organisation in India or abroad. He/she may, however, be allowed to accept a fellowship or a research scholarship or ad hoc teaching and research assignment with honorarium or any other form of assistance, other than the regular employment in an institution of advanced studies, provided that in such cases the Executive Council/Syndicate may, if it so desires, sanction the sabbatical leave on reduced pay and allowances.
- v) During the period of sabbatical leave, the teacher shall be allowed to draw the increment on the due date. The period of leave shall also count as service for purposes of pension/contributory provident fund, provided that the teacher rejoins the university on the expiry of his/her leave.

8.4 Other Kinds of Leave Rules for Permanent Teachers of the Universities / Colleges

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

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

I. Casual Leave

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

II. Special Casual Leave

- (i) Special casual leave, not exceeding 10 days in an academic year, may be granted to a teacher:
 - (a) To conduct examination of a university/Public Service Commission/Board of Examination or any other similar body/institution; and
 - (b) To inspect academic institutions attached to a statutory board.
- (ii) In computing the 10 days' leave admissible, the days of actual journey, if any, to and from the places where activities specified above, take place, will be excluded.
- (iii) In addition, special casual leave to the extent mentioned below, may also be granted:
 - (a) To undergo sterilization operation (vasectomy or salpingectomy) under family welfare programme. Leave in this case shall be restricted to six working days; and
 - (b) To a female teacher who undergoes non-puerperal sterilization. Leave in this case shall be restricted to 14 days.
- (iv) The special casual leave shall not accumulate, nor can it be combined with any other kind of leave except the casual leave. It may be granted in combination with holidays or vacation by the sanctioning authority on each occasion.

III. Earned Leave

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

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

For removal of doubt, it may be clarified .

- 1. When a teacher combines vacation with earned leave, the period of vacation shall be reckoned as leave in calculating the maximum amount of leave on average pay which may be included in the particular period of leave.

2. In case where only a portion of the leave is spent outside India, the grant of leave in excess of 120 days shall be subject to the condition that the portion of the leave spent in India shall not, in the aggregate, exceed 120 days.
3. Encashment of earned leave shall be allowed to members of the teaching staff as applicable to the employees of the Central Government or State Governments.

IV. Half-pay Leave

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

Explanation:

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

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

V. Commuted Leave

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

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

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

VI. Extraordinary Leave

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

VII. 'Leave Not Due'

- (i) 'Leave not due', may, at the discretion of the Vice-Chancellor/Principal, be granted to a permanent teacher for a period not exceeding 360 days during the entire period of service, out of which not more than 90 days at a time and 180 days, in all, may be otherwise than on a medical certificate. Such leave shall be debited against the half-pay leave earned by him/her subsequently.
- (ii) 'Leave not due' shall not be granted, unless the Vice-Chancellor/Principal is satisfied that as far as can reasonably be foreseen, the teacher will return to duty on the expiry of the leave and earn the leave granted.
- (iii) A teacher to whom 'leave not due' is granted shall not be permitted to tender his/her resignation from service so long as the debit balance in his/her leave account is not wiped off by active service, or he/she refunds the amount paid to him/her as pay and allowances for the period not so earned. In a case where retirement is unavoidable on account of reason of ill-health, incapacitating the teacher for further service, refund of leave salary for the period of leave yet to be earned may be waived by the Executive Council/College Governing Body.

Provided that the Executive Council/College Governing Body may waive off, in any other exceptional case, for reasons to be recorded in writing, the refund of leave salary for the period of leave yet to be earned.

VIII. Maternity Leave

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

IX. Child-care Leave

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

X. Paternity Leave

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

XI. Adoption leave

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

XII. Surrogacy leave

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

9. Research Promotion Grant

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

9.1 Consultancy Assignments

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

10.0 Counting of Past Services for Direct Recruitment and Promotion under CAS

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

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

11.0 Period of Probation and Confirmation

- 11.1 The minimum period of probation of a teacher shall be one year, extendable by a maximum period of one more year in case of unsatisfactory performance.
- 11.2 The teacher on probation shall be confirmed at the end of one year, unless extended by another year through a specific order, before expiry of the first year.
- 11.3 Subject to Clause 11 of this Regulation, it is obligatory on the part of the university/the concerned institution to issue an order of confirmation to the incumbents within 45 days of completion of the probation period after following the due process of verification of satisfactory performance.
- 11.4 The probation and confirmation rules shall be applicable only at the initial stage of recruitment, issued from time to time, by the Central Government.
- 11.5 All other Central Government rules on probation and confirmation shall be applicable *mutatis mutandis*.

12.0 Creation and Filling-up of Teaching Posts

- 12.1 Teaching posts in universities, as far as feasible, may be created in a pyramidal order, for instance, for one post of Professor, there shall be two posts of Associate Professors and four posts of Assistant Professor, per department.
- 12.2 All the sanctioned/approved posts in the university system shall be filled up on an urgent basis.

13.0 Appointments on Contract Basis

The teachers should be appointed on contract basis only when it is absolutely necessary and when the student-teacher ratio does not satisfy the laid-down norms. In any case, the number of such appointments should not exceed 10% of the total number of faculty positions in a College/University. The qualifications and selection procedure for appointing them should be the same as those applicable to a regularly-appointed teacher. The

fixed emoluments paid to such contract teachers should not be less than the monthly gross salary of a regularly-appointed Assistant Professor. Such appointments should not be made initially for more than one academic session, and the performance of any such entrant teacher should be reviewed for academic performance before reappointing him/her on contract basis for another session. Such appointments on contract basis may also be resorted to when absolutely necessary to fill vacancies arising due to maternity leave, child-care leave, etc.

14.0 Teaching Days

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

The above provision is summarised as follows:

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

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

15.0 Workload

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

Assistant Professor	-	16 hours per week
Associate Professor/Professor	-	14 hours per week

- 15.2 Professors/ Associate Professors/ Assistant Professors involved in administration/ extension work can devote two hours per week from the teaching and learning hours.

16.0 Service Agreement and Fixing of Seniority

- 16.1 At the time of recruitment in Universities and Colleges, a service agreement should be executed between the University/College and the teacher concerned and a copy thereof shall be deposited with the Registrar/Principal. Such service agreement shall be duly stamped as per the government rates applicable.

- 16.2. The self-appraisal methodology, as per Clause 6.0 and its sub-clauses and Clauses 6.1 to 6.4 and all the sub-clauses contained therein and as per Tables 1 to 5 of Appendix II, as per eligibility, shall form part of the service agreement/record.

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

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

17.0 Code of Professional Ethics

I. Teachers and their Responsibilities :

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

Teacher should:

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

II. Teachers and Students

Teachers should:

- (i) Respect the rights and dignity of the student in expressing his/her opinion;
- (ii) Deal justly and impartially with students regardless of their religion, caste, gender, political, economic, social and physical characteristics;
- (iii) Recognise the difference in aptitude and capabilities among students and strive to meet their individual needs;
- (iv) Encourage students to improve their attainments, develop their personalities and at the same time contribute to community welfare;
- (v) Inculcate among students scientific temper, spirit of inquiry and ideals of democracy, patriotism, social justice, environmental protection and peace;
- (vi) Treat the students with dignity and not behave in a vindictive manner towards any of them for any reason;

- (vii) Pay attention to only the attainment of the student in the assessment of merit;
- (viii) Make themselves available to the students even beyond their class hours and help and guide students without any remuneration or reward;
- (ix) Aid students to develop an understanding of our national heritage and national goals; and
- (x) Refrain from inciting students against other students, colleagues or administration.

III. Teachers and Colleagues

Teachers should:

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

IV. Teachers and Authorities :

Teachers should:

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

V. Teachers and Non-Teaching Staff :

Teachers should :

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

VI. Teachers and Guardians

Teachers should:

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

VII. Teachers and Society

Teachers should:

- (i) Recognise that education is a public service and strive to keep the public informed of the educational programmes which are being provided;

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

The Vice-Chancellor/Pro-Vice-Chancellor/Rector

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

- (a) Provide inspirational and motivational value-based academic and executive leadership to the university through policy formation, operational management, optimization of human resources and concern for environment and sustainability;
- (b) Conduct himself/herself with transparency, fairness, honesty, highest degree of ethics and decision making that is in the best interest of the university;
- (c) Act as steward of the university's assets in managing the resources responsibly, optimally, effectively and efficiently for providing a conducive working and learning environment;
- (d) Promote the collaborative, shared and consultative work culture in the university, paving way for innovative thinking and ideas;
- (e) Endeavour to promote a work culture and ethics that brings about quality, professionalism, satisfaction and service to the nation and society.
- (f) Refrain from allowing considerations of caste, creed, religion, race, gender or sex in their professional endeavour.

College Principal should;

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

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

- (a) Adhere to a responsible pattern of conduct and demeanor expected of them by the community;
- (b) Manage their private affairs in a manner consistent with the dignity of the profession;
- (c) Discourage and not indulge in plagiarism and other non ethical behaviour in teaching and research;
- (d) Participate in extension, co-curricular and extra-curricular activities, including the community service.

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

18.0 Maintenance of Standards in Higher-Education Institutions:

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

- i. The process of evaluation for Ph.D shall be uniform in all the universities in accordance with the respective UGC Regulations and their amendments from time to time, in this regard. The Universities shall adopt these Regulations within six months of their notification.
- ii. There shall be special provision of supernumerary Ph.D seats not exceeding 10% of the total seats available in the department, if there is no vacant seat available with the eligible Supervisors in that department, to the in-service teachers for encouraging the faculty members of colleges and universities for getting a Ph.D. degree.
- iii. In order to encourage research and increase country's research output, Universities shall accord permission and provide need-based facility for college teachers to supervise Ph.D./M.Phil. scholars. Universities shall amend their Statutes and Ordinances accordingly.
- iv. All newly-recruited faculty members shall be provided one-time seed money/start up grant/research grant for establishing a basic research/computational facility as per the provisions laid down in these regulations.
- v. The Ph.D. degree shall be made a mandatory requirement for recruitment and promotions in accordance with the provisions laid down in these Regulations.
- vi. Research clusters shall be created amongst the universities/colleges/research institutions within the state for sharing research facilities, human resources, skills and infrastructure to ensure optimal utilisation of resources and to create synergies among higher education institutions.
- vii. An induction programme of one month shall be introduced for all newly-recruited Assistant Professors in the universities /colleges/institutions ideally before the starting of their teaching work, but definitely within one year of the recruitment of the new faculty member. In addition to the Human Resource Development Centres of the UGC, Universities/Institutions with the Pandit Madan Mohan Malviya National Mission on Teachers and Teaching(PMMMNTT) scheme shall also organize such induction programmes as per their mandate.
- viii. These induction programmes shall be treated at par with the Orientation Programmes already being run by the Human Resource Development Centres of the UGC for the purpose of the CAS requirements. Universities/Colleges/Institutions shall send the faculty members to such programmes in a phased manner so that the teaching work does not suffer.
- ix. All short-term and long-duration capacity-building programmes for teachers/faculty ranging from one week to one month as well as seminars, workshops in different pedagogic and discipline-specific areas being conducted by centres such as Schools of Education (SoEs), Teaching Learning Centres (TLCs), Faculty Development Centres (FDCs), Centres for Excellence in Science and Mathematics (CESMEs), Centres for Academic Leadership and Education Management (CALEMs) under the PMMMNTT scheme shall be taken into consideration for fulfilment of the requirements as laid down in Career Advancement Scheme of these Regulations.

19.0 Other Terms and Conditions

19.1 Incentives for Ph.D./M.Phil. and other Higher Qualification

- i. Five non-compounded advance increments shall be admissible at the entry level of recruitment as Assistant Professor to persons possessing the degrees of Ph.D. awarded in a relevant discipline by the University following the process of admission, registration, course work and external evaluation as prescribed by the UGC.
- ii. M.Phil degree holders at the time of recruitment to the post of Assistant Professor shall be entitled to two non-compounded advance increments.
- iii. Those possessing Post-graduate degree in the professional course such as LL.M./M.Tech/M.Arch/M.E./M.V.Sc./M.D., etc. recognized by the relevant statutory body/ council, shall also be entitled to two non-compounded advance increments at the entry level.
- iv.
 - a) Teachers who complete their Ph.D. degree while in service shall be entitled to three non-compounded increments fixed at increment applicable at entry level only if such Ph.D. is in a relevant discipline of the

- discipline of employment and has been awarded by a University complying with the process prescribed by the UGC for enrolment, course work, evaluation, etc.
- b) However, teachers in service who have already been awarded Ph.D. by the time of coming into force of these Regulations or having been enrolled for Ph.D. have already undergone course-work as well as evaluation, if any, and only Notification in regard to the award of Ph.D. is awarded, shall also be entitled to the award of three non-compounded increments fixed at increment applicable at entry level only, even if the university awarding such Ph.D. has not yet been notified by the UGC as having complied with the process prescribed by the Commission.
- v. In respect of every other case, a teacher who is already enrolled for Ph.D. shall avail the benefit of three non-compounded increments fixed at increment applicable at entry level only if the university awarding the Ph.D. has been notified by the UGC to have complied with the process prescribed by the Commission for the award of Ph.D. in respect of either course-work or evaluation or both, as the case may be.
- vi. Teachers in service who have not yet enrolled for Ph.D. shall therefore, derive the benefit of three non-compounded increments fixed at increment applicable at entry level only on award of Ph.D. , while in service only if such enrolment is with a university which complies with the entire process including that of enrolment as prescribed by the UGC.
- vii. Teachers who acquire M.Phil. Degree or a post-graduate degree in a professional course recognised by the relevant Statutory Body / Council, while in service, shall be entitled to one advance increment fixed at increment applicable at entry level only.
- viii. Five non-compounded advance increments shall be admissible to Assistant Librarian / College Librarian who are recruited at entry level with Ph.D. degree in the discipline of library science from a university complying with the process prescribed by the UGC in respect of enrolment, course-work and evaluation process for the award of Ph.D. in Library Science.
- ix. (a) Assistant Librarian/College Librarian acquiring the degree of Ph.D. at any time while in service, in the discipline of library science from a university complying with the process prescribed by the UGC in respect of enrolment, course-work and evaluation shall be entitled to three non-compounded advance increments fixed at increment applicable at entry level only.
- (b) However, persons in posts of Assistant Librarian/College Librarian on higher positions who have already been awarded Ph.D. in library science at the time of coming into force of these Regulations or having already undergone course-work as well as evaluation, if any, and only Notification in regard to the award of Ph.D. is awaited, shall also be entitled to the award of three non-compounded increments fixed at increment applicable at entry level only.
- x. In respect of every other case of persons in the post of Assistant Librarian / College Librarian or higher positions who are already enrolled for Ph.D. shall avail the benefit three non-compounded increments fixed at increment applicable at entry level only if the university awarding the Ph.D. has been notified by the UGC to have complied with the process prescribed by the Commission for the award of Ph.D. in respect of either course-work or evaluation or both as the case may be.
- xi. Assistant Librarian/College librarian and others in higher library positions in service who have not yet enrolled for Ph.D. shall therefore, derive the benefit of three non-compounded increments fixed at increment applicable at entry level only on award of Ph.D. while in service only if such enrolment is with a university which complies with the entire process, including that of enrolment as prescribed by the UGC.
- xii. Two non-compounded advance increments shall be admissible for Assistant Librarian/College Librarian with M.Phil. degree in Library Science at the entry level. Assistant Librarian/College Librarian and those in higher positions acquiring M.Phil degree in library science at any time during the course of their service shall be entitled to one advance increment fixed at increment applicable at entry level only.
- xiii. Five non-compounded advance increments shall be admissible to Assistant Director of Physical Education and Sports / College Director of Physical Education and Sports who are recruited at entry level with Ph.D. degree in the discipline of Physical Education/Physical Education and Sports / Sports Science from a university complying with the process prescribed by the UGC in respect of enrolment, course-work and evaluation process for the award of Ph.D. in Physical Education/Physical Education and Sports / Sports Science.

xiv. Notwithstanding anything in the foregoing clauses, those who have already availed the benefit of advance increments for possessing Ph.D./M.Phil. at the entry level or in service once either under this regulation or under the earlier schemes/regulations shall not be entitled to the benefit of advance increments under these Regulations.

xv. Teachers, Library and Physical Education and Sports cadres who have already availed the benefits of increments as per the then existing policy for acquiring Ph.D./M.Phil. while in service shall not be entitled to advance increments under these Regulations.

xvi. For posts at the entry level where no such advance increments were admissible for possessing Ph.D./M.Phil. under the earlier schemes/regulations, the benefit of advance of increments for possessing Ph.D./M.Phil. shall be available to only those appointments which have been made on or after the coming into force of these Regulations.

19.2 Promotion

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

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

19.3 Allowances and Benefits

- I. Other allowances and benefits, such as Hometown Travel Concession, Leave Travel Concession, Special Compensatory Allowances, Children's Education Allowance, Transport Allowance, House Rent Allowance, House Building Allowance, Depotation Allowance, Travelling Allowance, Dearness Allowance, Area-based Special Compensatory Allowance etc. for teachers and Library and Physical Education and Sports Cadres, shall be as applicable to the Central Government employees and be governed by the relevant rules as notified by the Government of India from time to time.
- II. Pension, Gratuity, ex-gratia compensation etc. as applicable to Central/State Government employees shall also be applicable to teachers and Library and Physical Education and Sports Cadres of Central/State Universities and Colleges including affiliated and constituent Colleges as the case may be.
- III. Medical Benefits: All medical benefits for teachers and Library and Physical Education Cadres, shall be as applicable to the Central Government employees. Further, the Teachers and Library and Physical Education Cadres may be placed under Central Government Health Scheme or any other such scheme of the Central Government/ Health Scheme of respective State Government, as the case may be, for Central/State Universities/Colleges respectively.

APPENDICES

Appendix I	Fitment Tables for fixation of pay of the existing incumbents, who were in position as on 01.01.2016, in various categories of posts indicated in the tables (MHRD Notification MHRD letters No. Corrigendum F.No.1-7/2015-U.II(1) dated 03.11.2017)
Appendix II	<u>Assessment Criteria and Methodology</u> Table 1 to 3 - For University and College Teachers Table 4 - For Assistant Librarian, Deputy Librarian, Librarian etc. Table 5 - For Assistant Director/Deputy Director/Director Physical Education and Sports etc.

SANJEEV KUMAR NARAYAN, Under Secy.

[ADVT.-III/4/Entry/147/18]

Appendix I

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

(P.No.11-7/2016-U.II(1))
(GOVERNMENT OF INDIA)
Ministry of Human Resource Development
Department of Higher Education
University & Section

Shanti Shrivastava, New Delhi
Dated: 5 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.1-7/2016-U.II(1) dated 2.11.2017, in the Annexure (Page 9) appended to the said order, figure is mentioned as

- (a) Cell Academic level 12, row 9 may be read as "24,700" instead of "24,100"
(b) Cell Academic level 12A, row 10 may be read as "25,700" instead of "25,100"
(c) Cell Academic level 12, row 9 may be read as "24,700" instead of "24,100"

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

(Dr. K.R. Tripathy) 4/11/17
Director

To,

1. The Secretary, University Grants Commission, Bahadur Sahi Zafar Marg, New Delhi-110 002.
2. Vice-Chancellors of all Central Universities/ Institutions/ Institutes of the Government fully funded by the Central Government.
3. Principal Secretary to Government, North Block, Central Secretariat, New Delhi.
4. Secretary, Government of Chandigarh, Chandigarh, Chandigarh, New Delhi.
5. Secretary, Department of Government, Chandigarh, New Delhi.
6. Secretary, Department of Government & Training, Chandigarh, New Delhi.
7. Secretary, Department of Agriculture, Research and Extension, Kailash Nagar, New Delhi.
8. Secretary, Ministry of Health and Family Welfare (Medical Education), Shanti Shrivastava, New Delhi.
9. Member Secretary, All India Council for Technical Education, New Delhi.
10. Chief Secretaries of all State Governments.
11. Web Master, Ministry of Human Resource Development for publication on the website of the Ministry, hosted by the National Informatics Centre.

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[illegible]

18	85,500	1,13,600	1,31,700	2,17,100																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																	

Appendix II

Table 1

Assessment Criteria and Methodology for University/College Teachers

S.No.	Activity	Grading Criteria
1.	Teaching: (Number of classes taught/total classes assigned) x 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 publication in peer-reviewed or UGC list of Journals.	Good - Involved in at least 3 activities Satisfactory - 1-2 activities Not-satisfactory - Not involved / undertaken any of the activities Note: Number of activities can be within or across the broad categories of activities

Overall Grading:

Good: Good in teaching and satisfactory or good in activity at Sl.No.2.

Or

Satisfactory: Satisfactory in teaching and good or satisfactory in activity at Sl.No.2.

Not Satisfactory: If neither good nor satisfactory in overall grading

Note: For the purpose of assessing the grading of Activity at Serial No. 1 and Serial No. 2, all such periods of duration which have been spent by the teacher on different kinds of paid leaves such as Maternity Leave, Child Care Leave, Study Leave, Medical Leave, Extraordinary Leave and Deputation shall be excluded from the grading assessment. The teacher shall be assessed for the remaining period of duration and the same shall be extrapolated for the entire period of assessment to arrive at the grading of the teacher. The teacher on such leaves or deputation as mentioned above shall not be put to any disadvantage for promotion under CAS due to his/her absence from his/her teaching responsibilities subject to the condition that such leave/deputation was undertaken with the prior approval of the competent authority following all procedures laid down in these regulations and as per the acts, statutes and ordinances of the parent institution.

Table 2

Methodology for University and College Teachers for calculating Academic/Research Score

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

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

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

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

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

- i) Paper in refereed journals without impact factor - 5 Points
- ii) Paper with impact factor less than 1 - 10 Points
- iii) Paper with impact factor between 1 and 2 - 15 Points
- iv) Paper with impact factor between 2 and 5 - 20 Points
- v) Paper with impact factor between 5 and 10 - 25 Points
- vi) Paper with impact factor >10 - 30 Points

(a) Two authors: 70% of total value of publication for each author.

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

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

Note:

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

Table: 3 A**Criteria for Short-listing of Candidates for Interview for the Post of Assistant Professors In Universities**

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

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

Note:

- (A) (i) M.Phil + Ph.D Maximum - 30 Marks
(ii) JRF/NET/SET Maximum - 07 Marks
(iii) In awards category Maximum - 03 Marks
- (B) Number of candidates to be called for interview shall be decided by the concerned universities.

(C)

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

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

Table 3B**Criteria for Short-listing of candidates for Interview for the Post of Assistant Professors in Colleges**

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

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

Note :

(A)

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

- (B) Number of candidates to be called for interview shall be decided by the college.
- (C) Academic Score - 84
 Research Publications - 06
 Teaching Experience - 10
 TOTAL - 100
- (D) SLET/SET score shall be valid for appointment in respective State Universities/Colleges/institutions only.

Table 4
Assessment Criteria and Methodology for Librarians

S.No.	Activity	Grading Criteria
1.	Regularity of attending library (calculated in terms of percentage of days attended to the total number of days he/she is expected to attend) While attending in the library, the individual is expected to undertake, inter alia, following items of work: - 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	90% and above - Good Below 90% but 80% and above - Satisfactory Less than 80% - Not satisfactory
2.	Conduct of seminars/workshops related to library activity or on specific books or genre of books.	Good - 1 National level seminar/ workshop + 1 State/institution level workshop/Seminar Satisfactory - 1 National level seminar/ workshop or 1 state level seminar/ workshop + 1 institution level seminar/ workshop or 4 institution seminar / workshop Unsatisfactory - Not falling in above two categories
3.	If library has a computerized database then OR If library does not have a computerized database	Good - 100% of physical books and journals in computerized database. Satisfactory - At least 99% of physical books and journals in computerized database. Unsatisfactory - Not falling under good or satisfactory. OR Good - 100% Catalogue database made up to date Satisfactory - 90% catalogue database made up to date Unsatisfactory - Catalogue database not upto mark. (To be verified in random by the CAS Promotion Committee)

4.	Checking inventory and extent of missing books	Good : Checked inventory and missing book less than 0.5% Satisfactory - Checked inventory and missing book less than 1% Unsatisfactory - Did not check inventory Or Checked inventory and missing books 1% or more.
5.	(i) Digitisation of books database in institution having no computerized database. (ii) Promotion of library network. (iii) Systems in place for dissemination of information relating to books and other resources. (iv) Assistance in college administration and governance related work including work done during admissions, examinations and extracurricular activities. (v) Design and offer short-term courses for users. (vi) Publications of at least one research paper in UGC approved journals.	Good : Involved in any two activities Satisfactory : At least one activity Not Satisfactory : Not involved/ undertaken any of the activities.
Overall Grading	Good : Good in Item 1 and satisfactory/good in any two other items including Item 4. Satisfactory : Satisfactory in Item 1 and satisfactory /good in any other two items including Item 4. Not satisfactory : If neither good nor satisfactory in overall grading.	
Note : (1) It is recommended to use ICT technology to monitor the attendance of library staff and compute the criteria of assessment. (2) The Librarian must submit evidence of published paper, participation certificate for refresher or methodology course, successful research guidance from Head of Department of the concerned department, project completion. (3) The system of tracking user grievances and the extent of grievances redressal details may also be made available to the CAS promotion committee.		

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

S. No.	Activity	Grading Criteria
1	Attendance calculated in terms of percentage of days attended to the total number of days he is expected to attend.	90 and above - Good Above 80 but below 90- Satisfactory. Less than 80 - Not satisfactory.
2.	Organizing intra college competition	Good - Intra college competition in more than 5 disciplines. Satisfactory - Intra college competition in 3-5 disciplines. Unsatisfactory - Neither good nor satisfactory.

3.	Institution participating in external competitions	Good - National level competition in at least one discipline plus State/District level competition in at least 3 disciplines. Satisfactory- State level competition in at least one discipline plus district level competition in at least 3 disciplines. Or District level competition in at least 5 disciplines. Unsatisfactory - Neither good nor satisfactory.
4.	Up-gradation of sports and physical training infrastructure with scientific and technological inputs. Development and maintenance of playfields and sports and physical Education facilities.	Good/Satisfactory/Not-Satisfactory to be assessed by the Promotion committee.
5.	(i)At least one student of the institution participating in national/ state/ university (for college levels only) teams. Organizing state/national/inter university/inter college level competition. (ii)Being invited for coaching at state/national level. (iii)Organizing at least three workshops in a year. (iv)Publications of at least one research paper in UGC approved journal. Assistance in college administration and governance related work including work done during admissions, examinations and extracurricular college activities.	Good: Involved in any two activities. Satisfactory: 1 activity Not Satisfactory : Not involved/ undertaken any of the activities.
Overall Grading	Good: Good in Item 1 and satisfactory/good in any two other items. Satisfactory: Satisfactory in Item 1 and satisfactory/good in any other two items. Not Satisfactory: If neither good nor satisfactory in overall grading.	
Note: i)It is recommended to use ICT technology to monitor the attendance of sports and physical education and compute the criteria of assessment. ii)The institution must obtain student feedback. The feed-backs must be shared with the concerned Director of Physical and Education and Sports and also the CAS Promotion committee. iii)The system of tracking user grievances and the extent of grievance redressal details may also be made available to the CAS Promotion Committee.		

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New Delhi, dated the 2nd November, 2017

Subject:- Scheme of revision of pay for the posts of Registrar, Deputy Registrar, Assistant Registrar, Controller of Examination, Deputy Controller of Examination, Assistant Controller of Examination, Finance Officer, Deputy Finance Officer and Assistant Finance Officer following the revision of pay scales of Central Government employees on the recommendations of the 7th Central Pay Commission (CPC).

I am directed to say that following the revision of pay scales of Central Government employees on recommendations of the 7th Central Pay Commission, the Ministry of Finance (Department of Expenditure) had issued guidelines regarding the pay revision of the employees of Quasi-Government Organizations, Autonomous Organizations, Statutory Bodies, etc. set up by and funded/ controlled by the Central Government, vide their OM No.1/1/2016-E.III(A) dated 13th January, 2017. The Central Government has decided to revise the pay scales of the officers, as given in the subject mentioned above, of the Central Universities and Centrally funded Deemed to be Universities. The revision of pay shall be subject to various provisions as contained herein, and Regulations to be framed by the UGC in this behalf. University Grants Commission will issue necessary regulations in this regard.

(i) Registrar/ Finance Officer/ Controller of Examination, presently in the Pay Band of Rs.37,400-67,000/- with Grade Pay of Rs.10,000/-, shall be placed at Level 14 with Rationalised Entry Pay of Rs.1,44,200/- as per 7th CPC Pay Matrix given at Annexure-I and pay of these officers shall be fixed at the appropriate cell in the Pay Matrix in accordance with the guidelines issued by the Ministry of Finance, based on the recommendation of 7th Central Pay Commission.

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K. H. Tufschy
2/11/17

(iii) The existing minimum qualification for direct recruitment to the post of Registrar/ Finance Officer/ Controller of Examination shall continue. Consequent to this Ministry's order No.1-7/2015-U.II(1) dated 2nd November, 2017, the minimum qualification for direct recruitment of Registrar/ Finance Officer/ Controller of Examination shall be as follows:

- a) Master's Degree with at least 55% of the marks or an equivalent grade in a point scale wherever grading system is followed
- b) At least 15 years of experience as Assistant Professor in the Academic Level 11 and above or with 8 years of service in the Academic Level 12 and above including as Associate Professor along with experience in educational administration or
- c) Comparable experience in research establishment and/ or other Institutions of higher education, or
- d) 15 years of administrative experience, of which 8 years shall be as Deputy Registrar or an equivalent post.

(iv) The age of superannuation, as at present, shall continue to be 62 (sixty two) years for Registrar/ Finance Officer/ Controller of Examination.

2. Deputy Registrar/ Deputy Finance Officer/ Deputy Controller of Examination

(i) On appointment as Deputy Registrar/ Deputy Finance Officer/ Deputy Controller of Examination, presently in the Pay Band of Rs.15,600-39,100/- with Grade Pay of Rs.7,600/-, pay shall be fixed at Level 12 with Rationalised Entry Pay of Rs.78,800/- as per 7th CPC Pay Matrix given at Annexure-I.

After completion of 5 years of service as Deputy Registrar or equivalent, the Deputy Registrar/ Deputy Finance Officer/ Deputy Controller of Examination shall be placed at Level 13 with Rationalised Entry Pay of Rs.1,18,500/- as per 7th CPC Pay Matrix given at Annexure-I and pay of these officers shall be fixed at the appropriate cell in the Pay Matrix in accordance with the guidelines issued by the Ministry of Finance, based on the recommendation of 7th Central Pay Commission.

(ii) The pay of all incumbent Deputy Registrar/ Deputy Finance Officer/ Deputy Controller of Examination, who are presently in Pay Band of Rs.15,600-39,100/- with Grade Pay of Rs.7,600/-, shall be fixed at the appropriate cell in Level 12 of the Pay Matrix in accordance with the guidelines issued by the Ministry of Finance, based on the recommendation of 7th Central Pay Commission, as the case may be. The pay of all those who have completed 5 years of service as Deputy Registrar/ Deputy Finance Officer/ Deputy Controller of Examination and are presently in pre-revised pay scale of Rs.37,400-67,000/- with Grade Pay of Rs.8,700/-, shall be fixed at the appropriate cell in Level 13 of the Pay Matrix in accordance with the guidelines issued by the Ministry of Finance, based on the recommendation of 7th Central Pay Commission, as the case may be.

(iii) The existing minimum qualification for direct recruitment to the post of Deputy Registrar/ Deputy Finance Officer/ Deputy Controller of Examination shall continue. Consequent to this Ministry's order No.1-7/2015-U.II(1) dated 2nd November, 2017, the minimum qualification for direct recruitment of Registrar/ Finance Officer/ Controller of Examination shall be as follows:

- a) Master's Degree with at least 55% of the marks or an equivalent grade in a point scale wherever grading system is followed
- b) Nine years of experience as Assistant Professor in the Academic Level 10 and above with experience in educational administration, or
- c) Comparable experience in research establishment and/ or other institutions of higher education, or
- d) 5 years of administrative experience as Assistant Registrar or in equivalent post

(iv) Teachers appointed to the post of Deputy Registrar/ Deputy Finance Officer/ Deputy Controller of Examination shall be entitled to appropriate Level for these categories of posts and shall not retain Academic Level of the teaching post held.

(v) Seventy five percent of the posts of Deputy Registrar/ Deputy Finance Officer/ Deputy Controller of Examination, as the case may be, shall be filled by direct recruitment, as at present.

(vi) There shall be no change in the designation of Deputy Registrar/ Deputy Finance Officer/ Deputy Controller of Examination on movement to higher level from Level 12 to Level 13.

(vii) Twenty five percent of the posts of Deputy Registrar/ Deputy Finance Officer/ Deputy Controller of Examination shall be filled by promotion from among eligible Assistant Registrar/ Assistant Finance Officer/ Assistant Controller of Examination, as the case may be.

(viii) The age of superannuation, as at present, shall continue to be 60 (sixty) years for Deputy Registrar/ Deputy Finance Officer/ Deputy Controller of Examination

3. Assistant Registrar/ Assistant Finance Officer/ Assistant Controller of Examination

(i) Assistant Registrar/ Assistant Finance Officer/ Assistant Controller of Examination, presently in the Pay Band of Rs.15,600-39,100/- with Grade Pay of Rs.5,400/-, shall be placed at Level 10 with Rationalised Entry Pay of Rs.56,100/- as per 7th CPC Pay Matrix given at Annexure-I and pay of these officers shall be fixed at the appropriate cell in the Pay Matrix in accordance with the guidelines issued by the Ministry of Finance, based on the recommendation of 7th Central Pay Commission

- (ii) The existing minimum qualifications for direct recruitment for the post of Assistant Registrar/ Assistant Finance Officer/ Assistant Controller of Examination, which are Master's Degree with at least 55% of the marks or an equivalent grade in a point scale wherever grading system is followed, shall continue to be in force.
- (iii) All direct recruitment to posts of Assistant Registrar and equivalent posts shall be made as per existing procedure.
- (iv) The existing pattern of 50% of the posts at this level being filled through promotion from the lower grades shall continue. The minimum educational qualifications mentioned above shall not apply in the case of promotion.
- (v) Assistant Registrar and equivalent posts shall be eligible for the higher Level 11 after 8 years of service provided, as currently required, they have participated in two training programmes on Education Administration, each of approximately four weeks duration and their performance appraisal reports are as per the benchmark scores/ grades in UGC regulations/ guidelines. The higher Level 11 shall be restricted, as at present, in the case of promotion to senior scale of these posts, to 50% of total strength of Assistant Registrars or equivalent grades, as the case may be.
- (vi) The age of superannuation, as at present, shall continue to be 60 (sixty) years for Assistant Registrar/ Assistant Finance Officer/ Assistant Controller of Examination.

4. Pay Fixation formula

The formula followed by the 7th CPC, moving from the concept of Pay Band and Grade Pay to that of Levels and Cells, shall be adopted.

5. Allowances

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

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

- (i) The revised Pay and revised rates of Dearness Allowance under this Scheme shall be effective from 01.01.2016.

R. K. Tiwari
21-11

- (ii) Payment of arrears may be released by Central Universities and Centrally funded Deemed Universities after the funds for the purpose is provided by the Ministry of Finance and released to the Universities through the UGC.
- (iii) An undertaking shall be taken from every beneficiary under this Scheme to the effect that any excess payment made on account of incorrect fixation of pay in the revised Pay Bands or grant of inappropriate Pay Band/ Academic Grade Pay or any other excess payment made shall be adjusted against the future payments due or otherwise to the beneficiary.
- (iv) The revised pay in the relevant Level and Cell with the applicable allowances including arrears of salary as mentioned above shall be paid to all eligible beneficiaries under this Scheme pending issue of Regulations by the UGC.

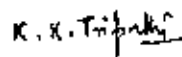
7. This order shall be applicable in all Central Universities and Centrally funded Deemed to be Universities. Universities may be advised to amend their statutes and ordinances in line with the Regulations within three months from the date of issue of this letter.

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

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

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

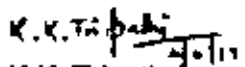
Yours faithfully,


(Dr. K.K. Tripathy)
Director

Copy to:

1. Vice Chancellors of all Central Universities/ Institutions Deemed to be Universities fully funded by the Central Government.
2. Principal Secretary to Prime Minister, South Block, Central Secretariat, New Delhi
3. Secretary (Coordination), Cabinet Secretariat, Rashtrapati Bhavan, New Delhi
4. Secretary, Department of Expenditure, North Block, New Delhi

5. Secretary, Department of Personnel & Training, North Block, New Delhi
6. Secretary, Department of Agriculture Research and Education, Krishi Bhavan, New Delhi.
7. Secretary, Ministry of Health and Family Welfare (Medical Education), Nirman Bhavan, New Delhi.
8. Member Secretary, All India Council for Technical Education, New Delhi
9. Chief Secretaries of all State Governments.
10. Web Master, Ministry of Human Resource Development for publication on the website of the Ministry, hosted by the National Informatics Centre.


(Dr. K.K. Tripathy)
Director

Pay Matrix for Registrars/ Finance Officers/ Controllers of Examination

Pay Band (Rs.)	15,600-39,100			37,400-67,000	
Grade Pay (Rs.)	5,400	6,600	7,600	8,700	10,000
Academic Level	10	11	12	13	14
Rationalised Entry Pay (Rs.) 1	56,100	67,700	78,800	1,18,500	1,44,200
2	57,800	69,700	81,200	1,22,100	1,48,500
3	59,500	71,800	83,600	1,25,800	1,53,000
4	61,300	74,000	86,000	1,29,600	1,57,600
5	63,100	76,200	88,700	1,33,500	1,62,300
6	65,000	78,500	91,400	1,37,500	1,67,200
7	67,000	80,900	94,100	1,41,600	1,72,200
8	69,000	83,300	96,900	1,45,800	1,77,400
9	71,100	85,800	99,800	1,50,200	1,82,100
10	73,200	88,400	1,02,800	1,54,700	1,88,200
11	75,400	91,100	1,05,900	1,59,300	1,93,800
12	77,700	93,800	1,09,100	1,64,100	1,99,600
13	80,000	96,600	1,12,400	1,69,000	2,05,600
14	82,400	99,500	1,15,800	1,74,100	2,11,800
15	84,900	1,02,500	1,19,300	1,79,300	2,18,200
16	87,400	1,05,600	1,22,900	1,84,700	
17	90,000	1,08,800	1,26,600	1,90,200	
18	92,700	1,12,100	1,30,400	1,95,900	
19	95,500	1,15,500	1,34,300	2,01,800	
20	98,400	1,19,000	1,38,300	2,07,900	
21	1,01,400	1,22,600	1,42,400	2,14,100	
22	1,04,400	1,26,300	1,46,700		
23	1,07,500	1,30,100	1,51,100		
24	1,10,700	1,34,000	1,55,600		
25	1,14,000	1,38,000	1,60,300		
26	1,17,400	1,42,100	1,65,100		
27	1,20,900	1,46,400	1,70,100		
28	1,24,500	1,50,800	1,75,200		
29	1,28,200	1,55,300	1,80,500		
30	1,32,000	1,60,000	1,85,900		

K. K. Tripathy
24/11/17

Pay Band (Rs.)	15,600-39,100			37,400-67,000	
Grade Pay (Rs.)	5,400	6,600	7,600	8,700	10,000
31	1,36,000	1,64,800	1,91,500		
32	1,40,100	1,69,700	1,97,200		
33	1,44,300	1,74,800	2,03,100		
34	1,48,600	1,80,000	2,09,200		
35	1,53,100	1,85,400			
36	1,57,700	1,91,000			
37	1,62,400	1,96,700			
38	1,67,300	2,02,600			
39	1,72,300	2,08,700			
40	1,77,500				

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



ज्ञान-विज्ञान-संस्कृतम्

डॉ. जितेन्द्र कुमार त्रिपाठी
संयुक्त सचिव

Dr. Jitendra K. Tripathi
Joint Secretary

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सत्यमेव जयते

विश्वविद्यालय अनुदान आयोग
University Grants Commission

(मानव संसाधन विकास मंत्रालय, भारत सरकार)
(Ministry of Human Resource Development, Govt. of India)

बहादुर शाह ज़फर मार्ग, नई दिल्ली-110002
Bahadur Shah Zafar Marg, New Delhi-110002

दूरभाष Phone : 011-23239200 फैक्स Fax : 011-23238897

E-mail : jitendratripa@ugc@nic.in

F.No.11-1/2017 (CU)

18th January, 2018

18 JAN 2018

The Registrar (s)
All Central Universities (40)
UGC maintained Deemed to be Universities (8)
The Principal (s)
Delhi Colleges (54)
BHU Colleges (4)

Sub:- Scheme of revision of pay for the post of Registrar, Deputy Registrar, Assistant Registrar, Controller of Examination, Deputy Controller of Examination, Assistant Controller of Examination, Finance Officer, Deputy Finance Officer and Assistant Finance Officer following on the recommendations of the 7th Central Pay Commission (CPC).

Sir/Madam,

The undersigned is directed to enclose herewith a copy of order No.F.1-7/2015-U.II (2) dated 2nd November, 2017 and subsequent corrigendum dated 8th November, 2017 regarding revision of pay for the posts of Registrar, Deputy Registrar, Assistant Registrar, Controller of Examination, Deputy Controller of Examination, Assistant Controller of Examination, Finance Officer, Deputy Finance Officer and Assistant Finance Officer following on the recommendations of the 7th Central Pay Commission (CPC).

2. It is to mention in this regard that following the revision of pay scales of Central Government employees on the recommendations of the 7th Central Pay Commission, the Ministry of Finance (Department of Expenditure) had issued guidelines regarding the pay revision of the employees of the Quasi-Government Organizations, Statutory Bodies, etc. set up by and funded/controlled by the Central Government, vide their OM No.1/1/2016-E.III(A) dated 13th January, 2017. The Central Government has decided to revise the pay scales of the officers, as given in the subject mentioned above, of the Central Universities and Centrally funded Deemed to be Universities. The revision of pay shall be subject to various provisions as contained herein, and Regulations to be framed by the UGC in this behalf.

3. The revision of scheme of revision of pay for the post of Registrar, Deputy Registrar, Assistant Registrar, Controller of Examination, Deputy Controller of Examination, Assistant Controller of Examination, Finance Officer, Deputy Finance Officer and Assistant Finance Officer following on the recommendations of the 7th Central Pay Commission (CPC) is subject to the following:-

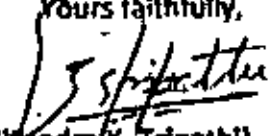
J. K. Tripathi

- (i) The Scheme is subject to the guidelines issued by the Ministry of Finance (Department of Expenditure) vide OM No.1/1/2016-E.III dated 13th January, 2017.
- (ii) The decision on allowances of Registrar, Deputy Registrar, Assistant Registrar, Finance Officer, Deputy Finance Officer, Assistant Finance Officer, Controller of Examination, Deputy Controller of Examination, Assistant Controller of Examination of Universities and Colleges would be issued separately.
- (iii) Since, the order dated 13.01.2017 is only for pay scales and not pension, therefore, it may be ensured that no revision of pension is done at this stage, on account of the revision of pay.
- (iv) It may also be ensured that the Institutions which are in a position to fully meet the additional financial impact or the Institutions which are not in a position to meet either 30% or any lesser amount from their internal resources, the revised pay scales are allowed only after adjusting the amount so calculated. It is, therefore, mandatory that the internal resources are strictly and realistically kept in view for this purpose. The Statutory Bodies viz., Finance Committee, Executive Committee etc., should ensure this conditionality.

In addition to the above, the following conditions may also be kept in view:-

- (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 funds for the purpose is provided by the UGC.
 - (iii) An undertaking shall be taken from every beneficiary under this Scheme to the effect that any excess payment made on account of incorrect fixation of pay in the revised Pay Level or grant of inappropriate Pay Level and Pay Cells or any other excess payment made shall be adjusted against the future payments due or otherwise to the beneficiary, in the same manner as provided in Ministry of Finance (Department of Expenditure) OM NO.1-5/2016-IC dated 29th July, 2016. A specimen form of undertaking is also enclosed at Annexure-II.
4. Anomalies, if any, in Implementation of this Scheme may be brought to the notice of the UGC for clarification/decision of the Government.
 5. This issues with the approval of competent authority.

End: As above.

Yours faithfully,

 (Jitendra K. Tripathi)

Copy to :-

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1. Shri Surat Singh, Deputy Secretary, Ministry of Human Resource Development, Shastri Bhawan, New Delhi-110 001
2. PS to Chairman/PS to Secretary/PS to Financial Advisor.
3. JS (DU)
4. JS (DC)
5. US (CU)
6. PO (Website), UGC for publication on the website of the UGC.


(Jitendra K. Tripathi)

Ambedkar University, Delhi

10 December 2009

Report of the Committee on Organisational Structure and Personnel Policy

A. Introduction

A Committee was appointed by the Vice Chancellor to consider and recommend an appropriate organisational structure and personnel policy for the AUD that reflects its conceptual design and innovative organisational structure and pattern.

The Committee consisted of the following members:

1. Dr Kiran Datar Chairperson
2. Shri C.R. Pillai
3. Dr A.K. Dubey
4. Shri C.M. Sharma

Special Invitees:

1. Professor Vijaya Varma
2. Professor A.R. Khan

The Committee held three meetings. The Chairperson also held several informal meetings with functionaries of AUD.

This Committee has recommended an administrative structure and the creation of a number of positions keeping in view the needs of the University in the initial years. It is conceded that the initial phase of the University's development is a highly dynamic one. The recommendations of this Committee may therefore be reviewed after two years.

B. Vision

A commitment to equity and social justice forms the bedrock of the philosophy and values of the Ambedkar University, Delhi (AUD). As a public institution, AUD sees itself as an instrument for social transformation, transformation, focusing on social action as well as on the interface of civil society and the State. The University's academic personnel policy has been designed to reflect these concerns more effectively than the structures and processes that obtain in many Indian Universities. In this document AUD wishes to articulate a similar policy for its administrative staff.

It shall be the endeavour of the University to ensure that its human affairs are conducted in a transparent orderly fair and just manner in order to promote a

sense of shared governance among all its personnel and develop a new work culture that strengthens and sustains the University's core values and philosophy. While scrupulously adhering to all constitutionally mandated provisions for reservations, it will also endeavour to ensure equal opportunities for all, and in particular, to implement a pro-active gender-sensitive policy in recruitments.

The University shall make all effort to initiate and implement a comprehensive human resource development programme that would constantly address its personnel development needs through well defined recruitment training and placement practices.

It shall encourage each of its faculty and staff to understand his/her role, duties and relationships and attempt to promote a sense of shared identity among them. It shall endeavour to ensure that policy development is through a consultative process which is undertaken before any new policy or significant changes in existing policies is taken to a decision making body for ratification.

C. Structure

The basic structure of the university would provide a "route map" through which its affairs are planned, directed and controlled.

The staff structure and staffing norms of the University will be performance-oriented and driven by results rather than by hierarchies and layers of reporting lines. The organisation will be thin and lean and its structure flat. A large part of the University's standard operational and maintenance functions will be contracted out for greater efficiency and effective performance. Most of the personnel engaged by the university would be expected to be trained in multi-tasking and should be able to move both vertically and horizontally. However, there will be a clear identification of functions and the personnel responsible for performing them. As far as possible, no function or set of functions, shall involve more than two levels in its performance except at the higher levels of decision making and there shall be no duplication of the performance of any function across the entire university.

The University will have several Divisions, each of which would be assigned a set of key activities constituting a logically separable cluster of functions. These Divisions would be headed by suitably qualified professionals. The statutory officers like the Deans, the Registrar and the controller of Finance shall head their respective functional areas.

All appointments of Heads of Divisions and Schools will be for specified periods as mentioned in the Statutes and Ordinances. Personnel for Divisions with highly specialised job requirements, like engineering staff for the campus Management Division would be appointed on deputation for specific periods. The basic unit of organisation would be structured around a major function or a group of cognate functions for example student admission or recruitment and training.

While recognising and acknowledging the need for vertical mobility for its entire staff the University will try to provide opportunities for its staff to improve their career prospects through regular and well organised training and personal development programmes so that they become more efficient in the discharge of their duties across a spectrum of job profiles. It will encourage a personnel policy that provides opportunities for its people to move seamlessly between organisational boundaries and job profiles, subject of course to their suitability for specific jobs in terms of qualifications and experience.

In order to facilitate such an approach, the University shall endeavour to make most of its senior appointments on fixed tenures. A proportion of two-thirds by contract or on deputation and at least one-thirds as regular appointments at all levels is being suggested. It is proposed that at any given time, the ratio of fixed tenure appointments to regular appointments would be 2:1.

For functions such as admissions, student support and maintenance of facilities on campus the University will involve students through campus jobs compensated on a time-unit or task basis. Operations such as admissions which involve intense activities within a finite time frame during particular periods of time every year, must involve students employed in this manner.

The new dispensation of pay Bands and Grade Pay implemented on the recommendations of the 6th Pay Commission provides a flexible framework for placement of staff at appropriate stages depending upon their qualifications, experience and suitability for specific functional needs. The University will encourage a culture in which each member is clearly aware of his/her responsibilities, is given the appropriate authority with clear lines of authority and accountability running from the highest to the lowest levels. Reporting relationships would be consistent with the nature of responsibilities assigned to each position with the higher authority remaining fully accountable for the acts and duties of those reporting to them.

University records will also be maintained in electronic format. All confidential records will be maintained separately and will have only pass-worded access.

University policies with regard to administrative structures and positions will ordinarily be reviewed after every 3 years. However, considering the dynamic and fluid nature of the organization in its initial phase, the present recommendations may be reviewed after two years.

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No.19011/01/2015-Fin.II (Pt.)

Government of India

Ministry of Home Affairs

North Block, New Delhi,

Dated January 19, 2018

OFFICE-MEMORANDUM

Sub: Submission of Action-Taken Report Regarding Abolition of Posts of
Vacant for more than 05 Years - reg.

The undersigned is directed to forward OM of Department of Expenditure No. 7(1)/E.Coord-I/2017 dated 16th January, 2017 on the above mentioned subject. It is requested to identify the posts which are vacant for more than five years and submit a comprehensive report of abolition of such posts to Department of Expenditure through the Administrative Ministry Concerned latest by 25th January, 2018 under intimation to IFD (Home)

Encl: A/a.


(Kumar Manoj Kashyap)
Under Secretary & AFA (Fin-II)
Tel. 23093245

To,

1. PPS Secy(BM)/Secy(OL)/SS(IS)
2. PPS/PS to all AS and JS of MHA
3. PS to JS (Admn) of PMO/DoPT/ DoARP&G/ DoP&PW/ DoL/ ISCS/
PSA/Cab. Sectt./ NHRC/ NATGRID/RGI
4. DG/Directors/IFAs of all CAPFs/CPOs
5. ✓ SO(IT) for uploading on the website of MHA

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Office of A.S. & FA (H)
Dy. No. 1171629
IN. 17-01-18
OUT. 12-01-18

No.7(1)/E.Coord-I/2017
Government of India
Ministry of Finance
Department of Expenditure

North Block, New Delhi
Dated, the 16th January, 2018

Office Memorandum

Subject: Submission of Action Taken Report regarding abolition of posts of vacant for more than 05 years.

The undersigned is directed to refer to this Department's O.M. of even no. dated 12.04.2017 and subsequent reminder of even no. dated 02.05.2017 and 21.07.2017, wherein Financial Advisers of all Ministries/Departments were requested to submit an Action Taken Report regarding abolition of posts which are vacant for more than 05 years in their respective attached/subordinate/statutory bodies. Some Departments has responded in this regard, but instead of providing a comprehensive report, the requisite information has been provided in piecemeal manner.

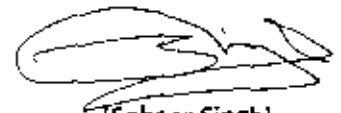
2. Therefore, Financial Advisers and Joint Secretaries (Administration) of all Ministries/Departments are requested to identify the posts which are vacant for more than 05 years and submit a comprehensive report of abolition of such posts in main Ministry and their respective attached/subordinate/statutory bodies to this Department by 25.01.2018

3. This issues with the approval of Joint Secretary (Pers.).

AS&FA(H)

~~SECRET~~

17/1/18



(Sober Singh)

Under Secretary (E.Coord.I)

Tel# 2309 5686

To

1. Financial Advisers of all Ministries/Departments of Government of India.

2. Joint Secretaries (Administration) of all Ministries/Departments of Government of India.

Pl put up a circular

AFA (H)

AFA-II

18/1/18

17/1/18

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No. 12-2/2019-U1A

Government of India

Ministry of Human Resource Development

Department of Higher Education

Shastri Bhawan, New Delhi

Dated: 23rd May, 2019

OFFICE MEMORANDUM

Subject: Minutes of the meeting held on filling up of five lakh vacancies in HEIs - regarding.

The undersigned is directed to forward herewith a copy of the minutes of the meeting chaired by Secretary (HE) on 21.05.2019 on the above mentioned subject for information and necessary action.

V. Sagar
(Vidya Sagar Rai) 23/5/19

Under Secretary to the Govt. of India

Encl: As above

To

1. AS(TE)
2. JS(HE)
3. JS (CU)
- ✓ 4. JS (ICC) 53 3176(5)
5. JS (DL & Admn.)
6. JS(Management)
7. Sr. EA
8. Secretary, UGC.

JS (ICC)
- on file

Minutes of the meeting held on Filling up of 5 lakh Vacancies in HEIs

The meeting was chaired by Shri R. Subrahmanyam, Secretary (HE) and attended by Prof. Rajneesh Jain, Secretary (UGC), Ms. Ishita Roy, Joint Secretary (HE&ICA), MHRD, Prof. Venkatesh Kumar, National Coordinator (RUSA) and Mr. Anant Ajay Kakodekar, Internee from IIT Mumbai.

2. At the outset, Secretary (HE) stated that a massive programme is required to be launched for filling up of 5 lakh vacancies in a time bound manner in higher education institutions across the country. In order to facilitate this, the following decisions were taken:

- I. The vacancy positions in the higher education institutions will be collected and consolidated as follows:
 - (a) State public universities and aided institutions by JS(HE) through RUSA
 - (b) Technical, Management and Stand Alone Institutions by AS(TE) through AICTE
 - (c) State private universities and constituent colleges by JS(HE) through UGC
 - (d) The remaining higher education institutions by respective Bureau Heads in OHE.
- II. UGC will start an Integrated portal to monitor the filling up of posts against regular sanctioned strength and ensure finalization of the roster in accordance with the DoPT guidelines entailing reservation for SCs/STs/SEBCs and EWS category in Universities & Colleges.
- III. The portal will indicate sanctioned positions, filled up and vacant status along with the date of notification of vacancies. It will further have time frames for recruitment including details on identification of vacancies, likely dates for scrutiny of applications, conduct of interviews and final approval of competent authority issuing Letters of Appointment.
- IV. All HEIs, including CFTIs are required to log on to the portal (once ready) and upload the requisite details. The progress will be reviewed in the Bureau Heads meeting every week henceforth.
- V. The draft regulation for faculty recruitment in Universities & Colleges was discussed and finalized in the meeting. The UGC is required to get the draft legally vetted within the next two days. This will be reviewed by Secretary (HE) on 24th May, 2019 at 10.30 a.m.

AMBEDKAR UNIVERSITY DELHI (AUD)

MINUTES OF THE EXPERT COMMITTEE FOR RECASTING OF ROSTER

A meeting of the Expert Committee was held on 28.5.2019 at 09 30 am in the Committee Room-II (Room No 5) to examine and discuss about the reservation rosters in respect of teaching and non teaching positions. The Expert Committee consisted of the following members:-

1. Prof.Salil Misra, Pro Vice Chancellor-II, Ambedkar University Delhi
2. Dr.Vikas Gupta, Director, National Testing Agency-External Expert
3. Dr.Deepak Vats, Joint Registrar, University of Delhi-External Expert
- 4.Dr.Rachna Chaudhary, Associate Professor and Liaisoning Officer, OBC-Member
- 5 Mr.Akha K Mao, Associate Professor and Liaisoning Officer, ST-Member
6. Dr.Pooja Satyogi, Assistant Professor, Liaisoning Officer, SC-Member
7. Mr.Noorul Haq, Deputy Registrar, HR Division-Member
8. Mr.Sameer Saini, Deputy Registrar, Academic Services-Convenor

The following members attended the meeting -

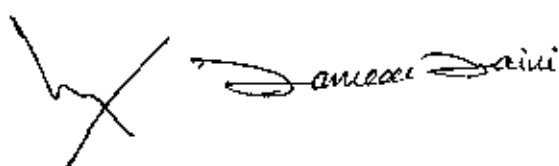
1. Prof.Salil Misra, Pro-Vice Chancellor-II, Ambedkar University Delhi
2. Dr.Vikas Gupta, Director, National Testing Agency-External Expert
3. Dr.Rachna Chaudhary, Associate Professor and Liaisoning Officer, OBC- Member
4. Mr.Akha K Mao, Associate Professor and Liaisoning Officer, ST-Member
- 5.Ms Thokchom Bibinaz Devi, Assistant Professor attended meeting in place of Dr Pooja Satyogi, as representative of SC
6. Mr.Noorul Haq, Deputy Registrar, HR Division-Member
7. Mr Sameer Saini, Deputy Registrar, Academic Services-Convenor

Mr Deepak Vats, Joint Registrar, University of Delhi could not attend the meeting

At the outset, the Deputy Registrar, Academic Services and Deputy Registrar (HR) welcomed all the members of the Expert Committee and placed all the facts pertaining to the recasting of reservation roster for the teaching and non teaching employees of the University.

The Committee examined the existing Roster and also considered all relevant rules / guidelines for true implementation of Reservation Policy. After going through the same, the committee observed the following facts:-

i) As regard to the implementation of the OBC reservation, the Committee noted that the reservation has been implemented in the cadre of Assistant Professor with effect from 2009 which has created huge shortfall of vacancies in the OBC category. The Committee discussed about the outcome of implementation of OBC Reservation which was approved in BoM meeting held on 19.4.2016. The committee further suggested to initiate the process for getting the approval of the Board of Management for implementing OBC Reservation prospectively i.e, from the date of BoM meeting on 19.04.2016



ii) The Committee suggested to recast the roster by treating the university as one unit on 200 point roster. Besides this, the Committee suggested to draw the list of School of Studies and Centres in alphabetical order and plotting may be done accordingly. This will make assignment of reservation points and fixing of slots relatively smooth.

In case, the faculty strength increases, the reservation points may be plotted at the last point from the date of occurrence of vacancies. In case, many posts are created in a single phase in different schools, then method of alphabetical order may be adopted in a running manner by giving proper remarks

iii) The Committee assessed the existing Reservation Roster and found that there are certain discrepancies and the existing roster is also not approved by BoM. Thus in order to streamline the process, it may be appropriate to recast the roster as on 01.04.2019 by plotting all existing employees only starting from the date of their joining.

iv) The Committee discussed about the Implementation of the reservation roster in case of the Associate Professors and Professor in the University as per the UGC notification No.59-6/2012(CU) dated 03.06.2016 vide which the Commission had issued instructions/guidelines regarding the implementation of the reservation policy in appointments. The UGC had notified 15% and 7.5% reservation at the three levels i.e., Professor, Associate Professor and Assistant Professors. As regards to its implementation, the Committee was of view that the reservation for the senior cadre of Professor and Associate Professor may be implemented after due approval of BoM.

v) The Committee examined the school wise reservation roster and opined that the roster does not determine seniority, but different reserved category should be given quota determined for them as per guidelines issued by the Govt from time to time. Further, the Committee was of view that the reserved category in each school may be indicated against the earmarked reserved points so that the replacement may be done against the same category. This would take care of the short-falls in due course of time.

vi) The Committee also discussed about the PwD roster and was of view that, if the posts earmarked for the PwD category in the first cycle of 100 points and the same are not filled owing to the non availability of the PwD candidates then shortfall of PwD category shall be carried forward in the next cycle. The committee further opined that the 4% reservation for PwD category should be given from the date of issuance of notification by UGC / MHRD / DoPT/Govt. of NCT of Delhi.

vii) The Committee also pointed out that Others Academic Staff position like Librarian, Asstt Librarian, Assistant Director Sports/Sports Officer should not be plotted in the roster of Teaching as they are not teaching position and their date of retirement also differs and even UGC defines these post as Other Academic Staff.

Sanjay Dahiya

viii) The committee also noted that there are 57 posts of teaching out of which 35 posts have been sanctioned for Assistant Professors in Lodhi Road Campus. Since, the proper allocation of 35(33+2 for Visual Arts and Performing Arts) posts are not made till date, so efforts of allocation may be made out so that proper plotting may be done in relevant schools. If the same is not feasible then the left over posts may be plotted at the last. The committee also noted that the Board of Management in its 24th meeting had allotted six posts of Assistant Professor in Teacher Education Unit in School of Education Studies so these six posts may be inserted in respective school. Besides this, 04 posts of Associate Professor and 02 posts of Professor have already been allocated to School of Education Studies and these allocations are out of 57 sanctioned posts of teaching in LR Campus. Thus allocated posts may be inserted in respective roster.

After giving different observation and due deliberation on the recasting the Teaching and Non-Teaching roster wef 01.04.2019, all the members of committee unanimously recommended to incorporate all the suggestion given from Para(i) to Para(viii) may be incorporated in Teaching and Non-Teaching Roster wherever applicable. Accordingly necessary changes were carried out in the roster on the spot and Committee found it in order.

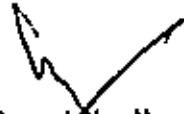
The meeting ended with a vote of thanks.

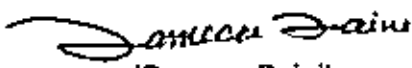
(Rachna Chaudhary)
(Liaisoning Officer-OBC)

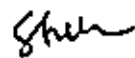
(Thokchom Bibinaz Devi)
(Representative of SC)

(Akha K. Mao)
(Liaisoning Officer-ST)


(Vikas Gupta)
(External Expert)


(Noorul Haq)
(Dy. Registrar-HR)


(Sameer Saini)
(Dy. Registrar-AS)


(Sallu Misra)
(Pro-Vice Chancellor-II)

7.2 Proposal regarding Implementation of 27% reservation for Other Backward Classes (OBCs) at the level of Assistant Professor and its equivalents in teaching posts as per the Govt. of the NCT of Delhi guidelines

The BoM took note of the Circular No F 19(10)/2001/S III/Pt File/, dated 27.7.2007 of the Services Department of GNCTD regarding reservation for OBCs in the jobs under the GNCTD received vide Services Department's communication No.F.19(02)/2010/S-IV/1007 dated 23.5.2013 (Appendix - 13). According to the said guidelines dated 27.07.2007 and as per the orders passed by the Lt Governor of Delhi, *'the Central list for OBCs qua Delhi and Castes defined as OBCs by the OBC Commission and accepted so by the Government be extended the benefit of reservation in Delhi'*.

As per the aforesaid guidelines, it is implied that those OBC candidates covered under Central List of Delhi State and castes defined as OBCs by the Delhi Commission for OBCs, for employment in AUD and the caste certificates issued by the prescribed authorities under Govt. of NCT of Delhi are only eligible to be considered for employment in AUD.

The BoM also took note of the UGC Policy guidelines vide circular No F.1-4/1994(SCT) dated 24.01.2007 (Appendix - 14), according to which the reservations of 27% to OBCs shall be applicable at the level of Assistant Professor.

After due deliberations, the BoM approved the proposal for implementation of 27% reservation for Other Backward Classes (OBCs) at the level of Assistant Professor and its equivalents in teaching posts as per the Govt. of NCT of Delhi guidelines subject to the ceiling of not more than 50% vacancies in a Recruitment year, including the backlog, be filled on the basis of reservation for SCs/STs/OBCs, as per the policy guidelines issued by the DoPT, Government of India, vide G.M. No. 36012/5/97-Estt (Res.), dated 29.8 1997 (Appendix - 15).

7.3 Adoption of the instructions issued by the Government of NCT of Delhi for implementation of Immovable Property Return for teachers and other administrative staff in AUD

The BoM took note of the communication No. DHE-4(11)/GGSIPU/Complaint/2014-15/4131-34, dated 22.9.2014, issued by the Government of NCT of Delhi through the Directorate of Higher Education in which it has been made mandatory to every officer and teacher of the University to submit Immovable Property Return every in

M. Man



सत्यमेव जयते

विश्वविद्यालय अनुदान आयोग
University Grants Commission
मानव संसाधन विकास मंत्रालय, भारत सरकार
(Ministry of Human Resource Development, Govt. of India)
बहादुरशाह जफर मार्ग नई दिल्ली - 110 002
Bahadurshah Zafar Marg, New Delhi-110002
Phone : 011-23406308, 011-23406309



ज्ञान-विज्ञान विमुक्तये

By Speed Post

3 JUN 2016

F.No.59-6/2012 (CU)

The Registrar
All Central Universities (40)

Subject : Implementation of Reservation Policy in admission and appointment.

Sir,

In continuation to this office letter No.F.21-2/2015 (CU) dated 23.03.2016 (copy enclosed) regarding the policy of reservation in admissions and appointments, I am directed to inform you to implement the reservation policy in admissions and appointments as under :-

- (i) University may follow the reservation policy in admissions in all courses as per provisions contained in the Central Educational Institutions (Reservation in Admission) Act, 2006 (Gazette notification dated 04.01.2007) and as amended in 2012 (Gazette notification dated 20.06.2012). A copy of each of the CEI Act 2006 and Amendment Act, 2012 is enclosed for ready reference.
- (ii) For reservation policy in appointments of Non-Teaching staff, university may follow the quantum of reservation in Group 'C' and erstwhile Group 'D' posts as per instructions issued by DoPT Order No.36011/6/2010-Estt.(Res.) dated 25th June, 2010 (copy enclosed). For reservation in Group 'A' and Group 'B' posts, the reservation for SC is 15%, for ST is 7.5% and for OBC, reservation in direct recruitment is 27%.
- (iii) In teaching positions, reservation for SC is 15% and for ST is 7.5% at all three levels i.e. Professor, Associate Professor and Assistant Professor. However, 27% OBC reservation in teaching positions is applicable at the level of Assistant Professor only.

Yours faithfully,

Encl: As above

(K.P. Singh)

Joint Secretary

Copy to :

- (i) Dr. Sukhbir Singh Sandhu, IAS, Joint Secretary (CU &L), Government of India, Ministry of Human Resource Development, Department of Higher Education, Shastri Bhawan, New Delhi - 110 115.

✓ (ii) PO (Website)

S No. 144(1) 273

- 2308-

BY SPEED POST

73236755/ 73236757/73236759/ 73236761
73236763/ 73236765/73236767/ 73236769UNIVERSITY GRANTS COMMISSION
BAHADURSHAH ZAFAR MARG
NEW DELHI 110002विश्वविद्यालय अनुदान आयोग
बहादुरशाह जफर मार्ग
नई दिल्ली - 110 002All communications should be addressed to
the Secretary by designation and not by name

F.No.21-Z/2015 (CU)

March, 2016

The Registrar
All Central Universities and
Principal, UCMS.

23 MAR 2016

**Subject: Revised Budget Estimates for 2015-2016 under Non-Plan of Central Universities -
regarding point wise reservation roster.**

Sir,

This is in reference to the discussion on Revised Budget Estimates for 2015-2016 held on 1st March, 2016 to 3rd March, 2016 in the UGC office. In this regard, I am directed to inform you that it has been observed that some of the Central Universities has not maintained the point wise reservation roster. Therefore, it is to inform you to frame the point wise reservation roster as per rules framed by the Govt. of India. Further, it is also to inform you that as per instructions of Govt. of India/UGC, the educational institutions receiving grant-in-aid from Central Government have to follow the prescribed percentage of Reservation i.e. 15% for SCs, 7% for STs and 27% in OBCs in the matter of teaching and non-teaching posts as well as in admissions to various courses except Minority educational institutions under Article 30(1) of the Constitution. The Central Universities are receiving 100% grant from the Central Government/UGC and they have to follow the Reservation Policy of the Government of India for SCs/STs in toto i.e. 15% for SCs, 7% for STs and 27% for OBCs in the matter of teaching and non-teaching posts as well as in admissions to various courses/degrees.

As per instructions of UGC, all the Central Universities have to maintain/provide the reservation for SCs/STs in teaching positions at all levels i.e. Assistant Professor, Associate Professor and Professor and OBC reservation at Assistant Professor only.

Yours faithfully,

(Sushma Rathore)
Under Secretary

Copy to:-
The Finance Officer
All Central Universities and
Principal, UCMS.



cdc
Huyach
22/3/16

cdc
Huyach
22/3/16

(Sushma Rathore)
Under Secretary

274

ANNEXURE-II

UNIVERSITY OF DELHI
110 007, New Delhi

As communications should be addressed to
The Secretary by designation and not by name



UNIVERSITY OF DELHI
110 007, New Delhi

UNIVERSITY OF DELHI
110 007, New Delhi

No.F 36-2/2003 (CU)

January, 2007

The Registrar,
All Central Universities

- 8 JAN 2007

Subj: The Central Educational Institutions (Reservation in Admission) Act, 2006-reg

Sir,

I am directed to enclose herewith a copy of the Gazette of India-The Central Educational Institutions (Reservation in Admission) Act 2006 No 5 of 2007, dated 4th January, 2007 received from Mrs Anupama Bhattacharya, Director Govt of India, Ministry of Human Resource Development, Deptt Of Higher Education, New Delhi vide D.O.No F.1-1/2005/U-1-A dated 5-1-2007 on the above subject for your information and necessary action

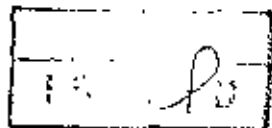
Yours faithfully,

(Dr K.P.Singh)
Joint Secretary

Encl: As above.

Copy to-

1. Mrs. Anupama Bhattacharya, Director, Govt. of India, Ministry of Human Resource Development Deptt. Of Higher Education, Shastri Bhavan, New Delhi with reference to her D.O.No 1-1/2005/U-1-A dated 5th January, 2007.
2. Additional Secretary -I, UGC.
3. Deputy Secretary (SC1), UGC.



Yours faithfully,

(R.Manoj Kumar)
Education Officer

OK
8/1/07

प्रासङ्गिक सं. सं. सं. (1/2004/2007/2006—01)

REGISTERED NO. DL—(N)44/2007/2006—03



भारत का राजपत्र The Gazette of India

असाधारण

EXTRAORDINARY

भाग II—खण्ड 1

PART II—Section 1

प्रकाशित है प्रमाणित

PUBLISHED BY AUTHORITY

सं. 5]

नई दिल्ली, बुधवार, जनवरी 4, 2007 / सं. 14, 1928

No. 5]

NEW DELHI, THURSDAY, JANUARY 4, 2007 / PAUSA 14, 1928

इस भाग में प्रिंट प्रकाशित की जाती है ताकि यह अलग संकलन के रूप में रखा जा सके।

Separate paging is given to this Part in order that it may be filed as a separate compilation.

MINISTRY OF LAW AND JUSTICE

(Legislative Department)

New Delhi, the 4th January 2007/ Pausa 14, 1928 (Saka)

The following Act of Parliament received the assent of the President on the 3rd January, 2007, and is hereby published for general information:—

THE CENTRAL EDUCATIONAL INSTITUTIONS (RESERVATION IN ADMISSION) ACT, 2006

No. 5 of 2007

(3rd January 2007.)

An Act to provide for the reservation in admission of the students belonging to the Scheduled Castes, the Scheduled Tribes and the Other Backward Classes of citizens, to certain Central Educational Institutions established, maintained or aided by the Central Government, and for matters connected therewith or incidental thereto.

It is enacted by Parliament in the Fifty-seventh Year of the Republic of India as follows:—

1. This Act may be called the Central Educational Institutions (Reservation in Admission) Act, 2006. Short title

2. In this Act, unless the context otherwise requires:—

Definitions

(a) "academic session" means the period in a calendar year, or a part thereof, during which a Central Educational Institution is open for teaching or instruction in any branch of study or faculty;

(b) "annual permitted strength" means the number of seats, in a course or programme for teaching or instruction in each branch of study or faculty authorised by an appropriate authority for admission of students to a Central Educational Institution;

(c) "appropriate authority" means the University Grants Commission, the Bar Council of India, the Medical Council of India, the All India Council for Technical Education or any other authority or body established by or under a Central Act for the determination, co-ordination or maintenance of the standards of higher education in any Central Educational Institution;

(d) "Central Educational Institution" means—

(i) a university established or incorporated by or under a Central Act;

(ii) an institution of national importance set up by an Act of Parliament;

(iii) an institution, declared as a deemed University under section 3 of the University Grants Commission Act, 1956, and maintained by or receiving aid from the Central Government;

(iv) an institution maintained by or receiving aid from the Central Government, whether directly or indirectly, and affiliated to an institution referred to in clause (i) or clause (ii), or a constituent unit of an institution, referred to in clause (ii);

(v) an educational institution set up by the Central Government under the Societies Registration Act, 1860;

21 of 1860

(e) "faculty" means the faculty of a Central Educational Institution;

(f) "Minority Educational Institution" means an institution established and administered by the minorities under clause (1) of article 30 of the Constitution and so declared by an Act of Parliament or by the Central Government or declared as a Minority Educational Institution under the National Commission for Minority Educational Institutions Act, 2004;

2 of 2005

(g) "Other Backward Classes" means the class or classes of citizens who are socially and educationally backward, and are so determined by the Central Government;

(h) "Scheduled Castes" means the Scheduled Castes notified under article 341 of the Constitution;

(i) "Scheduled Tribes" means the Scheduled Tribes notified under article 342 of the Constitution;

(j) "teaching or instruction in any branch of study" means teaching or instruction in a branch of study leading to three principal levels of qualifications at bachelor (undergraduate) masters (postgraduate) and doctoral levels

Reservation of
seats in Central
Educational
Institutions

3. The reservation of seats in admission and its extent in a Central Educational Institution shall be provided in the following manner, namely:—

(i) out of the annual permitted strength in each branch of study or faculty, fifteen per cent. seats shall be reserved for the Scheduled Castes;

(i) out of the annual permitted strength in each branch of study or faculty, seven and one-half per cent. seats shall be reserved for the Scheduled Tribes;

(ii) out of the annual permitted strength in each branch of study or faculty, twenty-seven per cent. seats shall be reserved for the Other Backward Classes

4. The provisions of section 3 of this Act shall not apply to

Act not to
apply to certain
cases

(a) a Central Educational Institution established in the tribal areas referred to in the Sixth Schedule to the Constitution;

(b) the institutions of excellence, research institutions, institutions of national and strategic importance specified in the Schedule to this Act.

Provided that the Central Government may, as and when considered necessary, by notification in the Official Gazette, amend the Schedule;

(c) a Minority Educational Institution as defined in this Act;

(d) a course or programme at high levels of specialisation, including at the post-doctoral level, within any branch of study or faculty, which the Central Government may, in consultation with the appropriate authority, specify.

5. (1) Notwithstanding anything contained in clause (iii) of section 3 and in any other law for the time being in force, every Central Educational Institution shall, with the prior approval of the appropriate authority, increase the number of seats in a branch of study or faculty over and above its annual permitted strength so that the number of seats, including those reserved for the persons belonging to the Scheduled Caste, the Scheduled Tribes and the Other Backward Classes, is not less than the number of such seats available for the academic session immediately preceding the date of the coming into force of this Act.

Mandatory
increase of
seats

(2) Where, on a representation by any Central Educational Institution, the Central Government, in consultation with the appropriate authority, is satisfied that for reasons of financial, physical or academic limitations or in order to maintain the standards of education, the annual permitted strength in any branch of study or faculty of such institution cannot be increased for the academic session following the commencement of this Act, it may permit by notification in the Official Gazette, such institution to increase the annual permitted strength over a maximum period of three years beginning with the academic session following the commencement of this Act; and then, the extent of reservation for the Other Backward Classes as provided in clause (iii) of section 3 shall be limited for that academic session in such manner that the number of seats available to the Other Backward Classes for each academic session are commensurate with the increase in the permitted strength for each year.

6. The Central Educational Institutions shall take all necessary steps, which are required in giving effect to the provisions of sections 3, 4 and 5 of this Act, for the purposes of reservation of seats in admissions to its academic sessions commencing on and from the calendar year, 2007.

Reservation of
seats in
admissions to
begin in
calendar year,
2007.

7. Every notification made under this Act shall be laid, as soon as may be after it is made, before each House of Parliament while it is in session, for a total period of thirty days which may be comprised in one session or in two or more successive sessions, and if, before the expiry of the session immediately following the session or the successive sessions aforesaid, both Houses agree in making any modification in the notification or both Houses agree that the notification should not be made, the notification shall thereafter have effect only in such modified form or be of no effect, as the case may be; so, however, that any such modification or annulment shall be without prejudice to the validity of anything previously done under that notification.

Laying of
notification in
before
Parliament

THE SCHEDULE
[See section 4(b)]

S. No.	Names of the Institutions of Excellence, etc.
1.	Homi Bhabha National Institute, Mumbai and its constituent units, namely — (i) Bhabha Atomic Research Centre, Trombay; (ii) Indira Gandhi Centre for Atomic Research, Kalpakkam, (iii) Raja Ramanna Centre for Advanced Technology, Indore (iv) Institute for Plasma Research, Gandhinagar; (v) Variable Energy Cyclotron Centre, Kolkata; (vi) Saha Institute of Nuclear Physics, Kolkata; (vii) Institute of Physics, Bhubaneswar; (viii) Institute of Mathematical Sciences, Chennai; (ix) Harish-Chandra Research Institute, Allahabad, (x) Tata Memorial Centre, Mumbai.
2.	Tata Institute of Fundamental Research, Mumbai.
3.	North-Eastern Indira Gandhi Regional Institute of Health and Medical Science, Shillong.
4.	National Brain Research Centre, Manesar, Gurgaon
5.	Jawaharlal Nehru Centre for Advanced Scientific Research, Bangalore
6.	Physical Research Laboratory, Ahmedabad
7.	Space Physics Laboratory, Thiruvananthapuram.
8.	Indian Institute of Remote Sensing, Dehradun.

K. N. CHATURVEDI,
Secy to the Govt of India

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Sl No 567

ANNEXURE II

2475

UNIVERSITY GRANTS COMMISSION
BAHADURSHAH ZAFAR MARG
NEW DELHI 110002



2011/2012/14-15

SPEED POST

UNIVERSITY GRANTS COMMISSION
BAHADURSHAH ZAFAR MARG
NEW DELHI 110002

विश्वविद्यालय अनुदान आयोग
बहादुरशाह जफर मार्ग
नई दिल्ली 110 002

All communications should be addressed to
the Secretary by designation and not by name

F.No.35-19/2008 (CU)

28th September, 2012

The Registrar
All Central Universities (39)
& Principal, UCMS
As per list enclosed)

5 2012

Subject: Central Educational Institutions (Reservation in Admission) Amendment
Act, 2012

Sir/ Madam,

I am directed to enclose herewith a copy of the Central Educational
Institutions (Reservation in Admission) Amendment Act, 2012 for information and
necessary action.

Yours faithfully,

(Ritu Oberoi)
Under Secretary

Encl. As above

O/c

V. Talreja
28/9/2012

are earmarked to be filled from amongst the eligible students of the State in which such institution is situated.

Amendment
of section 3

3. In section 3 of the principal Act, the following provisos shall be inserted, namely:—

"Provided that the State seats, if any, in a Central Educational Institution situated in the specified areas referred to in the Sixth Schedule to the Constitution shall be governed by such reservation policy for the Scheduled Castes, the Scheduled Tribes and the Other Backward Classes as may be specified, by notification in the Official Gazette, by the Government of the State where such institution is situated.

Provided further that if there are no State seats in a Central Educational Institution and the seats reserved for the Scheduled Castes exceed the percentage specified under clause (i) or the seats reserved for the Scheduled Tribes exceed the percentage specified under clause (ii) or the seats reserved for the Scheduled Castes and the Scheduled Tribes taken together exceed the sum of percentages specified under clauses (i) and (ii), but such seats are—

(a) less than fifty per cent. of the annual permitted strength on the date immediately preceding the date of commencement of this Act, the actual percentage of the seats required to be reserved for the Other Backward Classes under clause (iii) shall be restricted to the extent such sum of percentages specified under clauses (i) and (ii) falls short of fifty per cent. of the annual permitted strength;

(b) more than fifty per cent. of the annual permitted strength on the date immediately preceding the date of commencement of this Act, in that case no seat shall be reserved for the Other Backward Classes under clause (iii) but the extent of the reservation of seats for the Scheduled Castes and the Scheduled Tribes shall not be reduced in respect of Central Educational Institutions in the specified north-eastern region."

Amendment
of section 4
Amendment
of section 5

4. In section 4 of the principal Act, clause (a) shall be omitted.

5. In section 5 of the principal Act,—

(a) in sub-section (1), for the words "number of such seats available", the words "number of such seats available or actually filled, whichever be less," shall be substituted;

(b) in sub-section (2), for the words "three years", the words "six years" shall be substituted.

Amendment
of section 6

6. In section 6 of the principal Act, for the figures "2007", the figures "2008" shall be substituted.

V. K. BHASTIN,
Secretary to the Govt. of India

PRINTED BY DIRECTORATE OF PRINTING AT GOVERNMENT OF INDIA PRESS, WINDO ROAD, NEW DELHI AND
PUBLISHED BY THE CONTROLLER OF PUBLIC PRINTS, NEW DELHI

No.36035/02/2017-Estt (Res)

GOVERNMENT OF INDIA

MINISTRY OF PERSONNEL, PUBLIC GRIEVANCES & PENSIONS

DEPARTMENT OF PERSONNEL & TRAINING

North Block, New Delhi

Dated the 15th January, 2018OFFICE MEMORANDUM**Subject: Reservation for the Persons with Benchmark Disabilities – reg.**

Previous
OMs on
the
subject

OM No.
36035/16
/91-
Estt.(SCT)
dated
18.02.
1997

OM No.
36035/3/
2004-
Estt.(Res)
dated
29.12.
2005

With enactment of 'THE RIGHTS OF PERSONS WITH DISABILITIES ACT, 2016' from 19th April, 2017 and notification of 'THE RIGHTS OF PERSONS WITH DISABILITIES RULES, 2017' on 15th June 2017, the following instructions are issued in line with the provisions made therein regarding reservation for Persons with Benchmark Disabilities, as defined under Section 2(r) of the Act against the posts and services of the Central Government

2. QUANTUM OF RESERVATION

2.1 In case of direct recruitment, four per cent of the total number of vacancies to be filled up by direct recruitment, in the cadre strength in each group of posts i.e. Groups A, B and C shall be reserved for persons with benchmark disabilities.

2.2 Against the posts identified for each disabilities, of which, one per cent each shall be reserved for persons with benchmark disabilities under clauses (a), (b) and (c) and one per cent, under clauses (d) and (e), unless otherwise excluded under the provisions of Para 3 hereinafter:-

- (a) blindness and low vision;
- (b) deaf and hard-of hearing;
- (c) locomotor disability including cerebral palsy, leprosy cured, dwarfism, acid attack victims and muscular dystrophy;
- (d) autism, intellectual disability, specific learning disability and mental illness;
- (e) multiple disabilities from amongst persons under clauses (a) to (d) including deaf-blindness

3. EXEMPTION FROM RESERVATION:

If any Ministry/Department in the Central Government considers it necessary to exempt any establishment or any cadre or cadres fully or partly from the provisions of reservation for persons with benchmark disabilities, it shall make a reference to the Department of Empowerment of Persons with Disabilities giving full justification for the proposal, who having regard to the type of work carried out in any Government establishment by notification and subject to such condition, if any, as may be specified in the notification, in consultation with the Chief Commissioner for Persons with Disabilities (CCPD) may exempt any Establishment or any cadre(s) fully or partly from the provisions of reservation for persons with benchmark disabilities.

4. ADJUSTMENT AGAINST UNRESERVED VACANCIES:

4.1 In the category of posts which are identified suitable for persons with benchmark disabilities, a person with benchmark disability cannot be denied the right to compete for appointment by direct recruitment against an unreserved vacancy. Thus a person with benchmark disability can be appointed by direct recruitment against vacancy not

G. Jaiswal

specifically reserved for the persons with benchmark disability, provided the post is identified suitable for persons with benchmark disability of the relevant category.

4.2 Persons with benchmark disabilities selected without relaxed standards along with other candidates, will not be adjusted against the reserved share of vacancies. The reserved vacancies will be filled up separately from amongst the eligible candidates with benchmark disabilities which will thus comprise of candidates with benchmark disabilities who are lower in merit than the last candidate in merit list but otherwise found suitable for appointment, if necessary, by relaxed standards.

5. CERTIFICATE OF DISABILITY:

A person who wants to avail the benefit of reservation will have to submit a certificate of disability issued by a Competent Authority. Such certificate in the event of selection of such person for any post, will be subject to such verification/re-verification as may be decided by the competent authority.

6. COMPUTATION OF NUMBER OF POSTS TO BE RESERVED:

6.1 The number of posts to be reserved for persons with benchmark disabilities in case of Group C posts shall be computed on the basis of total number of vacancies in the cadre strength of Group C posts, in the establishment, although the recruitment of the persons with benchmark disabilities would only be against the category of posts identified suitable for them. The number of vacancies to be reserved for the persons with benchmark disabilities in case of direct recruitment to Group 'C' posts in an establishment shall be computed by taking into account the total number of vacancies arising in Group 'C' posts for being filled by direct recruitment in a recruitment year both in the identified and non-identified category of posts under the establishment. Since reservation, wherever applicable, for Persons with Benchmark Disabilities is provided computing total number of vacancies in the cadre strength in identified category of posts as well as unidentified category of posts, it may be possible that number of persons appointed by reservation in an identified category of post may exceed four per cent.

6.2 Reservation for persons with benchmark disabilities in Group 'A' or Group 'B' posts shall be computed on the basis of total number of vacancies occurring in direct recruitment quota in the cadre in all the Group 'A' posts or Group 'B' posts respectively, and the computation of total vacancies shall include vacancies arising in the identified and non-identified category of posts.

7. EFFECTING RESERVATION - MAINTENANCE OF ROSTERS:

7.1 Every Government establishment shall maintain group-wise a separate vacancy based 100 point vacancy based reservation roster register in the format given in Annexure for determining/effecting reservation for the Persons with Benchmark Disabilities - one each for Group 'A' posts filled by direct recruitment, Group 'B' posts filled by direct recruitment and Group 'C' posts filled by direct recruitment.

7.2 Each register shall have cycles of 100 points and each cycle of 100 points shall be divided into four blocks, comprising the following points:

- 1st Block - point No. 01 to point No. 25
- 2nd Block - point No. 26 to point No. 50
- 3rd Block - point No. 51 to point No. 75
- 4th Block - point No. 76 to point No. 100

G. S. S. S. S.

7.3 Points 1, 26, 51 and 76 of the roster shall be earmarked for persons with benchmark disabilities - one point each for four respective categories of disabilities. The Head of the establishment shall ensure that vacancies identified at Sl No 1, 26, 51 and 76 are earmarked for the respective categories of the persons with benchmark disabilities. However, the Head of the establishment shall decide the placement of the selected candidate in the roster register

7.4 All the vacancies arising irrespective of vacancies reserved for Persons with Benchmark Disabilities shall be entered in the relevant roster. If the vacancy falling at point no 1 is not identified for the Person with Benchmark Disability or the Head of the establishment considers it desirable not to fill it up by Persons with Benchmark Disabilities or it is not possible to fill up that post by the Persons with Benchmark Disabilities for any other reason, one of the vacancies falling at any of the points from 2 to 25 shall be treated as reserved for the person with benchmark disability and filled as such.

7.5 Likewise, a vacancy falling at any of the points from 26 to 50 or from 51 to 75 or from 76 to 100 shall have to be filled by the Persons with Benchmark Disabilities. The purpose of keeping points 1, 26, 51 and 76 as reserved is to fill up the first available suitable vacancy.

7.6 There is a possibility that none of the vacancies from 1 to 25 is suitable for any category of the person with benchmark disability. In that case two vacancies from 26 to 50 shall be filled as reserved for persons with benchmark disabilities. If the vacancies from 26 to 50 are also not suitable for any category, three vacancies shall be filled as reserved from the third block containing points from 51 to 75. This means that if no vacancy can be reserved in a particular block, it shall be carried over into the next block

7.7 After all the 100 points of the roster are covered, a fresh cycle of 100 points shall start

7.8 If the number of vacancies in a year is such as to cover only one block (say 25 vacancies) or two (say 50 vacancies), the category of the persons with benchmark disabilities should be accommodated as per the roster points. However, in case, the said vacancy is not identified for the respective category, the Head of the establishment shall decide the category on the basis of the nature of the post, the level of representation of the specific disabled category in the concerned grade/post etc.

8. INTER SE EXCHANGE AND CARRY FORWARD OF RESERVATION IN CASE OF DIRECT RECRUITMENT:

8.1 Where in any recruitment year any vacancy cannot be filled up due to non availability of a suitable person with benchmark disability or for any other sufficient reason, such vacancy shall be carried forward in the succeeding recruitment year and if in the succeeding recruitment year also suitable person with benchmark disability is not available, it may first be filled by interchange among the following four categories of disabilities, at one percent each to each category:

(A)

- (a) blindness and low vision;

(B)

- (b) deaf and hard of hearing;

G. Srinivasan

(C)

(c) locomotor disability including cerebral palsy, leprosy cured, dwarfism, acid attack victims and muscular dystrophy;

(D)

(d) autism, intellectual disability, specific learning disability and mental illness;

(e) multiple disabilities from amongst persons under clauses (a) to (d) including deaf-blindness.

8.2 Only when there is no person with benchmark disability available for the post in that year, the employer shall fill up the vacancy by appointment of a person, other than a person with benchmark disability.

8.3 If the nature of vacancies in an establishment is such that a given category of person cannot be employed, the vacancies may be interchanged with the prior approval of Department of Empowerment of Persons with Disabilities, among the above mentioned four categories.

8.4 If any vacancy reserved for any category of benchmark disability cannot be filled due to non-availability of a suitable person with that benchmark disability or, for any other sufficient reason, such vacancy shall be carried forward as a 'backlog reserved vacancy' to the subsequent recruitment year.

8.5 In the subsequent recruitment year the 'backlog reserved vacancy' shall be treated as reserved for the category of disability for which it was kept reserved in the initial year of recruitment. However, if a suitable person with that benchmark disability is not available, it may be filled by interchange among the categories of benchmark disabilities identified for reservation. In case no suitable person with benchmark disability is available for filling up the vacancy in the succeeding year also, the employer may fill up the vacancy by a person other than a person with benchmark disability. If the vacancy is filled by a person with benchmark disability of the category for which it was reserved or by a person of other category of benchmark disability by inter se exchange in the subsequent recruitment year, it will be treated to have been filled by reservation. But if the vacancy is filled by a person other than a person with benchmark disability in the subsequent recruitment year, reservation shall be carried forward for a further period upto two recruitment years whereafter the reservation shall lapse. In these two subsequent years, if situation so arises, the procedure for filling up the reserved vacancy shall be the same as followed in the first subsequent recruitment year.

8.6 The Government establishment shall interchange vacancies only if due process of recruitment viz. proper advertisement of vacancy to fill up the vacancies reserved for persons with benchmark disabilities has been complied with.

8.7 In order to ensure that cases of lapse of reservation are kept to the minimum, any recruitment of the persons with benchmark disabilities candidates shall first be counted against the additional quota brought forward from previous years, if any, in their chronological order. If candidates are not available for all the vacancies, the order carried forward reservation would be filled first and the current vacancies would be carried forward if not filled up provided that in every recruitment, the number of vacancies reserved for Persons with Benchmark Disabilities including carried forward vacancies will be announced beforehand, for the information of all aspirants.

G. Jivran

9. **HORIZONTALITY OF RESERVATION FOR PERSONS WITH BENCHMARK DISABILITIES:**

9.1 Reservation for backward classes of citizens (SCs, STs and OBCs) is called vertical reservation and the reservation for categories such as persons with benchmark disabilities and ex-servicemen is called horizontal reservation. Horizontal reservation cuts across vertical reservation (in what is called interlocking reservation) and persons selected against the quota for persons with benchmark disabilities have to be placed in the appropriate category viz. SC/ST/OBC/Unreserved depending upon the category to which they belong in the roster meant for reservation of SCs/STs/OBCs. To illustrate, if in a given year there are two vacancies reserved for the persons with benchmark disabilities and out of two persons with benchmark disabilities appointed one belongs to Scheduled Caste and the other belongs to Unreserved category, then the SC candidate with benchmark disability shall be adjusted against the SC point in the reservation roster and the Unreserved candidate with benchmark disability against unreserved point in the relevant reservation roster. In case none of the vacancies falls on point reserved for the SCs, the candidate under benchmark disability belonging to SC shall be adjusted in future against the next available vacancy reserved for SCs.

9.2 Since the persons with benchmark disabilities have to be placed in the appropriate category viz. SC/ST/OBC/Unreserved in the roster meant for reservation of SCs/STs/OBCs, the application form for the post should require the candidates applying under the quota reserved for persons with benchmark disabilities to indicate whether they belong to SC/ST/OBC or Unreserved. Thus, reservation for persons with benchmark disabilities is horizontal.

10. **CERTIFICATE BY REQUISITIONING AUTHORITY:**

10.1 In order to ensure proper implementation of the provisions of reservation for persons with benchmark disabilities, the requisitioning authority while sending the requisition to the recruiting agency or authority as the case may be for filling up of posts shall furnish the following certificate to the recruiting agency:-

"It is certified that the requirements of the 'THE RIGHTS OF PERSONS WITH DISABILITIES ACT, 2016' which has become effective from 19th day of April, 2017 and the policy relating to reservation for persons with benchmark disabilities has been taken care of while sending this requisition. The vacancies reported in this requisition fall at points no..... of cycle no..... of 100 point reservation roster out of which... .. number of vacancies are reserved for persons with benchmark disabilities."

10.2 At the time of initial appointment against a vacancy reserved for persons with benchmark disabilities, the appointing authority shall ensure that the candidate is eligible to get the benefit of reservation.

11. **RELAXATION OF STANDARD OF SUITABILITY:**

11.1 If sufficient number of candidates with benchmark disabilities candidates are not available on the basis of the general standard to fill all the vacancies reserved for them, candidates belonging to this category may be selected on relaxed standard to fill up the remaining vacancies reserved for them provided they are not found unfit for such post or posts. However, this provision shall not be used to allow any relaxation in the eligibility criteria laid down for the issuance of certificate of disability.

G. Sivarani

11.2 Same relaxed standard should be applied for all the candidates with Benchmark Disabilities whether they belong to Unreserved/SC/ST/OBC. No further relaxation of standards will be considered or admissible in favour of any candidate from any category whatsoever.

12. MEDICAL EXAMINATION:

As per Rule 10 of the Fundamental Rules, every new entrant to Government Service on initial appointment is required to produce a medical certificate of fitness issued by a competent authority. In case of medical examination of a person with benchmark disabilities for appointment to a post identified as suitable to be held by a person suffering from a particular kind of disability, the concerned Medical Officer or Board shall be informed beforehand that the post is identified suitable to be held by persons with benchmark disabilities of the relevant category and the candidate shall then be examined medically keeping this fact in view.

13. ANNUAL REPORTS REGARDING REPRESENTATION OF PERSONS WITH BENCHMARK DISABILITIES:

The Ministries/Departments shall continue to upload data on representation of Persons with Benchmark Disabilities along with data on SCs, STs, OBCs in respect of posts/services under the Central Government on the URL i.e. www.rcps.nic.in as on 1st January of every year. All Ministries/Departments have been provided respective usercode and password with guidelines for operating the URL.

14. MAINTENANCE OF REGISTER OF COMPLAINTS BY THE GOVERNMENT ESTABLISHMENT:

14.1 Every Government establishment shall appoint a senior officer of the Department as the Grievance Redressal Officer.

14.2 The Grievance Redressal Officer shall maintain a register of complaints of persons with disabilities with the following particulars, namely:-

- (a) date of complaint;
- (b) name of complainant;
- (c) the name of the establishment or person against whom the complaint is made;
- (d) gist of the complaint;
- (e) date of disposal by the Grievance Redressal Officer; and
- (f) any other information.

14.3 Any person aggrieved with any matter relating to discrimination in employment against any person with disability may file a complaint with the Grievance Redressal Officer of the respective Government establishment.

14.4 Every complaint filed as per Para 14.3 above, shall be inquired into within two months of its registration and outcome thereof or action taken thereon shall be communicated to the complainant / Person with Benchmark Disability.

G. Srinivasan

15 All the Ministries/Departments are requested to bring the above instructions to the notice of all appointing authorities under their control

G. Srinivasan

(G Srinivasan)

Deputy Secretary to the Govt. of India

Ph.No 011-23093074

To

- (i) All Ministries/Departments of the Govt. of India
- (ii) Department of Financial Services, Ministry of Finance, Jeevan Deep Building, Parliament Street, New Delhi
- (iii) Department of Public Enterprises, CGO Complex, Lodhi Road, New Delhi
- (iv) Railway Board, Rail Bhavan, Delhi.
- (v) Union Public Service Commission/Supreme Court of India/ Election Commission of India/ Lok Sabha Secretariat/ Rajya Sabha Secretariat/Cabinet Secretariat/Central Vigilance Commission/President's Secretariat/ Prime Minister's Office/Planning Commission.
- (vi) Staff Selection Commission, CGO Complex, Lodi Road, New Delhi
- (vii) Office of the Chief Commissioner for Disabilities, Sarojini House, 6, Bhagwan Das Road, New Delhi - 110001
- (viii) Office of the Comptroller & Auditor General of India, 10, Bahadur Shah Zafar Marg, New Delhi.
- (ix) All Officers and Sections in the Ministry of Personnel, Public Grievances and Pensions and all attached/subordinate offices of this Ministry.

Copy to: Director, NIC, DOPT - with the request to immediately place this OM on the website of this Department ("what's new" tab) for information of all concerned.

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[illegible]

(a) blindness and low vision

(b) deaf and hard of hearing

(c) locomotor disability inclu

(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 clauses (a) to (d) including deaf-blindness

**If identified reserved, write a/b/c/(d & e) as the case may be, otherwise write UR

***Write a/b/c/d & e) or None, as the case may be

G. Frisvold

After deliberations, the Board resolved to approve the following proposals:

- AUD recognizes FAUD as a partner organization with which stronger and sustainable relationship could be built over time;
- The various constituents of AUD shall consider through due process submitting proposals to FAUD for funding academic activities, especially those related to travel of students and faculty of AUD outside India in exchange programmes or for pursuing academic activities, and funding travel of academics from overseas to AUD for academic purposes,
- AUD shall endeavor to help FAUD in its fund-raising drives for activities mentioned above by providing content and other assistance to prepare publicity and promotion material of various kinds.

11.2 The allocation of faculty positions for various Schools/ Programmes/ Centres

The Board took note that the University had submitted a proposal for academic expansion in Karampura campus, with requirements of teaching (150 positions) and non-teaching staff (165 positions), in response to which, the Govt. of NCT of Delhi had sanctioned 70 teaching and 33 non-teaching staff positions for the first phase (2016-18). Of the 70 teaching positions of Karampura, 57 positions were allocated to different programmes, and 13 positions were yet to be allocated.

Similarly, in response to a proposal for 94 teaching and 94 non-teaching staff positions for the Lodhi Road campus, the GNCTD sanctioned 59 teaching and 50 non-teaching staff positions. Of these sanctioned positions, 43 teaching and 31 non-teaching positions are to be utilized for phase-I (2018-2020).

The Board took note of the fact that the following positions sanctioned by the GNCTD have still not been allocated to various units of AUD:

	Professor	Associate Professor	Assistant Professor
Karampura Phase I	1	9	3
Lodhi Road Phase I	5	11	24+3*
Total	6	20	27+3*

*These three posts are allocated for faculty for Health and Physical Education (Sport Officer/ Asst Director Physical Education, and Fine Art and Performing Art (Music/Dance/Theater) as per NCTE norms.

The University has launched four new undergraduate programmes and two new MA programmes in Karampura in 2018-19. A second cohort of the three B Voc. programmes will also be added this year. The Lodhi Road campus has also created a Teacher Education Unit within the School of Education Studies which is planning to launch several in-service and continuing education courses. The University is also creating new Centres viz., Centre for Professional and Continuing Education (C-PACE), Centre for Studies in Systems of Thought (CSST), and Centre for Engaged Spirituality.

The following new programmes have been launched in 2018-19.

Sl.#	Programmes	Student Intake
1	BA in Global Studies	50
2	BA in Law and Politics	50
3	BA in Sustainable Urbanism	50
4	BA in Social Sciences and Humanities	50
5	MA in Global Studies	42
7	MA in Urban Studies	42

Keeping in perspective (a) the deliberations in the Proto-Planning Board and other bodies of the University about programmes on the anvil, (b) the need to deepen and diversify AUD's intervention in different thematics / fields of social sciences, and (c) plans for expanding into the field of continuing education, the Board resolved to approve the following scheme of faculty deployment to programmes being proposed and in order to take care of the immediate needs of the these programmes.

Sl#	Programme / Unit	Proposed Positions		
		Professor	Associate Professor	Assistant Professor
1	BA & MA in Global Studies	-	1	2
2	BA Sustainable Urbanism, and MA in Urban Studies	-	1	2
3	MA in Public Health	-	1	-
4	MA in Science and Technology Studies	1	2	-
5	Philosophy	-	1	-
6	Vocational Education	-	-	2*
7	Foreign Language	-	-	2*
8	Centre for Professional & Continuing Education (C-PACE)	-	1	-
9	Centre for Studies in Systems of Thought (CSST)	-	1	-
	Sub-total	1	6	6
10	Teacher Education Unit	2	4	6(1 ^{AA})
11	Fund Raising Unit	1 ^{AA}	-	-
	Total	4	12	14

#One position of Programme Manager each will be allocated for Early Childhood Centre Management and Accounting (3+2 year contract).

*One position in this unit has already been filled-up by an existing faculty of SES who has been seconded to the unit.

*One for Chinese and one for French language (3 year contract renewed every year)

**One position of Fund Raising Manager with a compensation package equivalent to that for a Professor was approved by the PPB in its 1st (Adjourned) meeting on 12 April 2018 (3 year contract).

The Board took note that it had allocated 18 positions for teaching requirements of the BA (Hons) programmes in Economics, English, Psychology, and Social Sciences and Humanities in the Karampura Campus. Since no fresh cohorts are being admitted to these programmes from 2018-19, these positions will be reallocated to other units / programmes. The process of re-allotment will be done from 2019-20 onwards with the graduation of the batch of 2016-17 (SUS programmes of Karampura), and the process will be completed in 2020-21.

The Board resolved that the process of re-allotment be done by the Planning Board in consultation with Dean (Academic Services) through need-based disciplinary competency requirements of programmes based on inputs from schools/programmes/centres through due process.

11.3 The reports of the Decennial Review Committee (DRC) and Undergraduate Review Committee (UGRC)

The Board resolved to accept the reports of the Decennial Review Committee (Appendix-18) and Undergraduate Review Committee (Appendix-19) constituted by the University. The Board resolved to place on record its deep appreciation for the chairpersons and members of these two review committees for their extensive and commendable work.

The Board resolved to direct that these reports be placed on the website of the University and be shared with various constituents of the University to generate debates and discussions.

Further, the Board resolved that the two reports be referred to the Planning Board for a detailed deliberation leading to an analytical strategy note and a detailed programme of action which shall be presented to the Board for its consideration.

12.1 The recommendations of the Committee of the Board of Management constituted by the Vice Chancellor on the matters arising out of the Selection Committee Meeting for the post of Assistant Professor in School of Human Ecology (SHE)

The Board considered the recommendations of the Committee of the Board of Management constituted by the Vice Chancellor on the matters arising out of the Selection Committee Meeting for the post of Assistant Professor in School of Human Ecology (SHE). It took note of the considered opinions of the three members on the matter based on the examination of the documents (Appendix-20).

The Board took note of the fact that all three members of the Committee concurred that the Selection Committee recommendation in the instant case was unanimous and that there was no reason why the University should not act on its recommendation.

After deliberation, the Board resolved to approve the recommendations of the Committee of the Board of Management constituted by the Vice Chancellor on the matters arising out of the Selection Committee Meeting for the post of Assistant Professor in School of Human Ecology (SHE).



Minutes of the Expert Committee for Recasting of Roster (AUD)

Rachna Chaudhary <rachna@aud.ac.in>

Thu, Jun 6, 2019 at 11:39 AM

To: DR Acad <dracad@aud.ac.in>

Cc: Salil Misra <salil@aud.ac.in>, Thokchom Bibinaz Devi <bibinaz@aud.ac.in>, Noorul Haq <noorul@aud.ac.in>, akha Mao <akha@aud.ac.in>, vikasgupta.nta@gmail.com, Samir saini <samir@aud.ac.in>

Dear Mr. Saini,

The minutes are fine. Since I am out of town, please accept my endorsement over mail.

I would also like to point out that my selection in 2010 was in UR category even though I had attached my OBC certificate with the application form. I would not want to be taken as an OBC category faculty now if that means that we decrease the number of OBC vacancies by one.

Thanks and regards,

Rachna

[Quoted text hidden]

—
Rachna Chaudhary, Ph.D.

Associate Professor (Gender Studies),

School of Human Studies,

Ambedkar University, Delhi.



Minutes of the Expert Committee for Recasting of Roster (AUD)

Thokchom Bibinaz Devi <bibinaz@aud.ac.in>

Thu, Jun 6, 2019 at 1:08 PM

To: Rachna Chaudhary <rachna@aud.ac.in>

Cc: DR Acad <dracad@aud.ac.in>, Salil Misra <salil@aud.ac.in>, Noorul Haq <noorul@aud.ac.in>, akha Mao <akha@aud.ac.in>, vikasgupta.nta@gmail.com, Samir saini <samir@aud.ac.in>

Dear Mr. Saini,

This was the first meeting I had attended this committee meeting being a new member. I have gone through it and realised I am yet to learn few more things more closely in coming days and meetings of such kind. As of now, the minutes seems fine stating clearly about the matters discussed

I too will be out of station from 7-15 June and please accept my endorsement over this mail.

Thanks and warmly

Bibinaz

[Quoted text hidden]

**Re: regarding sign of minutes**

akha <akha@aud.ac.in>
To: HR AUD <hr@aud.ac.in>

Tue, Jun 11, 2019 at 10:46 AM

Dear Sir/Madam
I am fine with the minutes. I will be back to Delhi only on 12th evening.
With regards
Akha

Sent from my Samsung Galaxy smartphone

----- Original message -----
From: HR AUD <hr@aud.ac.in>
Date: 08/06/2019 10:36 (GMT+05:30)
To: akha Mao <AKHA@aud.ac.in>
Subject: Re: regarding sign of minutes

Sir, as directed by DR(AS) following is a minutes of the meeting, kindly go thru and reply accordingly.
AMBEDKAR UNIVERSITY DELHI (AUD)

MINUTES OF THE EXPERT COMMITTEE FOR RECASTING OF ROSTER

A meeting of the Expert Committee was held on 28.5.2019 at 09:30 am in the Committee Room-II (Room No.5) to examine and discuss about the reservation rosters in respect of teaching and non teaching positions. The Expert Committee consisted of the following members:-

1. Prof.Salil Misra, Pro Vice Chancellor-II, Ambedkar University Delhi
2. Dr.Vikas Gupta, Director, National Testing Agency-External Expert
3. Dr.Deepak Vats, Joint Registrar, University of Delhi-External Expert
- 4.Dr.Rachna Chaudhary, Associate Professor and Liaisoning Officer, OBC-Member
5. Mr.Akha K Mao, Associate Professor and Liaisoning Officer, ST-Member
6. Dr Pooja Satyogi, Assistant Professor, Liaisoning Officer, SC-Member
7. Mr.Noorul Haq, Deputy Registrar, HR Division-Member
8. Mr.Sameer Saini, Deputy Registrar, Academic Services-Convenor

The following members attended the meeting:-

1. Prof.Salil Misra, Pro-Vice Chancellor-II, Ambedkar University Delhi
2. Dr.Vikas Gupta, Director, National Testing Agency-External Expert
3. Dr.Rachna Chaudhary, Associate Professor and Liaisoning Officer, OBC- Member
4. Mr.Akha K Mao, Associate Professor and Liaisoning Officer, ST-Member
- 5.Ms.Thokchom Bibinaz Devi, Assistant Professor attended meeting in place of Dr.Pooja Satyogi, as representative of SC
6. Mr.Noorul Haq, Deputy Registrar, HR Division-Member
7. Mr.Sameer Saini, Deputy Registrar, Academic Services-Convenor

Mr.Deepak Vats, Joint Registrar, University of Delhi could not attend the meeting

At the outset, the Deputy Registrar, Academic Services and Deputy Registrar (HR) welcomed all the members of the Expert Committee and placed all the facts pertaining to the recasting of reservation roster for the teaching and non teaching employees of the University.

The Committee examined and discussed all the three model reservation rosters prepared by the Academic Services Division and also considered all relevant rules / guidelines for true implementation of Reservation Policy. After going through the same, the committee observed the following facts:-

i) As regard to the implementation of the OBC reservation, the Committee noted that the reservation has been implemented in the cadre of Assistant Professor with effect from 2009 which has created huge shortfall of vacancies in the OBC category. The Committee discussed about the outcome of implementation of OBC Reservation which was approved in its meeting held on 19.4.2016. The committee further suggested to initiate the process for getting the approval of the Board of Management for implementing OBC Reservation prospectively i.e, from the date of BoM meeting on 19.04.2016.

ii) The Committee suggested that School wise reservation roster on the pattern of University of Delhi in alphabetical order on 200 point is most appropriate and the same may be adopted by incorporating necessary changes as per suggestion of committee. The committee also pointed out that by adopting School wise roster, the assignment of reservation point and fixing of slots would be relatively smooth.

In case, the faculty strength increases, the reservation points may be plotted at the last point from the date of occurrence of vacancies. In case, many posts are created in a single phase in different schools, then method of alphabetical order may be adopted in a running manner by giving proper remarks

iii) The Committee assessed the existing Reservation Roster and found that there are certain discrepancies and the existing roster is also not approved by BoM. Thus in order to streamline the process, it may be appropriate to recast the roster as on 01.04.2019 by plotting all existing employees only starting from the date of their joining.

iv) The Committee discussed about the implementation of the reservation roster in case of the Associate Professors and Professor in the University as per the UGC notification No.59-6/2012(CU) dated 03.06.2016 vide which the Commission had issued instructions/guidelines regarding the implementation of the reservation policy in appointments. The UGC had notified 15% and 7.5% reservation at the three levels i.e., Professor, Associate Professor and Assistant Professors. As regards to its implementation, the Committee was of view that the reservation for the senior cadre of Professor and Associate Professor may be implemented after due approval of BoM.

v) The Committee examined the school wise reservation roster and opined that the roster does not determine seniority, but different reserved category should be given quota determined for them as per guidelines issued by the Govt from time to time. Further, the Committee was of view that the reserved category in each school may be indicated against the earmarked reserved points so that the replacement may be done against the same category. This would take care of the short-falls in due course of time.

vi) The Committee also discussed about the PwD roster and was of view that, if the posts earmarked for the PwD category in the first cycle of 100 points and the same are not filled owing to the non availability of the PwD candidates then shortfall of PwD category shall be carried forward in the next cycle. The committee further opined that the 4% reservation for PwD category should be given from the date of issuance of notification by UGC / MHRD / DoPT/Govt. of NCT of Delhi.

vii) The Committee also pointed out that Others Academic Staff position like Librarian, Asstt Librarian, Assistant Director Sports/Sports Officer should not be plotted in the roster of

Teaching as they are not teaching position and their date of retirement also differs and even UGC defines these post as Other Academic Staff.

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vii) The committee also noted that there are 57 posts of teaching out of which 35 posts have been sanctioned for Assistant Professors in Lodhi Road Campus. Since, the proper allocation of 35(33+2 for Visual Arts and Performing Arts) posts are not made till date, so efforts of allocation may be made out so that proper plotting may be done in relevant schools. If the same is not feasible then the left over posts may be plotted at the last. The committee also noted that the Board of Management in its 24th meeting had allotted six posts of Assistant Professor in Teacher Education Unit in School of Education Studies so these six posts may be inserted in respective school. Besides this, 04 posts of Associate Professor and 02 posts of Professor have already been allocated to School of Education Studies and these allocations are out of 57 sanctioned posts of teaching in LR Campus. Thus allocated posts may be inserted in respective roster.

After giving different observation and due deliberation on the recasting the Teaching and Non-Teaching roster wef 01.04.2019, all the members of committee unanimously recommended to incorporate all the suggestion given from Para(i) to Para(viii) may be incorporated in Teaching and Non-Teaching Roster wherever applicable. Accordingly necessary changes were carried out in the roster on the spot and Committee found it in order.

The meeting ended with a vote of thanks.

On Thu, Jun 6, 2019 at 3:49 PM HR AUD <hr@aud.ac.in> wrote:

sir

please check the minutes of expert committee and respond at the earliest. BoM scheduled to be held on 19.06.2019.

Academic Services Division
Room No. 3
Ambedkar University, Delhi
Kashmere Gate
Delhi- 110 006
01123862326

Please see attachment.

Academic Services Division
Room No. 3
Ambedkar University, Delhi
Kashmere Gate
Delhi- 110 006
01123862326



Lothian Road, Kashmere Gate, Delhi-110 006

POST BASED RESERVATION ROSTER FOR ASSISTANT PROFESSOR w.e.f. 01.04.2019 (ACADEMIC SERVICES)

Name of the Post	Assistant Professor	Category, Group A Pay Band – PB – 3 Rs.16,800-39,100 AGP Rs.6,000/ (LEVEL-10)	Method of Recruitment: Direct Recruitment
Number of Post in Cadre	KG Campus: 66 KP Campus-36 LR Campus-36 (Total – 158 posts)	Percentage of reservation prescribed for:	SC-16% ST-7.5% OBC - 27%

School of Business, Public Policy and Social Entrepreneurship: Sanctioned position: 7 (KG Campus)

Year	SC	ST	OBC	Cycle No. / Point No.	Category	Name of Faculty	DOJ	Whether the person is SC/ST/OBC	Filled as UR or reserved for SC/ST/ OBC	SC	ST	OBC	Remarks
(1)	(2)	(3)	(4)	(5)	(6)	(7)	(8)	(9)	(10)	(11)	(12)	(13)	(14)
2016				1/1	UR	Dr.Richa Awasthy	08.04.2016	UR	UR	0	0	0	
2012				2	UR	Dr Anshu Gupta	01.02.2012	UR	UR	0	0	0	
2012				3	UR	Dr Karwal Anil	19.03.2012	UR	UR	0	0	0	
2012				4	OBC-1	Dr.Nidhi Kaloker	04.05.2012	UR	UR	0	0	0	
2015				5	UR	Dr Kritika Mathur	28.09.2015	UR	UR	0	0	0	
2015				6	UR	Dr Kalindi Maheshwan	14.10.2015	UR	UR	0	0	0	
2012				7	SC-1	Dr.Kancharia Valentra	01.02.2012	SC	SC	0	0	0	

Vacant: 00 Shortfall: 00

School of Culture and Creative Expressions: Sanctioned position: 5 (KG Campus)

Year	SC	ST	OBC	Cycle No. / Point No.	Category	Name of Faculty	DOJ	Whether the person is SC/ST/OBC	Filled as UR or reserved for SC/ST/ OBC	SC	ST	OBC	Remarks
(1)	(2)	(3)	(4)	(5)	(6)	(7)	(8)	(9)	(10)	(11)	(12)	(13)	(14)
2012				8	OBC-2	Mr.Santhosh S	18.08.2012	UR	UR	0	0	0	
2012				9	UR	Mr.Benil Biswas	18.06.2012	SC	SC	+1	0	0	
2012				10	UR	Ms Shefalee Jain	19.07.2012	UR	UR	+1	0	0	
2017				11	UR	Dr.Vebhuti Duggal	31.08.2017	UR	UR	+1	0	0	
2018				12	OBC-3	Dr.Akhil Katyal	01.04.2018	UR	UR	+1	0	-1	

Vacant: 00 , Shortfall: OBC-1, Excess: SC-01

(Rachna Chaudhary)
(Liaisoning Officer-OBC)

(Thokchom Bibinaz Devi)
(Representative of SC)

(Akha K. Mao)
(Liaisoning Officer-ST)

(Vikas Gupta)
(External Expert)

(Noorul Haq)
(Dy Registrar-HR)

(Sameer Saini)
(Dy. Registrar-AS)

(Salil Misra)
(Pro-Vice Chancellor-II)



Lothan Road, Kashmere Gate, Delhi-110 006

POST BASED RESERVATION ROSTER FOR ASSISTANT PROFESSOR w.e.f. 01.04.2019 [ACADEMIC SERVICES]

Name of the Post	Assistant Professor	Category: Group A Pay Band - PB-3 Rs.15,500-39,100 AGP Rs.8,000/ (LEVEL-10)	Method of Recruitment: Direct Recruitment
Number of Post in Cadre	KG Campus: 85 KP Campus-38 LR Campus-35 (Total - 158 posts)	Percentage of reservation prescribed for:	SC-16% ST-7.6% OBC - 27%

School of Design: Sanctioned position: 6 (KG Campus)

Year	SC	ST	OBC	Cycle No. /Point No.	Category	Name of Faculty	DOJ	Whether the person is SC/ST/OBC	Filled as UR or reserved for SC/ST/OBC	SC	ST	OBC	Remarks
(1)	(2)	(3)	(4)	(5)	(6)	(7)	(8)	(9)	(10)	(11)	(12)	(13)	(14)
2013				13	UR	Dr. Venugopal Naddipati	24.12.2013	UR	UR	0	0	0	
2015				14	ST-1	Ms. Divya Chopra	30.12.2015	UR	UR	0	-1	0	
2016				15	SC-2	Ms. Khusbu Dubish	01.06.2016	UR	UR	-1	-1	0	
				16	OBC-4								
				17	UR								

Vacant: 02, Shortfall: SC-1, ST-1

Centre for Development Practice : Sanctioned position: 2 (KG Campus)

Year	SC	ST	OBC	Cycle No. /Point No.	Category	Name of Faculty	DOJ	Whether the person is SC/ST/OBC	Filled as UR or reserved for SC/ST/OBC	SC	ST	OBC	Remarks
(1)	(2)	(3)	(4)	(5)	(6)	(7)	(8)	(9)	(10)	(11)	(12)	(13)	(14)
2016				18	UR	Dr. Imran Amin	29.7.2016	UR	UR	0	0	0	
				19	OBC-6								

Vacant: 01, Shortfall: 00

School of Development Studies: Sanctioned position: 6 (KG Campus)

Year	SC	ST	OBC	Cycle No. /Point No.	Category	Name of Faculty	DOJ	Whether the person is SC/ST/OBC	Filled as UR or reserved for SC/ST/OBC	SC	ST	OBC	Remarks
(1)	(2)	(3)	(4)	(5)	(6)	(7)	(8)	(9)	(10)	(11)	(12)	(13)	(14)
2016				20	SC-3	Dr. Moggellan Bharati	08.07.2016	SC	SC	0	0	0	
2010				21	UR	Dr. Ivy Dhar	19.3.2010	UR	UR	0	0	0	
2014				22	UR	Dr. Nandini Nayak	16.07.2014	UR	UR	0	0	0	
2010				23	OBC-8	Dr. Anirban Sengupta	19.3.2010	UR	UR	0	0	0	
				24	UR								

Vacant: 01 Shortfall: 00

(Reetna Chaudhary)
(Unisoning Officer-OBC)

(Thakchom Babin Dev)
(Representative of SC)

(Altha K. Mao)
(Unisoning Officer-ST)

(Vikas Gupta)
(External Expert)

(Nandini Nayak)
(Dy. Registrar-HR)

(Sandeep Singh)
(Dy. Registrar-AS)

(Smt. Marya)
(Pro-Vice Chancellor-I)



Lothian Road, Kashmere Gate, Delhi-110 006

POST BASED RESERVATION ROSTER FOR ASSISTANT PROFESSOR w.e.f. 01.04.2019 (ACADEMIC SERVICES)

Name of the Post	Assistant Professor	Category: Group A Pay Band - PB - 3 Rs.15,600-35,100 AGP Rs.8,000/ (LEVEL-10)	Method of Recruitment: Direct Recruitment
Number of Post in Cadre	KG Campus-85 KP Campus-38 LR Campus-35 (Total - 158 posts)	Percentage of reservation prescribed for:	SC-15% ST-7.5% OBC - 27%

School of Education Studies : Sanctioned position. 16 (KG Campus-6) (KP Campus-4) (LR Campus-6)

Year	SC	ST	OBC	Cycle No. /Point No.	Category	Name of Faculty	DOJ	Whether the person is SC/ST/OBC	Filled as UR or reserved for SC/ST/ OBC	SC	ST	OBC	Remarks
(1)	(2)	(3)	(4)	(5)	(6)	(7)	(8)	(9)	(10)	(11)	(12)	(13)	(14)
2011				25	UR	Ms.Menasi Thapliyal Navani	18.03.2011	UR	UR	0	0	0	
2011				26	OBC-7	Dr.Gunjan Sharma	01.08.2011	UR	UR	0	0	0	
2018				27	SC-4	Dr.Rajshree Chanchal	09.04.2018	SC	SC	0	0	0	
2016				28	ST-2	Dr Shivani Nag	01.07.2016	UR	UR	0	-1	0	
2018				29	UR	Dr Nivedita Sarkar	02.04.2018	UR	UR	0	-1	0	
2018				30	OBC-8	Dr.Anandini Dar	01.07.2016	UR	UR	0	-1	-1	
2018				31	UR	Dr Prabhat Chandra Rai	20.04.2018	UR	UR	0	-1	-1	
				32	UR								
				33	UR								
				34	OBC-9								
				35	SC-5								
				36	UR								
				37	UR								
				38	OBC-10								
				39	UR								
				40	ST-3								

Vacant: 09: Shortfall: ST-1 OBC-01

(Rachna Chaudhary)
(Liaisoning Officer-OBC)

(Thokchom Bibinaz Devi)
(Representative of SC)

(Akha K. Mao)
(Liaisoning Officer-ST)

(Vikas Gupta)
(External Expert)

(Noorul Haqq)
(Dy Registrar-HR)

(Sameer Saini)
(Dy. Registrar-AS)

(Salil Misra)
(Pro-Vice Chancellor-II)

300



POST BASED RESERVATION ROSTER FOR ASSISTANT PROFESSOR w.e.f. 01.04.2019 (ACADEMIC SERVICES)

Name of the Post	Assistant Professor	Category: Group A Pay Band - PB - 3 Rs.15,600-39,100 AGP Rs 8,000 (LEVEL-10)	Method of Recruitment: Direct Recruitment
Number of Post in Cadre	KG Campus: 85 KP Campus-38 LR Campus-35 (Total - 158 posts)	Percentage of reservation prescribed for:	SC-16% ST-7.6% OBC - 27%

Centre for English Language Education: Sanctioned position: 3 (KG Campus-1) (KP Campus-2)

Year	SC	ST	OBC	Cycle No. /Point No.	Category	Name of Faculty	DOJ	Whether the person is SC/ST/OBC	Filled as UR or reserved for SC/ST/ OBC	SC	ST	OBC	Remarks
(1)	(2)	(3)	(4)	(5)	(6)	(7)	(8)	(9)	(10)	(11)	(12)	(13)	(14)
2017				41	SC-6	Dr. Monal Malik Dewla	11.09.2017	SC	SC	0	0	0	
2017				42	OBC-11	Dr. Jyoti Hebra Sarna	01.06.2017	UR	UR	0	0	-1	
				43	UR								

Vacant: 01: Shortfall-OBC-1

School of Global Affairs : Sanctioned position: 8 (KP Campus)

Year	SC	ST	OBC	Cycle No. /Point No.	Category	Name of Faculty	DOJ	Whether the person is SC/ST/OBC	Filled as UR or reserved for SC/ST/ OBC	SC	ST	OBC	Remarks
(1)	(2)	(3)	(4)	(5)	(6)	(7)	(8)	(9)	(10)	(11)	(12)	(13)	(14)
2018				44	UR	Dr. Ekta Singh	05.11.2018	UR	UR	0	0	0	
2018				45	OBC-12	Dr. Rachna Mehra	22.6.2018	UR	UR	0	0	-1	
2018				46	UR	Dr. Teena Anil	18.10.2018	SC	SC	+1	0	-1	
2018				47	SC-7	Dr. Prepal Singh Randhawa	22.6.2018	SC	SC	+1	0	-1	
				48	UR								
				49	OBC-13								
				50	UR								
				51	UR								

Vacant: 04: Shortfall: OBC-1 Excess: SC-1

(Rachna Chaudhary)
(Liaisoning Officer-OBC)

(Thokhem Ebenez Davi)
(Representative of SC)

(Akha K. Mao)
(Liaisoning Officer-ST)

(Vikas Gupta)
(External Expert)

(Noon Haq)
(Dy. Registrar-PR)

(Samer Saini)
(Dy. Registrar-AS)

(Sali Mehta)
(Pro-Vice Chancellor-II)

POST BASED RESERVATION ROSTER FOR ASSISTANT PROFESSOR w.e.f. 01.04.2019 (ACADEMIC SERVICES)

Name of the Post	Assistant Professor	Category: Group A Pay Band - PB - 3 Rs.15,600-39,100 AGP Rs.8,000/ (LEVEL-10)	Method of Recruitment: Direct Recruitment
Number of Post In Cadre	KG Campus: 85 KP Campus-38 LR Campus-35 (Total - 158 posts)	Percentage of reservation prescribed for:	SC-15% ST-7.5% OBC - 27%

School of Human Ecology : Sanctioned position: 6 (KG Campus)

Year	SC	ST	OBC	Cycle No. /Point No.	Category	Name of Faculty	DOJ	Whether the person is SC/ST/OBC	Filled as UR or reserved for SC/ST/OBC	SC	ST	OBC	Remarks
(1)	(2)	(3)	(4)	(5)	(6)	(7)	(8)	(9)	(10)	(11)	(12)	(13)	(14)
2018				52	OBC-14	Dr. Budhatya Das	31.08.2018	UR	UR	0	0	-1	
2014				53	UR	Dr. Pu'ak Das	28.07.2014	UR	UR	0	0	-1	
2009				54	SC-8	Dr. Oinam Hemlata Devi	21.12.2009	SC	SC	0	0	-1	
				55	ST-4								
				56	OBC-15								

Vacant: 02. Shortfall: OBC-1

School of Human Studies: Sanctioned position: 13 (KG Campus)

Year	SC	ST	OBC	Cycle No. /Point No.	Category	Name of Faculty	DOJ	Whether the person is SC/ST/OBC	Filled as UR or reserved for SC/ST/OBC	SC	ST	OBC	Remarks
(1)	(2)	(3)	(4)	(5)	(6)	(7)	(8)	(9)	(10)	(11)	(12)	(13)	(14)
2010				57	UR	Mr. Wrick Mitra	20.07.2010	UR	UR	0	0	0	
2010				58	UR	Ms. Deepu Sachdev	21.07.2010	UR	UR	0	0	0	
2010				59	UR	Ms. Anshumita Pandey	21.07.2010	UR	UR	0	0	0	
2010				60	OBC-16	Dr. Rachna Chaudhary	22.07.2010	OBC	UR	0	0	0	
2010				61	SC-9	Ms. Thokchom Bibinaz Devi	21.07.2010	SC	SC	0	0	0	
2010				62	UR	Ms. Neetu Sann	21.07.2010	UR	UR	0	0	0	
2015				63	OBC-17	Dr. Shifa Haq	01.10.2015	UR	UR	0	0	0	
2010				64	UR	Dr. Shubhra Nagalla	23.07.2010	UR	UR	0	0	0	
2010				65	UR	Mr. Gangmumei Kamei	28.07.2010	ST	ST	0	+1	0	
2010				66	UR	Dr. Mamatha Karollif	02.08.2010	UR	UR	0	+1	0	
2010				67	OBC-18	Mr. Vinod R.	01.11.2010	UR	UR	0	+1	0	
2014				68	SC-10	Dr. Bindu K. Covilakam	24.11.2014	UR	UR	-1	+1	0	
2010				69	ST-5	Ms. Lovitoli Jimo	22.7.2010	ST	ST	-1	+1	0	

Vacant: 00 Shortfall: SC-1, OBC-0 Excess: ST-01

(Rachna Chaudhary)
(Liaisoning Officer-OBC)

(Thokchom Bibinaz Devi)
(Representative of SC)

(Akha K. Mao)
(Liaisoning Officer-ST)

(Vikas Gupta)
(External Expert)

(Noorul Haq)
(Dy Registrar-HR)

(Samir Saini)
(Dy Registrar-AS)

(Salil Misra)
(Pro-Vice Chancellor-II)



Lothian Road, Kashmere Gate, Delhi-110 006

POST BASED RESERVATION ROSTER FOR ASSISTANT PROFESSOR w.e.f. 01.04.2019 (ACADEMIC SERVICES)

Name of the Post	- Assistant Professor	Category: Group A Pay Band - PB - 3 Ra. 15,600-39,100 AGP Rs 6,000/ (LEVEL-10)	Method of Recruitment: Direct Recruitment
Number of Post in Cadre	KG Campus: 88 KP Campus-38 LR Campus-36 (Total - 162 posts)	Percentage of reservation prescribed for:	SC-15% ST-7.6% OBC - 27%

School of Law Governance and Citizenship: Sanctioned position: 6 (KG Campus-4) (KP Campus-2)

Year	SC	ST	OBC	Cycle No. (Point No.)	Category	Name of Faculty	DOJ	Whether the person is SC/ST/OBC	Filed as UR or reserved for SC/ST/OBC	SC	ST	OBC	Remarks
(1)	(2)	(3)	(4)	(5)	(6)	(7)	(8)	(9)	(10)	(11)	(12)	(13)	(14)
2017				70	UR	Dr. Javed Iqbal Wani	13.07.2017	UR	UR	0	0	0	
2017				71	OBC-19	Dr. Ngoru N'ron	17.07.2017	ST	ST	0	+1	-1	
2017				72	UR	Mr. SR Prabakaran	01.08.2017	UR(VH)	UR	0	+1	-1	
2017				73	UR	Ms. Saumya Uma	31.07.2017	UR	UR	0	+1	-1	
2017				74	SC-11	Dr. Poole Satyod	21.07.2017	SC	SC	0	+1	-1	
2017				75	OBC-20	Dr. Anushka Singh	22.08.2017	UR	UR	0	+1	-2	

Vacant: 00: Shortfall: OBC-2, Excess-ST-01

(Rachna Chaudhary)
(Liaisoning Officer-OBC)

(Thokchom Bibina Devi)
(Representative of SC)

(Akha K. Mao)
(Liaisoning Officer-ST)

(Vikas Gupta)
(External Expert)

(Noorul Jhaq)
(Dy. Registrar-GR)

(Sameer Sahni)
(Dy. Registrar-AS)

(Sati Misra)
(Pro-Vice Chancellor-IT)



POST BASED RESERVATION ROSTER FOR ASSISTANT PROFESSOR w.e.f. 01.04.2019 (ACADEMIC SERVICES)

Name of the Post	Assistant Professor	Category: Group A Pay Band - PB - 3 Rs.15,600-39,100 AGP Rs.8,000/ (LEVEL-10)	Method of Recruitment: Direct Recruitment
Number of Post In Cadre	KG Campus: 85 KP Campus-38 LR Campus-35 (Total - 158 posts)	Percentage of reservation prescribed for:	SC-15% ST-7.5% OBC - 27%

School of Letters: Sanctioned position: 9 (KG Campus)

Year	SC	ST	OBC	Cycle No. /Point No.	Category	Name of Faculty	DOJ	Whether the person is SC/ST/OBC	Filled as UR or reserved for SC/ST/ OBC	SC	ST	OBC	Remarks
(1)	(2)	(3)	(4)	(5)	(6)	(7)	(8)	(9)	(10)	(11)	(12)	(13)	(14)
2010				76	UR	Dr. Sanju Thomas	03.9.2010	UR	UR	0	0	0	
2010				77	UR	Dr. Bhoomika Meiling	03.9.2010	UR	UR	0	0	0	
2010				78	OBC-21	Dr. Usha Mudiganti	14.09.2010	UR	UR	0	0	0	
2011				79	UR	Dr. Gunjeet Aurora	03.01.2011	UR	UR	0	0	0	
2011				80	ST-6	Mr. Shelmi Sankhi	27.07.2015	ST	ST	0	0	0	
2011				81	SC-12	Mr. Sayande Choudhury	08.08.2011	UR	UR	-1	0	0	
2015				82	OBC-22	Dr. Vikram Singh Thakur	01.07.2011	UR	UR	-1	0	0	
2015				83	UR	Mr. Sandeep R. Singh	11.09.2015	UR (VH)	UR	-1	0	0	
2015				84	UR	Dr. Shad Naved	18.09.2015	UR	UR	-1	0	0	

Vacant: 00: Shortfall: SC-1, OBC-00

(Rachna Chaudhary)
(Liaisoning Officer-OBC)

(Thokchom Bibnaz Devi)
(Representative of SC)

(Akha K. Mao)
(Liaisoning Officer-ST)

(Vikas Gupta)
(External Expert)

(Noorul Haq)
(Dy Registrar-HR)

(Sameer Saini)
(Dy Registrar-AS)

(Sani Mitra)
(Pro-Vice Chancellor-II)



Lothian Road, Kashmere Gate, Delhi-110 006

POST BASED RESERVATION ROSTER FOR ASSISTANT PROFESSOR w.e.f. 01.04.2019 (ACADEMIC SERVICES)

Name of the Post	Assistant Professor	Category: Group A Pay Band - PB - 3 Rs.13,600-29,100 AGP Rs 8,000/ (LEVEL-18)	Method of Recruitment: Direct Recruitment
Number of Post in Cadre	KG Campus: 85 KP Campus-38 LR Campus-35 (Total - 158 posts)	Percentage of reservation prescribed for:	SC-15% ST-7.5% OBC - 27%

School of Liberal Studies: Sanctioned position: 23 (KG Campus)

Year	SC	ST	OBC	Cycle No. (Point No.)	Category	Name of Faculty	DOJ	Whether the person is SC/ST/OBC	Filled as UR or reserved for SC/ST/OBC	SC	ST	OBC	Remarks
(1)	(2)	(3)	(4)	(5)	(6)	(7)	(8)	(9)	(10)	(11)	(12)	(13)	(14)
2011				85	UR	Dr. Yogesh Sneh	04.03.2011	UR	UR	0	0	0	
2011				86	OBC-23	Dr. Tanuja Kothiyal	30.3.2011	UR	UR	0	0	0	
2014				87	SC-13	Dr. Krunal Kumar	21.07.2014	SC	SC	0	0	0	
2011				88	UR	Dr. Shale's Menon	28.04.2011	UR	UR	0	0	0	
2011				89	OBC-24	Dr. Bishan Chandra Dash	04.07.2011	UR	UR	0	0	0	
2011				90	UR	Dr. Umef Anjam Mir	22.07.2011	UR	UR	0	0	0	
2011				91	UR	Dr. Omraj Kumar Nee	19.12.2011	UR	UR	0	0	0	
2012				92	UR	Dr. Tapasvi Banerjee	20.04.2012	UR	UR	0	0	0	
2012				93	OBC-25	Dr. Ramneek Khanna	19.08.2012	UR	UR	0	0	0	
2014				94	SC-14	Dr. Ranju Rastogi	01.08.2014	SC	SC	0	0	0	
2011				95	ST-7	Dr. Dhanraj Chakravarty	01.04.2011	ST	ST	0	0	0	
2012				96	UR	Dr. Balchand Pratap	20.07.2012	UR	UR	0	0	0	
2012				97	OBC-26	Dr. Pranay Gokwami	29.06.2012	UR	UR	0	0	0	
2015				98	UR	Dr. Pallavi Chakravarty	15.06.2015	UR	UR	0	0	0	
2015				99	SC-15	Dr. Anshu Bhatia	18.12.2015	SC	SC	0	0	0	
2015				100	OBC-27	Dr. Dipa Sinha	07.12.2015	UR	UR	0	0	0	
2016				101	UR	Dr. Preeti Sampat	15.07.2016	UR	UR	0	0	0	
2016				102	UR	Dr. Priyanka Kaul	16.08.2016	UR	UR	0	0	0	
2016				103	UR	Ms. Sarekha Sarkar	01.12.2016	SC	SC	+1	0	0	
2017				104	OBC-28	Dr. Madul Veer Singh	22.08.2017	UR	UR	+1	0	-1	
2018				105	UR	Dr. Robin Singh	01.08.2018	UR	UR	+1	0	-1	
				106	UR								
				107	SC-16								

Vacant: 02: Shortfall :OBC-1; Excess SC-01

(Rachna Chaudhary)
(Liaisoning Officer-OBC)

(Thaksham Bhatnagar Dev)
(Representative of SC)

(Akhe K. Mao)
(Liaisoning Officer-ST)

(Vikas Gupta)
(External Expert)

(Nandini Mehta)
(Dy. Registrar-HR)

(Samir Saini)
(Dy. Registrar-AS)

(Sudhakar)
(Pro-Vice Chancellor-II)



Lothian Road, Kashmere Gate, Delhi-110 006

POST BASED RESERVATION ROSTER FOR ASSISTANT PROFESSOR w.e.f. 01.04.2019 (ACADEMIC SERVICES)

Name of the Post	Assistant Professor	Category: Group A Pay Band - PB - 3 Rs.15,600-39,100 AGP Rs.6,000/ (LEVEL-10)	Method of Recruitment: Direct Recruitment
Number of Post in Cadre	KG Campus: 85 KP Campus-38 LR Campus-35 (Total - 158 posts)	Percentage of reservation prescribed for:	SC-15% ST-7.5% OBC - 27%

School of Undergraduate Studies : Sanctioned position, 16 (KP Campus)

Year	SC	ST	OBC	Cycle No. /Point No.	Category	Name of Faculty	DOJ	Whether the person is SC/ST/OBC	Filled as UR or reserved for SC/ST/OBC	SC	ST	OBC	Remarks
(1)	(2)	(3)	(4)	(5)	(6)	(7)	(8)	(9)	(10)	(11)	(12)	(13)	(14)
2017				108	ST-8	Dr DVL Haakip	01.08.2017	ST	ST	0	0	0	
2016				109	OBC-29	Ms Rachana Shokhanda	05.08.2016	OBC	OBC	0	0	0	
2016				110	UR	Dr.Amit Singh	08.08.2016	UR	UR	0	0	0	
2016				111	UR	Dr.Awadheesh Kr Tripathi	16.08.2016	UR	UR	0	0	0	
2017				112	OBC-30	Ms.Kopal	21.07.2017	OBC	OBC	0	0	0	
2016				113	UR	Dr Shireen Mirza	19.09.2016	UR	UR	0	0	0	
2017				114	SC-17	Dr.Anoop Kr Kaiten	01.11.2016	SC	SC	0	0	0	
2017				115	OBC-31	Dr.Gulshan Bano	01.08.2016	OBC	OBC	0	0	0	
2017				116	UR	Dr Vatsala Saxena	01.08.2017	UR	UR	0	0	0	
2017				117	UR	Dr.Krishna Ram	18.08.2017	SC	SC	+1	0	0	
2017				118	UR	Dr.Annu	15.12.2017	UR	UR	+1	0	0	
				119	OBC-32								
				120	ST-9								
				121	SC-18								
				122	UR								
				123	OBC-33								

Variant: 05 Shortfall:00 Excess-SC-1

(Rachna Chaudhary)
(Liaisoning Officer-OBC)

(Thokhom Bibinaz Dovi)
(Representative of SC)

(Akha K. Mao)
(Liaisoning Officer-ST)

(Vikas Gupta)
(External Expert)

(Noorun Haq)
(Dy. Registrar-HR)

(Sameer Saini)
(Dy. Registrar-AS)

(Sali Misra)
(Pro-Vice Chancellor-II)



Lothian Road, Kashmere Gate, Delhi-110 006

POST BASED RESERVATION ROSTER FOR ASSISTANT PROFESSOR w.e.f. 01.04.2019 (ACADEMIC SERVICES)

Name of the Post	Assistant Professor	Category: Group A Pay Band - PB - 3 Rs.15,600-39,100 AGP Rs.8,000/ (LEVEL-10)	Method of Recruitment: Direct Recruitment
Number of Post in Cadre	KG Campus: 85 KP Campus-38 LR Campus-38 (Total - 161 posts)	Percentage of reservation prescribed for:	SC-15% ST-7.5% OBC - 27%

School of Vocational Studies: Sanctioned position: 6 (KP Campus)

Year	SC	ST	OBC	Cycle No. /Point No.	Category	Name of Faculty	DOJ	Whether the person is SC/ST/OBC	Filled as UR or reserved for SC/ST/OBC	SC	ST	OBC	Remarks
(1)	(2)	(3)	(4)	(5)	(6)	(7)	(8)	(9)	(10)	(11)	(12)	(13)	(14)
2017				124	UR	Mr. Anush Rethore	20.07.2017	UR	UR	0	0	0	
2017				125	UR	Mr. Nishi Singh Chandel	20.08.2017	UR	UR	0	0	0	
2017				126	OBC-34	Ms. Farha Siddiqui	31.07.2017	OBC	OBC	0	0	0	
				127	SC-10								
				128	UR								
				129	UR								

Vacant: 03: Shortfall: 00

Note:

- 28 posts of Assistant Professor shall be adjusted in roster after the allocations of the sanctioned posts of Lodhi Road Campus thus, at that time the roster point will reach upto point no - 158
- Dr. Santosh Kumar Singh, Assistant Professor on deputation basis is not included in roster.
- Date of applicability of OBC Reservation 19.04.2016 as per the decision of 19th BoM Meeting held on 19.04.2016.
- There was 35 total sanctioned strength in LR Campus and out of 35 posts, 06 posts were allocated to School of Education Studies vide 24th BoM held on 24.07.2018 thus at present the roster point is upto 129 i.e. 85(KG) + 38(KP) + 6(LR) = 129 as stated above, the remaining 29 point shall be assigned after allocation.

(Rachna Chaudhary)
(Liaisoning Officer-OBC)

(Thonchom Bibin Dev)
(Representative of SC)

(Alka K. Meo)
(Liaisoning Officer-ST)

(Vikas Gupta)
(External Expert)

(Noorul Haq)
(Dy. Registrar-HR)

(Sumeet Saini)
(Dy. Registrar-AB)

(Sudhakar)
(Pro-Vice Chancellor-II)



Lothian Road, Kashmere Gate, Delhi-110 006

POST BASED RESERVATION ROSTER FOR ASSOCIATE PROFESSOR w.e.f. 01.04.2019 (ACADEMIC SERVICES)

Name of the Post	Associate Professor		Category: Group A Pay Band - Rs.37,400-67,000 AGP Rs.9,000/ (LEVEL-13A)	Method of Recruitment: Direct Recruitment
Number of Post in Cadre	KG Campus: 35 KP Campus-20 LR Campus-15 (Total - 70 posts)		Percentage of reservation prescribed for:	SC-15% ST-7.5%

School of Business Public Policy and Social Entrepreneurship – Sanctioned Strength: 02 (KG Campus-01), (KP Campus-01)

Year	SC	ST	Cycle No. / Point No.	Category	Name of Faculty	DOJ	Whether the person is SC/ST	Filled as UR or reserved for SC/ST	SC	ST	Remarks
(1)	(2)	(3)	(4)	(5)	(6)	(7)	(8)	(9)	(10)	(11)	(12)
2013			1	UR	Dr.Kartik Dave	02.12.2013	UR	UR	0	0	
			2	UR							

Vacant: 1 Shortfall: 00

Centre for Community Knowledge(CCK) – Sanctioned Strength: 01 (KG Campus - 01)

Year	SC	ST	Cycle No. / Point No.	Category	Name of Faculty	DOJ	Whether the person is SC/ST/OBC	Filled as UR or reserved for SC/ST	SC	ST	Remarks
(1)	(2)	(3)	(4)	(5)	(6)	(7)	(8)	(9)	(10)	(11)	(12)
2014			3	UR	Mr.Surjit Sarkar	03.11.2014	UR	UR	0	0	

Vacant: 00 Shortfall: 00

School of Culture and Creative Expressions– Sanctioned Strength: 04 (KG Campus - 04)

Year	SC	ST	Cycle No. / Point No.	Category	Name of Faculty	DOJ	Whether the person is SC/ST	Filled as UR or reserved for SC/ST	SC	ST	Remarks
(1)	(2)	(3)	(4)	(5)	(6)	(7)	(8)	(9)	(10)	(11)	(12)
2012			4	UR	Mr Deepan Sivaraman	22.08.2012	UR	UR	0	0	
2015			5	UR	Dr.Rajan Krishnan	27.07.2015	UR	UR	0	0	
2016			6	UR	Dr.Anita E Chorlan	01.08.2016	UR	UR	0	0	
			7	SC-1							

Vacant: 01 Shortfall: 00

(Rachna Chaudhary)
(Liaisoning Officer-OBC)

(Thakchom Bibinaz Devi)
(Representative of SC)

(Akha K. Mao)
(Liaisoning Officer-ST)

(Vikas Gupta)
(External Expert)

(Noorul Haq)
(Dy. Registrar-HR)

(Samir Saini)
(Dy. Registrar-AS)

(Sahil Misra)
(Pro-Vice Chancellor-II)

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Lothian Road, Kashmere Gate, Delhi-110 006

POST BASED RESERVATION ROSTER FOR ASSOCIATE PROFESSOR w.e.f. 01.04.2019 (ACADEMIC SERVICES)

Name of the Post	Associate Professor	Category: Group A Pay Band - Rs.37,400-87,000 AGP Rs 9,000/ (LEVEL-13A)	Method of Recruitment: Direct Recruitment
Number of Post in Cadre	KG Campus: 35 KP Campus: 20 LR Campus: 15 (Total - 70 posts)	Percentage of reservation prescribed for:	SC-15% ST-7.5%

School of Design- Sanctioned Strength: 02 (KG Campus - 02)

Year	SC	ST	Cycle No. / Point No.	Category	Name of Faculty	DOJ	Whether the person is SC/ST	Filled as UR or reserved for SC/ST	SC	ST	Remarks
(1)	(2)	(3)	(4)	(5)	(6)	(7)	(8)	(9)	(10)	(11)	(12)
2012			8	UR	Dr. Suchitra Balesubramanian	07.11.2012	UR	UR	0	0	
			9	UR							

Vacant: 01: Shortfall: 00

School of Development Studies- Sanctioned Strength: 02 (KG Campus - 02)

Year	SC	ST	Cycle No. / Point No.	Category	Name of Faculty	DOJ	Whether the person is SC/ST	Filled as UR or reserved for SC/ST	SC	ST	Remarks
(1)	(2)	(3)	(4)	(5)	(6)	(7)	(8)	(9)	(10)	(11)	(12)
2010			10	UR	Dr. Sumangata Damoderan	15.3.2010	UR	UR	0	0	
2018			11	UR	Dr. Deepika Chaturvedi	01.12.2018	UR	UR	0	0	

Vacant: 00 Shortfall: 00

Centre for Early Childhood Education and Development (CECED) - Sanctioned Strength: 01 (KG Campus - 01)

Year	SC	ST	Cycle No. / Point No.	Category	Name of Faculty	DOJ	Whether the person is SC/ST	Filled as UR or reserved for SC/ST	SC	ST	Remarks
(1)	(2)	(3)	(4)	(5)	(6)	(7)	(8)	(9)	(10)	(11)	(12)
			12	UR							

Vacant: 01 Shortfall: 00

School of Education Studies- Sanctioned Strength: 06 (KG Campus - 02), (LR Campus - 04)

Year	SC	ST	Cycle No. / Point No.	Category	Name of Faculty	DOJ	Whether the person is SC/ST	Filled as UR or reserved for SC/ST	SC	ST	Remarks
(1)	(2)	(3)	(4)	(5)	(6)	(7)	(8)	(9)	(10)	(11)	(12)
2017			13	UR	Dr. Santa Singh	13.12.2017	UR	UR	0	0	
2017			14	ST-1	Dr. Monima Das Dey	13.12.2017	UR	UR	0	-1	
2017			15	SC-2	Dr. Manish Jain	13.12.2017	UR	UR	-1	-1	
			16	UR							
			17	UR							
			18	UR							

Vacant: 03: Shortfall: SC-1, ST-1

(Rachna Chaudhary)
(Liaisoning Officer-BOC)

(Thaksham Balraj Devi)
(Representative of SC)

(Alka K. Mao)
(Liaisoning Officer-ST)

(Vijay Gupta)
(External Expert)

(Nehru Vaid)
(Dy. Registrar-HR)

(Sameer Sahil)
(Dy. Registrar-AS)

(Sati Mera)
(Pro-Vice Chancellor)



Lothian Road, Kashmere Gate, Delhi-110 006

POST BASED RESERVATION ROSTER FOR ASSOCIATE PROFESSOR w.e.f. 01.04.2019 (ACADEMIC SERVICES)

Name of the Post	Associate Professor		Category: Group A Pay Band - Rs.37,400-67,000 AGP Rs.9,000/ (LEVEL-13A)	Method of Recruitment: Direct Recruitment
Number of Post in Cadre	KG Campus: 35 KP Campus-20 LR Campus-15 (Total - 70 posts)		Percentage of reservation prescribed for:	SC-15% ST-7.5%

Centre for English Language Education- Sanctioned Strength: 02 (KG Campus - 01), (KP Campus - 01)

Year	SC	ST	Cycle No. / Point No.	Category	Name of Faculty	DOJ	Whether the person is SC/ST	Filled as UR or reserved for SC/ST	SC	ST	Remarks
(1)	(2)	(3)	(4)	(5)	(6)	(7)	(8)	(9)	(10)	(11)	(12)
2018			19	UR	Dr.K.K.Dixit	04.12.2017	UR	UR	0	0	
			20	SC-3							

Vacant: 01: Shortfall-00

School of Global Affairs- Sanctioned Strength: 14 (KP Campus - 14)

Year	SC	ST	Cycle No. / Point No.	Category	Name of Faculty	DOJ	Whether the person is SC/ST	Filled as UR or reserved for SC/ST	SC	ST	Remarks
(1)	(2)	(3)	(4)	(5)	(6)	(7)	(8)	(9)	(10)	(11)	(12)
2018			21	UR	Dr.Rohit Negi	23.04.2018	UR	UR	0	0	
2018			22	UR	Dr.Sunilini Kumar	27.04.2018	UR	UR	0	0	
2018			23	UR	Dr.Anil Persaud	04.05.2018	UR	UR	0	0	
2018			24	UR	Dr.Amit Kumar Mishra	21.05.2018	UR	UR	0	0	
2018			25	UR	Dr.Partha Saha	25.06.2018	UR	UR	0	0	
2018			26	UR	Dr Kaustav Banerjee	01.08.2018	UR	UR	0	0	
2018			27	SC-4	Dr R.C Sharma	06.08.2018	UR	UR	-1	0	
2018			28	ST-2	Dr Samik Chowdhury	12.11.2018	UR	UR	-1	-1	
			29	UR							
			30	UR							
			31	UR							
			32	UR							
			33	UR							
			34	UR							

Vacant: 06: Shortfall: SC-1, ST-1

(Rachna Chaudhary)
(Liaisoning Officer-DBC)(Thaksham Bibinaz Devi)
(Representative of SC)(Akha K. Mao)
(Liaisoning Officer-ST)(Vikas Gupta)
(External Expert)(Noorul Haq)
(Dy Registrar-HR)(Sameer Sami)
(Dy Registrar-AS)(Sati Mishra)
(Pro-Vice Chancellor-II)



POST BASED RESERVATION ROSTER FOR ASSOCIATE PROFESSOR w.e.f. 01.04.2018 (ACADEMIC SERVICES)

Name of the Post	Associate Professor		Category: Group A Pay Band - Rs.37,400-67,000 AGP Rs.8,000/ (LEVEL-13A)	Method of Recruitment: Direct Recruitment
Number of Post In Cadre	KG Campus: 36 KP Campus-20 LR Campus-15 (Total - 70 posts)		Percentage of reservation prescribed for:	SC-15% ST-7.6%

School of Human Ecology- Sanctioned Strength: 02 (KG Campus - 02)

Year	SC	ST	Cycle No. / Point No.	Category	Name of Faculty	DOJ	Whether the person is SC/ST	Filled as UR or reserved for SC/ST	SC	ST	Remarks
(1)	(2)	(3)	(4)	(5)	(6)	(7)	(8)	(9)	(10)	(11)	(12)
2018			35	SC-6	Dr. Suresh Babu	07.04.2018	UR	UR	-1	0	
			36	UR							

Vacant: 01: Shortfall: SC-1

School of Human Studies- Sanctioned Strength: 04 (KG Campus -04)

Year	SC	ST	Cycle No. / Point No.	Category	Name of Faculty	DOJ	Whether the person is SC/ST	Filled as UR or reserved for SC/ST	SC	ST	Remarks
(1)	(2)	(3)	(4)	(5)	(6)	(7)	(8)	(9)	(10)	(11)	(12)
2011			37	UR	Dr. Rachna Johni	15.03.2011	UR	UR	0	0	
			38	UR							
			39	UR							
			40	ST-3							

Vacant: 03 Shortfall: 00

School of Law Governance and Citizenship- Sanctioned Strength: 03 (KG Campus - 02), (KP Campus-01)

Year	SC	ST	Cycle No. / Point No.	Category	Name of Faculty	DOJ	Whether the person is SC/ST	Filled as UR or reserved for SC/ST	SC	ST	Remarks
(1)	(2)	(3)	(4)	(5)	(6)	(7)	(8)	(9)	(10)	(11)	(12)
2016			41	SC-6	Dr. Anuj Bhurwara	06.01.2018	UR	UR	-1	0	
2018			42	UR	Dr. Mayabika Pal	01.08.2018	UR	UR	-1	0	
			43	UR							

Vacant: 01: Shortfall: SC-1

(Rachna Chaudhary)
(Liaisoning Officer-OBC)(Thekchom Bibinaz Devi)
(Representative of SC)(Akha K. Mao)
(Liaisoning Officer-ST)(Viras Gupta)
(External Expert)(Noorul Haq)
(Dy Registrar-HR)(Sameer Saini)
(Dy Registrar-AS)(Sati Mera)
(Pro-Vice Chancellor-I)



Lothian Road, Kashmere Gate, Delhi-110 006

POST BASED RESERVATION ROSTER FOR ASSOCIATE PROFESSOR w.e.f. 01.04.2019 (ACADEMIC SERVICES)

Name of the Post	Associate Professor	Category: Group A Pay Band - Rs.37,400-67,000 AGP Rs.9,000 (LEVEL-13A)	Method of Recruitment: Direct Recruitment
Number of Post in Cadre	KG Campus: 35 KP Campus-20 LR Campus-15 (Total - 70 posts)	Percentage of reservation prescribed for:	SC-15% ST-7.5%

School of Letters- Sanctioned Strength: 04 (KG Campus - 04)

Year	SC	ST	Cycle No. / Point No.	Category	Name of Faculty	DOJ	Whether the person is SC/ST	Filled as UR or reserved for SC/ST	SC	ST	Remarks
(1)	(2)	(3)	(4)	(5)	(6)	(7)	(8)	(9)	(10)	(11)	(12)
2010			44	UR	Dr. Satyajeet Sankar	21.09.2010	UR	UR	0	0	
2010			45	UR	Dr. Gopal Ji Pradhan	01.10.2010	UR	UR	0	0	
2011			46	UR	Dr. Diamond Oberoi Vahani	10.01.2011	UR	UR	0	0	
2015			47	SC-7	Dr. Bodh Prakash	05.08.2016	UR	UR	-1	0	

Vacant: 01: Shortfall: SC-1

School of Liberal Studies- Sanctioned Strength: 08 (KG Campus - 07), (KP Campus - 01)

Year	SC	ST	Cycle No. / Point No.	Category	Name of Faculty	DOJ	Whether the person is SC/ST	Filled as UR or reserved for SC/ST	SC	ST	Remarks
(1)	(2)	(3)	(4)	(5)	(6)	(7)	(8)	(9)	(10)	(11)	(12)
2011			48	UR	Dr. Sanjay Kumar Sharma	01.02.2011	UR	UR	0	0	
2011			49	UR	Dr. Dharendra Dutt Dangwal	01.03.2011	UR	UR	0	0	
2012			50	UR	Dr. Jyotirmoy Bhattacharya	11.04.2012	UR	UR	0	0	
2015			51	UR	Dr. Rukmini Sen	27.03.2015	UR	UR	0	0	
2015			52	UR	Dr. Nihanka Banerjee	01.09.2015	UR	UR	0	0	
			53	UR	Dr. Arindam Banerjee	20.11.2015	UR	UR	0	0	
			54	SC-8	Dr. Parag Wankar	08.01.2018	UR	UR	-1	0	
			55	ST-4							

Vacant: 01: Shortfall: SC-1

CP- Sanctioned Strength: 01 (KG Campus)

Year	SC	ST	Cycle No. / Point No.	Category	Name of Faculty	DOJ	Whether the person is SC/ST	Filled as UR or reserved for SC/ST	SC	ST	Remarks
(1)	(2)	(3)	(4)	(5)	(6)	(7)	(8)	(9)	(10)	(11)	(12)
			56	UR	Mr. C. Saheesh Kumar	03.11.2014	UR	UR	0	0	

Vacant: 00 Shortfall: 00

(Rachna Chaudhary)
(Liaisoning Officer-QBC)

(Thokchom Bibinaz Devi)
(Representative of SC)

(Akha K. Mao)
(Liaisoning Officer-ST)

(Vikas Gupta)
(External Expert)

(Noorul Haq)
(Dy. Registrar-HR)

(Samet Sami)
(Dy. Registrar-AS)

(Selli M. Sri)
(Pro-Vice Chancellor-II)



POST BASED RESERVATION ROSTER FOR ASSOCIATE PROFESSOR w.e.f. 01.04.2019 (ACADEMIC SERVICES)

Name of the Post	Associate Professor			Category: Group A Pay Band - Rs.37,400-67,000 AGP Rs.8,000 (LEVEL-12A)	Method of Recruitment: Direct Recruitment
Number of Post in Cadre	KG Campus-15 KP Campus-20 LR Campus-15 (Total - 70 posts)		Percentage of reservation prescribed for:	SC-16% ST-7.6%	

CSPACE- Sanctioned Strength: 01 (KP Campus - 01)

Year	SC	ST	Cycle No. / Point No.	Category	Name of Faculty	DOJ	Whether the person is SC/ST	Filled as UR or reserved for SC/ST	SC	ST	Remarks
(1)	(2)	(3)	(4)	(5)	(6)	(7)	(8)	(9)	(10)	(11)	(12)
			57	UR							

Vacant 01: Shortfall:00

Centre for Research Methods(CRM) - Sanctioned Strength: 01 (KG Campus - 01)

Year	SC	ST	Cycle No. / Point No.	Category	Name of Faculty	DOJ	Whether the person is SC/ST	Filled as UR or reserved for SC/ST	SC	ST	Remarks
(1)	(2)	(3)	(4)	(5)	(6)	(7)	(8)	(9)	(10)	(11)	(12)
			58	UR							

Vacant 01 Shortfall:00

School of Vocational Studies- Sanctioned Strength: 01 (KP Campus - 01)

Year	SC	ST	Cycle No. / Point No.	Category	Name of Faculty	DOJ	Whether the person is SC/ST	Filled as UR or reserved for SC/ST	SC	ST	Remarks
(1)	(2)	(3)	(4)	(5)	(6)	(7)	(8)	(9)	(10)	(11)	(12)
2017			59	UR	Mr Akha Kishu Mao	12.07.2017	ST	UR	0	0	0

Vacant: 00 Shortfall:00

Note:

- 11 posts of Associate Professor shall be adjusted in roster after the allocations of the sanctioned posts of Lothian Road Campus thus, at that time the roster point will reach upto point no - 70
2. There was 15 total sanctioned strength in LR Campus and out of 15 posts, 04 posts were allocated to School of Education Studies vide 24th BoM held on 24.07.2018 thus at present the roster point is upto 59 i.e. 35(KG) + 20(KP) + 04(LR) = 59 as stated above, the remaining 11 point shall be assigned after allocation

(Rachna Chaudhary)
(Jointing Officer-ORC)

(Thakchom Bibinez Devi)
(Representative of SC)

(Ajith K. Menon)
(Jointing Officer-ST)

(Vikas Gupta)
(External Expert)

(Neha Hada)
(Dy. Registrar-UR)

(Sameer Singh)
(Dy. Registrar-AS)

(Sudhakar)
(Pro-Vice Chancellor-II)



POST BASED RESERVATION ROSTER FOR PROFESSOR w.e.f. 01.04.2019 (ACADEMIC SERVICES)

Name of the Post	Professor	Category: Group A Pay Band - Rs 37,400-69,000 AGP Rs.10,000/ (LEVEL-14)	Method of Recruitment: Direct Recruitment
Number of Post in Cadre	KG Campus:20 KP Campus-10 LR Campus-07 (Total - 37 posts)	Percentage of reservation prescribed for:	SC-16% ST-7.5%

School of Business Public Policy and Social Entrepreneurship - Sanctioned Strength: 02 (KG Campus-02)

Year	SC	ST	Cycle No. / Point No.	Category	Name of Faculty	DOJ	Whether the person is SC/ST	Filled as UR or reserved for SC/ST	SC	ST	Remarks
(1)	(2)	(3)	(4)	(5)	(6)	(7)	(8)	(9)	(10)	(11)	(12)
2017			1	UR	Prof.M.S.Farooq	06.10.2017	UR	UR	0	0	
			2	UR							

Vacant: 1 Shortfall: 00

School of Culture and Creative Expressions- Sanctioned Strength: 01 (KG Campus-01)

Year	SC	ST	Cycle No. / Point No.	Category	Name of Faculty	DOJ	Whether the person is SC/ST	Filled as UR or reserved for SC/ST	SC	ST	Remarks
(1)	(2)	(3)	(4)	(5)	(6)	(7)	(8)	(9)	(10)	(11)	(12)
2011			3	UR	Prof. Shivaji K Panikar	07 07 2011	UR	UR	0	0	

Vacant 00 Shortfall 00

School of Design -Sanctioned Strength: 01 (KG Campus-01)

Year	SC	ST	Cycle No. / Point No.	Category	Name of Faculty	DOJ	Whether the person is SC/ST	Filled as UR or reserved for SC/ST	SC	ST	Remarks
(1)	(2)	(3)	(4)	(5)	(6)	(7)	(8)	(9)	(10)	(11)	(12)
2012			4	UR	Prof.Jatin Bhatt	13 09 2012	UR	UR	0	0	

Vacant 00 Shortfall 00

(Rachna Chaudhary)
(Jaisoning Officer-QBC)

(Thokchem Bibinaz Devi)
(Representative of SC)

(Akha K. Mao)
(Jaisoning Officer-ST)

(Vikas Gupta)
(External Expert)

(Noorul Haq)
(Dy. Registrar-HR)

(Samir Saini)
(Dy Registrar-AS)

(Sali M sra)
(Pro-Vice Chancellor-II)

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Lathien Road, Kashmere Gate, Delhi-110 006

POST BASED RESERVATION ROSTER FOR PROFESSOR w.e.f. 01.04.2019 (ACADEMIC SERVICES)

Name of the Post	Professor		Category: Group A Pay Band - Rs.37,400-69,000 AGP Rs.10,000 (LEVEL-14)	Method of Recruitment: Direct Recruitment
Number of Post in Cadre	KG Campus-20 XP Campus-10 LR Campus-07 (Total - 37 posts)	1	Percentage of reservation prescribed for:	SC-16% ST-7.8%

School of Development Studies Sanctioned Strength: 01 (KG Campus-01)

Year	SC	ST	Cycle No. / Point No.	Category	Name of Faculty	DOJ	Whether the person is SC/ST	Filled as UR or reserved for SC/ST	SC	ST	Remarks
(1)	(2)	(3)	(4)	(5)	(6)	(7)	(8)	(9)	(10)	(11)	(12)
2018			5	UR	Prof Babu P Ramesh	01.08.2018	UR	UR			

Vacant: 00 Shortfall: 00

School of Education Studies Sanctioned Strength: 03 (KG Campus-02), (LR Campus-01)

Year	SC	ST	Cycle No. / Point No.	Category	Name of Faculty	DOJ	Whether the person is SC/ST	Filled as UR or reserved for SC/ST	SC	ST	Remarks
(1)	(2)	(3)	(4)	(5)	(6)	(7)	(8)	(9)	(10)	(11)	(12)
2018			6	UR	Prof. Bharati Baveja	13.09.2018	UR	UR			
			7	SC-1							
			8	UR							

Vacant: 02 Shortfall: 00

Centre for English Language Education Sanctioned Strength: 01 (KG Campus-01)

Year	SC	ST	Cycle No. / Point No.	Category	Name of Faculty	DOJ	Whether the person is SC/ST	Filled as UR or reserved for SC/ST	SC	ST	Remarks
(1)	(2)	(3)	(4)	(5)	(6)	(7)	(8)	(9)	(10)	(11)	(12)
2018			8	UR	Prof. Anil Padwad	19.2.2018	UR	UR			

Vacant: 00 Shortfall: 00

(Rachna Chaudhary)
(Liaisoning Officer-BOC)

(Thokchom Bibenz Devi)
(Representative of SC)

(Akha K. Mac)
(Liaisoning Officer-ST)

(Vikas Gupta)
(External Expert)

(Nandini Mac)
(Dy. Registrar-HR)

(Sameer Sahni)
(Dy. Registrar-AS)

(Sahil Karia)
(Pro-Vice Chancellor-I)



Lothian Road, Kashmere Gate, Delhi-110 006

POST BASED RESERVATION ROSTER FOR PROFESSOR w.e.f. 01.04.2019 (ACADEMIC SERVICES)

Name of the Post	Professor	Category: Group A Pay Band Rs.37,400-69,000 AGP Rs 10,000/ (LEVEL-14)	Method of Recruitment: Direct Recruitment
Number of Post in Cadre	KG Campus-20 KP Campus-10 LR Campus-07 (Total - 37 posts)	Percentage of reservation prescribed for:	SC-15% ST-7.5%

Centre for Research Methods Sanctioned Strength: 01 (KP Campus-01)

Year	SC	ST	Cycle No. / Point No.	Category	Name of Faculty	DOJ	Whether the person is SC/ST	Filled as UR or reserved for SC/ST	SC	ST	Remarks
(1)	(2)	(3)	(4)	(5)	(6)	(7)	(8)	(9)	(10)	(11)	(12)
2015			10	UR	Prof.Chandan Mukherjee	05.11.2015	UR	UR			

Vacant: 00 Shortfall-00

School of Global Affairs Sanctioned Strength: 06 (KP Campus-06)

Year	SC	ST	Cycle No. / Point No.	Category	Name of Faculty	DOJ	Whether the person is SC/ST	Filled as UR or reserved for SC/ST	SC	ST	Remarks
(1)	(2)	(3)	(4)	(5)	(6)	(7)	(8)	(9)	(10)	(11)	(12)
2017			11	UR	Prof.Praveen Singh	06.09.2017	UR	UR	0	0	
2018			12	UR	Prof.Nakkeeran Nanjappan	29.08.2018	UR	UR	0	0	
			13	UR							
			14	ST-1							
			15	SC-2							
			16	UR							

Vacant: 04 Shortfall. 00

(Rachna Chaudhary)
(Liaisoning Officer-OBC)

(Thokchom Bibinaz Devi)
(Representative of SC)

(Akha K. Mao)
(Liaisoning Officer-ST)

(Vikas Gupta)
(External Expert)

(Noor Hossain)
(Dy Registrar-HR)

(Sameer Saini)
(Dy Registrar-AS)

(Safit Misra)
(Pro-Vice Chancellor-II)



POST BASED RESERVATION ROSTER FOR PROFESSOR w.e.f. 01.04.2019 (ACADEMIC SERVICES)

Name of the Post	Professor	Category: Group A Pay Band - Rs.37,400-49,000 AGP Rs.10,000/ (LEVEL-14)	Method of Recruitment: Direct Recruitment
Number of Post in Cadre	KG Campus-20 KP Campus-10 LR Campus-07 (Total - 37 posts)	Percentage of reservation prescribed for:	SC-15% ST-7.5%

School of Human Ecology Sanctioned Strength: 01 (KG Campus-01)

Year	SC	ST	Cycle No. / Point No.	Category	Name of Faculty	DOJ	Whether the person is SC/ST	Filled as UR or reserved for SC/ST	SC	ST	Remarks
(1)	(2)	(3)	(4)	(5)	(6)	(7)	(8)	(9)	(10)	(11)	(12)
			17	UR							

Vacant: 01: Shortfall: 00

School of Human Studies Sanctioned Strength: 04 (KG Campus-04)

Year	SC	ST	Cycle No. / Point No.	Category	Name of Faculty	DOJ	Whether the person is SC/ST	Filled as UR or reserved for SC/ST	SC	ST	Remarks
(1)	(2)	(3)	(4)	(5)	(6)	(7)	(8)	(9)	(10)	(11)	(12)
2010			18	UR	Prof Honey Oberoi Vohal	02.08.2010	UR	UR	0	0	
2015			19	UR	Prof Anita Ghai	24.11.2015	UR	UR	0	0	
2016			20	SC-3	Prof Krishna Menon	01.07.2016	UR	UR	-1	0	
			21	UR							

Vacant: 01 Shortfall: SC-1

School of Law Governance and Citizenship Sanctioned Strength: 02 (KG Campus-01), (KP Campus-01)

Year	SC	ST	Cycle No. / Point No.	Category	Name of Faculty	DOJ	Whether the person is SC/ST	Filled as UR or reserved for SC/ST	SC	ST	Remarks
(1)	(2)	(3)	(4)	(5)	(6)	(7)	(8)	(9)	(10)	(11)	(12)
2016			22	UR	Prof Lawrence Liang	09.08.2016	UR	UR	0	0	
			23	UR							

Vacant: 01: Shortfall: 00

(Rachna Chaudhary)
(Liaisoning Officer-BOC)

(Thothom Sabinaz Devi)
(Representative of SC)

(Akha K. Mao)
(Liaisoning Officer-ST)

(Vikas Gupta)
(External Expert)

(Noorud Hossain)
(Dy. Registrar-UR)

(Sameer Saini)
(Dy. Registrar-AS)

(Sudhakar)
(Pro-Vice Chancellor-II)



Lothian Road, Kashmere Gate, Delhi-110 006

POST BASED RESERVATION ROSTER FOR PROFESSOR w.e.f. 01.04.2019 (ACADEMIC SERVICES)

Name of the Post	Professor	Category: Group A Pay Band - Rs.37,400-69,000 AGP Rs.10,000/ (LEVEL-14)	Method of Recruitment Direct Recruitment
Number of Post In Cadre	KG Campus:20 KP Campus-10 LR Campus-07 (Total - 37 posts)	Percentage of reservation prescribed for:	SC-15% ST-7.5%

School of Letters Sanctioned Strength: 02 (KG Campus-02)

Year	SC	ST	Cycle No. / Point No.	Category	Name of Faculty	DOJ	Whether the person is SC/ST	Filled as UR or reserved for SC/ST	SC	ST	Remarks
(1)	(2)	(3)	(4)	(5)	(6)	(7)	(8)	(9)	(10)	(11)	(12)
			24	UR	Prof. Radherani Chakravarty	12.08.2015	UR	UR	0	0	
			25	UR							

Vacant: 01 Shortfall: 00

School of Liberal Studies Sanctioned Strength: 08 (KG Campus-05), (KP Campus-01)

Year	SC	ST	Cycle No. / Point No.	Category	Name of Faculty	DOJ	Whether the person is SC/ST	Filled as UR or reserved for SC/ST	SC	ST	Remarks
(1)	(2)	(3)	(4)	(5)	(6)	(7)	(8)	(9)	(10)	(11)	(12)
2009			26	UR	Prof. Denys P. Leighton	03.08.2009	UR	UR	0	0	
2010			27	SC-4	Prof. Geetha Venkataraman	02.08.2010	UR	UR	-1	0	
2010			28	ST-2	Prof. Sallu Misra	01.10.2010	UR	UR	-1	-1	
2016			29	UR	Prof. Smrita Tivari Jassal	27.07.2016	UR	UR	-1	-1	
2018			30	UR	Prof. Anup Kr. Dhar	06.02.2018	UR	UR	-1	-1	
			31	UR							

Vacant: 01 Shortfall: SC-1, ST-1

(Rachna Chaudhary)
(Liaisoning Officer-BOC)

(Thokchom Bibinaz Devi)
(Representative of SC)

(Akha K. Mao)
(Liaisoning Officer-ST)

(Vikas Gupta)
(External Expert)

(Neeraj Mac)
(Dy. Registrar-HR)

(Sanjeev Sami)
(Dy. Registrar-AS)

(Sallu Misra)
(Pro-Vice Chancellor-II)



Lodhian Road, Kashmere Gate, Delhi-110 006

POST BASED RESERVATION ROSTER FOR PROFESSOR w.e.f. 01.04.2019 (ACADEMIC SERVICES)

Name of the Post	Professor	Category: Group A Pay Band - Rs.37,400-69,000 AGP Rs.10,000/ (LEVEL-14)	Method of Recruitment: Direct Recruitment
Number of Post In Cadre	KG Campus:20 KP Campus:10 LR Campus:07 (Total - 37 posts)	Percentage of reservation prescribed for:	SC-16% ST-7.5%

School of Vocational Studies Sanctioned Strength: 01 (KP Campus-01)

Year	SC	ST	Cycle No. / Point No.	Category	Name of Faculty	DOJ	Whether the person is SC/ST	Filled as UR or reserved for SC/ST	SC	ST	Remarks
(1)	(2)	(3)	(4)	(5)	(6)	(7)	(8)	(9)	(10)	(11)	(12)
2018			32	UR	Prof. Sitaram S Jena	06.05.2018	UR	UR	0	0	

Vacant: 00: Shortfall:00

Note:

- 05 posts of Professor shall be adjusted in roster after the allocations of the sanctioned posts of Lodhi Road Campus thus, at that time the roster point will reach upto point no - 37
- There was 07 total sanctioned strength in LR Campus and out of 07 posts, 02 posts were allocated to School of Education Studies vide 24th BOM held on 24.07.2018 thus at present the roster point is upto 32 i.e. 20(KG) + 10(KP) + 02(LR) = 32 as stated above, the remaining 05 point shall be assigned after allocation
- Reservation for SC and ST is applicable w.e.f 03.06.2016 i.e. the date of issuance of MHRD UGC Notification No. 59-6/2012(CU) dated 03.06.2016

(Rachna Chaudhary)
(Liaisoning Officer-OSG)(Thotachom Bibhaz Devi)
(Representative of SC)(Alka K. Mas)
(Liaisoning Officer-ST)(Vikas Gupta)
(External Expert)(Moorul Kasi)
(Dy. Registrar-HR)(Sameer Sahni)
(Dy. Registrar-AS)(Sachin Masra)
(Pro-Vice Chancellor-II)



Lothian Road, Kashmere Gate, Delhi-110 006

POST BASED RESERVATION ROSTER FOR OAS(AL/DI/ADS) w.e.f. 01.04.2019 (ACADEMIC SERVICES)

Name of the Post	OAS(Deputy Librarian-2/ Assistant Librarian-3/ Assistant Director Sports/Sports Officer/ Assistant Director Physical Education-2	Category: Group A Pay Band - PB - 3 Rs.15,600-39,100 AGP Rs.8,000/ (LEVEL-10)	Method of Recruitment: Direct Recruitment
Number of Post in Cadre	KG Campus- 03 KP Campus-02 LR Campus-02 (Total - 07 posts)	Percentage of reservation prescribed for:	SC-16% ST-7.5% OBC - 27%

Library: Sanctioned positions: 7 (KG Campus-3(Dy. Lib.-1, Asstt. Lib.-2), KP Campus-2(Dy. Lib.-1, Asstt. Dir. Sports-1) LR Campus-2 (Asstt. Lib.-1, Sports off./Asstt. Dir. of Phy. Edn.-1)

Year	SC	ST	OBC	Cycle No / Point No.	Category	Name of Faculty	DOJ	Whether the person is SC/ST/OBC	Filled as UR or reserved for SC/ST/OBC	SC	ST	OBC	Remarks
(1)	(2)	(3)	(4)	(5)	(6)	(7)	(8)	(9)	(10)	(11)	(12)	(13)	(14)
2014				1/1	UR	Ms. Alka Rai	04.09.2014	UR	UR	0	0	0	
2014				2	UR	Dr. Dinesh Kumar	10.09.2014	UR	UR	0	0	0	
				3	UR			UR	UR	0	0	0	
				4	OBC-1			UR	UR	0	0	0	
				5	UR			UR	UR	0	0	0	
				6	UR			UR	UR	0	0	0	
				7	SC-1			SC	SC	0	0	0	

Vacant: 05 Shortfall: 00

(Rachna Chaudhary)
(Liaisoning Officer-OBC)

(Thakchom Bibinaz Devi)
(Representative of SC)

(Akha K. Mao)
(Liaisoning Officer-ST)

(Vikas Gupta)
(External Expert)

(Nogori Mao)
(Dy Registrar-HR)

(Sameer Saini)
(Dy Registrar-AS)

(Sali Misra)
(Pro-Vice Chancellor-II)

अम्बेडकर विश्वविद्यालय दिल्ली



Ambedkar University Delhi

Lothian Road, Kashmere Gate, Delhi-110 006

POST BASED RESERVATION ROSTER FOR LIBRARIAN w.e.f. 01.04.2019 (ACADEMIC SERVICES)

Name of the Post	LIBRARIAN		Category: Group A Pay Band - Rs.37,400-69,000 AGP Rs.10,000/ (LEVEL-14)	Method of Recruitment: Direct Recruitment
Number of Post in Cadre	KG Campus-01 KP Campus-00 LR Campus-00 (Total - 01 post)		Percentage of reservation proscribed for:	SC-15% ST-7.5%

Library - Sanctioned Strength: 01 (KG Campus-01)

Year	SC	ST	Cycle No. / Point No	Category	Name of Faculty	DOJ	Whether the person is SC/ST	Filled as UR or reserved for SC/ST	SC	ST	Remarks
(1)	(2)	(3)	(4)	(5)	(6)	(7)	(8)	(9)	(10)	(11)	(12)
2017			1	UR	Dr Debaj C Kar	12.09.2017	UR	UR	0	0	

Vacant: 00 Shortfall: 00

(Rachna Chaudhary)
(Liaisoning Officer-GBC)

(Thokchom Bibinaz Devi)
(Representative of SC)

(Akha K. Mao)
(Liaisoning Officer-ST)

(Vikas Gupta)
(External Expert)

(Noorul Haq)
(Dy Registrar-HR)

(Sameer Saini)
(Dy Registrar-AS)

(Salil Misra)
(Pro-Vice Chancellor-II)

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Name of Organization - AMBEDKAR UNIVERSITY DELHI														
(DIRECT) POST-BASED RECRUITMENT ROSTER FOR DIRECT RECRUITMENT (as on 31.03.2019)														
Name of the Post: Category:		Registrar (Tenure post – 5 years) Group-A Level – 14 as per 7 th CPC				Method Of Recruitment: Direct Recruitment Basis Registrar – 01 Statutory Post (Approved by the Act of Legislative Assembly of the NCT of Delhi (Delhi Act 9 of 2007)) Total: 01 Post								
Number of Post In Cadre		Registrar – 01				Percentage of reservation prescribed for: SC-15% ST-7.5% OBC (Delhi) - 27%								
Year of Recruitment/ Number of backlog reserved vacancies/ reservation carried forward (-) (+) from previous years		Cycle No / Post No	Unreserved or reserved for SCs/STs OBCs	Name of the Person appointed Kum/Smt /Shri		Designation	Date of Appt	Whether the Person is SC/ST/ OBC	Filled as UR or reserved for SC/ST/ OBC	No. of reserved vacancies carried forward as backlog vacancies/ reservation carried forward (+) (-) to subsequent recruitment years			Signature of the AR(HR) / DR (HR) with Date	Remarks
Year	SC	ST	OBC							SC	ST	OBC		
(1)	(2)	(3)	(4)	(5)	(6)	(7)	(8)	(9)	(10)	(11)	(12)	(13)	(14)	(15)
2015				1/1	UR	Dr M A S'kandar	Registrar	29.07.2015	OBC	UR	0	0	0	Resigned on 31.08.2017
				2	UR									

Vacant 01, Shortfall: 00

(Rachna Chaudhary)
(Liaison Officer-OBC)

(Thokchom Bibinaz Devi)
(Representative of SC)

(Akha K. Mao)
(Liaison Officer-ST)

(Vikas Gupta)
(External Expert)

(Naseem Haq)
(Dy. Registrar-HR)

(Sameer Saini)
(Dy. Registrar-AS)

(Salil Misra)
Pro-Vice Chancellor-II

Name of Organization - AMBEDKAR UNIVERSITY DELHI																
(DIRECT) POST-BASED RECRUITMENT ROSTER FOR DIRECT RECRUITMENT (as on 31.03.2019)																
Name of the Post. Category:				Controller of Finance (Tenure post – 5 years) Group-A Level – 14 as per 7 th CPC				Method Of Recruitment: Direct Recruitment Basis Controller of Finance – 01 Statutory Post (Approved by the Act of Legislative Assembly of the NCT of Delhi (Delhi Act 9 of 2007) Total: 01 Post								
Number of Post in Cadre				Controller of Finance – 01				Percentage of reservation prescribed for: SC-15% ST-7.5% OBC (Delhi) - 27%								
Year of Recruitment/ Number of backlog reserved vacancies/ reservation carried forward (+) (-) from previous years				Cycle No./ Point No	Unreserved or reserved for SCs/STs OBCs	Name of the Person appointed Kurn/Smt/JShn		Designation	Date of Appt	Whether the Person is SC/ST/ OBC	Filled as UR or reserved for SC/ST/ OBC	No. of reserved vacancies carried forward as backlog vacancies/ reservation carried forward (+) (-) to subsequent recruitment years			Signature of the AR(HR) / DR (HR) with Date	Remarks
Year	SC	ST	OBC									SC	ST	OBC		
(1)	(2)	(3)	(4)	(5)	(6)	(7)		(8)	(9)	(10)	(11)	(12)	(13)	(14)	(15)	(16)
2015				1/1	UR	Shri J. Ernest Samuel Rana Kumar		Controller of Finance	29.09.2015	UR	UR	0	0	0		Resigned on 14.08.2018
				2	UR											

Vacant 01, Shortfall: 00

(Rachna Chaudhary)
(Liaison Officer-OBC)

(Vikas Gupta)
(External Expert)

(Thokchom Bibinaz Devi)
(Representative of SC)

(Noorul Haq)
(Dy. Registrar-HR)

(Akha K. Mao)
(Liaison Officer-ST)

(Sameer Saini)
(Dy. Registrar-AS)

(Sajit Misra)
Pro-Vice Chancellor-II

Name of Organization - AMBEDKAR UNIVERSITY DELHI														
(DIRECT) POST-BASED RECRUITMENT ROSTER FOR DIRECT RECRUITMENT (as on 31.03.2019)														
Name of the Post: Category:		Registrar (Campus Development) (Tenure post - 5 years or till completion of project) Group-A Level - 14 as per 7 th CPC				Method Of Recruitment: Direct Recruitment Basis 01 - Additional Post For Campus Development (Registrar, Campus Development approved by the Board of Management In its 24 th Meeting held on 24.07.2018) Total: 01 Post								
Number of Post in Cadre		Registrar (Campus Development) - 01 post				Percentage of reservation prescribed for: SC-15% ST-7.5% OBC (Delhi) - 27%								
Year of Recruitment/ Number of backlog reserved vacancies/ reservation carried forward (+) (-) from previous years		Cycle No./ Point No.	Unreserved or reserved for SCs/STs OBCs	Name of the Person appointed Kum/Smt./Shri		Designation	Date of Appt	Whether the Person is SC/ST/ OBC	Filled as UR or reserved for SC/ST/ OBC	No. of reserved vacancies carried forward as backlog vacancies/ reservation carried forward (+) (-) to subsequent recruitment years	Signature of the AR (HR) / DR (HR) with Date	Remarks		
Year	SC	ST	OBC							SC	ST	OBC		
(1)	(2)	(3)	(4)	(5)	(6)	(7)	(8)	(9)	(10)	(11)	(12)	(13)	(14)	(15)
				1/1	UR									

Vacant: 01, Shortfall: 00

(Rachna Chaudhary)
(Liaison Officer-OBC)

(Vikas Gupta)
(External Expert)

(Noorul Haq)
(Dy. Registrar-HR)

(Thokchom Bibinaz Devi)
(Representative of SC)

(Sameer Saini)
(Dy. Registrar-AS)

(Akha K. Mao)
(Liaison Officer-ST)

(Salil Misra)
Pro-Vice Chancellor-II

Name of Organization - AMBEDKAR UNIVERSITY DELHI															
(DIRECT) POST-BASED RECRUITMENT ROSTER FOR DIRECT RECRUITMENT (as on 31.03.2019)															
Name of the Post:		Director, IT Services				Method of Recruitment: Direct Recruitment Basis									
Category:		Group-A Level - 14 as per 7 th CPC				01 - Post (Approved by the BoM in its 14 th Meeting held on 29.07.2013 vide resolution No.20) Total: 01 Post									
Number of Post in Cadre		Director, IT Services Total = 01 post				Percentage of reservation proscribed for: SC-15% ST-7.5% OBC (Delhi) - 27%									
Year of Recruitment/ Number of backlog reserved vacancies/ reservation carried forward (+) (-) from previous years				Cycle No / Point No	Unreserved or reserved for SCs/STs OBCs	Name of the Person appointed Kum/Smt /Shri	Designation	Date of Apptt.	Whether the Person is SC/ST/ OBC	Filled as UR or reserved for SC/ST/ OBC	No of reserved vacancies carried forward as backlog vacancies/ reservation carried forward (+) (-) to subsequent recruitment years			Signature of the AR(HR) / DR (HR) with Date	Remarks
Year	SC	ST	OBC								SC	ST	OBC		
(1)	(2)	(3)	(4)	(5)	(6)	(7)	(8)	(9)	(10)	(11)	(12)	(13)	(14)	(15)	(16)
2018				I/1	UR	Shri Dinesh Taneja	Director, IT Services	06.06.2018	UR	UR	0	0	0		

Vacant: 00, Shortfall: 00

(Rachna Chaudhary)
(Liaison Officer-OBC)

(Vikas Gupta)
(External Expert)

(Thokchom Bibinaz Devi)
(Representative of SC)

(Noorul Haq)
(Dy. Registrar-HR)

(Sameer Saini)
(Dy Registrar-AS)

(Akha K. Mao)
(Liaison Officer-ST)

(Sali Misra)
Pro-Vice Chancellor-II

Name of Organization - AMBEDKAR UNIVERSITY DELHI

(DIRECT)

POST-BASED RECRUITMENT ROSTER FOR DIRECT RECRUITMENT (as on 31.03.2019)

Name of the Post: Category:				Deputy Registrar Group A Level - 12 of 7 th CPC Applicable Roster - 13 point				Method of Recruitment: DR - 75% (Direct Recruitment) 25% by Promotion failing which by Direct Recruitment/ Deputation (as per this MHRD/UGC guidelines). <u>Sanctioned for Kashmere Gate Campus - 05 Posts</u> (6 th BoM vide Resolution No 11) <u>Sanctioned for Karampura Campus - 01 Post w.e.f. 05.07.2016</u> <u>Sanctioned for Lodhi Road Campus - 01 Posts w.e.f. 23.03.2018</u> Total = 07 Posts							
Number of Post in Cadre				Deputy Registrar - 05				Percentage of reservation prescribed for, SC-15% ST-7.5% OBC (Delhi) - 27%							
Year of Recruitment/ Number of backlog reserved vacancies/ reservation carried forward (+) (-) from previous years				Cycle No./ Point No	Unreserved or reserved for SCs/STs OBCs	Name of the Person appointed Kum/Smt./Shri	Designation	Date of Apptt.	Whether the Person is SC/ST/ OBC	Filled as UR or reserved for SC/ST/ OBC	No. of reserved vacancies carried forward as backlog vacancies/ reservation carried forward (+) (-) to subsequent recruitment years			Signature of the AR(HR) / DR (HR) with Date	Remarks
Year	SC	ST	OBC								SC	ST	OBC		
(1)	(2)	(3)	(4)	(5)	(6)	(7)	(8)	(9)	(10)	(11)	(12)	(13)	(14)	(15)	(16)
2014				1/1	UR	Lt. Col. Manish Kumar (Retd.)	Dy. Registrar	28.11.2014	No	UR	0	0	0		
2015				2	UR	Dr. Prasad TSVK	Dy. Registrar	30.07.2015	No	UR	0	0	0		
2018				3	UR	Shri Sameer Saini	Dy. Registrar	10.10.2018	Yes	OBC	0	0	+1		Appointed against point 4
				4	OBC-1	Shri Bipul Kumar Srivastava	Dy. Registrar	06.12.2018	No	UR	0	0	0		
2019				5	UR	Shri Noorul Haq	Dy. Registrar	01.01.2019	No	UR	0	0	0		

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Year of Recruitment/ Number of backlog reserved vacancies/ reservation carried forward (+) (-) from previous years Cycle No / Point No					Unreserved or reserved for SCs/STs OBCs	Name of the Person appointed Kum/Smt./Shri	Campus/ Division	Date of Appt.	Whether the Person is SC/ST/ OBC	Filled as UR or reserved for SC/ST/ OBC	No. of reserved vacancies carried forward as backlog vacancies/ reservation carried forward (+) (-) to subsequent recruitment years			Signature of the AR(HR) / DR (HR) with Date	Remarks
Year	SC	ST	OBC								SC	ST	OBC		
(1)	(2)	(3)	(4)	(5)	(6)	(7)	(8)	(9)	(10)	(11)	(12)	(13)	(14)	(15)	(16)
				8	UR	Shri Manoj Rana	Dy Registrar	01.01.2019	No	UR	0	0	0		01 post fall under promotion quota filled in on direct recruitment basis as per provision of RRs La. 25% by Promotion falling which by Direct Recruitment.

Vacant: 00, Shortfall: 00

(Rachna Chaudhary)
(Liaison Officer-OBC)

(Thokchom Bibinaz Devi)
(Representative of SC)

(Akha K. Mao)
(Liaison Officer-ST)

(Vikas Gupta)
(External Expert)

(Noorul Haq)
(Dy. Registrar-HR)

(Sameer Salni)
(Dy. Registrar-AS)

(Sallu Misra)
Pro-Vice Chancellor-II

Name of Organization - AMBEDKAR UNIVERSITY DELHI

(PROMOTION)

POST-BASED RECRUITMENT ROSTER FOR PROMOTION RECRUITMENT (as on 31.03.2019)

Name of the Post: Category:				Deputy Registrar Group A Level – 12 of 7 th CPC Applicable Roster – 13 point				Method of Recruitment: DR –75% (Direct Recruitment) 25% by Promotion falling which by Direct Recruitment/ Deputation (as per this MHRD/ UGC guidelines) <u>Sanctioned for Kashmere Gate Campus – 05 Posts (6th BoM vide Resolution No.11)</u> <u>Sanctioned for Karampura Campus – 01 Post w.e.f. 05.07.2016</u> <u>Sanctioned for Lodhi Road Campus – 01 Posts w.e.f. 23.03.2018</u> Total = 07 Posts							
Number of Post in Cadre				Deputy Registrar – 02 posts				Percentage of reservation prescribed for: SC-15% ST-7.5%							
Year of Recruitment/ Number of backlog reserved vacancies/ reservation carried forward (+) (-) from previous years				Cycle No./ Point No.	Unreserved or reserved for SCs/STs OBCs	Name of the Person appointed Kurn/Smt./Shri	Designation	Date of Appt.	Whether the Person is SC/ST/ OBC	Filled as UR or reserved for SC/ST/ OBC	No. of reserved vacancies carried forward as backlog vacancies/ reservation carried forward (+) (-) to subsequent recruitment years			Signature of the AR(HR) / DR (HR) with Date	Remarks
											SC	ST	OBC		
Year	SC	ST	OBC								SC	ST	OBC		
(1)	(2)	(3)	(4)	(5)	(6)	(7)	(8)	(9)	(10)	(11)	(12)	(13)	(14)	(15)	(16)
2019				1/1	UR										The point subsumed under direct recruitment
				2	UR										Filled through deputation basis

Vacant: 00, Shortfall: 00

(Rachna Chaudhary)
(Liaison Officer-OBC)

(Vikas Gupta)
(External Expert)

(Noorul Haq)
(Dy. Registrar-HR)

(Thokchom Bibinaz Devi)
(Representative of SC)

(Sameer Saini)
(Dy Registrar-AS)

(Akha K. Mao)
(Liaison Officer-ST)

(Salil Misra)
Pro-Vice Chancellor-II

Name of Organization - AMBEDKAR UNIVERSITY DELHI

(DIRECT) POST-BASED RECRUITMENT ROSTER FOR DIRECT RECRUITMENT (as on 31.03.2019)

Name of the Post.				Executive Engineer (Civil)				Method of Recruitment: Direct Recruitment 01 post – Approved conversion of one post Assistant Registrar (Planning) in 20 th BoM held on 03.11.2016 vide resolution No 6.6 Total = 01 Post							
Category:				Group A Level – 11 of 7 th CPC											
Number of Post in Cadre				Executive Engineer (Civil) – 01				Percentage of reservation prescribed for: SC-15% ST-7.5% OBC (Delhi) – 27%							
Year of Recruitment/ Number of backlog reserved vacancies/ reservation carried forward (+) (-) from previous years				Cycle No / Point No	Unreserved or reserved for SCs/STs OBCs	Name of the Person appointed Kurn/Smt./Shn	Designation	Date of Apptt.	Whether the Person is SC/ST/ OBC	Filled as UR or reserved for SC/ST/ OBC	No of reserved vacancies carried forward as backlog vacancies/ reservation carried forward (+) (-) to subsequent recruitment years	Signature of the AR(HR) / DR (HR) with Date	Remarks		
Year	SC	ST	OBC								SC	ST	OBC		
(1)	(2)	(3)	(4)	(5)	(6)	(7)	(8)	(9)	(10)	(11)	(12)	(13)	(14)	(15)	(16)
2017				1/1	UR	Shri Mithlesh Kumar Singh	Executive Engineer (Civil)	11.08.2017	No	UR	0	0	0		

Vacant: 00, Shortfall: 00

(Rachna Chaudhary)
(Liaison Officer-OBC)

(Thokchom Bibinaz Devi)
(Representative of SC)

(Akha K. Mao)
(Liaison Officer-ST)

(Vikas Gupta)
(External Expert)

(Noorul Haq)
(Dy. Registrar-HR)

(Sameer Saini)
(Dy. Registrar-AS)

(Salil Misra)
Pro-Vice Chancellor-II

Name of Organization - AMBEDKAR UNIVERSITY DELHI															
(DIRECT) POST-BASED RECRUITMENT ROSTER FOR DIRECT RECRUITMENT (as on 31.03.2019)															
Name of the Post: Category:		Assistant Registrar Group A Level – 10 of 7 th CPC Applicable Roster – 13 point						Method of Recruitment: <u>Sanctioned for Kashmere Gate Campus – 15 Posts</u> AR – 50% (Direct Recruitment) 50% by Promotion failing which by Direct Recruitment (as per this MHRD/ UGC guidelines) <u>Sanctioned for Karampura Campus – 03 Posts w.e.f. 05.07.2016</u> <u>Sanctioned for Lodhi Road Campus – 02 Posts w.e.f. 23.03.2018</u> Total = 20 Posts							
Number of Post in Cadre		AR – 10 (AR-10 for Kashmere Gate Campus) Total = 10 posts						Percentage of reservation prescribed for. SC-15% ST-7.5% OBC (Delhi) - 27%							
Year of Recruitment/ Number of backlog reserved vacancies/ reservation carried forward (+) (-) from previous years		Cycle No / Point No.	Unreserved or reserved for SCs/STs OBCs	Name of the Person appointed Kum/Smt /Shri	Designation	Date of Apptt.	Whether the Person is SC/ST/ OBC	Filled as UR or reserved for SC/ST/ OBC	No. of reserved vacancies carried forward as backlog vacancies/ reservation carried forward (+) (-) to subsequent recruitment years			Signature of the AR(HR) / DR (HR) with Date	Remarks		
Year	SC	ST	OBC						SC	ST	OBC				
(1)	(2)	(3)	(4)	(5)	(6)	(7)	(8)	(9)	(10)	(11)	(12)	(13)	(14)	(15)	(16)
2013				1/1	UR	Smt Bindu Nair	Assistant Registrar	30.07.2013	No	UR	0	0	0		
				2	UR	Shri Rajeev Kumar	Assistant Registrar	30.07.2013	No	UR	0	0	0		
				3	UR	Shri Narendra Mishra	Assistant Registrar	07.08.2013	No	UR	0	0	0		
				4	OBC-1	Shri Ashish Patidar	Assistant Registrar	29.08.2013	No	UR	0	0	-1		
				5	UR	Shri Puneet Goel	Assistant Registrar	10.12.2013	No	UR	0	0	-1		
2016				6	UR	Shri Harsh Kapoor	Assistant Registrar	20.04.2016	Yes	SC	+1	0	-1		Filled against point No 7 (Absorbed against deputation) vacancy existed before 19.04.2016
				7	SC-1	Shri Bodapati Mallesha	Assistant Registrar	16.07.2016	No	UR	0	0	-1		

Deputation mode discontinued w.e.f. 19.04.2016 vide 19th Meeting of Board of Management.

Year of Recruitment/ Number of backlog reserved vacancies/ reservation carried forward (+) (-) from previous years				Cycle No / Point No	Unreserved or reserved for SCs/STs OBCs	Name of the Person appointed Kum/Smt /Shri	Campus/ Division	Date of Apptl.	Whether the Person is SC/ST/ OBC	Filled as UR or reserved for SC/ST/ OBC	No of reserved vacancies carried forward as backlog vacancies/ reservation carried forward (+) (-) to subsequent recruitment years			Signature of the AR(HR) / DR (HR) with Date	Remarks
Year	SC	ST	OBC								SC	ST	OBC		
(1)	(2)	(3)	(4)	(5)	(6)	(7)	(8)	(9)	(10)	(11)	(12)	(13)	(14)	(15)	(16)
2017				8	OBC-2	Ms. Anshu Singh	Assistant Registrar	10 03 2017	No	UR	0	0	-2		
				9	UR	Shri Upendra Nath Singh	Assistant Registrar	10 03 2017	Yes	SC	+1	0	-2		
				10	UR	Shri Deepak Kapoor	Assistant Registrar	14 03 2017	No	UR	+1	0	-2		
				11	UR	Dr. N T Dheung	Assistant Registrar	17.03 2017	Yes	ST *	+1	+1	-2		Posts fall under promotion quota filled in on direct recruitment basis as per provision of RRs i.e. 50% by Promotion failing which by Direct Recruitment
				12	UR	Shri Manjeet Singh	Assistant Registrar	03 04 2017	Yes	OBC	+1	+1	-1		
				13	UR	Dr. Sunita Tyagi	Assistant Registrar	12 02 2019	No	UR	+1	+1	-1		

* Vacancy filled under ST quota to be adjusted against future appointment.

Vacant: 00, Shortfall: OBC 01, Excess: SC 01, ST 01

(Rachna Chaudhary)
(Liaison Officer-OBC)

(Thokchom Bibinaz Devi)
(Representative of SC)

(Akha K. Mao)
(Liaison Officer-ST)

(Vikas Gupta)
(External Expert)

(Noorul Haq)
(Dy. Registrar-HR)

(Sameer Saini)
(Dy. Registrar-AS)

(Satish Misra)
Pro-Vice Chancellor-II

Name of Organization - AMBEDKAR UNIVERSITY DELHI

(PROMOTION)

POST-BASED RECRUITMENT ROSTER FOR PROMOTION RECRUITMENT (as on 31.03.2019)

Name of the Post: Category:				Assistant Registrar Group A Level – 10 of 7 th CPC Applicable Roster – 13 point				Method of Recruitment: <u>Sanctioned for Kashmere Gate Campus – 15 Posts</u> AR – 50% (Direct Recruitment) 50% by Promotion failing which by Direct Recruitment (as per this MHRD/ UGC guidelines). <u>Sanctioned for Kargempura Campus – 03 Posts w.e.f. 05.07.2016</u> <u>Sanctioned for Lodhi Road Campus – 02 Posts w.e.f. 23.03.2016</u> Total = 20 Posts							
Number of Post In Cadre				Assistant Registrar – 10 posts				Percentage of reservation prescribed for: SC-15% ST-7 5%							
Year of Recruitment/ Number of backlog reserved vacancies/ reservation carried forward (+) (-) from previous years				Cycle No./ Point No	Unreserved or reserved for SCs/STs OBCs	Name of the Person appointed Kum/Smt /Shri	Designation	Date of Apptt	Whether the Person is SC/ST/ OBC	Filled as UR or reserved for SC/ST/ OBC	No. of reserved vacancies carried forward as backlog vacancies/ reservation carried forward (+) (-) to subsequent recruitment years			Signature of the AR(HR) / DR (HR) with Date	Remarks
Year	SC	ST	OBC								SC	ST	OBC		
(1)	(2)	(3)	(4)	(5)	(6)	(7)	(8)	(9)	(10)	(11)	(12)	(13)	(14)	(15)	(16)
				1/1	UR										The point subsumed under direct recruitment
				2	UR										The point subsumed under direct recruitment
				3	UR										The point subsumed under direct recruitment
				4	UR										
				5	UR										
				6	UR										
				7	SC-1										

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Year of Recruitment/ Number of backlog reserved vacancies/ reservation carried forward (+) (-) from previous years				Cycle No./ Point No.	Unreserved or reserved for SCs/STs OBCs	Name of the Person appointed Kum/Smt./Shri	Campus/ Division	Date of Appt.	Whether the Person is SC/ST/ OBC	Filled as UR or reserved for SC/ST/ OBC	No. of reserved vacancies carried forward as backlog vacancies/ reservation carried forward (+) (-) to subsequent recruitment years			Signature of the AR(HR) / DR (HR) with Date	Remarks
Year	SC	ST	OBC								SC	ST	OBC		
(1)	(2)	(3)	(4)	(5)	(6)	(7)	(8)	(9)	(10)	(11)	(12)	(13)	(14)	(15)	(16)
				8	UR										
				9	UR										
				10	UR										

Vacant: 07, Shortfall: 00

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(Rachna Chaudhary)
(Liaison Officer-OBC)

(Thokchom Bibinaz Devi)
(Representative of SC)

(Akha K. Mao)
(Liaison Officer-ST)

(Vikas Gupta)
(External Expert)

(Noorut Haq)
(Dy. Registrar-HR)

(Sameer Saini)
(Dy. Registrar-AS)

(Saili Misra)
Pro-Vice Chancellor-II

Name of Organization - AMBEDKAR UNIVERSITY DELHI															
(DIRECT) POST-BASED RECRUITMENT ROSTER FOR DIRECT RECRUITMENT (as on 31.03.2019)															
Name of the Post: Category:		System Administrator (IT) Group A Level - 10 of 7 th CPC Applicable Roster - 13 point						Method of Recruitment: SA (IT) - 50% by Direct Recruitment, 50% by Promotion failing which by Contract/ Deputation. <u>Sanctioned for Kashmere Gate Campus - 02 Posts</u> <u>Sanctioned for Karampura Campus - 01 Post w.e.f. 06.07.2016</u> <u>Sanctioned for Lodhi Road Campus - 01 Post w.e.f. 23.03.2018</u> Total = 04 Posts							
Number of Post in Cadre		System Administrator (IT) - 02 posts						Percentage of reservation prescribed for: SC-15% ST-7 5% OBC (Delhi) - 27%							
Year of Recruitment/ Number of backlog reserved vacancies/ reservation carried forward (+) (-) from previous years				Cycle No / Point No	Unreserved or reserved for SCs/STs OBCs	Name of the Person appointed Kum/Smt./Shri	Designation	Date of Appt	Whether the Person is SC/ST/ OBC	Filled as UR or reserved for SC/ST/ OBC	No. of reserved vacancies carried forward as backlog vacancies/ reservation carried forward (+) (-) to subsequent recruitment years			Signature of the AR(HR) / DR (HR) with Date	Remarks
Year	SC	ST	OBC								SC	ST	OBC		
(1)	(2)	(3)	(4)	(5)	(6)	(7)	(8)	(9)	(10)	(11)	(12)	(13)	(14)	(15)	(16)
2017				1/1	UR	Shri Deepak Bishla	System Administrator (IT)	17.02.2017	No	UR	0	0	0		
				2	UR	Shri Ashutosh Kumar	System Administrator (IT)	30.05.2017	No	UR	0	0	0		

Vacant: 00, Shortfall: 00

(Rachna Chaudhary)
(Liaison Officer-OBC)

(Thokchom Bibinaz Devi)
(Representative of SC)

(Akha K. Mao)
(Liaison Officer-ST)

(Vikas Gupta)
(External Expert)

(Noorul Haq)
(Dy. Registrar-HR)

(Sameer Saini)
(Dy. Registrar-AS)

(Safii Misra)
Pro-Vice Chancellor-II

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Name of Organization - AMBEDKAR UNIVERSITY DELHI

(PROMOTION) POST-BASED RECRUITMENT ROSTER FOR PROMOTION RECRUITMENT (as on 31.03.2019)

Name of the Post:				System Administrator (IT)				Method of Recruitment:							
Category:				Group A Level – 10 of 7 th CPC				SA (IT) – 50% by Direct Recruitment, 50% by Promotion failing which by Contract/ Deputation.							
				Applicable Roster – 13 point				<u>Sanctioned for Kashmere Gate Campus – 02 Posts</u>							
								<u>Sanctioned for Karampura Campus – 01 Posts w.e.f. 05.07.2016</u>							
								<u>Sanctioned for Lodhi Road Campus – 01 Posts w.e.f. 23.03.2018</u>							
								Total = 04 Posts							
Number of Post in Cadre				System Administrator (IT) – 02 posts				Percentage of reservation prescribed for: SC-15% ST-7.5%							
Year of Recruitment/ Number of backlog reserved vacancies/ reservation carried forward (+) (-) from previous years				Cycle No./ Point No.	Unreserved or reserved for SCs/STs OBCs	Name of the Person appointed Kum/Smt./Shri	Designation	Date of Apptl.	Whether the Person is SC/ST/ OBC	Filled as UR or reserved for SC/ST/ OBC	No. of reserved vacancies carried forward as backlog vacancies/ reservation carried forward (+) (-) to subsequent recruitment years			Signature of the AR(HR) / DR (HR) with Date	Remarks
Year	SC	ST	OBC								SC	ST	OBC		
(1)	(2)	(3)	(4)	(5)	(6)	(7)	(8)	(9)	(10)	(11)	(12)	(13)	(14)	(15)	(16)
				1/1	UR										
				2	UR										

Vacant 02, Shortfall: 00

(Rachna Chaudhary)
(Liaison Officer-OBC)

(Vikas Gupta)
(External Expert)

(Noorun Haq)
(Dy Registrar-HR)

(Thokcham Bibinaz Devi)
(Representative of SC)

(Sameer Saini)
(Dy. Registrar-AS)

(Akha K. Mao)
(Liaison Officer-ST)

(Sali Misra)
Pro-Vice Chancellor-II

Name of Organization - AMBEDKAR UNIVERSITY DELHI															
(DIRECT) POST-BASED RECRUITMENT ROSTER FOR DIRECT RECRUITMENT (as on 31.03.2019)															
Name of the Post, Category:		Assistant Accounts Officer Group-B Level - 8 of 7 th CPC				Method of Recruitment: Direct Recruitment <u>Sanctioned for Lodhi Road Campus: 01 w.e.f. 23.03.2019</u> Total = 01 Post									
Number of Post in Cadre		Assistant Accounts Officer - 01 post				Percentage of reservation prescribed for: SC-15% ST-7.5% OBC (Delhi) - 27%									
Year of Recruitment/ Number of backlog reserved vacancies/ reservation carried forward (+) (-) from previous years		Cycle No / Point No.	Unreserved or reserved for SCs/STs OBCs	Name of the Person appointed Kum/Smt./Shri	Designation	Date of Appt	Whether the Person is SC/ST/ OBC	Filled as UR or reserved for SC/ST/ OBC	No of reserved vacancies carried forward as backlog vacancies/ reservation carried forward (+) (-) to subsequent recruitment years	Signature of the AR(HR) / DR (HR) with Date	Remarks				
Year	SC	ST	OBC						SC	ST	OBC				
(1)	(2)	(3)	(4)	(5)	(6)	(7)	(8)	(9)	(10)	(11)	(12)	(13)	(14)	(15)	(16)
				1/1	UR										

Vacant 01, Shortfall 00

(Rachna Chaudhary)
(Liaison Officer-OBC)

(Thakcham Bibinez Devi)
(Representative of SC)

(Akha K. Mao)
(Liaison Officer-ST)

(Vikas Gupta)
(External Expert)

(Noorul Haq)
(Dy. Registrar-HR)

(Sameer Saini)
(Dy. Registrar-AS)

(Saili Misra)
Pro-Vice Chancellor-II

Name of Organization - AMBEDKAR UNIVERSITY DELHI

(DIRECT)

POST-BASED RECRUITMENT ROSTER FOR DIRECT RECRUITMENT (as on 31.03.2019)

Name of the Post: Category:	Executive Group-B Level – 7 of 7th CPC Applicable Roster – 13 point		Method of Recruitment: 1/3 rd by Direct Recruitment Quota, 1/3 rd by Promotion among the Junior Executives with 5 years regular service in AUD failing which by Deputation/ Contract and 1/3 rd by Deputation/ Contract Sanctioned for KG Campus – 18 Posts Executive – 18 posts (Post created and upgraded to Executives by transferring 18 posts of Jr. Executives out of 48 posts approved by the BoM in its 19 th the Meeting held on 19.04.2016 vide resolution No 53) Sanctioned for Karampura Campus: 02 w.e.f. 05.07.2016 Executive – 02 posts Sanctioned for Lodhi Road Campus: 05 w.e.f. 23.03.2018 Executive – 05 posts Total = 25 Posts													
	Number of Post in Cadre		Executive - 08 posts		Percentage of reservation prescribed for: SC-15% ST-7.5% OBC (Delhi) - 27%											
Year of Recruitment/ Number of backlog reserved vacancies/ reservation carried forward (+) (-) from previous years				Cycle No./ Point No	Unreserved or reserved for SCs/STs OBCs	Name of the Person appointed Kum/Srm /Shri	Designation	Date of Appt	Whether the Person is SC/ST/ OBC	Filled as UR or reserved for SC/ST/ OBC	No of reserved vacancies carried forward as backlog reservation carried forward (+) (-) to subsequent recruitment years			Signature of the AR(HR) / DR (HR) with Date	Remarks	
Year	SC	ST	OBC								SC	ST	OBC			
(1)	(2)	(3)	(4)	(5)	(6)	(7)	(8)	(9)	(10)	(11)	(12)	(13)	(14)	(15)	(16)	
				1/1	UR											
				2	UR											
				3	UR											
				4	OBC-1											
				5	UR											
				6	UR											

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Year of Recruitment/ Number of backlog reserved vacancies/ reservation carried forward (+) (-) from previous years				Cycle No / Point No.	Unreserved or reserved for SCs/STs OBCs	Name of the Person appointed Kunt/Smt./Shri	Designation	Date of Appt.	Whether the Person is SC/ST/ OBC	Filed as UR or reserved for SC/ST/ OBC	No. of reserved vacancies carried forward as backlog vacancies/ reservation carried forward (+) (-) to subsequent recruitment years			Signature of the AR(HR) / OR (HR) with Date	Remarks
Year	SC	ST	OBC								SC	ST	OBC		
(1)	(2)	(3)	(4)	(5)	(6)	(7)	(8)	(9)	(10)	(11)	(12)	(13)	(14)	(15)	(16)
				7	SC-1										
				8	OBC-2										

Vacant: 08, Shortfall: 00

(Rachna Chaudhary)
(Liaison Officer-OBC)

(Vikas Gupta)
(External Expert)

(Thokchom Bibinaz Devi)
(Representative of SC)

(Noorul Haq)
(Dy. Registrar-HR)

(Sameer Saini)
(Dy. Registrar-AS)

(Akha K. Mao)
(Liaison Officer-ST)

(Sant Mishra)
Pro-Vice Chancellor-II

Name of Organization - AMBEDKAR UNIVERSITY DELHI

(PROMOTION)

POST-BASED RECRUITMENT ROSTER FOR PROMOTION RECRUITMENT (as on 31.03.2019)

Name of the Post: Category:		Executive Group-B Level - 7 of 7th CPC Applicable Roster - 13 point		Method of Recruitment: 1/3 rd by Direct Recruitment Quota, 1/3 rd by Promotion among the Junior Executives with 5 years regular service in AUD failing which by Deputation/ Contract and 1/3 rd by Deputation/ Contract <u>Sanctioned for KG Campus - 18 Posts</u> Executive - 18 posts (Post created and upgraded to Executives by transferring 18 posts of Jr. Executives out of 45 posts approved by the BoM in its 19 th Meeting held on 19.04.2016 vide resolution No 53) <u>Sanctioned for Karampura Campus: 02 w.e.f. 05.07.2018</u> Executive - 02 posts <u>Sanctioned for Lodhi Road Campus: 05 w.e.f. 23.03.2018</u> Executive - 05 posts Total = 25 Posts											
Number of Post in Cadre		Executive - 08 posts		Percentage of reservation prescribed for: SC-15% ST-7 5%											
Year of Recruitment/ Number of backlog reserved vacancies/ reservation carried forward (+) (-) from previous years				Cycle No / Point No	Unreserved or reserved for SCs/STs OBCs	Name of the Person appointed Kum/Smt /Shri	Designation	Date of Appt	Whether the Person is SC/ST/ OBC	Filled as UR or reserved for SC/ST/ OBC	No. of reserved vacancies carried forward as backlog vacancies/ reservation carried forward (+) (-) to subsequent recruitment years			Signature of the AR(HR) / DR (HR) with Date	Remarks
Year	SC	ST	OBC								SC	ST	OBC		
(1)	(2)	(3)	(4)	(5)	(6)	(7)	(8)	(9)	(10)	(11)	(12)	(13)	(14)	(15)	(16)
				1/1	UR										
				2	UR										
				3	UR										
				4	UR										
				5	UR										
				6	UR										
				7	SC-1										

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Year of Recruitment/ Number of backlog reserved vacancies/ reservation carried forward (+) (-) from previous years				Cycle No / Point No.	Unreserved or reserved for SC/ST/ OBCs	Name of the Person appointed Kum/Smt/Shri	Designation	Date of Appt.	Whether the Person is SC/ST/ OBC	Filed as UR or reserved for SC/ST/ OBC	No. of reserved vacancies carried forward as backlog vacancies/ reservation carried forward (+) (-) to subsequent recruitment years			Signature of the AR(HR) / OR (HR) with Date	Remarks
Year	SC	ST	OBC								SC	ST	OBC		
(1)	(2)	(3)	(4)	(5)	(6)	(7)	(8)	(9)	(10)	(11)	(12)	(13)	(14)	(15)	(16)
				8	UR										
				9	UR										

Vacant: 09, Shortfall: 00

(Rachna Chaudhary)
(Liaison Officer-OBC)

(Vikas Gupta)
(External Expert)

(Noorul Haq)
(Dy. Registrar-HR)

(Thokchom Bibinaz Devi)
(Representative of SC)

(Sameer Saini)
(Dy. Registrar-AS)

(Akha K. Mao)
(Liaison Officer-ST)

(Sali Misra)
Pro-Vice Chancellor-II

Name of Organization - AMBEDKAR UNIVERSITY DELHI															
(DIRECT) POST-BASED RECRUITMENT ROSTER FOR DIRECT RECRUITMENT (as on 31.03.2018)															
Name of the Post: Category:		Security Officer Group-B Level - 7 of 7 th CPC Applicable Roster - 13 point				Method of Recruitment: Direct Recruitment <u>Sanctioned for Kargapura Campus: 01 w.e.f. 05.07.2018</u> Security Officer - 01 post <u>Sanctioned for Lodhi Road Campus: 01 w.e.f. 23.03.2018</u> Security Officer - 01 post Total = 02 Posts									
Number of Post in Cadre:		Security Officer - 02 posts				Percentage of reservation prescribed for: SC-15% ST-7.5% OBC (Delhi) - 27%									
Year of Recruitment/ Number of backlog reserved vacancies/ reservation carried forward (+) (-) from previous years		Cycle No / Point No.	Unreserved or reserved for SCs/STs OBCs	Name of the Person appointed Kum/Smt/Shri	Designation	Date of Appt.	Whether the Person is SC/ST/ OBC	Filled as UR or reserved for SC/ST/ OBC	No. of reserved vacancies carried forward as backlog vacancies/ reservation carried forward (+) (-) to subsequent recruitment years	Signature of the AR(HR) / DR (HR) with Date	Remarks				
Year	SC	ST	OBC						SC	ST	OBC				
(1)	(2)	(3)	(4)	(5)	(6)	(7)	(8)	(9)	(10)	(11)	(12)	(13)	(14)	(15)	(16)
				1/1	UR										
				2	UR										

Vacant: 02, Shortfall: 00

(Rachna Chaudhary)
(Liaison Officer-OBC)

(Thokchom Bibinaz Devi)
(Representative of SC)

(Akha K. Mao)
(Liaison Officer-ST)

(Vikas Gupta)
(External Expert)

(Noorul Haq)
(Dy. Registrar-HR)

(Sameer Saini)
(Dy Registrar-AS)

(Sahil Misra)
Pro-Vice Chancellor-II

Name of Organization - AMBEDKAR UNIVERSITY DELHI

(DIRECT)

POST-BASED RECRUITMENT ROSTER FOR DIRECT RECRUITMENT (as on 31.03.2019)

Name of the Post, Category				Junior Executive and its equivalents Group-B Level – 6 of 7 th CPC Applicable Roster – 200 point				Method of Recruitment: 1/3 rd by Direct Recruitment and 2/3 rd by Promotion failing which by Contract/ Deputation <u>Sanctioned for KG Campus – 30 posts</u> Jr. Executive – 30 <u>Sanctioned for Karampura Campus – 06 posts</u> Jr. Executive – 05 <u>Sanctioned for Lodhi Road Campus – 06 posts</u> Jr. Executive – 04 Jr. Executive (Secretarial Service) – 02 Total = 41 Posts							
Number of Post in Cadre				Jr. Executive – 14 posts				Percentage of reservation prescribed for SC-15% ST-7.5% OBC (Delhi) - 27%							
Year of Recruitment/ Number of backlog reserved vacancies/ reservation carried forward (+) (-) from previous years				Cycle No / Point No	Unreserved or reserved for SCs/STs/OBCs	Name of the Person appointed Kum/Smt /Shri	Designation	Date of App'l	Whether the Person is SC/ST/ OBC	Filled as UR or reserved for SC/ST/ OBC	No. of reserved vacancies carried forward as backlog reservation carried forward (+) (-) to subsequent recruitment years			Signature of the AR(HR) / DR (HR) with Date	Remarks
Year	SC	ST	OBC								SC	ST	OBC		
(1)	(2)	(3)	(4)	(5)	(6)	(7)	(8)	(9)	(10)	(11)	(12)	(13)	(14)	(15)	(16)
2016				1/1	UR	Shri Ajay Kumar Thakur	Jr. Executive	19.04.2016	UR	UR	0	0	0		OBC outside Delhi
				2	UR	Shri Subhash	Jr. Executive	19.04.2016	SC	UR	0	0	0		
				3	UR	Ms. Priyanka Alagh	Jr. Executive	16.01.2019	No	UR	0	0	0		
				4	OBC-1	Shri Sameer Khan	Jr. Executive	16.01.2019	No	UR	0	0	+1		
				5	UR	Shri Prabhat Kumar	Jr. Executive	16.01.2019	No	UR	0	0	+1		
				6	UR										
				7	SC-1										
				8	OBC-2										

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Year of Recruitment/ Number of backlog reserved vacancies/ reservation carried forward (+) (-) from previous years				Cycle No / Point No.	Unreserved or reserved for SC/ST/ OBCs	Name of the Person appointed Kum/Smt./Shri	Campus/ Division	Date of Apptt.	Whether the Person is SC/ST/ OBC	Filled as UR or reserved for SC/ST/ OBC	No. of reserved vacancies carried forward as backlog vacancies/ reservation carried forward (+) (-) to subsequent recruitment years			Signature of the AR(HR) / DR (HR) with Date	Remarks
Year	SC	ST	OBC								SC	ST	OBC		
(1)	(2)	(3)	(4)	(5)	(6)	(7)	(8)	(9)	(10)	(11)	(12)	(13)	(14)	(15)	(16)
				9	UR										
				10	UR										
				11	UR										
				12	OBC-3										
				13	UR										
				14	ST-1										

Vacant: 09, Shortfall: OBC 01

(Rachna Chaudhary)
(Liaison Officer-OBC)

(Vikas Gupta)
(External Expert)

(Thokchom Bibina Devi)
(Representative of SC)

(Noorul Haq)
(Dy. Registrar-HR)

(Akha K. Mao)
(Liaison Officer-ST)

(Sameer Saini)
(Dy. Registrar-AS)

(Sati Misra)
Pro-Vice Chancellor-II

Name of Organization - AMBEDKAR UNIVERSITY DELHI

(PROMOTION)

POST-BASED RECRUITMENT ROSTER FOR PROMOTION RECRUITMENT (as on 31.03.2019)

Name of the Post: Category:		Junior Executive and its equivalents Group-B Level - 6 of 7th CPC Applicable Roster - 200 point		Method of Recruitment: 1/3 rd by Direct Recruitment and 2/3 rd by Promotion failing which by Contract/ Deputation <u>Sanctioned for KG Campus - 30 posts</u> Jr. Executive - 30 <u>Sanctioned for Karampura Campus - 05 posts</u> Jr. Executive - 05 <u>Sanctioned for Lodhi Road Campus - 05 posts</u> Jr. Executive - 04 Jr. Executive (Secretarial Service) - 02 Total = 41 Posts											
Number of Post in Cadre		Jr. Executive - 27 posts		Percentage of reservation prescribed for: SC-15% ST-7.5%											
Year of Recruitment/ Number of backlog reserved vacancies/ reservation carried forward (+) (-) from previous years				Cycle No./ Point No.	Unreserved or reserved for SCs/STs OBCs	Name of the Post/tn appointed Kum/Smt/Shri	Designation	Date of Apptl	Whether the Person is SC/ST/ OBC	Filled as UR or reserved for SC/ST/ OBC	No. of reserved vacancies carried forward as backlog vacancies/ reservation carried forward (+) (-) to subsequent recruitment years			Signature of the AR(HR) / DR (HR) with Date	Remarks
Year	SC	ST	OBC								SC	ST	OBC		
(1)	(2)	(3)	(4)	(5)	(6)	(7)	(8)	(9)	(10)	(11)	(12)	(13)	(14)	(15)	(16)
				1/1	UR	Shri Brajesh Kumar Gupta	Jr. Executive	19.03.2019	UR	UR	0	0	0		
				2	UR										
				3	UR										
				4	UR										
				5	UR										
				6	UR										
				7	SC-1										

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Year of Recruitment/ Number of backlog reserved vacancies/ reservation carried forward (+) (-) from previous years				Cycle No / Point No	Unreserved or reserved for SCs/STs OBCs	Name of the Person appointed Kum/Smd/Shri	Campus/ Division	Date of Appt.	Whether the Person is SC/ST/ OBC	Filled as UR or reserved for SC/ST/ OBC	No of reserved vacancies carried forward as backlog reservation carried forward (+) (-) to subsequent recruitment years			Signature of the AR(HR) / DR (HR) with Date	Remarks
Year	SC	ST	OBC								SC	ST	OBC		
(1)	(2)	(3)	(4)	(5)	(6)	(7)	(8)	(9)	(10)	(11)	(12)	(13)	(14)	(15)	(16)
				8	UR										
				9	UR										
				10	UR										
				11	UR										
				12	UR										
				13	UR										
				14	ST-1										
				15	SC-2										
				16	UR										
				17	UR										
				18	UR										
				19	UR										
				20	SC-3										
				21	UR										
				22	UR										

Praveen

Shri

Year of Recruitment/ Number of backlog reserved vacancies/ reservation carried forward (+) (-) from previous years				Cycle No./ Point No.	Unreserved or reserved for SCs/STs OBCs	Name of the Person appointed Kum/Smt./Shri	Campus/ Division	Date of Apptt	Whether the Person is SC/ST/ OBC	Filled as UR or reserved for SC/ST/ OBC	No. of reserved vacancies carried forward as backlog vacancies/ reservation carried forward (+) (-) to subsequent recruitment years			Signature of the AR(HR)/ DR (HR) with Date	Remarks
Year	SC	ST	OBC								SC	ST	OBC		
(1)	(2)	(3)	(4)	(5)	(6)	(7)	(8)	(9)	(10)	(11)	(12)	(13)	(14)	(15)	(16)
				23	UR										
				24	UR										
				25	UR										
				26	UR										
				27	SC-4										

Vacant: 26, Shortfall 00

(Rachna Chaudhary)
(Liaison Officer-OBC)

(Vikas Gupta)
(External Expert)

(Noorul Haq)
(Dy. Registrar-HR)

(Thokchom Bibinaz Devi)
(Representative of SC)

(Sameer Saini)
(Dy. Registrar-AS)

(Akha K. Mao)
(Liaison Officer-ST)

(Salil Misra)
Pro-Vice Chancellor-II

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Name of Organization - AMBEDKAR UNIVERSITY DELHI															
(DIRECT) POST-BASED RECRUITMENT ROSTER FOR DIRECT RECRUITMENT (as on 31.03.2019)															
Name of the Post: Category:		Junior Executive (Library) Group-B Level – 6 of 7 th CPC					Method of Recruitment: 1/3 rd by Direct Recruitment and 2/3 rd by Deputation/ Contract <u>Sanctioned for KG Campus – 03 posts</u> (Approved by BoM in its 6 th Meeting held on 12.12.2009 vide resolution No.11 Jr. Executive (Library) – 03 Total = 03 Posts								
Number of Post in Cadre		Jr. Executive (Library) – 01 post					Percentage of reservation prescribed for: SC-15% ST-7.5% OBC (Delhi) - 27%								
Year of Recruitment/ Number of backlog reserved vacancies/ reservation carried forward (+) (-) from previous years				Cycle No / Point No	Unreserved or reserved for SCs/STs OBCs	Name of the Person appointed Kum/Smt /Shri	Designation	Date of Apptt.	Whether the Person is SC/ST/ OBC	Filled as UR or reserved for SC/ST/ OBC	No. of reserved vacancies carried forward as backlog vacancies/ reservation carried forward (+) (-) to subsequent recruitment years			Signature of the AR(HR) / DR (HR) with Date	Remarks
Year	SC	ST	OBC								SC	ST	OBC		
(1)	(2)	(3)	(4)	(5)	(6)	(7)	(8)	(9)	(10)	(11)	(12)	(13)	(14)	(15)	(16)
				I/I	UR	Shri Ravindor Rawat	Jr. Executive (Library)	18.01.2019	No	UR	0	0	0		

Vacant: 00, Shortfall: 00

(Rachna Chaudhary)
(Liaison Officer-OBC)

(Vikas Gupta)
(External Expert)

(Thokchom Bibinaz Devi)
(Representative of SC)

(Noorul Haq)
(Dy. Registrar-HR)

(Sameer Saini)
(Dy. Registrar-AS)

(Akha K. Mao)
(Liaison Officer-ST)

(Salil Misra)
Pro-Vice Chancellor-II

Name of Organization - AMBEDKAR UNIVERSITY DELHI															
(DIRECT) POST-BASED RECRUITMENT ROSTER FOR DIRECT RECRUITMENT (as on 31.03.2019)															
Name of the Post: Category:		Junior Engineer (Electrical) Group-B Level – 6 of 7 th CPC				Method of Recruitment: 100% Direct Recruitment <u>Sanctioned for KG Campus - 01 post</u> (Approved by BoM in its 14 th Meeting on 29.07.2013 vide resolution No 12 Total = 01 Post									
Number of Post In Cadre		Junior Engineer (Electrical) – 01 post				Percentage of reservation prescribed for: SC-15% ST-7.5% OBC (Delhi) - 27%									
Year of Recruitment/ Number of backlog reserved vacancies/ reservation carried forward (+) (-) from previous years		Cycle No / Point No	Unreserved or reserved for SCs/STs OBCs	Name of the Person appointed Kum/Smt/Shri	Designation	Date of Apptt.	Whether the Person is SC/ST/ OBC	Filled as UR or reserved for SC/ST/ OBC	No. of reserved vacancies carried forward as backlog vacancies/ reservation carried forward (+) (-) to subsequent recruitment years			Signature of the AR(HR) / DR (HR) with Date	Remarks		
Year	SC	ST	OBC						SC	ST	OBC				
(1)	(2)	(3)	(4)	(5)	(6)	(7)	(8)	(9)	(10)	(11)	(12)	(13)	(14)	(15)	(16)
2019.				I/1	UR	Shri Kamthampati Yudhistar	Jr. Engineer (Electrical)	19.04.2016	No	UR	0	0	0		

Vacant: 00, Shortfall: 00

(Rachna Chaudhary)
(Liaison Officer-OBC)

(Thokchom Bibinaz Devi)
(Representative of SC)

(Akha K. Mao)
(Liaison Officer-ST)

(Vikas Gupta)
(External Expert)

(Noorul Haq)
(Dy Registrar-HR)

(Sameer Saini)
(Dy. Registrar-AS)

(Satil Misra)
Pro-Vice Chancellor-II

Name of Organization - AMBEDKAR UNIVERSITY DELHI															
(DIRECT) POST-BASED RECRUITMENT ROSTER FOR DIRECT RECRUITMENT (as on 31.03.2019)															
Name of the Post: Category:		Technical Assistant (IT) Group-C Level - 5 of 7 th CPC Applicable Roster - 13 point				Method of Recruitment: 2/3 rd by Direct Recruitment 1/3 rd by Deputation/Contract <u>Sanctioned for KG Campus - 03 posts</u> (Approved by BoM in its 6 th Meeting on 12.12.2009 vide resolution No 11 Technical Assistant-03 <u>Sanctioned for Karampura Campus - 01 posts w.e.f. 05.07.2016</u> Technical Assistant - 01 post <u>Sanctioned for Lodhi Road Campus - 01 posts w.e.f. 23.03.2018</u> Technical Assistant - 01 post Total = 05 Posts									
Number of Post in Cadre		Tech. Asstt. (IT)- 04 posts				Percentage of reservation prescribed for: SC-15% ST-7.5% OBC (Delhi) - 27%									
Year of Recruitment/ Number of backlog reserved vacancies/ reservation carried forward (+) (-) from previous years		Cycle No / Point No	Unreserved or reserved for SCs/STs OBCs	Name of the Person appointed Kumi/Smt./Shri	Designation	Date of Appl.	Whether the Person is SC/ST/ OBC	Filled as UR or reserved for SC/ST/ OBC	No of reserved vacancies carried forward as backlog vacancies/ reservation carried forward (+) (-) to subsequent recruitment years			Signature of the AR(HR) / DR (HR) with Date	Remarks		
Year	SC	ST	OBC						SC	ST	OBC				
(1)	(2)	(3)	(4)	(5)	(6)	(7)	(8)	(9)	(10)	(11)	(12)	(13)	(14)	(15)	(16)
				1/1	UR	Shri Mukesh Singh Dangr	Technical Assistant (IT)	16.01.2019	No	UR	0	0	0		
				2	UR	Shri Ramiz Kazmi	Technical Assistant (IT)	16.01.2019	No	UR	0	0	0		
				3	UR	Shri Manas Ranjan Dakua	Technical Assistant (IT)	16.01.2019	No	UR	0	0	0		
				4	OBC-1										

Vacant: 01, Shortfall: 00

(Rachna Chaudhary)
(Liaison Officer-OBC)

(Vikas Gupta)
(External Expert)

(Noorul Haq)
(Dy. Registrar-HR)

(Thokchom Bibinaz Devi)
(Representative of SC)

(Sameer Saini)
(Dy. Registrar-AS)

(Akha K. Mao)
(Liaison Officer-ST)

(Salil Misra)
Pro-Vice Chancellor-II

Name of Organization - AMBEDKAR UNIVERSITY DELHI														
(DIRECT) POST-BASED RECRUITMENT ROSTER FOR DIRECT RECRUITMENT (as on 31.03.2019)														
Name of the Post: Category:		Library Assistant and its equivalents Group-C Level - 5 of 7 th CPC Applicable Roster - 13 point				Method of Recruitment: 50% by Direct Recruitment and 50% by Deputation/ Contract <u>Sanctioned for KG Campus - 02 posts</u> (Approved by BoM in its 10 th meeting on 19.04.2016 vide resolution No 53 Library Assistant-02 <u>Sanctioned for Karampura Campus - 01 post w.e.f. 05.07.2016</u> Library Assistant - 01 post <u>Sanctioned for Lodhi Road Campus - 01 post w.e.f. 23.03.2019</u> Library cum Documentation Assistant - 01 post Total = 04 Posts								
Number of Post in Cadre		Lib. Asstt./ Lib. Cum Documentation Assistant - 02 posts				Percentage of reservation prescribed for SC-15% ST-7.5% OBC (Delhi) - 27%								
Year of Recruitment/ Number of backlog reserved vacancies/ reservation carried forward (+) (-) from previous years		Cycle No / Point No	Unreserved or reserved for SCs/STs OBCs	Name of the Person appointed Kum/Smt./Shri	Designation	Date of Appt.	Whether the Person is SC/ST/ OBC	Filled as UR or reserved for SC/ST/ OBC	No. of reserved vacancies carried forward as backlog vacancies/ reservation carried forward (+) (-) to subsequent recruitment years	Signature of the AR(HR) / DR (HR) with Date	Remarks			
Year	SC	ST	OBC						SC	ST	OBC			
(1)	(2)	(3)	(4)	(5)	(6)	(7)	(8)	(9)	(10)	(11)	(12)	(13)	(14)	(15)
				1/1	UR									
				2	UR									

Vacant: 02, Shortfall: 00

(Rachna Chaudhary)
(Liaison Officer-OBC)

(Thokchom Bibinaz Devi)
(Representative of SC)

(Akha K. Mao)
(Liaison Officer-ST)

(Vikas Gupta)
(External Expert)

(Noorul Haq)
(Dy Registrar-HR)

(Sameer Saini)
(Dy. Registrar-AS)

(Sali Misra)
Pro-Vice Chancellor-II

Name of Organization - AMBEDKAR UNIVERSITY DELHI															
(DIRECT)				POST-BASED RECRUITMENT ROSTER FOR DIRECT RECRUITMENT (as on 31.03.2019)											
Name of the Post: Category				Sport Coach (Male-1 & Female-1) Group-C Level – 5 of 7 th CPC Applicable Roster – 13 point				Method of Recruitment: 100% Direct Recruitment <u>Sanctioned for Lodhi Road Campus – 02 posts w.e.f. 23.03.2018</u> Sport Coach (Male-1 & Female-1) – 02 post Total = 02 Posts							
Number of Post in Cadre				Sport Coach (Male-1 & Female-1) – 02 posts				Percentage of reservation prescribed for: SC-15% ST-7.5% OBC (Delhi) – 27%							
Year of Recruitment/ Number of backlog reserved vacancies/ reservation carried forward (+) (-) from previous years				Cycle No./ Point No	Unreserved or reserved for SCs/STs OBCs	Name of the Person appointed Kum/Smt /Shri	Designation	Date of Appt.	Whether the Person is SC/ST/ OBC	Filled as UR or reserved for SC/ST/ OBC	No. of reserved vacancies carried forward as backlog vacancies/ reservation carried forward (+) (-) to subsequent recruitment years			Signature of the AR(HR) / DR (HR) with Date	Remarks
Year	SC	ST	OBC								SC	ST	OBC		
(1)	(2)	(3)	(4)	(5)	(6)	(7)	(8)	(9)	(10)	(11)	(12)	(13)	(14)	(15)	(16)
				1/1	UR										
				2	UR										

Vacant. 02, Shortfall. 00

(Rachna Chaudhary)
(Liaison Officer-DBC)

(Thokchom Bibinaz Devi)
(Representative of SC)

(Akha K. Mao)
(Liaison Officer-ST)

(Vikas Gupta)
(External Expert)

(Noorul Haq)
(Dy. Registrar-HR)

(Sameer Saini)
(Dy. Registrar-AS)

(Salil Misra)
Pro-Vice Chancellor-II

Name of Organization - AMBEDKAR UNIVERSITY DELHI

(DIRECT)

POST-BASED RECRUITMENT ROSTER FOR DIRECT RECRUITMENT (as on 31.03.2019)

Name of the Post:	Assistant and its equivalents	Method of Recruitment: Direct Recruitment (40%), Promotion (10%), Contract (50%)
Category:	Group-C Level - 4 of 7th CPC	Sanctioned for KG Campus - 38 posts Assistant-36 posts Assistant-cum-Caretaker - 02 posts
	Applicable Roster - 200 point	Sanctioned for Karampura Campus - 06 posts Assistant - 04 posts Assistant-cum-Caretaker - 01 post Assistant (Secretarial Services) - 01 post
		Sanctioned for Lodhi Road Campus - 10 posts Assistant - 08 posts Assistant (Finance & Accounts) - 02 post Assistant (Secretarial Services) - 02 post
		Total = 54 Posts (Assistant-46, Assistant-cum-Caretaker-3, Assistant (Secretarial Services)-03, & Assistant (Finance & Accounts)-02)

Number of Post in Cadre	Assistant and its equivalents - 22	Percentage of reservation prescribed for: SC-15% ST-7.5% OBC (Delhi) - 27%

Year of Recruitment/ Number of backlog reserved vacancies/ reservation carried forward (+) (-) from previous years				Cycle No / Point No.	Unreserved or reserved for SCs/STs OBCs	Name of the Person appointed Kum/Smt /Shri	Designation	Date of App't	Whether the Person is SC/ST/ OBC	Filled as UR or reserved for SC/ST/ OBC	No of reserved vacancies carried forward as backlog vacancies/ reservation carried forward (+) (-) to subsequent recruitment years			Signature of the AR(HR) / DR (HR) with Date	Remarks
Year	SC	ST	OBC								SC	ST	OBC		
(1)	(2)	(3)	(4)	(5)	(6)	(7)	(8)	(9)	(10)	(11)	(12)	(13)	(14)	(15)	(16)
				1/1	UR	Shri Brajesh Kumar Gupta	Assistant	19.04.2016	No	UR	0	0	0		Promoted as Junior Executive on 19.03.2019
				2	UR	Shri Santosh Thomas	Assistant	16.01.2019	No	UR	0	0	0		
				3	UR	Ms. Neelima Ghildiyal	Assistant	16.01.2019	No	UR	0	0	0		
				4	OBC-1	Ms. Sana Khan	Assistant	16.01.2019	Yes	OBC	0	0	0		
				5	UR	Shri Saurabh	Assistant	16.01.2019	No	UR	0	0	0		
				6	UR	Ms. Suman Negi	Assistant	16.01.2019	No	UR	0	0	0		
				7	SC-1	Shri Mahesh Kumar	Assistant	16.01.2019	Yes	SC	0	0	0		
				8	OBC-2	Shri Mohan Singh Yadav	Assistant	16.01.2019	Yes	OBC	0	0	0		
				9	UR	Shri Yusuf Raza Naqvi	Assistant	16.01.2019	No	UR	0	0	0		
				10	UR	Shri Man Mohan Singh Aswal	Assistant	16.01.2019	No	UR	0	0	0		
				11	UR	Ms. Arunima Paul	Assistant	16.01.2019	No	UR	0	0	0		

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Year of Recruitment/ Number of backlog reserved vacancies/ reservation carried forward (+) (-) from previous years				Cycle No./ Point No.	Unreserved or reserved for SCs/STs OBCs	Name of the Person appointed Kum/Smt./Shri	Designation	Date of Appl.	Whether the Person is SC/ST/ OBC	Filled as UR or reserved for SC/ST/ OBC	No. of reserved vacancies carried forward as backlog vacancies/ reservation carried forward (+) (-) to subsequent recruitment years			Signature of the AR(HR) / DR (HR) with Date	Remarks
Year	BC	ST	OBC								SC	ST	OBC		
(1)	(2)	(3)	(4)	(5)	(6)	(7)	(8)	(9)	(10)	(11)	(12)	(13)	(14)	(15)	(16)
				12	OBC-3	Shri Ntin Chaudhary	Assistant	16.01.2019	Yes	OBC	0	0	0		
				13	UR	Ms. Asha Devi D.	Assistant	16.01.2019	No	UR	0	0	0		
				14	ST-1	Ms. Poonam Patwal	Assistant	16.01.2019	No	UR	0	-1	0		
				15	SC-2	Ms. Sangeeta	Assistant	16.01.2019	Yes	SC	0	-1	0		
				16	OBC-4	Shri Raj Kumar	Assistant	16.01.2019	Yes	OBC	0	-1	0		
				17	UR	Shri Anil Singh Rawat	Assistant	16.01.2019	No	UR	0	-1	0		
				18	UR	Shri Yashinder Singh	Assistant-cum-Caretaker	16.01.2019	No	UR	0	-1	0		
				19	OBC-5	Shri Deepak Kumar	Assistant	16.01.2019	Yes	OBC	0	-1	0		
				20	SC-3	Ms. Manita Aswat	Assistant	17.01.2019	No	UR	-1	-1	0		
				21	UR	Shri Bhupender Singh	Assistant	15.02.2019	No	UR	-1	-1	0		
				22	UR										
				23	OBC-6										

Vacant: 02, Shortfall: SC 01, ST 01

(Rachna Chaudhary)
(Liaison Officer-OBC)

(Vikas Gupta)
(External Expert)

(Thokchom Bibinaz Devi)
(Representative of SC)

(Noorul Haq)
(Dy. Registrar-HR)

(Akha K. Mao)
(Liaison Officer-ST)

(Sameer Saini)
(Dy. Registrar-AS)

(Satish Misra)
Pro-Vice Chancellor-II

Name of Organization - AMBEDKAR UNIVERSITY DELHI														
(PROMOTION) POST-BASED RECRUITMENT ROSTER FOR PROMOTION RECRUITMENT (as on 31.03.2019)														
Name of the Post. Category		Assistant and its equivalents Group-C Level - 4 of 7 th CPC Applicable Roster - 13 point				Method of Recruitment: Direct Recruitment (40%), Promotion (10%), Contract (50%) <u>Sanctioned for KG Campus - 38 posts</u> Assistant-36 posts Assistant-cum-Caretaker - 02 posts <u>Sanctioned for Karampura Campus - 06 posts</u> Assistant - 04 posts Assistant-cum-Caretaker - 01 post Assistant (Secretarial Services) - 01 post <u>Sanctioned for Lodhi Road Campus - 10 posts</u> Assistant - 06 posts Assistant (Finance & Accounts) - 02 post Assistant (Secretarial Services) - 02 post Total = 54 Posts (Assistant-46, Assistant-cum-Caretaker-3, Assistant (Secretarial Services)-03 & Assistant (Finance & Accounts)-02)								
Number of Post in Cadre		Assistant and its equivalents - 05				Percentage of reservation prescribed for: SC-15% ST-7.5%								
Year of Recruitment/ Number of backlog reserved vacancies/ reservation carried forward (+) (-) from previous years				Cycle No / Point No	Unreserved or reserved for SCs/STs OBCs	Name of the Person appointed Kurn/Smt./Shri	Designation	Date of Apptt.	Whether the Person is SC/ST/ OBC	Filled as UR or reserved for SC/ST/ OBC	No. of reserved vacancies carried forward as backlog vacancies/ reservation carried forward (+) (-) to subsequent recruitment years	Signature of the AR(HR) / DR (HR) with Date	Remarks	
Year	SC	ST	OBC								SC	ST	OBC	
(1)	(2)	(3)	(4)	(5)	(6)	(7)	(8)	(9)	(10)	(11)	(12)	(13)	(14)	(15)
				1/1	UR									
				2	UR									
				3	UR									
				4	UR									

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Year of Recruitment/ Number of backlog reserved vacancies/ reservation carried forward (-) (+) from previous years				Cycle No / Point No	Unreserved or reserved for SCs/STs OBCs	Name of the Person appointed Kum/Smt/Shri	Designation	Date of Appt.	Whether the Person is SC/ST/ OBC	Filled as UR or reserved for SC/ST/ OBC	No. of reserved vacancies carried forward as backlog vacancies/ reservation carried forward (-) (+) to subsequent recruitment years			Signature of the AR(HR) / DR (HR) with Date	Remarks
Year	SC	ST	OBC								SC	ST	OBC		
(1)	(2)	(3)	(4)	(5)	(6)	(7)	(8)	(9)	(10)	(11)	(12)	(13)	(14)	(15)	(16)
				5	UR										

Vacant: 05, Shortfall: 00

(Rachna Chaudhary)
(Liaison Officer-OBC)

(Vikas Gupta)
(External Expert)

(Thokchom Bibinaz Devi)
(Representative of SC)

(Noorul Haq)
(Dy. Registrar-HR)

(Sameer Saini)
(Dy. Registrar-AS)

(Akha K. Mao)
(Liaison Officer-ST)

(Sally Misra)
Pro-Vice Chancellor-II

Name of Organization - AMBEDKAR UNIVERSITY DELHI

(PROMOTION)

POST-BASED RECRUITMENT ROSTER FOR PROMOTION RECRUITMENT (as on 31.03.2019)

Name of the Post: Category:				Junior Assistant and its equivalents Group-C Level – 2 of 7th CPC Applicable Roster – 200 point				Method of Recruitment: 100% Promotion failing which 1/3 rd by Direct Recruitment and 2/3 rd by Contract <u>Sanctioned for KQ Campus – 05 Posts</u> Junior Assistant – 03 posts Assistant Caretaker – 02 posts <u>Sanctioned for Karampura Campus – 04 Posts</u> Junior Assistant – 04 posts <u>Sanctioned for Karampura Campus – 07 Posts</u> Junior Assistant – 07 posts Total = 16 Posts							
Number of Post in Cadre				Junior Assistant/ Assistant Caretaker = 16 posts				Percentage of reservation prescribed for: SC-15% ST-7.5%							
Year of Recruitment/ Number of backlog reserved vacancies/ reservation carried forward (+) (-) from previous years				Cycle No / Point No.	Unreserved or reserved for SCs/STs OBCs	Name of the Person appointed Kum/Smt/Shri	Designation	Date of Apptt.	Whether the Person is SC/ST/ OBC	Filled as UR or reserved for SC/ST/ OBC	No. of reserved vacancies carried forward as backlog vacancies/ reservation carried forward (+) (-) to subsequent recruitment years			Signature of the AR(HR) / DR (HR) with Date	Remarks
Year	SC	ST	OBC								SC	ST	OBC		
(1)	(2)	(3)	(4)	(5)	(6)	(7)	(8)	(9)	(10)	(11)	(12)	(13)	(14)	(15)	(16)
				1/1	UR										
				2	UR										
				3	UR										
				4	UR										
				5	UR										
				6	UR										
				7	SC-1										
				8	UR										
				9	UR										
				10	UR										

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Year of Recruitment/ Number of backlog reserved vacancies/ reservation carried forward (+) (-) from previous years				Cycle No./ Point No.	Unreserved or reserved for SCs/STs OBCs	Name of the Person appointed Kum/Smt /Shri	Campus/ Division	Date of Apptt	Whether the Person is SC/ST/ OBC	Filled as UR or reserved for SC/ST/ OBC	No. of reserved vacancies carried forward as backlog vacancies/ reservation carried forward (+) (-) to subsequent recruitment years			Signature of the AR(HR) / DR (HR) with Date	Remarks
Year	SC	ST	OBC								SC	ST	OBC		
(1)	(2)	(3)	(4)	(5)	(6)	(7)	(8)	(9)	(10)	(11)	(12)	(13)	(14)	(15)	(16)
				11	UR										
				12	UR										
				13	UR										
				14	ST-1										
				15	UR										
				16	UR										

Vacant: 16, Shortfall: 00

(Rachna Chaudhary)
(Liaison Officer-OBC)

(Vikas Gupta)
(External Expert)

(Noorul Haq)
(Dy. Registrar-HR)

(Thokchom Bibinaz Devi)
(Representative of SC)

(Sameer Saini)
(Dy Registrar-AS)

(Akha K. Mao)
(Liaison Officer-ST)

(Salil Misra)
Pro-Vice Chancellor-II

Name of Organization - AMBEDKAR UNIVERSITY DELHI															
(DIRECT) POST-BASED RECRUITMENT ROSTER FOR DIRECT RECRUITMENT (as on 31.03.2019)															
Name of the Post: Category:				Junior Library Assistant and its equivalents Group-C Level - 3 of 7th CPC Applicable Roster - 13 point				Method of Recruitment: Sanctioned for Karampura Campus - 01 Post Junior Library Assistant - 01 post (Direct) Sanctioned for Karampura Campus - 01 Post Junior Library Assistant - 01 post (Direct) Total = 02 Posts							
Number of Post in Cadre				Junior Library Assistant = 02 posts				Percentage of reservation prescribed for: SC-15% ST-7.5% OBC (Delhi) - 27%							
Year of Recruitment/ Number of backlog reserved vacancies/ reservation earned forward (+) (-) from previous years				Cycle No / Point No.	Unreserved or reserved for SCs/STs OBCs	Name of the Person appointed Kum/Smt /Shri	Designation	Date of Appt.	Whether the Person is SC/ST/ OBC	Filled as UR or reserved for SC/ST/ OBC	No of reserved vacancies carried forward as backlog vacancies/ reservation carried forward (+) (-) to subsequent recruitment years			Signature of the AR(HR) / DR (HR) with Date	Remarks
Year	SC	ST	OBC								SC	ST	OBC		
(1)	(2)	(3)	(4)	(5)	(6)	(7)	(8)	(9)	(10)	(11)	(12)	(13)	(14)	(15)	(16)
				1/1	UR										
				2	UR										

Vacant: 02, Shortfall 00

(Rachna Chaudhary)
(Liaison Officer-OBC)

(Thokchom Bibinaz Devi)
(Representative of SC)

(Akha K. Mao)
(Liaison Officer-ST)

(Vikas Gupta)
(External Expert)

(Noorul Haq)
(Dy. Registrar-HR)

(Sameer Saini)
(Dy. Registrar-AS)

(Salil Misra)
Pro-Vice Chancellor-II

Name of Organization - AMBEDKAR UNIVERSITY DELHI															
(DIRECT) POST-BASED RECRUITMENT ROSTER FOR DIRECT RECRUITMENT (as on 31.03.2019)															
Name of the Post: Category:		MTS and its equivalents Group-C Level - 1 as per 7 th CPC Applicable Roster - 13 point				Method of Recruitment: 25% by Direct Recruitment 75% by Contract <u>Sanctioned for Kashmere Gate Campus - 27 posts</u> MTS (Office Attendant)-27 posts <u>Sanctioned for Karampura Campus - 04 posts</u> MTS (Office Attendant) - 04 posts <u>Sanctioned for Lodhi Road Campus - 07 posts</u> MTS (Office Attendant) - 07 posts Total = 38 Posts									
Number of Post in Cadre		MTS (Office Attendant) - 10 posts				Percentage of reservation prescribed for: SC-15% ST-7.5% OBC (Delhi) - 27%									
Year of Recruitment/ Number of backlog reserved vacancies/ reservation carried forward (+) (-) from previous years		Cycle No./ Point No	Unreserved or reserved for SCs/STs OBCs	Name of the Person appointed Kum/Smt./Shri	Designation	Date of Apptt	Whether the Person is SC/ST/ OBC	Filled as UR or reserved for SC/ST/ OBC	No. of reserved vacancies carried forward as backlog vacancies/ reservation carried forward (+) (-) to subsequent recruitment years			Signature of the AR(HR) / DR (HR) with Date		Remarks	
Year	SC	ST	OBC						SC	ST	OBC				
(1)	(2)	(3)	(4)	(5)	(6)	(7)	(8)	(9)	(10)	(11)	(12)	(13)	(14)	(15)	(16)
				1/1	UR	Shri Shiv Charan	MTS (OA)	16.01.2019	No	UR	0	0	0		
				2	UR	Shri Ajay Kumar	MTS (OA)	16.01.2019	No	UR	0	0	0		
				3	UR	Shri Ashu Mann	MTS (OA)	16.01.2019	Yes	UR	0	0	0		
				4	OBC-1	Shri Sumit Solanki	MTS (OA)	16.01.2019	Yes	OBC	0	0	0		
				5	UR	Shri Nekson	MTS (OA)	16.01.2019	No	UR	0	0	0		
				6	UR	Shri Sandeep Kumar	MTS (OA)	16.01.2019	SC	UR	0	0	0		
				7	SC-1	Shri Sandeep	MTS (OA)	16.01.2019	Yes	SC	0	0	0		
				8	OBC-2	Shri Shafique Ahmad	MTS (OA)	16.01.2019	Yes	OBC	0	0	0		

Shri D.

Shri

Year of Recruitment/ Number of backlog reserved vacancies/ reservation carried forward (-) (-) from previous years				Cycle No./ Point No.	Unreserved or reserved for SCs/STs OBCs	Name of the Person appointed Kum/Smt./Shri	Campus/ Division	Date of Appn.	Whether the Person is SC/ST/ OBC	Filled as UR or reserved for SC/ST/ OBC	No. of reserved vacancies carried forward as backlog vacancies/ reservation carried forward (-) (-) to subsequent recruitment years			Signature of the AR(HR) / DR (HR) with Date	Remarks
Year	SC	ST	OBC								SC	ST	OBC		
(1)	(2)	(3)	(4)	(5)	(6)	(7)	(8)	(9)	(10)	(11)	(12)	(13)	(14)	(15)	(16)
				9	UR	Shri Sanjay Rawat	MTS (OA)	18.01.2019	No	UR	0	0	0		
				10	UR	Shri Rudresh Singh Negi	MTS (OA)	18.01.2019	No	UR	0	0	0		

Vacant: 00, Shortfall: 00

(Rachna Chaudhary)
(Liaison Officer-OBC)

(Vikas Gupta)
(External Expert)

(Noorul Haq)
(Dy. Registrar-HR)

(Thokchom Bibinaz Devi)
(Representative of SC)

(Sameer Saini)
(Dy. Registrar-AS)

(Akha K. Mao)
(Liaison Officer-ST)

(Sati Misra)
Pro-Vice Chancellor-II

Name of Organization - AMBEDKAR UNIVERSITY DELHI															
(DIRECT) POST-BASED RECRUITMENT ROSTER FOR DIRECT RECRUITMENT (as on 31.03.2019)															
Name of the Post: Category:		MTS and its equivalents Group-C Level - 1 as per 7 th CPC Applicable Roster - 13 point				Method of Recruitment: Direct Recruitment Sanctioned for Lodhi Road Campus - 01 post MTS (IT Attendant) - 01 post Total = 01 Post									
Number of Post in Cadre		MTS (IT Attendant) - 01 post				Percentage of reservation prescribed for: SC-15% ST-7.5% OBC (Delhi) - 27%									
Year of Recruitment/ Number of backlog reserved vacancies/ reservation carried forward (+) (-) from previous years				Cycle No./ Point No.	Unreserved or reserved for SCs/STs OBCs	Name of the Person appointed Kum/Smt./Shri	Designation	Date of Apptt	Whether the Person is SC/ST/ OBC	Filled as UR or reserved for SC/ST/ OBC	No of reserved vacancies carried forward as backlog vacancies/ reservation carried forward (+) (-) to subsequent recruitment years			Signature of the AR(HR) / DR (HR) with Date	Remarks
Year	SC	ST	OBC								SC	ST	OBC		
(1)	(2)	(3)	(4)	(5)	(6)	(7)	(8)	(9)	(10)	(11)	(12)	(13)	(14)	(15)	(16)
				1/1	UR										

Vacant: 01, Shortfall: 00

(Rachna Chaudhary)
(Liaison Officer-OBC)

(Thokchom Bibinaz Devi)
(Representative of SC)

(Akha K Mao)
(Liaison Officer-ST)

(Vikas Gupta)
(External Expert)

(Noorul Haq)
(Dy Registrar-HR)

(Sameer Saini)
(Dy. Registrar-AS)

(Salil Misra)
Pro-Vice Chancellor-I

Name of Organization - AMBEDKAR UNIVERSITY DELHI														
(DIRECT) POST-BASED RECRUITMENT ROSTER FOR DIRECT RECRUITMENT (as on 31.03.2019)														
Name of the Post: Category:		MTS and its equivalents Group-C Level - 1 as per 7 th CPC Applicable Roster - 13 point				Method of Recruitment: Direct Recruitment <u>Sanctioned for Lodhi Road Campus - 01 post</u> MTS (Library Attendant) - 01 post Total = 01 Post								
Number of Post in Cadre		MTS (Library Attendant) - 01				Percentage of reservation prescribed for SC-15% ST-7.5% OBC (Delhi) - 27%								
Year of Recruitment/ Number of backlog reserved vacancies/ reservation carried forward (+) (-) from previous years		Cycle No./ Point No	Unreserved or reserved for SCs/STs OBCs	Name of the Person appointed Kum/Smt /Shri	Designation	Date of Apptt	Whether the Person is SC/ST/ OBC	Filled as UR or reserved for SC/ST/ OBC	No. of reserved vacancies carried forward as backlog vacancies/ reservation carried forward (+) (-) to subsequent recruitment years			Signature of the AR(HR) / DR (HR) with Date	Remarks	
Year	SC	ST	OBC						SC	ST	OBC			
(1)	(2)	(3)	(4)	(5)	(6)	(7)	(8)	(9)	(10)	(11)	(12)	(13)	(14)	(15)
				I/1	UR									

Vacant 01, Shortfall: 00

(Rachna Chaudhary)
(Liaison Officer-OBC)

(Vikas Gupta)
(External Expert)

(Thokchom Bibinaz Devi)
(Representative of SC)

(Noorul Haq)
(Dy Registrar-HR)

(Sameer Saini)
(Dy Registrar-AS)

(Akha K. Mao)
(Liaison Officer-ST)

(Salil Misra)
Pro-Vice Chancellor-II

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Provided that before making any such order, the Chancellor shall call upon the University to show cause why such an order should not be made and shall consider the cause shown, if any, within the time-limit specified by him.

(11) The Chancellor shall have such other power as may be prescribed.

Officers of the [11] The following shall be the officers of the University:-
University.

- (1) the Vice-Chancellor;
- (2) the Pro Vice-Chancellors,
- (3) the Deans;
- ~~[(4)]~~ the Registrars;
- (5) the Controller of Finance; and
- (6) such other officers as may be declared by the Statutes to be the officers of the University.

Vice-Chancellor of the University. 12.(1) The Vice-Chancellor shall be a scholar of eminence having administrative experience in a national level institution of learning:

(2) The Vice-Chancellor shall be appointed by the Chancellor in such manner, for a period up to five years and on such emoluments and other conditions of service as may be prescribed. No person shall be appointed for more than two terms as Vice-Chancellor.

(3) The Vice-Chancellor shall be appointed by the Chancellor from out of a panel of not less than three persons recommended (the names being arranged in alphabetical order) by a committee constituted under sub-section (4):



Academic Services, etc. as the Board may decide from time to time and each such area may be deemed to be a Division within the organisational structure of the University;

- (2) Every Dean appointed under this statute shall be the Head of the Division concerned;*
- (3) Every such Dean shall be appointed by the Board from among the Professors of the University on the recommendation of the Vice-Chancellor for a period of three years and he/she shall be eligible for a reappointment;*
- (4) Provided that a Dean so appointed shall, on attaining the age of sixty-two years, cease to hold office as such;*
- (5) When the office of any Dean appointed under this Statute is vacant or where he is by reason of illness, absence or any other cause, unable to perform the duties of his Office, a Pro Vice-Chancellor or any other Professor nominated by the Vice-Chancellor for the time being, shall perform the duties of that Office;*
- (6) The powers and functions of the Deans appointed under this Statute may be prescribed by the Ordinances.*

Registrars

- 8.(1) The Board of Management shall constitute a Selection Committee for the appointment of Registrars.
- (2) Every Registrar shall be appointed by the Board of Management on the recommendation of the Selection Committee constituted under clause(1) and he shall be a whole-time salaried officer of the University.

Bharat Ramnath B.R.,
Ambedkar University
Delhi

Minutes of the Fourth Meeting of the Board of Management
Tuesday, 9 June 2009

Venue:
Committee Room No.3
India International Centre Annex
New Delhi

Time: 10.30am

The following members participated in the meeting:

1. Professor Shyam Menon, Vice Chancellor (Chairperson)
2. Professor Arnalaly Desai
3. Professor N.R. Madhava Menon
4. Dr Kiran Datar
5. Professor Ahmed Raza Khan
6. Shri V.V. Bhat, Principal Secretary, Finance, Government of NCT of Delhi
7. Dr G. Narendra Kumar, Secretary, Higher Education, Government of NCT of Delhi

1. The Board took note of the nomination by the Hon. Chancellor of Professor Ahmed Raza Khan as a member of the Board of Management of Ambedkar University, Delhi under Clause 21 (2) (c) of the University Act. The Board welcomed Professor Ahmed Raza Khan as the new member on the Board of Management.
- 2a. The Minutes of the third meeting of the Board of Management held on 3 November 2008 were duly read and confirmed.
- 2b. The Board endorsed the report of the Action Taken on the Minutes (Annexure 1). While doing this, the Board took cognizance that the Hon. Chancellor desired that Statute 7(a) and 14(a) be placed before the Board for formal consideration and approval. The Board considered and recorded that these statute had already been considered and approved by the Board.

d. Resolved that the resolutions a, b, and c, above be referred to the Chancellor for approval under clause 30 (5) of the University Act

b. Resolved that the panel of experts proposed by the Vice Chancellor be approved with some additional names. (Last confidential).

7a. The Board resolved that the composition of the selection committee for the post of Registrar shall be as given below:

1. Vice Chancellor
2. Pro Vice Chancellor or one of the Deans to be nominated by the Vice Chancellor
3. One member of the Board of Management to be nominated by the Vice Chancellor
4. Three experts with experience and expertise in administration.

Four members of the selection committee (who shall include at least two experts) shall form the quorum for a meeting of the selection committee constituted as above.

7b. The Board resolved that the composition of the selection committee for the post of Director, IT Services shall be as given below:

1. Vice Chancellor
2. Pro Vice Chancellor or one of the Deans to be nominated by the Vice Chancellor
3. One member of the Board of Management to be nominated by the Vice Chancellor
4. Three experts with experience and expertise in Information Technology.

Four members of the selection committee (who shall include at least two experts) shall form the quorum for a meeting of the selection committee constituted as above.

8a. The Board considered the proposal to establish a Centre for Early Childhood Education and Development (Annexure 5). The Board resolved to establish such a centre as provided for under Statute 12B.

8b. The Board resolved to authorize the Vice Chancellor to constitute an Advisory Committee for the Centre.

8c. The Board resolved to extend the terms of Professor Venita Kaul and Dr Adarsh Sharma as full time and part time Visiting Professors respectively till regular deployment of faculty is made in the Centre.

9. The Board resolved to extend the term of Shri C.R. Pillai as consultant for formulation of statutes, ordinances and regulations for another six months.

[Signature]

**AMBEDKAR UNIVERSITY DELHI
(AUD)**

Advt. No.AUD/01/2018/HR/(iii)

Dated: 04.06.2018

VACANCY: REGISTRARS

Dr. B.R. Ambedkar University Delhi (Ambedkar University Delhi or AUD) is a Public University (established by the Government of the National Capital Territory of Delhi in 2008) with a multi campus, unitary structure with research, postgraduate and undergraduate programmes in the Social Sciences and the Humanities. The university offers about fifty programmes at present, many of which are in interdisciplinary and applied areas of knowledge. AUD is guided by Dr Ambedkar's vision of bridging equality and social justice with excellence. At present, AUD works out of three campuses in Delhi, at Kashmere Gate, Karampura and Lodhi Road respectively. Two new, state-of-the-art campuses are presently at the design stage at Dheerpur and Rohini in Delhi.

AUD is seeking applications from qualified candidates for two posts of Registrar, as per the details below:

1. Registrar (Administration)
2. Registrar (Campus Development)

The post of Registrar, Ambedkar University Delhi, is a statutory one. The University's Act makes provision for having more than one post of Registrar, with the roles and functions of each Registrar to be designated by the Board of Management and the Vice Chancellor of the University

The Registrar's is a regular post filled on the basis of direct recruitment, for the duration of 5 years. However, eligible officers working in central/state government or semi-government or autonomous bodies may also apply for the above positions on deputation basis, for which normal deputation rules will apply.

Pay: The posts of Registrar is in the Pay Band of Rs. 37400-67000 with a Grade Pay of Rs.10,000 under the 6th Central Pay Commission. It is expected that the recommendations of the 7th CPC shall be adopted shortly by the University.

Minimum Qualifications & Experience:

Educational Qualifications: A Master's Degree with at least 55% of the marks or its equivalent grade of 'B' in the UGC 7 point scale

Minimum Experience:

- i. At least 15 years of experience as Assistant Professor in the AGP of Rs.7000 and above or with 8 years' of service in the AGP of Rs.8000 and above Including as Associate Professor along with experience in educational administration.

OR

- ii. Comparable experience in research establishment and/or other institutions of higher education

OR

- iii. 15 years of administrative experience, of which 8 years shall be as Deputy Registrar or an equivalent post

Age Limit: The applicant should not be more than 55 years of age. However, this condition can be relaxed by the Competent Authority for suitable candidates.

Last date for submission of applications online: 1st July 2018

Detailed job profiles:**1. Registrar (Administration)**

The Registrar (Administration) will be the Ex-officio Secretary to the authority bodies of the University, viz. the Court, Board of Management, Planning Board and Academic Council. S/he shall be the custodian of the records, the common seal and such other properties of the University as the Board of Management may commit to her/his charge. S/he will issue notices and convene meetings of the authority bodies and committees appointed by these bodies, and will keep the minutes of these meetings. S/he will conduct the official proceedings and correspondence of the University, and represent the University in legal suits or proceedings involving the University. S/he will sign powers of attorney, verify pleadings and/or depute his/her representative for the purpose.

The Registrar (Administration) will report directly to the Pro Vice Chancellor in-charge of Administration, and shall supervise the functioning of various divisions/ sections/ units of the existing campuses of the University, such as General Administration, Estate, Human Resource (Non-Teaching), Training, Engineering & Maintenance, Liaison and Governance.

The Registrar (Administration) shall perform such other functions as may be specified in the Statutes, Ordinances or Regulations or as may be assigned from time to time by the Board of Management or the Vice-Chancellor.

The candidate should have experience of working in Government/Semi-Government/Autonomous organizations or Central/State Universities as Administrative or Finance Officer having dealt with General Administration and Finance.

2. Registrar (Campus Development)

The Registrar (Campus Development) is expected to oversee functions related to the development of new campuses of the University. S/he will lead a team of technical and administrative staff of the Campus Development Division of AUD and will report directly to the Pro Vice Chancellor (PVC) in charge of Campus Development. S/he is expected to work in close coordination with all user groups and the Planning Division of the University, as well as the Government, PWD, and Design and Project Management Consultants. S/he will be responsible for ensuring timelines, schedules and quality of projects.

S/he will coordinate with all concerned government/ semi-government/autonomous and local bodies for obtaining necessary clearances/approvals/sanctions. S/he will assist the University in obtaining EFC and other related approvals from state/ central government. S/he will be the custodian of the records of the Campus Development Division and shall be responsible for budgeting, making annual projections and handling day-to-day matters related to administration and finance.

The Registrar (Campus Development) shall perform such other functions as may be specified in the Statutes, Ordinances or Regulations or as may be assigned from time to time by the Board of Management or the Vice-Chancellor.

The candidate should have experience of working in Government/Semi-Government/Autonomous organizations or Central/ State Universities as Administrative or Finance Officer having dealt with General Administration and Finance. S/he should have experience of development and construction of large institutional projects.

MBA/CA/ICWA will be considered as desirable qualifications.

Guidelines and Instructions:

1. The application will be accepted only using the AUD online job portal which can be accessed at this address: <http://aud.ac.in/careerataud>. The complete details of the advertisement are available on the University website www.aud.ac.in.
2. Separate application should be submitted for each post.
3. Application fee of Rs. 1000/- (non-refundable) for General and OBC category applicants is payable online through the payment gateway. Women candidates and candidates belonging to Scheduled Caste, Scheduled Tribe, Physically Handicapped, and Ex-Servicemen categories are exempted from paying application fee, as per extant government orders.
4. Online application process will start on 04.06.2018 and submission link will be disabled at 17:30 Hrs. on 01.07.2018.
5. The prescribed qualifications and experience shall be the minimum, and the mere fact that a candidate possesses the same shall not entitle him/her to be called for interview. The University shall have the right to restrict the number of candidates to be called for interview to a reasonable level on the basis of better or higher qualifications and experience than the minimum prescribed, and on the basis of other relevant factors.
6. The University shall have the right to:
 - a. Consider *in absentia* the candidature of those who may not have applied;
 - b. Consider *in absentia* or through use of communication technologies those who may have applied but are not able to appear for the interview;
 - c. Relax any of the qualifications/experience at its discretion;
 - d. Draw reserve panel(s) against the possible vacancies in the near future;
 - e. Not to fill any of the advertised positions

Before filling the online application, please read the instructions carefully and get the copies of documents ready for uploading along with the form.

Registrar (officiating)

Provided that before making any such order, the Chancellor shall call upon the University to show cause why such an order should not be made and shall consider the cause shown, if any, within the time-limit specified by him.

(11) The Chancellor shall have such other power as may be prescribed

Officers of the University {11} The following shall be the officers of the University:-

- (1) the Vice-Chancellor;
- (2) the Pro Vice-Chancellors;
- (3) the Deans;
- (4) the Registrars;
- ✓(5) the Controller of Finance; and
- (6) such other officers as may be declared by the Statutes to be the officers of the University.

Vice-Chancellor of the University. 12.(1) The Vice-Chancellor shall be a scholar of eminence having the administrative experience in a national level institution of learning.

(2) The Vice-Chancellor shall be appointed by the Chancellor in such manner, for a period up to five years and on such emoluments and other conditions of service as may be prescribed. No person shall be appointed for more than two terms as Vice-Chancellor

(3) The Vice-Chancellor shall be appointed by the Chancellor from out of a panel of not less than three persons recommended (the names being arranged in alphabetical order) by a committee constituted under sub-section (4):



(8) A Registrar so designated shall, in relation to the authority concerned

(a) be the custodian of the records, the common seal and such other properties of the University as the Board of Management may commit to his charge;

(b) issue notices and convene meetings of that authority and the committees appointed by it,

(c) keep the minutes of the meetings of that authority and the committees appointed by it;

(d) conduct the official proceedings and correspondence; and

(9) Any Registrar may be designated by the Vice-Chancellor to represent the University in suits or proceedings, by or against the University, sign powers of attorney, verify pleadings and depute his representative for the purpose.

(10) The Registrar shall perform such other functions as may be specified in the Statutes, Ordinances or Regulations or as may be required from time to time by the Board of Management or the Vice-Chancellor.

Controller of Finance

9.(1) The Board of Management shall constitute a Selection Committee for the appointment of the Controller of Finance

(2) The Controller of Finance shall be appointed by the Board of management on the recommendation of the Selection Committee constituted under clause(1) and he shall be a whole-time salaried officer of the University and shall work under the control of the Vice-

Chancellor.

- (3) The emoluments and other conditions of service of the Controller of Finance shall be prescribed by the Ordinances:

Provided that the Controller of Finance shall retire on attaining the age of sixty years.

- (4) When the office of the Controller of Finance is vacant or when the Controller of Finance is, by reason of ill health, absence or any other cause, unable to perform his functions as the Controller of Finance, his functions shall be performed by such person as the Vice-Chancellor may appoint for the purpose.

- (5) The Controller of Finance shall-

- (a) exercise general supervision over the funds of the University and advise it as regards its financial policies; and
- (b) perform such other financial functions as may be assigned to him by the Board of management or as may be prescribed by the Statutes or the Ordinances:

Provided that the Controller of Finance shall not incur any expenditure or make any investment exceeding three lakh rupees or such other amount as may be fixed by the Board of Management, without the prior approval of the competent authority.

- (6) Subject to the control of the Vice-Chancellor and the Board of Management, the Controller of Finance shall -

- (a) hold and manage the properties and investments of the University, including trust and immovable properties, for fulfilling any of the objects of the University;

- (b) see that the limits fixed by the Finance Committee for recurring and non-recurring expenditure for a year are not exceeded and the money is expended or spent for the purposes for which it was granted or allotted;
 - (c) be responsible for the preparation of the annual accounts and the budget of the University and for their presentation to the Board of Management after they have been considered by the Finance Committee.
 - (d) keep a ^{*}constant watch on the cash and bank balances and investments;
 - (e) watch the progress of collection of revenue and advise on the methods of collection employed;
 - (f) ensure that the registers of properties of the University are maintained properly and that stock checking of the equipment and other material in the offices and branches of the University including colleges and the institutions maintained by the University is conducted in a time-bound manner;
 - (g) bring to the notice of the Vice-Chancellor any unauthorized expenditure or any other financial irregularity and suggest appropriate action against the person at fault; and
 - (h) call from any office of the University, including colleges and institutions maintained by the University, any information or report that he may consider necessary for the performance of his functions.
- (7) Any receipt given by the Controller of Finance or by the person or persons duly authorized in this behalf by the Board of Management shall be

a sufficient discharge for payment of moneys to the University.

Librarian and other Officers

10. The Librarian shall be a whole-time salaried officers appointed by the Board of management on the recommendation of a Selection Committee constituted for the purpose, and shall possess such qualifications and exercise such powers and perform such duties, as may be determined by the Board of Management.

The manner of appointment, qualification, powers and duties of other officers shall be as may be determined by the Board of Management.

Board of Management

- 11.(1 The Board of Management shall have the
) power of management and administration of the University.
- (2) Subject to the provisions of the Act, the Statutes and the Ordinances, the Board of Management shall, in addition to the other powers vested in it by and under the Act and Statutes, have the following powers, namely:-
- (a) to make appointments or to enter into contract with such professors, readers, lecturers, other teachers and such academic staff as may be necessary, on the recommendations of the Selection Committees constituted for the purpose,
 - (b) to make appointments to temporary vacancies of any Academic Staff;
 - (c) to specify the manner of appointment to temporary vacancies of the Academic Staff;
 - (d) to provide for the appointment of visiting professors, artistes and writers and determine the terms and conditions of such appointment;

AMBEDKAR UNIVERSITY, DELHI

MINUTES OF THE 7TH MEETING OF THE BOARD OF MANAGEMENT HELD ON MONDAY, THE 31ST MAY 2010 AT 10.00 A.M. IN THE COMMITTEE ROOM NO. 4 IN THE INDIA INTERNATIONAL CENTRE ANNEXE, LODHI ROAD, NEW DELHI

PRESENT

01.	Professor Shyam Menon Vice Chancellor	Chairperson
02.	Professor N.R. Madhava Menon	Member
03.	Dr. Kiran Datar	Member
04.	Shri Anand Prakash, Principal Secretary, Higher Education, Government of NCT of Delhi	Member
05.	Professor A.R. Khan	Member
06.	Dr. A.K. Malik Registrar	Secretary

SPECIAL INVITEES

01	Prof. Ashok Nagpal Dean, School of Human Studies
02	Prof. Vijaya Varma Advisor Planning

Prof. Armaity Desai regretted her inability to attend the meeting, but gave her comments/observations on the agenda to the Vice Chancellor during a long telephonic conversation, which were duly considered during the deliberations. Shri J.P. Singh, Principal Secretary Finance, Government of NCT of Delhi, could not attend the meeting.

earlier Pension Scheme subject to the conditions that (a) their previous service is countable as qualifying service for pensionary benefits, and (b) their pensionary benefits are transferred to the University by their previous employer.

Resolved further that a sinking fund may be created for the above purpose.

5.17 Considered qualifications & experience for the post of Controller of Finance and

Resolved to approve the following qualifications and experience for the post of Controller of Finance

- (i) Master's Degree with at least 55% marks or its equivalent grade of 'B' in the UGC 7 point scale;
- (ii) 15 years of administrative experience of which 8 years shall be as Deputy Registrar or equivalent post with sufficient experience of financial administration.

OR

Comparable experience in research establishment and/or other institutions of higher education.

OR

15 years of service in the JAAS cadre or such other similar service

Desirable: Experience of financial administration/Chartered Accountant with requisite experience of working in undertakings/autonomous organization.

5.18 Considered the constitution of Selection Committee for the post of Controller of Finance and

Resolved to approve the constitution of Selection Committee for the post of Controller of Finance as under:

1. Vice-Chancellor
2. Pro Vice-Chancellor/one Dean to be nominated by VC
3. One member of the Board of Management to be nominated by VC

AMBEDKAR UNIVERSITY, DELHI

Minutes of the 9th Meeting of the Board of Management held on Tuesday, the 15th March 2011 at 10.30 A.M. in the Committee Room of the School of Human Studies, Ambedkar University, Kashmere Gate Campus, Delhi.

Present

01.	Professor Shyam B. Menon, Vice Chancellor	Chairperson
02.	Professor Armaity Desai	Member
03.	Professor N.R. Madhava Menon	Member
04.	Dr. Kiran Datar	Member
05.	Shri Anand Prakash, Principal Secretary, Higher Education, Government of NCT of Delhi	Member
06.	Professor A.R. Khan	Member
07.	Dr. A.K. Malik Registrar	Secretary

Sh. P.R. Tripathi, Principal Secretary (Finance), Government of NCT of Delhi, regretted his inability to attend the meeting on account of pre occupation with other official duties.

The Vice Chancellor extended a warm welcome to all the members of the Board of Management. The Board welcomed the new member viz. Sh. P.K. Tripathi, Principal Secretary (Finance), Government of NCT of Delhi, and recorded the appreciation for the contributions of the outgoing member Shri J.P. Singh, Principal Secretary (Finance), Govt. of NCT of Delhi.

AS

evidence/document/ bills for official purposes, and allotment of warden's flats on the campus as per rules of the university.

5.2 Payment of Dearness Allowance to University employees at revised rates @ 45% effective from 01.07.2010.

6.1 To note the modification in the educational qualifications for the position of Controller of Finance

The Board of Management noted the modifications in the educational qualifications for the position of the Controller of Finance.

6.2 To note the receipt of UGC communications relating to

(i) 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.]

(ii) Providing opportunity to adhoc/contract basis teachers of having two more attempts at NET or a maximum of one year to become eligible in order to continue in their teaching positions

(iii) Annual Self Assessment for the Performance Based Appraisal System (PBAS) and PBAS Proforma for Promotion under CAS - as indicated in Clause 6.0.2 under Schedule 6.0.0 of the UGC Regulations-2010

The Board of Management noted the contents of the above three UGC communications and authorized the Vice Chancellor to constitute a Committee to peruse the same and make recommendations for adoption in the Ambedkar University, Delhi, which may be submitted for the consideration and approval of the Board of Management.

7.1 Considered the ratification of the recommendations of the Selection Committee for the position of Controller of Finance

The Board of Management ratified the recommendations of the Selection Committee for the position of Controller of Finance as under:



(5) The decision of the Chancellor in such appeal shall be final

Discipline.

✓ 48. (1) The final authority responsible for maintenance of discipline among the students of the University shall be the Vice-Chancellor. His directions in that behalf shall be carried out by the Heads of Departments, hostels and institutions

(2) Notwithstanding anything contained in sub-section (1), the punishment of debaring a student from an examination or rustication from the University or a hostel or an institution shall, on the report of the Vice-Chancellor, be considered and imposed by the Executive Council.

Provided that no such punishment shall be imposed without giving the student concerned a reasonable opportunity to show cause against the action proposed to be taken against him.

Deemed validity of appointments. 49. Notwithstanding anything contained in any other law or instrument having the force of law for the time being in force, the appointments made to any post in the University in accordance with the Statutes and regulations shall be deemed to be valid and in accordance with law.

Overriding effect. 50. The provisions of this Act and the rules, Statutes and regulations made thereunder shall have effect notwithstanding anything inconsistent contained therewith in any other law or instrument having the force of law for the time being in force.



- (3) Save as aforesaid, the Board of Management, or the appointing authority, as the case may be, shall not be entitled to remove any teacher, any member of the academic staff or any other employee except for a justified cause and after giving one month's notice to the person concerned or on payment of one month's salary to him in lieu thereof.
- (4) No teacher, member of the academic staff or other employee shall be removed under clause(2) or clause(3) unless he has been given a reasonable opportunity of showing cause against the action proposed to be taken against him.
- (5) The removal of a teacher, a member of the academic staff or other employee shall take effect from the date on which the order of removal is made.
- (6) Notwithstanding anything contained in the foregoing provisions of this Statute, a teacher, a member of the academic staff or other employee may resign -
 - (a) if he is a permanent employee, only after giving three months' notice in writing to the Board of Management or the appointing authority, as the case may be, or by paying three months' salary in lieu thereof; or
 - (b) if he is not a permanent employee, only after giving one month's notice in writing to the Board of Management or the appointing authority, as the case may be, or by paying one month's salary in lieu thereof:

Provided that such resignation shall take effect only from the date on which the resignation is accepted by the Board of Management, or the appointing authority, as the case may be.

Maintenance of discipline amongst the students of the University.

21. (1) ✓ The powers regarding discipline and disciplinary action in regard to the students of the University shall vest in the Vice-Chancellor who may delegate all or any of his powers, as he may deem fit.



F.No. AUD/1-14(2)/2018/BoM

29 April 2019

NOTIFICATION

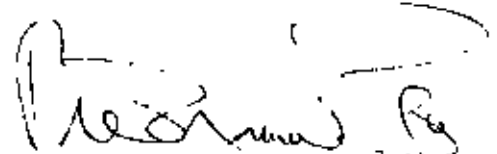
In pursuance of Statute 21(1) regarding maintenance of discipline amongst the students of the University and to ensure smooth functioning of existing campuses of University, the Vice Chancellor is pleased to appoint Professor Satyaketu Sankrit as Proctor for all the existing campuses of the University with immediate effect.

2. The Proctor shall have the following Terms of Reference (ToRs):

- (i) To ensure and enforce discipline among students and employees of the University and take such disciplinary measures in this regard as may be deemed necessary;
- (ii) To enquire and take such disciplinary measures for any breach of discipline and conduct committed by a student inside or outside the Campus;

3. The Proctor shall hold the office for a term of two years from the date of this Notification.

4. This issues with the approval of the Vice Chancellor


(Prof. M.S. Farooqi)
Registrar (Offg.)

Copy to:

- 1 Office of the Vice Chancellor
- 2 Office of the Pro Vice Chancellor
- 3 All Deans of Schools
- 4 Dean (Academic Services)/ (Student Services)/ (AES)/ (Planning)
- 5 OSD, Kashmere Gate Campus / Karampura Campus / Lodhi Road Campus
- 6 Office of the Registrar
- 7 The Controller of Finance
- 8 The Librarian
- 9 All Directors of the Centres/ Director (IT Services)/ Director (Campus Development)
- 10 All Deputy Registrars/Assistant Registrars
- 11 Assistant Registrar (Governance)
- 12 Webmaster -- For uploading the Notification on the intranet
- 13 Office Copy | Concerned File | Guard File | Notification File



Office Order No. 209/2019

In supersession of the Office Order No.200/2019 dated 03.05.2019 the following transfers/ postings/ work arrangements in addition to the current duties/ responsibilities of the concerned staff members, are hereby made with immediate effect:

A. Proctor Office

Kashmere Gate Campus:

- i. Deputy Proctor - Dr. Urfat Anjem Mir
- ii. Assistant Registrar - Shri Deepak Kapoor, AR (HR)
- iii. Assistant - Shri Nitin Chaudhuary (SS)
- iv. MTS - Shri Gaurav Kumar (OSD's Office KG)

Karampura Campus:

- i. Deputy Proctor - Dr. Pritpal Singh Randhawa
- ii. Assistant Registrar - Shri Rajeev Kumar
- iii. Office Assistant - Ms Bhawna Sadana

Lodhi Road Campus:

- i. Deputy Proctor - Dr. Rajshree Charichal
- ii. Deputy Registrar - Dr. Prasad TSV Kammili
- iii. Office Assistant - Shri Om Prakash Jha

The above officials will report to the Proctor and Proctor Office will function from the Kashmere Gate Campus

B. Research and Consultancy Office

- i. Assistant Registrar - Shri Harsh Kapoor
- ii. MTS - Shri Sumit Solanki (SS)

The above officials will report to Dean Research and Consultancy (R&C) and the Office of R&C will function from Kashmere Gate Campus

C. Office of International Affairs

- i. Assistant Registrar - Shri Harsh Kapoor
- ii. MTS - separate order will be issued for deputation of staff, in due course.

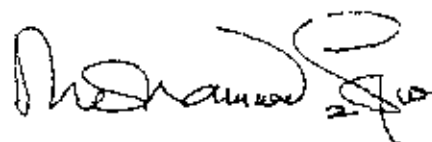
D. Centre for Publishing

- i. Assistant Registrar - Shri Harsh Kapoor
- ii. MTS - separate order will be issued for deputation of staff, in due course.

Continued ...2/N-

The above officials will report to the Deans of respective offices above Both the above offices will function from Kashmir Gate Campus.

2. Consequent to the above, the following postings/ transfers/ work arrangements are hereby additionally made:
 - i. Dr. Lokesh Garg, Deputy Registrar (Estates) shall look after the work of Student Services and AES in addition to his current duties.
 - ii. Dr. N. T. Diheung, shall provide support as Assistant Registrar to the Deputy Registrar (Estates), in addition to his current duties.
 - iii. Mr. Ashish Patidar, Assistant Registrar shall look after the work of SUS as per the previous arrangement.
 - iv. Dr. Sunita Tyagi, Assistant Registrar shall look after the work of PVC office as per the previous arrangement.
 - v. Ms. Prema Kumari, Office Attendant shall look after the work of SoL as per the previous arrangement.
 - vi. Shri. Harsh Kapoor, Assistant Registrar, being the link officer to SPIO shall also provide regular assistance to Ms. Anshu Singh SPIO, towards all work related to disposal of RTIs.
 - vii. Ms. Bindu Nair will continue to extend her advisory support towards the admission related work at Student Services Division during the initial transitory period of new office bearers.
3. Handing and taking over of charge, wherever required, may please be ensured immediately with intimation to the Registrar's Office.
4. This is issued with the approval of the competent authority.



REGISTRAR

Copy to

- (i) All above concern (by name)
- (ii) Office of the Vice Chancellor, AUD
- (iii) Office of the Pro Vice Chancellor - I/ II, AUD
- (iv) All Deans of Divisions/ Schools
- (v) The Registrar/ Controller of Finance/ Librarian
- (vi) All Directors of Centres/ Director, IT Services/ Director, Campus Development
- (vii) All Deputy Registrars/ Assistant Registrar/ System Administrators
- (viii) Deputy Librarians/ Sr. Project Engineer (Civil)/ Executive Engineer (Civil)
- (ix) Webmaster – for uploading on AUD Intranet
- (x) Office Order file
- (xi) Office Copy

Extract of the 21st Meeting of the Board of Management held on 13.02.2017 386

- (iii) Resolved to approve the recommendations of the Statutory Selection Committees (15 & 30 November 2016) for the three posts of Deputy Registrar against the open advertisement dated 9.6.2016 as under:

On Direct Recruitment - Unreserved Category

(1) Shri Manish Kumar Sharma

On deputation (Initially for a period of one year)

(1) Shri Anil Kumar

For direct recruitment - OBC Delhi Category

One post may be re-advertised as none of the three candidates, appeared for the interview was found suitable.

- (iv) Resolved to approve the recommendations of the Statutory Selection Committee (held on 08.11.2016) for the post of Deputy Registrar on deputation by way of nomination, initially for a period of one year.

(1) Dr Lokesh Garg

- 6.1 Draft Memorandum of Understanding (MoU) to be signed by the University with the Public Works Department, Govt. of NCT of Delhi for the development of new campuses of the University at Rohini and Dheerpur (Phase-1), draft Request For Proposal (RFP) document for Comprehensive Consultancy Services for Planning, Designing and Development of the New Campuses of Ambedkar University Delhi at Dheerpur (Phase-1) and constitution of the Jury for the Design competition

(i) Memorandum of Understanding (MoU) between AUD and PWD

Director, Campus Development presented the above item and briefed the members that a Memorandum of Understanding (MoU) was required to be signed between Ambedkar University Delhi (AUD) and Public Works Department (PWD), Govt. of NCT of Delhi for the development of new AUD campuses at Dheerpur and Rohini on deposit work basis. The said MoU would define the roles and responsibilities of PWD and AUD for the smooth execution of the Dheerpur and Rohini projects within the sanctioned cost and time by the Govt. of NCT of Delhi for these projects.

Accordingly, a draft MoU has been prepared jointly by the AUD and the PWD on the basis of CPWD guidelines after having several rounds of discussions. He further informed the members that as per the proposed MoU, the RFP document for the appointment of Consultant would be approved by the University and a Jury would be constituted by AUD for the selection of Consultants for Dheerpur and Rohini which would

include a representative of PWD. Based on the recommendations of the Jury, AUD would approve the selection of the Consultant and thereafter PWD would appoint the Consultant. This procedure has been duly approved by the Hon'ble Deputy Chief Minister of Delhi on 10.08.2016.

The Principal Secretary (Finance), GNCTD observed that the proposed MoU should have sufficient safeguards for ensuring that there were no delays in the execution of works and cost overruns with well-defined roles and responsibilities of AUD, PWD and the Consultant. In response to these observations, Director, CD informed the members that the roles and responsibilities of PWD as well as AUD have been clearly defined in the proposed MoU. As far as the roles, responsibilities and liabilities of the Consultants are concerned, the same have been taken care of in the terms and conditions of their appointments in the Request For Proposal (RFP) document. Director, Campus Development also informed the members that AUD being a statutory body established through an Act of the Legislative Assembly of NCT of Delhi, the PWD is not charging any departmental fees for implementing the projects and hence there is no provision of any penalty against PWD in the proposed MoU.

The Principal Secretary (Finance) observed that since the total expenditure on the development of these campuses of AUD was to be funded by Govt. of NCT of Delhi, the responsibilities of PWD and AUD of the project would be suitably incorporated at the time of concurring with the EFC proposals by the Finance Department for these projects.

(ii) Request For Proposal (RFP) document

Director, CD stated that a draft Request For Proposal (RFP) document for appointment of Consultant for providing Comprehensive Consultancy Services towards planning, designing and development of new AUD campus at Dheerpur, has been prepared jointly by PWD and AUD. This draft RFP document is based on the approval accorded by the BoM in its 20th Meeting held on 03 November 2016. He further informed the members that one change has been proposed in the said RFP document in the weightage criteria i.e. Technical Bid - 80% weightage; Financial Bid - 20% weightage instead of 70% and 30% weightages for Technical and Financial Bids respectively. This change in the weightages will be incorporated in the final RFP only in the case this is approved by the GNCTD; otherwise the original weightage of 70% and 30% for Technical and Financial Bids respectively will be retained in terms of the original approval of the BoM in its 20th Meeting held on 03.11.2016. He informed the members that presently both the draft MoU and RFP documents were being processed by the PWD and it was likely to be finalized soon.

(iii) Composition of Jury for selection of Consultants

Director, Campus Development (CD) informed that the BoM in its 18th Meeting held on 08 October 2015 and 02 November 2015 (adjourned) approved the constitution of a Jury for conducting and judging the Design Competition for both Dheerpur and Rohini campuses of AUD. This Jury had five members as given below:

1. Professor Deepak Nayyar	Chairman
2. Director, Campus Development, AUD	Member Convener
3. Dean, School of Design AUD	Member
4. Shri Balakrishna Doshi	Member
5. An Architect with expertise in landscape and Environmental and Urban Design	Member

Director, Campus Development informed the members that considering the emphasis on energy efficiency of the new campuses, it has been proposed to have Urban Designer and Landscape Designer and Energy & Environment Expert also on the Jury in addition to the composition already approved by the BoM. Keeping the nature and present requirement of the projects, a revised composition of Jury with eminent experts has been proposed as under:

1. Professor Deepak Nayyar (Eminent Educationist)	— Chairman
2. Ar. BalKrishna Doshi (Eminent Architect)	
3. Director, Campus Development, AUD	— Member & Convener
4. One Urban Designer	
5. One Landscape Designer	
6. One Energy & Environment Expert	
7. A Representative of PWD, GNCTD	

After due deliberations, the Board **approved** the draft MoU and RFP documents (Appendix-5) and also the revised composition of Jury with 7 members as mentioned above. The Board also authorized the Vice Chancellor to approve the MoU and RFP documents with minor corrections / modifications, if required by PWD.

6.2 Status of Campus Development at Dheerpur and Rohini

Resolved to note and record the status of various activities so far under taken for this development of new campuses at Dheerpur and Rohini, vide (Appendix-5). Director, Campus Development brought to the notice of the members that a specific development that had happened for Dheerpur site with regard to shifting of 33/11 KV overhead HT/LT lines. He informed that an allotment letter from DDA was received on 10 February 2017 for 15 × 15 meter of land (225 sq. meters) outside AUD's



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Appendix-21

Jatin Bhatt <jatin@aud.ac.in>

Jury for AUD Campuses

3 messages

Deepak Nayyar <nayyar.deepak@gmail.com>
To: Jatin Bhatt <jatin@aud.ac.in>

Tue, Jun 11, 2019 at 4:12 PM

Dear Jatin

This has reference to your email message of 31st May, our meeting in my office on 3rd June, and your email message of yesterday evening with attachments.

I am afraid that an unexpected constraint has surfaced since we last spoke about this matter. As you know, during the past two years, until end March 2019, I had been completely immersed in a massive study on Asia, which is being published in two volumes, by Oxford University Press, Oxford.

I received a message from OUP yesterday late evening that the page-proofs of both books will reach me around around 4th July and perhaps even earlier. And I will have just over three weeks to complete my reading and return the page-proofs to OUP by 31st July 2019. If this deadline is not met by me, they will not be able to adhere to the planned publication of both books in late September. I should mention that the first volume is 100,000 words and the second volume is 250,000 words. It will take me four weeks, working full time, to complete this task within the stipulated time frame. Consequently, I will not have even a moment to spare during the month of July 2019.

From the AUD point of view, you had said that the Jury needs to meet during the period from 3rd to 10th July.

Under the circumstances, it is simply not possible for me to Chair the Jury that would select architects for the planned AUD Campuses in Dheerpur and Rohini. Please accept my apologies. And I do hope that you would understand.

I have been caught up in meetings since this morning. And I am writing to you at the first available opportunity so that you can explore possibilities of finding a Chairman for the Jury without any further delay.

With regards

DN

DEEPAK NAYYAR

Handwritten signature and date: 12/6/19

Emeritus Professor of Economics, Jawaharlal Nehru University, New Delhi
 former Distinguished University Professor of Economics, New School for Social Research, New York
 and former Vice Chancellor, University of Delhi
www.deepaknayyar.com

My latest books:

CATCH UP

Developing Countries in the World Economy
 Oxford University Press, 2016, Paperback Edition

EMPLOYMENT, GROWTH AND DEVELOPMENT

Essays on a Changing World Economy
 Routledge, 2017, Hardback Edition

[Click Here](#)

Jatin Bhatt <jatin@aud.ac.in>

Wed, Jun 12, 2019 at 10:18 AM

To: Deepak Nayyar <nayyar.deepak@gmail.com>

Bcc: Mohammad Sharique Farooqi <sharique@aud.ac.in>, salil <salil@aud.ac.in>, Registrar AUD
 <registrar@aud.ac.in>, Nirmal Kumar Verma <nkverma@aud.ac.in>

Dear Professor Nayyar,

Thank you for your mail. We fully understand and appreciate your prior commitments and hence your unavailability to chair the Jury process scheduled in the first half of July 2019.

I would like to extend my gratitude on behalf of AUD for facilitating the Jury process last year which unfortunately, was aborted due to reasons beyond our control. We will keep you informed on the progress of our permanent campuses at Dhaerpur and Rohini.

Our best wishes for your upcoming publications and look forward to your support to the University in future.
 With warm regards

Jatin Bhatt

(Quoted text hidden)

Professor Jatin Bhatt

Pro Vice Chancellor

Ambedkar University Delhi India

jatin@aud.ac.in, www.aud.ac.in

Deepak Nayyar <nayyar.deepak@gmail.com>

Wed, Jun 12, 2019 at 11:01 AM

To: Jatin Bhatt <jatin@aud.ac.in>

Dear Jatin

Many thanks for your message and for the understanding.

It would be nice if you keep me informed. I have been a well-wisher of AUD even before it was born.

With regards

DN

(Quoted text hidden)

Padma-Shri Dr. Pritam Singh

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An Inspiring role model, Dr. Pritam Singh has spent his entire life tirelessly doing what he does best: inspiring students, academia, corporate heads and policy makers to raise their excellence to the next level. As the Chairman and member of several policy-making committees and bodies of Government of India, he has stamped his perspective on policy issues that surround both management education and corporate management in India.

An Inspiring role model, Dr. Pritam Singh has spent his entire life tirelessly doing what he does best: awakening students, academia, corporate heads and policy makers to raise their excellence to the next level. As the Chairman and a member of several policy-making committees and bodies of Government of India, he has stamped his perspective on policy issues that surround both management education and corporate management in India.

He sits currently on the Board of 10 reputed private and public sector organizations helping them initiate the change process and charter a winning corporate strategy. As a consultant, Dr. Pritam Singh has done work with more than 200 CEOs in India and abroad and conducted more than 100 retreats for the top management of both private and public sector organizations as well as Multinational Corporations. Indeed he is the guru, the trainer, the coach, and the counselor at the Board and the Top Management level of the Indian Corporate World. With his entrepreneurial vision and path breaking innovative methods, Dr. Pritam Singh turnaround the fortunes of both MDI where he was director 1994-1998 & 2003-2006) and IIM Lucknow (1998-2003). He also made significant contributions in reorienting the foci of Administrative Staff College of India and Indian Institute of Management, Bangalore (IIM-B) where he worked as Dean and Senior Professor.

He headed IMI for a period of three years until October 2014 and during this period IMI improved tremendously in reputation and ranking. A thought leader with extraordinary insight, Dr. Singh is the author of seven academically reputed books, three of which are award winning. He is a globally sought after speaker and has addressed various Indian and global audiences including Chambers of Commerce in various countries notably Holland, France, Germany, Greece, Russia, UK USA, etc. Dr. Singh has been the member and the Chairman of some of the important Government Committees,

- Member 6th Pay commission for IITs, IIMs and NIITs.
- Member Banking Selection Board for selecting CMDs and Executive Directors.
- Member of the Tenth Five Year Plan for the Higher Education.
- Chairman of the Sub-committee Institutional Management and Leadership Development in Higher Education by the Planning Commission for 12th Five – Year Plan (2012-2017).
- Member of the Search Committee for Selection of nonofficial Directors on the Boards of Central Public Sector Enterprises.
- Member DOPT Committee leadership building for the IAS Officers.
- Member Ministry of Home Affairs Committee for the capacity building of IPS Officers.
- Member of the Search Committees for the selection of the Vice Chancellors and Directors.

His distinguished services were acknowledged by the country when the President of India conferred on him the prestigious 'Padam Shri'. It was for the first time that any Professor and a serving Director in India received this coveted award in the field of "MANAGEMENT EDUCATION".



Dr. B.R. Ambedkar University Delhi

Minutes of the 24th Meeting of the Board of Management held at 10:00 AM on 24 July 2018 in Terrace Pergola at the India International Centre, New Delhi

Present

1.	Professor Shyam B. Menon Vice Chancellor	Chairperson
2.	Professor N.R. Madhava Menon Nominee of the Government of NCT of Delhi	Member
3.	Professor S. Parasuraman Nominee of the Government of NCT of Delhi	Member
4.	Dr Kiran Datar Nominee of the Government of NCT of Delhi	Member
5.	Professor Jatin Bhatt Pro Vice Chancellor 1 and Nominee of the Chancellor	Member
6.	Professor Salil Misra Pro Vice Chancellor 2 and Nominee of the Chancellor	Member
7.	Professor Honey Oberoi Vahali, School of Human Studies Nominee of the Chancellor	Member
8.	Professor Asmita Kabra Dean, School of Human Ecology and Registrar (Offg.)	Secretary

Special Invitees

9. Professor Praveen Singh
Dean Planning
10. Professor Kartik Dave
Controller of Finance (Addl. charge)
11. Professor Sanjay Kumar Sharma
Dean Student Services
12. Dr Arindam Banerjee
Dean (Offg.) Academic Services
13. Dr Oinam Hemlata Devi
Assistant Professor, School of Human Ecology

18.21 Ratification of the decision of the Vice Chancellor in approving the probation clearance of newly joined Assistant Registrars

Resolved to ratify the decision of the Vice Chancellor in approving the probation clearance of newly joined Assistant Registrars on completion of their one year probation period, as per the details given below

Sl. No.	Name	Designation	Date of joining
(i)	Ms Anshu Singh (on lien from DJA)	Assistant Registrar	10.03.2017
(ii)	Shri Deepak Kapoor (on lien from IGNOU)	Assistant Registrar	14.03.2017

Technical resignation of the above both candidates have been accepted and their cases for confirmation on the post of Assistant Registrar are under process.

18.22 Ratification of the decision of the Vice Chancellor on the representation received from Shri Ashish Patidar, Assistant Registrar against the remarks made by Reviewing Officer in his APAR for the period 01.04.2015 to 31.03.2016

Resolved to ratify the decision of the Vice Chancellor in approving the remarks of Reporting Officer instead of Reviewing Officer based on the merit in the representation/ appeal made by Shri Ashish Patidar, Assistant Registrar.

18.23 Ratification of the decision of the Vice Chancellor in approving the proposal for creation of an additional post of Registrar (Campus Development)

Resolved to ratify the decision of the Vice Chancellor in approving the recommendation of the Establishment Committee at its 18th meeting held on 05.02.2018 to discontinue the position of Director, Campus Development and to recommend the creation of an additional post of Registrar (Campus Development).

18.24 Ratification of the decision of the Vice Chancellor in approving the policy guidelines regarding a suitable method of selection process of Group 'B' & 'C' non-teaching staff in the light of the new guidelines of the Govt. of India/ GNCTD regarding discontinuation of interview

Resolved to ratify the decision of the Vice Chancellor in approving, as recommended by the Establishment Committee at its 19th meeting held on 30.05.2018, the proposed Pattern/ Scheme of Examination for implementation of the policy guidelines regarding a suitable method of selection process of Group 'B' & 'C' non-teaching staff in the light of the new guidelines of the Govt. of India/ GNCTD regarding discontinuation of interview.

18.25 Ratification of the decision of the Vice Chancellor in approving the constitution of an Advisory Committee for the Centre of Psychotherapy and Clinical Research (CPCR)



Dr. B. R. Ambedkar University Delhi

Minutes of the 18th Meeting of the Establishment Committee of the University held on Monday, 5th February 2018 at 3.30 PM in the Committee Room-I at Kashmore Gate Campus, New Delhi 110 006

The 18th Meeting of the Establishment Committee (EC) of Dr. B. R. Ambedkar University Delhi (AUD) was held on 5th February 2018 at 03 30 PM. The following were present at the meeting.

1. Professor Shyam B Menon Vice-Chancellor	Chairperson
2. Dr Kiran Datar Nominee of the Board of Management	Member
3. Professor Lawrence Liang Dean, School of Law, Governance and Citizenship	Member
4. Professor Praveen Singh Dean, Planning	Member
5. Professor Asmita Kabra Registrar	Member Secretary

Special Invitees

6. Professor Jatin Bhatt, Pro-Vice Chancellor-I & Member, Board of Management
7. Professor Salil Misra, Pro-Vice Chancellor-II & Member, Board of Management
8. Professor Honey Oberoi Vahali, SHS & Director, CPR and Member, BoM

Professor Salil Misra could not attend the Meeting due to a prior engagement.

At the outset, the Vice Chancellor extended a warm welcome to the Members and the Special Invitees of the Establishment Committee (EC).

The Establishment Committee deliberated on the following agenda items:

1. **Confirmation of the Minutes of the 17th Meeting of the Establishment Committee held on 19 July 2017 at Committee Room-I, IIC Annexe, Lodhi Road, New Delhi – 110 003**

Resolved to confirm the Minutes of the 17th Meeting of the Establishment Committee held on 19 July 2017 at Committee Room-I, IIC Annexe, Lodhi Road, New Delhi, as circulated on 28.07.2017
2. **Action Taken on the Minutes of the 17th Meeting of the Establishment Committee held on 19 July 2017 at Committee Room-I, IIC Annexe, Lodhi Road, New Delhi**

3/2

Creation of an additional post of Registrar (Campus Development)

Resolved to discontinue the position of Director, Campus Development and to recommend the creation of an additional post of Registrar (Campus Development) with the specific mandate to oversee new campus development as per details below

- (i) The duration of the post of Registrar (Campus Development) will be for a period of five years or the completion of new campus development, whichever is earlier
- (ii) Recruitment shall be through open advertisement, and prior experience of works on new campus development shall be listed as a desirable criterion for eligibility.
- (iii) The Registrar (Campus Development) shall report to the PVC.
- (iv) The Registrar (Campus Development) shall be assisted by Technical Advisor(s)/ Consultant(s) and a Campus Development team consisting of an in-house Architect, Executive Engineer, Engineers, Finance Officer at the level of Deputy Registrar, an Assistant Registrar, (Campus Development) and basic administrative staff.

3.3.1 Proposal for Leave Rules to be regulated for various categories of employees engaged in AUD on contract basis:

Resolved to consider the Leave Rules to be regulated for various categories of employees engaged in AUD on contract basis as detailed below:

S. No.	Types of Employees engaged on contract basis	Existing	Proposed *
1.	Engaged on direct contract of one year	2.5 EL per month of completed service	2.5 EL per month of completed service 08 CL & 02 RH
2.	Consultants engaged after superannuation from Govt. Services on one year contract up to the age of 65 years (As per GNCTD guidelines)	08 Leave in one year as per GNCTD guidelines	01 Leave per month 02 RH
3.	Engaged on contractual basis for six months or less (including outsourcing/ Ex-servicemen)	01 Leave per month	01 Leave per month 02 RH

*To be regulated on pro rata basis with no carryover and encashment

3.3.2 Proposal for grant of Maternity Leave for female employees:

The EC noted that the Ministry of Labour & Employment, Govt of India vide letter No F No-S- 36012/03/2015-SS-I dated 28.08.2017 has issued guidelines to all the State Government/ UT Administrators for implementation of the provisions of the Maternity Benefit (Amendment) Act, 2017.

However, the EC also noted that AUD has not received endorsement of the above guidelines from the Labour Department, Govt. of NCT of Delhi

Therefore, it was resolved that AUD should seek clarification from Directorate of Higher Education for applicability of Maternity Benefit (Amendment) Act, 2017