



Date: 23/4/2025

पत्रांक: 11445 सा 0 प्रशासन/पू० वि० वि०/2025

ADVERTISEMENT FOR THE CONTRACTUAL TEACHING POSTS

Applications in the prescribed format are invited from eligible candidates for the direct recruitment on contract basis as per University Statute/ UP Government orders/Pharmacy Council of India/Bar Council of India/ UGC norms as applicable against the teaching posts as given below in the **Institute Department of Pharmacy and Dattopant Thengadi Law Institute** in the University Campus. The application form and general instructions for applicants are available on University Website. Only online application will be accepted and physical application will not be entertained.

applicants are available on University website. Only candidates who will not be entertained.

Sl. No.	INSTITUTE DEPARTMENT OF PHARMACY (Specializations/Subjects)	Total	Professor on Contract (Fixed Remuneration or salary Rs.1,10,000/-)				Eligibility
			UR	OBC	SC	EWS	
1.	Pharmaceutical Chemistry	01	01	-	-	-	A. A basic degree in pharmacy (B. Pharm) with Pharmacist Reg. No. under the Pharmacy Act, 1948, A Ph.D. Degree with First Class B. Pharm or Master's degree in Pharmacy (M. Pharm) in Pharmaceutical Chemistry/ Pharmacology/ Pharmacognosy (All Qualifications must be PCI recognized). Conversion of grade to percentage certificate must be provided by the applicants. B. Essential Teaching/ Research/ Industry Experience): As per UGC Regulation 2010 and amendments from time to time (Ref. No. 14-163/2021-PCI/12730 dated: 08/08/2022 as adopted by U.P. Government.
2.	Pharmacology	01	-	-	01	-	
3.	Pharmacognosy	01	01	-	-	-	
DATTOPANT THENGADI LAW INSTITUTE							
(Specializations/Subjects)							
1.	Law	02	-	01	-	01	A. Qualification for Professor in Law must be as per UGC Regulation 2018 and amendments from time to time as adopted by U.P. Government vide G.O. No 1190/70-1-2019-16(114)/2010 dated 15-10-2019 and V.B.S.P.U., Jaunpur. B. The Applicant must hold Ph. D. Degree in Law at the time of application.

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GENERAL INSTRUCTIONS FOR APPLICANTS

1. Online application form along with other details and qualifications are available on University Website www.vbspu.ac.in.
2. A non-refundable application fee of Rs. 1000/- for General/ OBC and EWS applicants and Rs. 500/- for SC/ST/PH candidates is to be paid online through online application Portal at the time of application.
3. Candidates who have been awarded Ph.D. from foreign Universities should enclose "Equivalence Certificate", issued by the Association of Indian Universities, New Delhi, without which their candidature will not be considered and application will be rejected. However, the person who has acquired Ph.D. degree from Foreign University through nomination by MHRD's Foreign scholarship programme will be exempted from the Equivalency Certificate.
4. The eligibility of the applicants will be determined on the basis of the last date of submission of the application form.
5. Mere eligibility will not entitle any applicants to be called for interview.
6. Applicants should keep on visiting regularly the University website for the dates of interview.
7. Reservations will be applicable as per Uttar Pradesh Government norms.
8. Applicants who are in employment should route their application through proper channel or should submit a "No Objection Certificate" from the employer at the time of interview (if not uploaded during online application), failing which their candidature will be cancelled.
9. The University reserves the right of filling or not filling the advertised posts without assigning any reason.
10. Canvassing in any form may lead to cancellation of candidature.
11. The University reserves the right to increase/decrease the number of posts, at the time of selection.
12. The period of time taken by applicants to acquire M. Pharm. and/ or Ph.D. Degree shall not be considered as teaching/research experience to be claimed for appointment to the advertised posts.
13. Applicant has to submit **separate application forms for different posts with prescribed application fees separately.**
14. No TA/DA shall be paid to the Applicants for attending the interview.
15. The terms and conditions of Service shall be applicable as per Act, Statutes and Norms of Veer Bahadur Singh Purvanchal University, Jaunpur, Uttar Pradesh.
16. Last date for submission of application form is 23/5/2025 at 12:00 noon.

Registrar

Copy forwarded to:

1. Editor/Advertisement Manager, with the request to publish above advertisement in 1 column of width 4 cm on three consecutive dates,and submit respective bills within a week in two copies for the purpose of payment.
2. In-charge, University website, for uploading on the University website.
3. PA to Finance Officer, VBS Purvanchal University, Jaunpur.
4. PS to VC, for kind information to Hon'ble Vice-Chancellor.
5. Record File.

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Admission
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V.B.S. Purvanchal University, Jaunpur (U.P.) -222003(NAAC A⁺ Accredited University)

Fax.: (05452) 252344,252244

Email:connectpuregistrar@gmail.com



Web: www.vbspu.ac.in

APPLICATION FORM FOR THE CONTRACTUAL TEACHING POSTS

(Advt. No.: 1144/सा० प्रशासन /पू० वि० वि० /2025, Date: 23/-4/2025)

LAST DATE FOR ONLINE APPLICATION: 23/5/25, 2025 (For direct recruitment to the post of Professor on contract)

Fees Details	Amount (Rs.)	Name of the Bank	UPI/Online Transaction No.

Tick (✓) the Category: UR ☐ SC ☐ ST ☐ OBC ☐ EWS ☐

(Please attach certificate in support)

Post Applied for :

Name of Department :

Specialization (if any) :

Reference of Post Advertised in :
Advertisement No : datedAffix a recent
passport size
colored self
attested
photograph.

(Don't staple)

1. GENERAL INFORMATIONa. Name of the Applicant :
(In block letters)

b. Father's/Husband's Name : _

c. Date of Birth :

d. Present Postal/
Correspondence Address :

e. Permanent Home Address :

f. Applicant's Contact Details : Telephone No.:
Mobile No.:
E-Mail:g. (i) Present Post/Designation With
Pay Band +AGP (If applicable) :RK Rai
26/03/2025Ravi
26/03/25Aditya
26/03/25

(ii) Present Basic Pay :

(i) Name of Institution/Organisation :

h. Gender and Marital Status

(i) Male/Female :

(ii) Married/Unmarried :

(iii) If married, give the full name
of Spouse :

2. ACADEMIC QUALIFICATIONS

a. Academic Qualifications starting from Matriculation onwards:

Examination Passed	Board/University/ Institute	Year of Passing	Regular/ Private	Subject (s)/ Specialization	Division/ Grade	%age of Marks	Encl No.
High School (10 th)							
Intermediate (12 th)							
B.Pharm							
M.Pharm							
Pharm.D							
Ph.D.							
D.Lit.							
Others (if any)							

b. Have you qualified NET/SLET/SET? :

(If yes, please give details)

c. Ph.D. Topic :

Date of Registration of Ph.D. Degree :

Date of viva-voce of Ph.D. Degree :

d. D.Lit. Topic :

e. Technical Qualification, if any :

f. Area of Specialization/Field of Research :

g. Academic distinction (e.g. any prize, medal, honour, award etc.).....

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h. Foreign visits for academic purpose (If any, please give details).....

i. Have you been punished during your studies at College/University (if so give details) :

3. TEACHING EXPERIENCE

a. Give the details of employment (in chronological order)

Designation/ Post Held	Name of Institution	Exact Dates/ Period		Scale of Pay	Nature of duties	Encl. No.
		From	To			

b. Total Teaching Experience

(i) Under Graduate : Years Months

(ii) Post Graduate : Years Months

c. (i) Break in Service, if any (Indicate the period giving reasons) : Period Reasons.....

(ii) Have you been punished during your services? If so, give details.

(iii) Do you have any court cases pending as one of the parties?
(If yes, give details)

d. Research Experience (Excluding full time Ph.D. or M.Phil. enrolment period)

e. Administrative Experience, (if any) :

Name of the Institution	Designation	Nature of Assignment	Dates/Periods		Length of Experience		Encl. No
			From	To	Years	Months	

f. Details of Refresher Course/Orientation Course/Summer Institute Attended (Please enclose evidence)

S. No.	Name of the Course	Organizing Body/ University	Duration	API Score	Encl. No

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g. Teaching, Learning and Evaluation Related Activities (Category-I): (Please enclose evidence)

No.	Name/Nature of the Activity	Duration	Activity	Conducting Body/ University	API Score	Encl. No.

h. Membership of Professional Bodies/Societies etc.:

i. Period of Extra Ordinary Leave without pay (If availed) :

4. CO-CURRICULAR, EXTENSION, PROFESSIONAL DEVELOPMENT RELATED ACTIVITIES AND RESEARCH & ACADEMIC CONTRIBUTIONS

*Weightage point/API Score shall be given by the applicant for co-curricular, extension, professional development related activities (Category-II) and research and academic contributions (Category-III) as per 4th Amendment, Regulation 2016 of UGC (Minimum qualifications for appointment and other academic staff in Universities and Colleges and measures for maintenance of standards in higher education circulated vide UGC Notification No. F.1-2/2016 (PS/Amendment) dated 4th May 2016 and Notification No. F. 1-2/2016 (PS/Amendment) dated 11th July, 2016 etc.

CATEGORY: II. CO-CURRICULAR, EXTENSION, PROFESSIONAL DEVELOPMENT RELATED ACTIVITIES
(Attach supporting documents)

Please mention your contribution on the following:

Category	Nature of Activity	Points/ Score*	For Office Use Only
a. Student related co-curricular, extension and field based activities			
(i)	Discipline related co-curricular activities (e.g. field work, study visit, student seminar and other events, career counselling etc.)		
(ii)	Other co-curricular activities (Cultural, Sports, NSS, NCC etc.)		
(iii)	Extension and dissemination activities (public/popular lectures/talks/seminars etc.)		
b. Contribution to Corporate life and management of the department and institution through participation in academic and administrative committees and responsibilities			
(i)	Administrative responsibility (including as Dean / Principal/ Chairperson/ Convener/ Teacher-in-charge/similar other duties that require regular office hrs for its discharge)		
(ii)	Participation in Board of Studies, Academic and Administrative Committees.		
c.	Professional Development activities (such as participation in seminars, conferences, short term training courses, industrial experience, talks, lectures in refresher/faculty development courses, membership of associations, dissemination and general articles and any other contribution)		
Total Score (a + b + c) (Max: 45)			

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CATEGORY III: RESEARCH AND ACADEMIC CONTRIBUTIONS (Attach supporting documents)

(A). Research Papers Published in Refereed Journals/Other Reputed Journals as notified by UGC
(Please enclose evidence)

S.N.	Title with page/volume Nos.	Journal Name ISSN/ ISBN No.	Refereed/ Reputed Journal/	Impact factor, if any	No. of Coauthors	Main/ corresponding author	API score	Encl. No

B (i) (a) Books Published (Please enclose evidence)

S.N.	Book Title	Type of Authorship	ISSN/ ISBN No.	Publisher (Whether International/ National/ State/Govt. Publisher)	Type of Book (Text/ Reference/ Subject etc)	No. of Coauthors	Main/ corresponding author	API score	Encl. No

B (i)(b) Articles/Chapters Published in Books (Please enclose evidence):

S.N.	Title of Article/ Chapter with Page Nos.	Book Title	ISSN/ ISBN No.	Type of Book (Text/ Reference/ Subject etc)	Publisher (Whether International/ National/ State/ Govt. Publisher)	No. of Coauthors	Main/ corresponding author	API score	Encl. No

(C) (i). Research Projects (Sponsored Projects) (Please enclose evidence):

S.N.	Title	Agency	Period	Grant/Amount Mobilized (Rs. Lakhs)	API Score	Encl. No.

(C) (ii). Research Projects (Consultancy Projects) (Please enclose evidence):

S.N.	Title	Agency	Period	Grant/Amount Mobilized (Rs. Lakhs)	API Score	Encl. No.

(C) (iii). Research Projects (Projects Outcome/Outputs) (Please enclose evidence):

S.N.	Title	Agency	Period	Whether Patent/ Technology transfer/Product/ Process as outcome	Major Policy document prepared for international bodies like WHO/ UNO/ UNESCO/ UNICEF etc. Central/ State Govt./ Local Bodies	API Score	Encl. No.

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(D) Research Guidance (Please enclose evidence):

S.N.	Course	Number Enrolled	Thesis Submitted	Degree Awarded	API Score	Encl. No
	M. Phil					
	Ph. D.					
	Others					

E. (i) Fellowships/ Awards:

S.N.	Fellowship/ Award Name	Whether International/ National/ State/ University Level	Name of Academic body/ Association	Year	API Score	Encl. No.

E. (ii) (a) Papers Presented in Conferences/Seminars (Please enclose evidence)

S.N.	Title of the paper	Title of the conference/ Seminar etc.	Organised by	Whether International/ National/State/ University Level	API Score	Encl. No.

E. (ii) (b) Invited Lectures in Conference/ Seminars etc. (Please enclose evidence)

S.N.	Title of the Lecture	Title of the conference/ Seminar etc.	Organised by	Whether International/ National/State/ University Level	API Score	Encl. No.

F. Development of e-learning delivery process material:

S. No.	Nature of Activity	Module details	Year	API Score	Encl. No.

Note: Attach detailed list for CATEGORY-II (co-curricular, extension, professional development related activities) and CATEGORY-III (research and academic contributions) in chronological order with proper enclosure number along with relevant/supporting documents.

IV. SUMMARY OF API SCORE:

Category	Criteria	Total API Score for Assessment Period (Claimed by Applicant)	Total API Score for Assessment Period (Verified)
I	Teaching, Learning and Evaluation related activities		
II	Professional Development, Co-curricular and Extension activities		
	Total (I+II)		
III	Research and Academic Contribution		

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Please give details of any other credential, significant contributions, awards received etc. not mentioned earlier.

S. No.	Details (Mention Year, Value etc. where relevant)
1.	
2.	

DECLARATION

I S/O, W/O, D/O hereby declare that all the statements and entries made in this application are true, complete and correct to the best of my knowledge and belief. In the event of any information found false or incorrect or ineligibility being detected at any stage, my candidature/appointment may be cancelled by the University.

I have never been convicted or penalised for any unlawful activity by any Institution/Court.

Place:

Date:

Signature of the applicant

Name of the Applicant

ENDORSEMENT BY THE PRESENT EMPLOYER

Forwarded to: - The Registrar, V.B.S. Purvanchal University, Jaunpur-222003 (U.P.)

The applicant S/o, W/o, D/o
who has submitted this application for the post of in the V.B.S. Purvanchal
University, Jaunpur has been in employment in a Temporary/Permanent
capacity with effect from in the Pay Scale of Rs. Presently He/She is
drawing a basic pay of Rs. His/Her next increment is due on

Further, it is certified that no disciplinary query has ever been held or pending against the said applicant. There is no objection for his/ her application being considered by the V. B. S. Purvanchal University, Jaunpur-222003, and in the event of selection, he / she will be relieved to join the V. B. S. Purvanchal University, Jaunpur-222003 as per rules.

Date:

Signature:

Name:

Seal of Head of the Institution

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List of Enclosures: (Please attach attested copies of certificates, sanction orders, papers etc. wherever necessary)

S.No.	Detail	Encl. No	No. of sheets per enclosure
1.			
2.			
3.			
4.			

Total number of sheets enclosed..... (please give sequential number to each sheet and signature with date).

(Signature of the Applicant)

Full Name:

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Prakash
06/02/25

Aditya
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SUMMARY SHEET

1. Post applied for		2. Department					
3. Name (in Capital Letters)		4. Male/ Female/Transgender			5. Married/ Unmarried		
6. Date of birth (DD/MM/YYYY)		7. Place of birth		8. Category: GEN/OBC/SC/ST/ PH			
9. Educational Qualification		Name of the course	Name of the Board/University	Month & Year Passed/ Award	Division	% of Marks	CGPA
10th Class. / equivalent							
10+2/Higher Secondary equivalent							
Bachelor's Degree							
Master's degree							
M.Phil./ equivalent							
Ph.D./D. Phil.							
NET/SLET/SET for lectureship							
10. Chronological List of Earlier Positions/Appointments							
Designation & Scale of pay	Name & Address of Employer		From date	To date	No. of years/ months	Nature of Work/Duty	
11. Teaching Experience		No. of years	No. of months	12. Publications		Published [ISBN/ ISSN] (Nos.)	
i) Under-graduate level				Books			
ii) Post-graduate level				Research Publications			
Post-doctoral Teaching/ Research				Other Publications			
13. Invited Lectures/ Paper presentation in Seminars/ Conferences			14. Research Guidance		M. Phil./ Equivalent (No.)	Ph.D./D. Phil. (No.)	
National (No.)	International (No.)	Total (No.)	Completed				
			Under Supervision				
15. Fellowship/ Awards			16. Research Projects				
National (No.)	International (No.)	Total (No.)	Sponsored		Consultancy	Patent etc	
17. Present Designation		Name of University/ Institutions	Basic Pay (Rs.)	Pay Scale (Rs.)	Gross / Total Salary P.M. (Rs.)	Increment date (Date/ month)	
18. Development of e-learning delivery process/material				No. of Modules		Any other Information	
19. API Score (Category-III)		IIIA	IIIB	IIIC	IIID	IIIE	IIIF

(Signature of the Applicant)

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API Performa for Professor, Associate Professor & Assistant Professor

ACADEMIC PERFORMANCE INDICATORS (API) FOR CAREER ADVANCEMENT SCHEME (CAS) AND DIRECT RECRUITMENT

CATEGORY-I: TEACHING LEARNING AND EVALUATION RELATED ACTIVITIES

Based on the teacher's self-assessment, API scores are proposed for (a) teaching related activities; domain knowledge; (b) participation in examination and evaluation; (c) contribution to innovative teaching, new courses etc. The minimum API score required by teachers from this category is different for different levels of promotion. The self assessment score should be based on objectively verifiable records. It shall be finalized by the screening cum evaluation/selection committee. Universities may detail the activities, in case institutional specificities required, adjust the weightages without changing the minimum total API scores required under this category.

Category I	Nature of Activity	Assistant Professor		Associate Professor		Professor		API Score claimed by applicant
		Max. Score	Actual Score	Max. Score	Actual Score	Max. Score	Actual Score	
	a. Direct teaching	70	Actual hours spent per academic year \div 7.5	60	Actual hours spent per academic year \div 7.75	60	Actual hours spent per academic year \div 7.75	
	b. Examination duties (question paper setting, invigilation, evaluation of answer script) as per allotment	20	Actual hours spent per academic year \div 10	20	Actual hours spent per academic year \div 10	10	Actual hours spent per academic year \div 10	
	c. Innovative teaching – learning methodologies, updating of subject contents/courses, mentoring etc.	10	Actual hours spent per academic year \div 10	15	Actual hours spent per academic year \div 10	20	Actual hours spent per academic year \div 10	

Supporting documents, wherever be attached.

Note:

1. Direct Teaching 16/14/14 hours per week include the Lectures/Tutorials/Practicals/Project Supervision/Field Work.
2. University may prescribe minimum cut-off, say 75%, below which no scores may be assigned in these sub-categories.
3. In consonance with established academic and teaching traditions, and with a view to reinforcing a student-centric and caring approach the teachers are encouraged to work with students, beyond the structure of classroom teaching. Indicatively, this could entail mentoring, guiding and counseling students. In particular teachers would be the best placed to identify and address the needs of students who may be differently able, or require assistance to improve their academic performance, or to overcome a disadvantage. There are no prescribed hours for such efforts, measured either in weeks or months, or in the context and calculation of the API scores, these are nevertheless important and significant activities that could be carried out by teachers.

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CATEGORY II: PROFESSIONAL DEVELOPMENT, CO-CURRICULAR AND EXTENSION ACTIVITIES

Based on the teacher's self-assessment, Category II API scores are proposed for Professional development, cocurricular and extension activities; and related contributions. The minimum API required by teachers for eligibility for promotion is fixed in Table II (A). A list of items and scores is given below. The self-assessment score should be based on objectively verifiable records and shall be finalized by the screening cum evaluation committee for the promotion of Assistant Professor to higher grades and selection committee for the promotion of Assistant Professor to Associate Professor and Associate Professor to Professor and for direct recruitment of Associate Professor and Professor.

The model table below gives groups of activities and API scores. Universities may detail the activities or, in case institutional specificities require, adjust the weightages without changing the minimum total API score required under this category.

Category II	Nature of Activity	Maximum API Score	Actual Score	API Score claimed by applicant
a	Student related co-curricular, extension and field based activities. (i) (Discipline related co-curricular activities (e.g. remedial classes, career counselling, study visit, student seminar and other events.) (ii) Other co-curricular activities (Cultural, Sports, NSS, NCC etc.) (iii) Extension and dissemination activities (public/popular lectures/talks/seminars etc.)	15	Actual hours spent per academic year $\div 10$	
b	Contribution to corporate life and management of the department and institution through participation in academic and administrative committees and responsibilities. (i) Administrative responsibility (including as Dean/ Principal/ Chairperson / Convener / Teacher-incharge/similar other duties that require regular office hrs for its discharge) (ii) Participation in Board of Studies, Academic and Administrative Committees	15	Actual hours spent per academic year $\div 10$	
c	Professional Development activities (such as participation in seminars, conferences, short term training courses, industrial experience, talks, lectures in refresher / faculty development courses, dissemination and general articles and any other contribution)	15	Actual hours spent per academic year $\div 10$	

Supporting documents, wherever be attached.

CATEGORY-III: RESEARCH AND ACADEMIC CONTRIBUTIONS

Based on the teacher's self-assessment, API scores are proposed for research and academic contributions. The minimum API scores required for teachers from this category are different for different levels of promotion in universities and colleges. The self-assessment score shall be based on verifiable records and shall be finalized by the screening cum evaluation committee for the promotion of Assistant Professor to higher grades and Selection Committee for the promotion of

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Assistant Professor to Associate Professor and Associate Professor to Professor and for direct recruitment of Associate Professor and Professor.

Category III	Activity	Faculty of Sciences/ Engineering/Agriculture/ Medical/ Veterinary Sciences	Faculties of Languages Humanities /Arts/ Social Sciences/ Library/ Physical education/ Management	Maximum Score for University / College teacher *	API Score claimed by applicant
III A	Research Papers published in :	Refereed journals as notified by UGC	Refereed journals as notified by UGC#	25 per publication	
		Other Reputed Journals as notified by the UGC#	Other Reputed Journals as notified by the UGC#	10 per publication	
III B	Publications other than journal articles (books, chapters in books)	Text/Reference, Books published by International Publishers, with ISBN/ISSN number as approved by the University and posted on its website. The List will be intimated to UGC.	Text/Reference, Books published by International Publishers, with ISBN/ISSN number as approved by the University and posted on its website. The List will be intimated to UGC.	30 per Book for Single Author	
		Subject Books, published by National level publishers, with ISBN/ISSN number or State / Central Govt. Publications as approved by the University and posted on its website. The List will be intimated to UGC.	Subject Books, published by National level publishers, with ISBN/ISSN number or State / Central Govt. Publications as approved by the University and posted on its website. The List will be intimated to UGC.	20 per Book for Single Author	
		Subject Books, published by Other local publishers, with ISBN/ISSN number as approved by the University and posted on its website. The List will be intimated to UGC.	Subject Books, published by Other local publishers, with ISBN/ISSN number as approved by the University and posted on its website. The List will be intimated to UGC.	15 per Book for Single Author	
		Chapters in Books, published by National and International level publishers, with ISBN/ISSN number as approved by the University and posted on its website. The List will be intimated to UGC.	Chapters in Books, published by National and International level publishers, with ISBN/ISSN number as approved by the University and posted on its website. The List will be intimated to UGC.	International –10 per Chapter National – 5 per Chapter	
III C	RESEARCH PROJECTS				
III C (i)	Sponsored Projects	(a) Major Projects with grants above Rs. 30 lakhs	Major Projects with grants above Rs. 5 lakhs	20 per Project	
		(b) Major Projects with grants above Rs. 5 lakhs up to Rs. 30 lakhs	Major Projects with grants above Rs. 3 lakhs up to Rs. 5 lakhs	15 per Project	
		(c) Minor Projects with grants above Rs. 1 lakh up to Rs. 5 lakhs	Minor Projects with grants above Rs. 1 lakh up to Rs. 3 lakhs	10 per Project	
III C (ii)	Consultancy Projects	Amount mobilized with a minimum of Rs.10 lakhs	Amount mobilized with a minimum of Rs. 2 lakhs	10 for every Rs.10 lakhs and Rs.2 lakhs, respectively	
III C	Projects Outcome /	Patent / Technology transfer	Major Policy document prepared for international bodies like	30 for each International /20 for each national level output or patent. Major policy document of	

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(iii)	Outputs	/Product / Process	WHO/UNO/UNESCO/UN CEF etc. Central / State Govt./Local Bodies	International bodies - 30 Central Government – 20, State Govt.-10 Local bodies – 5	
III C (iv)	Project outcome /Outputs	Patent/Technology transfer/Product/Process	Major Policy document of Govt. Bodies at Central and State level	30/each national level output or patent/50/each for International level	
III D	RESEARCH GUIDANCE				
III D (i)	M.Phil.	Degree awarded	Degree awarded	5 per candidate	
III D (ii)	Ph.D	Degree awarded/ Thesis submitted	Degree awarded/ Thesis submitted	15/10 per candidate	
III E	Fellowship, Awards and Invited Lectures delivered in conferences / seminars				
III E (i)	Fellowships/ Awards	International Award/ Fellowship from academic bodies	International Award / Fellowship from academic bodies/associations	15 per Award / 15per Fellowship	
		National Award/ Fellowship from academic bodies	International Award / Fellowship from academic bodies/associations	10 per Award / 10 per Fellowship	
		State/University level Award from academic bodies	State/University level Award from academic bodies	5 Per Award	
III E (ii)	Invited lectures/ Papers	International	International	7 per lecture / 5 per paper Presented	
		a) National level	a) National level	5 per lecture / 3 per paper Presented	
		b) State/University level	State/University level	3 per lecture / 2 per paper Presented	
	The score under this sub-category shall be restricted to 20% of the minimum fixed for Category III for any assessment period				
III F	Development of e-learning delivery process/material			10 per module	

*Wherever relevant to any specific discipline, the API score for paper in refereed journal would be augmented as follows: (i) paper with impact factor less than 1 - by 5 points; (ii) papers with impact factor between 1 and 2 by 10 points; (iii) papers with impact factor between 2 and 5 by 15 points; (iv) papers with impact factor between 5 and 10 by 20 points; (v) papers with impact factor above 10 by 25 points. The API for joint publications shall be calculated in the following manner: Of the total score for the relevant category of publication by the concerned teacher, the First and Principal / corresponding author /supervisor / mentor would share equally 70% of the total points and the remaining 30% would be shared equally by all other authors.

The University shall identify the journals subject-wise through subject expert committees and forward the recommendations to UGC in the format prescribed by UGC for approval of the UGC Standing Committee. The journals approved from this list, by the UGC Standing Committee, shall be included in the "List of Journals" notified by the UGC. The UGC Standing Committee shall give its recommendations within 60 working days of the receipt of the list from the University. The UGC Standing Committee may also, suo moto; recommend journals for inclusion in the "List of Journals". The clause 6.0.5 (i) will be strictly followed by the University

EDUCATIONAL QUALIFICATIONS

Will be as per UGC/PCI/BCI and VBS Purvanchal University statute

TZKla:
06/02/25

06/02/24

Admnp
06/02/25

**Veer Bahadur Singh Purvanchal University,
Jaunpur, U.P.**

Faculty Recruitment 2025

**For the posts of Professor in the Dattopant Thengadi
Law Institute under Self Finance Scheme**

To
The Registrar
Veer Bahadur Singh Purvanchal University, Jaunpur, Uttar Pradesh
India

Subject: Response to Letter No. 10884/Gen. Adm./2024 Dated 09/08/2024 Regarding Appointment of Professor in the DTLI.

Respected Sir,

I am writing in reference to your letter No. 10884/Gen. Adm./2024 dated 09/08/2024 regarding the appointment of Professor on Contract in Dattopant Thengadi Law Institute, VBSPU, Jaunpur. In response to your communication, I would like to bring to your attention the minimum qualifications, rules, and standards for the appointment of a Professor in a Center of Legal Education (CLE) as prescribed by the Bar Council of India (BCI) and the University Grants Commission (UGC). These guidelines should be followed to ensure that the appointed faculty member meets the necessary academic and professional criteria.

The following qualifications and standards, as per the BCI and UGC for the Direct Appointment of Professor (Regular or Contract) are minimum and hence cannot be diluted.

1. BCI Rules of Legal Education schedule III Rule No. 17, 20 and 22 must be followed by the CLE.
2. Rule 20 deals with the Minimum qualification refer to the norms set by the UGC.
3. UGC Regulation on Minimum Qualifications for Appointment of Teachers and other Academic Staff in University and College and Measures for the Maintenance of Standards in Higher Education, 2018 dated 18-07-2018 (hereinafter referred as UGC Regulation, 2018) prescribes Rules for the Direct Recruitment of Professor at Page No. 60 Part III A (i) and (ii) Rule No. 4.0.
4. Rule No. 5 Part III at Page NO. 71 of the UGC Regulation, 2018 deals with the Constitution of Selection Committee and Guidelines on selection procedure.
5. Rule No. 10 at Page No. 94 of the UGC Regulation, 2018 prescribes the rules relating to counting of past services for direct recruitment and promotion under CAS.
6. Rule No. 13 at page No. 94 of the UGC Regulation, 2018 deals with Appointments on Contract Basis.

I would like to request that these prescribed standards be adhered to during the process of appointing a Professor for the DTLI to maintain the quality and reputation of legal education at VBSPU. Additionally, I would be happy to provide any further documentation or clarification should the need arise in connection with the recruitment process.

In light of the above guidelines, I have attached the necessary documents for your reference and further action. These include the relevant BCI and UGC regulations, along with proforma of Advertisement as required for the appointment process.

Recruitment Notice

Advertisement no. SFS/--/2025

Last date for submission of Application Form

Online applications are invited from Indian Citizens for Contractual Appointment for the post of Professor in the Dattopant Thengadi Law Institute under Self Finance Scheme offered by the University. The University reserves the right to change the number of posts/vacancies of any category and also to withdraw partial or full advertisement without assigning any reason.

Note: The candidates are requested to read General Instructions carefully before filling up the Application Form. Candidates are also advised to visit the website (www.vbspu.ac.in) regularly for further information and updates related to the recruitment process.

Essential Qualification:

1. Essential Qualification for Law as per UGC Regulation 2018 and amendments from time to time as adopted by U.P. Government vide G.O. No 1190/70-1-2019-16(114)/2010 dated 15-10-2019 and V.B.S.P.U., Jaunpur.

2. The Reservation for the SC, ST, OBC (Non-Creamy Layer) and EWS categories and Horizontal reservation shall be as per the U.P. Govt. Rules.

Application Fee:

Application Fee is Rs. 2000/- (Rupees Two Thousand Only) for UR/OBC/EWS candidates and Rs. 1500/- (Rupees One Thousand Five Hundred Only) for SC/ST candidates. Application Fee once submitted is non-refundable in any circumstances.

General Instructions:

1. The Terms and Conditions for all posts shall be in accordance with G.O. 226/70-2-2020-18(31)/2018 dated 13.03.2020.
2. Mere fulfilling of minimum eligibility will not entitle any candidate to be called for Interview.
3. Only matriculation/SSC Certificates issued by the concerned educational board will be considered as proof of date of birth.
4. Candidate belonging to OBC/SC/ST/EWS category should submit relevant certificate(s) as per U.P. Government rules.
5. Candidates must ensure before applying that they are eligible according to the criteria stipulated in the advertisement. If a candidate is found ineligible at any stage of recruitment process, he/she will be disqualified and their candidature will be cancelled.

6. Concealment of facts/information or submitting false information will disqualify the candidature at any stage of recruitment.
7. The University reserves the right to revise/reschedule/cancel/suspend the recruitment process without assigning any reason. The decision of the University shall be final and no appeal in this regard shall be entertained.
8. The University reserves the right to increase or decrease the number of vacancies.
9. The University reserves the right to change the number and nature of Posts/Vacancies in case of any discrepancy without assigning any reason.
10. Addendum/Corrigendum/Notices/Activity timeline to this advertisement, if any, shall be published only on the University website and will not be published in the newspapers. Therefore, candidates are advised to visit the University website regularly.
11. The candidates must upload the self-attested copies of all relevant documents which they have claimed in the Application Form. The original certificates would be required at the time of Interview only, failing which they shall not be considered for Interview.
12. Candidates desirous of applying for more than one post/category should submit separate Application Form for each post/category along with requisite Application Fee.
13. The candidates employed in Government Sector/Autonomous Bodies should send the application through proper channel. However, they may choose to produce the No Objection Certificate from their organization/employer at the time of Interview with an unambiguous certificate that no vigilance case is pending/being contemplated against him/her.
14. The Basic pay for appointment under contractual mode for Self Finance Scheme Courses shall be: **Professor as prescribed by the UGC and University Norms.**
15. The recruitment of teachers in SFS shall be under contract for a period of 5 years. However, for the continuation of service, it's necessary to meet the annual performance criteria. The term and conditions of the contract shall be applicable.
16. OBC (Non-creamy Layer) candidates must enclose with the Application Form a copy of the latest Caste Certificate on prescribed Format of the Government of U.P., duly issued by the Competent Authority.
17. EWS candidates must enclose with the Application Form a copy of the latest relevant certificate in prescribed format of the Government of U.P., duly issued by the Competent Authority.
18. Candidates are required to submit the hardcopy of the duly filled Application Form along with supporting documents (each page duly signed) only by Registered/Speed Post to **The Registrar, Veer Bahadur Singh Purvanchal University Jaunpur, Shahganj Road, Siddikpur, Uttar Pradesh-222003 latest by _____.** The envelope on its top shall mention the advertisement number, post applied for and name of the department.
19. Applications received without requisite documents, fee or after the prescribed date will not be entertained in any case.
20. Incomplete applications shall be summarily rejected.

21. **No claim for regular appointment/regularization shall be entertained at any stage.**
22. Experience and Qualifications will be reckoned as on the last date of submission of Application Form. Candidates are advised to satisfy themselves before applying, that they possess Essential Qualifications as laid down in the Advertisement.
23. Applicants must fulfill the minimum qualifications and/or experience prescribed for the post. Period spent by the candidates to acquire Ph.D. degree shall not be considered as research experience.
24. Candidates who have been awarded Ph.D. from foreign Universities should enclose "Equivalence Certificate", issued by the Association of Indian Universities, New Delhi, without which their candidature will not be considered and application will be rejected. However, the person who has acquired Ph.D. degree from Foreign University through nomination by MHRD's Foreign scholarship programme will be exempted from the Equivalency Certificate.
25. No T.A./D.A. shall be paid for attending the Interview.
26. No 'Interim Correspondence' shall be entertained.
27. The terms and conditions of Service shall be applicable as per Act, Statutes and Norms of Veer Bahadur Singh Purvanchal University, Jaunpur, Uttar Pradesh.

Note: The data once entered shall not be allowed to change after FINAL SUBMISSION of online Application Form. Therefore, the candidate should check the entries before FINAL SUBMISSION.

BAR COUNCIL OF INDIA

Part -IV

Rules of Legal Education

Rules on standards of legal education and recognition of degrees in law for the purpose of enrolment as advocate and inspection of Universities for recognizing its degree in law under Sections 7(1)(h) and (i), 24(1)(c)(iii), and (iia), 49(1)(af),(ag), and (d) of the Advocates Act, 1961 made by the Bar Council of India in consultation with Universities and State Bar Councils

CHAPTER I

Preliminaries and Definitions

1. Title and Commencement:

- (a) These Rules including the Schedules may be known as Rules of Legal Education - 2008
- (b) These Rules shall come into force in whole of India as soon as notified.
- (c) These Rules shall replace all previous Rules, Directives, notifications and resolutions relating to matters covered under these rules.

2. Definitions:

- (i) "Act" means The Advocates Act, 1961.
- (ii) "Approved" means approved by the Bar Council of India.
- (iii) "Bar Council of India or Council or BCI" shall mean Bar Council of India constituted under the Act.
- (iv) "Centres of Legal Education" means
 - (a) All approved Departments of Law of Universities, Colleges of Law, Constituent Colleges under recognized Universities and affiliated Colleges or Schools of law of recognized Universities so approved.
Provided that a Department or College or Institution conducting correspondence courses through distance education shall not be included.
 - (b) National Law Universities constituted and established by statutes of the Union or States and mandated to start and run Law courses.
- (v) "Compulsory subjects" means and include subjects prescribed by the Bar Council of India as such.
- (vi) "Bachelor degree in law" means and includes a degree in law conferred by the University recognized by the Bar Council of India for the purpose of the Act and includes a bachelor degree in law after any bachelor degree in science, arts, commerce, engineering, medicine, or any other discipline of a University for a period of study not less than three years

Fifth Semester	2 (do)	+ 4 (do)
Sixth Semester	2 (do)	+ 4 (do)
Seventh Semester	1 (do)	+ 4 (do)
Eighth Semester	1 (do)	+ 4 (do)
Ninth Semester	5 (do)	
Tenth Semester	5 (do)	
20 papers (including honours papers)		36 papers (including honours papers)

For Pass course one has to offer only

14 papers in liberal discipline and 28 courses in Law

Three Year Course

First Semester: Law of Tort, General Contract, Constitutional Law, Property Law, Indian Penal Code

Second Semester: Special Contract, Administrative Law, Family Law -1, Criminal Procedure Code, Civil Procedure Code, Evidence Law

Detailed course design may be supplied during admission.

SCHEDULE III

Minimum infrastructural facilities required in a Centre of Legal Education for applying permission to run law courses with affiliation from an Indian University

Physical infrastructure

- 1. Definition:** Institution means a Centre of Legal Education (CLE).
- 2. Minimum Capital Fund requirement:** Each Centre of Legal Education before seeking affiliation with a University and approval of Bar Council of India of the same shall have a minimum capital fund requirement of Rupees ten lakh to be kept into a Bank account to be used for any future exigencies and development of the Institution. The Account is to be jointly operated by the Secretary or Principal with the Registrar of the University or his authorized agent.
- 3. Freehold or Leasehold Property:** Each Centre of Legal Education providing education in law either in the Department of law of a University or its constituent or affiliated college must have either on freehold or on long leasehold land adequate to provide academic buildings, library, indoor and outdoor sports facilities, halls of residences for male and female students separately, as the case may be, in the name of the Centre of Legal Education or organization running the Centre of Legal Education. However, lease in the name of the Centre of Legal Education shall be for a period of not less than ten years. What is the adequate

space for the said purpose shall be decided by the respective authority of the University under its affiliation regulation and as guided by the UGC.

Provided that sufficient land and adequate floor space area completely and exclusively devoted for a Centre of Legal Education, based on the size of its student population, faculty requirement infrastructure facilities, Library space requirement, indoor and outdoor games facilities and other requirements can be considered sufficient accommodation in compliance with this clause, for the purpose in a multi-faculty Institution on land possessed by the Management of a Society/ Trust/ Non Profit Company running multi-faculty institutions in a metropolitan or in a class 1 city.

4. Academic Building: There shall be the academic building to provide separate class rooms for general class for each section sufficient to accommodate sixty students as per the requirement of per student floor space as specified by the University Grants commission or such other standard setting body like AICTE and also such other rooms for tutorial work, moot court room exercises, common room for male and female students and adequate library space for keeping books, periodicals, and journals. The library shall also have adequate reading space for at least 25% of the enrolled students according to per capita reading space specified by any standard setting bodies like UGC.

5. General timing for conduction of courses in Academic Building: Classes may be conducted between 8 a.m. to 7 p.m. in an Institution, which is not fully residential. However the Library may remain open till 10 p.m.

5A. Size of a section : The Inspection Committee may approve for admission in each of the section of a class for not more than 60 students and may allow a minimum of two sections in each class but not more than five sections in one class (such as First Year or Second Year or Third Year, etc) as the case may be unless there is any exceptional reason for granting more sections in a Class, such a reason has to be specified by the inspection Committee.

6. Library Building: There shall be adequate space in the library for computer facility with access to internet and national and international library access and data bases.

7. Games Facilities: There shall be facilities for indoor and outdoor facilities for games and sports.

8. Halls of residence: There may be facility required for halls of residence separately for males and females students constructed on the direction and specification by UGC or any such other standard setting body for affiliating an Institution.

9. (a) Laboratories: Institutions running integrated law program shall have adequate laboratory facilities in various courses of studies, if offered in the curriculum for Science, Engineering and technology courses along with law courses. The standard of such laboratory, per capita space, equipments, supplies, and other facilities shall be as specified by the UGC or any such other standard setting and regulatory bodies for the purpose of affiliation of such an Institution.

(b) Computer Education to be made compulsory for all the students.

10. Organization structure of an Institution: Affiliated Centres of Legal Education can be run by a Non-profit organization, like a Public Trust, Societies registered under Union or State law, or a Non Profit Company. All properties, assets, and the academic and academic support services shall be required to be recorded in the name of the Institution.

11. Legal Aid Centre: Each institution shall establish and run a Legal Aid Clinic under the supervision of a Senior Faculty Member who may administer the Clinic run by the Final year students of the Institution in cooperation with the Legal Aid Authorities with list of voluntary lawyers and other Non-Government Organizations engaged in this regard in the locality generally from which the student community of the Institution, hail from.

12. All Bank account or accounts and Funds of the Institution shall be jointly operated by the Manager/Secretary designated by the Trust, Society, or the Non-Profit Company, as the case may be, with the Head of the Institution.

13. All Records of the Institution including financial, academic and other organizational records and the meeting proceedings shall be kept in safe custody by the Head of the Institution in the Office of the Institution and shall remain accessible to all authorities and Inspection teams.

14. Copy of Affiliation Rules of the University: All affiliating Universities would be required to forward a copy of the Affiliation Rules and affiliation order to the Bar Council of India before an Inspection of the University including any of its affiliated Centres of Legal Education.

Academic infrastructure

15. Minimum Library requirement: To start with, a Law Library shall have a set of AIR manual, Central Acts and Local Acts, Criminal law journal, SCC, Company cases, Indian Bar Review, selected Judgements on Professional Ethics and Journals with the back volumes for at least ten years and also such number of text books in each subjects taught during the period according to the minimum standard ratio of ten books for each registered students. For running integrated program, text books of such other subjects are also to be kept in the similar minimum ratio. The minimum investment in Library in each academic year must shall be Rupees Fifty thousand for one stream and Rupees One Lakh for both the streams.

16 Whole time Principal/ Head/Dean: There shall be a Principal for each constituent or affiliated Centre of Legal Education of a University and a Dean for the University Department, who shall have minimum prescribed qualification in law as prescribed by the UGC for respective position like Principal of a Centre of Legal Education or a Professor of Law to hold Deanship, as the case may be.

17. Core Faculty: There shall be sufficient number of full time faculty members in each Centre of Legal Education (i.e. ,Department, constituent or affiliated college) to teach each subject at all point of time for running courses who can be

supported by part time or visiting faculty. Such a core faculty shall in no case be less than six in the first year of the approval with both streams in operation, eight in the second year and ten in the case of third year of law courses. In addition, for the integrated course there shall be adequate faculty in the subjects offered in the liberal educational subjects as part of the course by the institution. These faculties in the liberal educational discipline in Arts, Science, Management, Commerce, Engineering, Technology or any other discipline shall possess qualification as is required under the UGC guideline or under such other standard setting body as the discipline is allotted to by any Act, statute, or Rules of the Government of India or of a State.

For the Three Year Bachelor of Law degree course only with two sections without the Honour program, there shall be minimum of 4 core faculty in the first year six in the second and eight in the third year in addition to the Principal/Head or Dean as the case may be.

Provided that an institution intending to run any specialized or honours course must have at least three faculty in the group in which specialization and honours courses are offered.

Provided further that each full time faculty shall take as many classes in the subject or subjects as may be assigned to them on the basis of standard prescribed by 'the standard setting institution' like UGC. ¶

Provided further, if any institution of a University, which was already affiliated to the University and approved to run professional courses of either scheme or both by the Bar Council of India after inspection of the University, falls short of required full time faculty, the new admission in courses may be required to remain suspended until new required number of faculty is procured. The University shall before starting a new academic session, notify which institutions are only be allowed to admit fresh students.

Provided further that if while inspecting the University it was found that in any institution of the University adequate number of full time faculty was not there in the staff, the Bar Council after giving notice to the University might give a public notice directing the University not to admit students in the new academic year in that institution.

18 Minimum weekly class program per subject (paper): There shall be for each paper (with 4 credit) Four class-hours for one hour duration each and one hour of tutorial/moot court/project work per week.

19. Examination rule guideline: The examination shall ordinarily be held at the end of every semester. The University shall, however, be at liberty to hold examination quicker frequency on continuing basis. Suitable allocations of subjects for each semester program, as the case may be, shall be planned by the University and the same shall be intimated to the Bar Council of India along with the Examination Rules adopted by the University concerned.

20. Minimum qualification needed for the Faculty: Full-time faculty members including the Principal of the Centre of Legal Education shall be holders of a

Master's degree or as prescribed by UGC or other such standard setting bodies. However faculty for teaching clinical program may be appointed from the retired judicial officers or from the Bar, a person with professional experience for a minimum period of 10 years. Visiting faculty from the Bar, bench or academy shall have a minimum experience of 10 years.

21. Teaching load: The teaching load of full-time and part time teachers shall be according to the norms prescribed by the U.G.C. from time to time.

22. Salary scale: The salary paid to the Principal shall be according to the scales recommended by the U.G.C from time to time with other benefits. Core Full Time Faculty shall ordinarily be given usual UGC scale. ¶

An Institution may however have faculty whose remuneration is based on contract provided the remuneration is comparable with or more favorable to the faculty in comparison with the UGC Scale and salary shall be paid through account payee cheque.

23. Standard Academic practice: The Bar Council of India may issue directives from time to time for maintenance of the standards of Legal Education. The Centre of Legal Education /University has to follow them as compulsory.

24. The Questionnaire specified in Schedule VI & VII and as amended from time to time, is to be responded to by the applicant for approving an affiliated institution by the Bar Council of India under the Rules, which shall be deemed to be directive issued under this Rule. The questionnaire shall be submitted with the application for initial inspection with such other particulars, documents and fees as may be prescribed.

25. Minimum Period of Internship: (a) Each registered student shall have completed minimum of 12 weeks internship for Three Year Course stream and 20 weeks in case of Five Year Course stream during the entire period of legal studies under NGO, Trial and Appellate Advocates, Judiciary, Legal Regulatory authorities, Legislatures and Parliament, Other Legal Functionaries, Market Institutions, Law Firms, Companies, Local Self Government and other such bodies as the University shall stipulate, where law is practiced either in action or in dispute resolution or in management.

Provided that internship in any year cannot be for a continuous period of more than Four Weeks and all students shall at least gone through once in the entire academic period with Trial and Appellate Advocates.

(b) Each student shall keep Internship diary in such form as may be stipulated by the University concerned and the same shall be evaluated by the Guide in Internship and also a Core Faculty member of the staff each time. The total mark shall be assessed in the Final Semester of the course in the 4th Clinical course as stipulated under the Rules in Schedule II.

26. District-wise list of Senior Lawyers willing to guide students under internship: The State Bar Councils shall be required to prepare a list of suggested Senior Advocates District-wise with at least ten years experience who are willing to take under internship students during the vacation period. The Bar Council of

India shall then publish the list of senior lawyers willing to guide students under internship in the web-site as well as make the list available with the Institutions.

27 Formal Dress Code during internship: Students placed under internship or in moot court exercise shall have formal dress of legal professional in pupillage as follows:

(For all) White/Black trouser, white shirt, black tie, black coat, black shoe and black socks. When students have problems of getting the entire formal dress for any reason, they have to have a white trouser, full sleeve shirt to be tucked in and covered shoe.

(Optional for Girl students) Black printed sharee, with white full sleeve blouse and covered black shoe or Lawyer's Suit with black covered shoe.

The Organization or Advocate under whom the internee is placed is required to follow suitable dress code.

28. Age on admission: (a) Subject to the condition stipulated by a University on this behalf and the high degree of professional commitment required, the maximum age for seeking admission into a stream of integrated Bachelor of law degree program, is limited to twenty years in case of general category of applicants and to twenty two years in case of applicants from SC, ST and other Backward communities.

(b) Subject to the condition stipulated by a University, and the general social condition of the applicants seeking legal education belatedly, the maximum age for seeking admission into a stream of Three Year Bachelor Degree Course in Law, is limited to thirty years with right of the University to give concession of 5 further year for the applicant belonging to SC or ST or any other Backward Community.

SCHEDULE IV

Inspection and other fees

N.B. All fees are payable in bank draft payable to the Bar Council of India at New Delhi.

(i) Initial /Regular inspection fees:	Rupees one lakh
(ii) Accreditation Assessment Fees	Rupees two lakh
(iii) Guarantee for fulfilling all the norms of the Bar Council of India	Rupees two lakh
(iv) Uniform Identity Number (to be collected by the Institution and to be sent to the Bar Council of India with such particulars as may be prescribed)	Rs one hundred for each student
(iv) Uniform Identity Number and Central data (For Faculty members)	Rs two hundred for each faculty



भारत का राजपत्र The Gazette of India

असाधारण

EXTRAORDINARY

भाग III—खण्ड 4

PART III—Section 4

प्राधिकार से प्रकाशित

PUBLISHED BY AUTHORITY

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नई दिल्ली, बुधवार, जुलाई 18, 2018/आषाढ़ 27, 1940

No. 271]

NEW DELHI, WEDNESDAY, JULY 18, 2018/ASHADHA 27, 1940

विश्वविद्यालय अनुदान आयोग

अधिसूचना

नई दिल्ली, 18 जुलाई, 2018

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

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

1. लघु शीर्षक, अनुप्रयोग एवं प्रवर्तन:

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

UNIVERSITY GRANTS COMMISSION

NOTIFICATION

New Delhi, the 18th July, 2018

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

No. F.1-2/2017(EC/PS).—In exercise of the powers conferred under clause (e) and (g) of sub-section(I) of Section 26 read with Section 14 of the University Grants Commission Act, 1956 (3 of 1956), and in supersession of the “UGC Regulations on Minimum qualifications for Appointment of Teachers and other Academic Staff in Universities and Colleges and Measures for the Maintenance of Standards in Higher Education 2010” (Regulation No.F.3-1/2009 dated 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 fulfillment 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.

1. 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.

1. Assistant Professor:

Eligibility (A or B) :

A.

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

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

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

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

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

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

OR

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

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

II. Associate Professor:

Eligibility:

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

III. Professor:

Eligibility (A or B) :

A.

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

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

OR

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

IV. Senior Professor in Universities

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

Eligibility:

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

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

A. Eligibility:

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

B. Tenure

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

VI. Vice Principal

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

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

I. Assistant Professor:

Eligibility (A or B):

A.

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

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 GUIDELINES ON SELECTION PROCEDURE:

5.1 Selection Committee Composition

I. Assistant Professor in the University:

(a) The Selection Committee for the post of Assistant Professor in the University shall consist of the following persons :

- 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-incharge 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.

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

15.0 Workload

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

Assistant Professor	-	16 hours per week
Associate Professor/Professor	-	14 hours per week

- 15.2 Professors/ Associate Professors/ Assistant Professors involved in administration/ extension work can devote two hours per week from the teaching and learning hours.

16.0 Service Agreement and Fixing of Seniority

- 16.1 At the time of recruitment in Universities and Colleges, a service agreement should be executed between the University/College and the teacher concerned and a copy thereof shall be deposited with the Registrar/Principal. Such service agreement shall be duly stamped as per the government rates applicable.

- 16.2. The self-appraisal methodology, as per Clause 6.0 and its sub-clauses and Clauses 6.1 to 6.4 and all the sub-clauses contained therein and as per Tables 1 to 5 of Appendix II, as per eligibility, shall form part of the service agreement/record.

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

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

17.0 Code of Professional Ethics

I. Teachers and their Responsibilities :

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

Teacher should:

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

II. Teachers and Students

Teachers should:

- (i) Respect the rights and dignity of the student in expressing his/her opinion;
- (ii) Deal justly and impartially with students regardless of their religion, caste, gender, political, economic, social and physical characteristics;
- (iii) Recognise the difference in aptitude and capabilities among students and strive to meet their individual needs;
- (iv) Encourage students to improve their attainments, develop their personalities and at the same time contribute to community welfare;
- (v) Inculcate among students scientific temper, spirit of inquiry and ideals of democracy, patriotism, social justice, environmental protection and peace;
- (vi) Treat the students with dignity and not behave in a vindictive manner towards any of them for any reason;

- (vii) Pay attention to only the attainment of the student in the assessment of merit;
- (viii) Make themselves available to the students even beyond their class hours and help and guide students without any remuneration or reward;
- (ix) Aid students to develop an understanding of our national heritage and national goals; and
- (x) Refrain from inciting students against other students, colleagues or administration.

III. Teachers and Colleagues

Teachers should:

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

IV. Teachers and Authorities :

Teachers should:

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

V. Teachers and Non-Teaching Staff :

Teachers should :

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

VI. Teachers and Guardians

Teachers should:

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

VII. Teachers and Society

Teachers should:

- (i) Recognise that education is a public service and strive to keep the public informed of the educational programmes which are being provided;

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

The Vice-Chancellor/Pro-Vice-Chancellor/Rector

The Vice-Chancellor/Pro-Vice-Chancellor/Rector should :

- (a) Provide inspirational and motivational value-based academic and executive leadership to the university through policy formation, operational management, optimization of human resources and concern for environment and sustainability;
- (b) Conduct himself/herself with transparency, fairness, honesty, highest degree of ethics and decision making that is in the best interest of the university;
- (c) Act as steward of the university's assets in managing the resources responsibility, optimally, effectively and efficiently for providing a conducive working and learning environment;
- (d) Promote the collaborative, shared and consultative work culture in the university, paving way for innovative thinking and ideas;
- (e) Endeavour to promote a work culture and ethics that brings about quality, professionalism, satisfaction and service to the nation and society.
- (f) Refrain from allowing considerations of caste, creed, religion, race, gender or sex in their professional endeavour.

College Principal should;

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

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

- (a) Adhere to a responsible pattern of conduct and demeanor expected of them by the community;
- (b) Manage their private affairs in a manner consistent with the dignity of the profession;
- (c) Discourage and not indulge in plagiarism and other non ethical behaviour in teaching and research;
- (d) Participate in extension, co-curricular and extra-curricular activities, including the community service.

- (E) Refrain from allowing considerations of caste, creed, religion, race, gender or sex in their professional endeavour.

18.0 Maintenance of Standards in Higher-Education Institutions:

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

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

19.0 Other Terms and Conditions

19.1 Incentives for Ph.D/M.Phil. and other Higher Qualification

- i. Five non-compounded advance increments shall be admissible at the entry level of recruitment as Assistant Professor to persons possessing the degrees of Ph.D. awarded in a relevant discipline by the University following the process of admission, registration, course work and external evaluation as prescribed by the UGC.
- ii. M.Phil degree holders at the time of recruitment to the post of Assistant Professor shall be entitled to two non-compounded advance increments.
- iii. Those possessing Post-graduate degree in the professional courses such as LL.M./M.Tech/M.Arch./M.E./M.V.Sc./M.D., etc. recognized by the relevant statutory body/ council, shall also be entitled to two non-compounded advance increments at the entry level.
- iv.
 - a) Teachers who complete their Ph.D. degree while in service shall be entitled to three non-compounded increments fixed at increment applicable at entry level only if such Ph.D. is in a relevant discipline of the

discipline of employment and has been awarded by a University complying with the process prescribed by the UGC for enrolment, course work, evaluation, etc.

- b) However, teachers in service who have already been awarded Ph.D. by the time of coming into force of these Regulations or having been enrolled for Ph.D. have already undergone course-work as well as evaluation, if any, and only Notification in regard to the award of Ph.D. is awarded, shall also be entitled to the award of three non-compounded increments fixed at increment applicable at entry level only, even if the university awarding such Ph.D. has not yet been notified by the UGC as having complied with the process prescribed by the Commission.
- v. In respect of every other case, a teacher who is already enrolled for Ph.D. shall avail the benefit of three non-compounded increments fixed at increment applicable at entry level only if the university awarding the Ph.D. has been notified by the UGC to have complied with the process prescribed by the Commission for the award of Ph.D. in respect of either course-work or evaluation or both, as the case may be.
- vi. Teachers in service who have not yet enrolled for Ph.D. shall therefore, derive the benefit of three non-compounded increments fixed at increment applicable at entry level only on award of Ph.D., while in service only if such enrolment is with a university which complies with the entire process including that of enrolment as prescribed by the UGC.
- vii. Teachers who acquire M.Phil. Degree or a post-graduate degree in a professional course recognised by the relevant Statutory Body / Council, while in service, shall be entitled to one advance increment fixed at increment applicable at entry level only.
- viii. Five non-compounded advance increments shall be admissible to Assistant Librarian / College Librarian who are recruited at entry level with Ph.D. degree in the discipline of library science from a university complying with the process prescribed by the UGC in respect of enrolment, course-work and evaluation process for the award of Ph.D. in Library Science.
- ix. (a) Assistant Librarian/College Librarian acquiring the degree of Ph.D. at any time while in service, in the discipline of library science from a university complying with the process prescribed by the UGC in respect of enrolment, course-work and evaluation shall be entitled to three non-compounded advance increments fixed at increment applicable at entry level only.
- (b) However, persons in posts of Assistant Librarian/College Librarian on higher positions who have already been awarded Ph.D. in library science at the time of coming into force of these Regulations or having already undergone course-work as well as evaluation, if any, and only Notification in regard to the award of Ph.D. is awaited, shall also be entitled to the award of three non-compounded increments fixed at increment applicable at entry level only.
- x. In respect of every other case of persons in the post of Assistant Librarian / College Librarian or higher positions who are already enrolled for Ph.D. shall avail the benefit three non-compounded increments fixed at increment applicable at entry level only if the university awarding the Ph.D. has been notified by the UGC to have complied with the process prescribed by the Commission for the award of Ph.D. in respect of either course-work or evaluation or both as the case may be.
- xi. Assistant Librarian/College librarian and others in higher library positions in service who have not yet enrolled for Ph.D. shall therefore, derive the benefit of three non-compounded increments fixed at increment applicable at entry level only on award of Ph.D. while in service only if such enrolment is with a university which complies with the entire process, including that of enrolment as prescribed by the UGC.
- xii. Two non-compounded advance increments shall be admissible for Assistant Librarian/College Librarian with M.Phil. degree in Library Science at the entry level. Assistant Librarian/College Librarian and those in higher positions acquiring M.Phil degree in library science at any time during the course of their service shall be entitled to one advance increment fixed at increment applicable at entry level only.
- xiii. Five non-compounded advance increments shall be admissible to Assistant Director of Physical Education and Sports / College Director of Physical Education and Sports who are recruited at entry level with Ph.D. degree in the discipline of Physical Education/Physical Education and Sports / Sports Science from a university complying with the process prescribed by the UGC in respect of enrolment, course-work and evaluation process for the award of Ph.D. in Physical Education/Physical Education and Sports / Sports Science.

xiv. Notwithstanding anything in the forgoing clauses, those who have already availed the benefit of advance increments for possessing Ph.D./M.Phil. at the entry level or in service once either under this regulation or under the earlier schemes/regulations shall not be entitled to the benefit of advance increments under these Regulations.

xv. Teachers, library and Physical Education and Sports cadres who have already availed the benefits of increments as per the then existing policy for acquiring Ph.D./M.Phil. while in service shall not be entitled to advance increments under these Regulations.

xvi. For posts at the entry level where no such advance increments were admissible for possessing Ph.D./M.Phil. under the earlier schemes/regulations, the benefit of advance of increments for possessing Ph.D./M.Phil. shall be available to only those appointments which have been made on or after the coming into force of these Regulations.

19.2 Promotion

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

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

19.3 Allowances and Benefits

- I. Other allowances and benefits, such as Hometown Travel Concession, Leave Travel Concession, Special Compensatory Allowances, Children's Education Allowance, Transport Allowance, House Rent Allowance, House Building Allowance, Deputation Allowance, Travelling Allowance, Dearness Allowance, Area-based Special Compensatory Allowance etc. for teachers and Library and Physical Education and Sports Cadres, shall be as applicable to the Central Government employees and be governed by the relevant rules as notified by the Government of India from time to time.
- II. Pension, Gratuity, ex-gratia compensation etc. as applicable to Central/State Government employees shall also be applicable to teachers and Library and Physical Education and Sports Cadres of Central/State Universities and Colleges including affiliated and constituent Colleges as the case may be.
- III. Medical Benefits: All medical benefits for teachers and Library and Physical Education Cadres, shall be as applicable to the Central Government employees. Further, the Teachers and Library and Physical Education Cadres may be placed under Central Government Health Scheme or any other such scheme of the Central Government/ Health Scheme of respective State Government, as the case may be, for Central/State Universities/Colleges respectively.

APPENDICES

Appendix I	Fitment Tables for fixation of pay of the existing incumbents, who were in position as on 01.01.2016, in various categories of posts indicated in the tables (MHRD Notification MHRD letters No. Corrigendum F.No.1-7/2015-U.II(1) dated 08.11.2017)
Appendix II	<u>Assessment Criteria and Methodology</u> 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/Exty./147/18]

Appendix I

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

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

Shanti Bhavan, New Delhi
Dated 2 November, 2017

Corrigendum

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

In the order of the Government of India in the Ministry of Human Resource Development (Department of Higher Education) no. 1-7/2015-U.II(1) dated 2.11.2017 in the Annexure (Page 2) appended to the said order, figures mentioned in:

- (a) Cell Academic level 12, row 8 may be read as "24,700" instead of "24,100"
- (b) Cell Academic level 123, row 18 may be read as "2,64,700" instead of "2,64,100"
- (c) Cell Academic level 14, row 9 may be read as "1,82,700" instead of "1,82,100"

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

K.K. Tripathy
(Dr. K.K. Tripathy) Director

To,

1. The Secretary, University Grants Commission, Bahadurshah Zafar Marg, New Delhi
2. The Chairpersons of all Central Universities/Institutions Deemed to be Universities fully funded by the Central Government.
3. Principal Secretary to Prime Minister, South Block, Central Secretariat, New Delhi
4. Secretary (Coordination), District Secretariat, Shantipal Bhawan, New Delhi
5. Secretary, Department of Higher Education, North Block, New Delhi
6. Secretary, Department of Personnel & Training, North Block, New Delhi
7. Secretary, Department of Legislative Research and Education, Bhat Bhawan, New Delhi
8. Secretary, Ministry of Health and Family Welfare (Medical Education), Manasa Bhawan, New Delhi
9. Member Secretary, All India Council for Technical Education, New Delhi
10. Chief Secretaries of all State Governments.
11. Web Master, Ministry of Human Resource Development for publication on the website of the Ministry, hosted by the National Informatics Centre.

Annexure-I

Pay Matrix

Pay Band (Rs.)	15,600-39,100			37,400-67,000		67,000-79,000
Grade Pay (Rs.)	6,000	7,000	8,000	9,000	10,000	0
Index of Rationalization	2.67	2.67	2.67	2.67	2.72	2.72
Entry Pay (Rs.)	21,600	25,700	29,900	49,200	53,000	67,000
Academy Level	10	11	12	13A	14	15
Rationalized Entry Pay (Rs.)	27,700	33,800	39,900	1,51,400	1,44,200	1,32,100
2	33,400	39,500	45,600	1,55,200	1,48,000	1,35,900
3	37,200	43,300	49,400	1,59,000	1,51,800	1,39,700
4	41,000	47,100	53,200	1,62,800	1,55,600	1,43,500
5	44,800	50,900	57,000	1,66,600	1,59,400	1,47,300
6	48,600	54,700	60,800	1,70,400	1,63,200	1,51,100
7	52,400	58,500	64,600	1,74,200	1,67,000	1,54,900
8	56,200	62,300	68,400	1,78,000	1,70,800	1,58,700
9	60,000	66,100	72,200	1,81,800	1,74,600	1,62,500
10	63,800	69,900	76,000	1,85,600	1,78,400	1,66,300
11	67,600	73,700	79,800	1,89,400	1,82,200	1,70,100
12	71,400	77,500	83,600	1,93,200	1,86,000	1,73,900
13	75,200	81,300	87,400	1,97,000	1,89,800	1,77,700
14	79,000	85,100	91,200	2,00,800	1,93,600	1,81,500
15	82,800	88,900	95,000	2,04,600	1,97,400	1,85,300
16	86,600	92,700	98,800	2,08,400	2,01,200	1,89,100
17	90,400	96,500	1,02,600	2,12,200	2,05,000	1,92,900

K. K. Tripathi
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Pay Band (Rs.)	15,600-39,100			37,400-67,000		67,000-79,000
18	95,300	1,13,800	1,31,700	2,17,100		
19	99,200	1,17,700	1,35,600			
20	1,03,100	1,21,600	1,39,500			
21	1,07,000	1,25,500	1,43,400			
22	1,10,900	1,29,400	1,47,300			
23	1,14,800	1,33,300	1,51,200			
24	1,18,700	1,37,200	1,55,100			
25	1,22,600	1,41,100	1,59,000			
26	1,26,500	1,45,000	1,62,900			
27	1,30,400	1,48,900	1,66,800			
28	1,34,300	1,52,800	1,70,700			
29	1,38,200	1,56,700	1,74,600			
30	1,42,100	1,60,600	1,78,500			
31	1,46,000	1,64,500	1,82,400			
32	1,49,900	1,68,400	1,86,300			
33	1,53,800	1,72,300	1,90,200			
34	1,57,700	1,76,200	1,94,100			
35	1,61,600	1,80,100	1,98,000			
36	1,65,500	1,84,000	2,01,900			
37	1,69,400	1,87,900	2,05,800			
38	1,73,300	1,91,800	2,09,700			
39	1,77,200	1,95,700	2,13,600			
40	1,81,100	1,99,600	2,17,500			

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

S.No.	Activity	Grading Criteria
1.	Teaching: (Number of classes taught/total classes assigned)x100% (Classes taught includes sessions on tutorials, lab and other teaching related activities)	80% & above - Good Below 80% but 70% & above-Satisfactory Less than 70% - Not satisfactory
2.	Involvement in the University/College students related activities/research activities: (a) Administrative responsibilities such as Head, Chairperson/ Dean/ Director/ Co-ordinator, Warden etc. (b) Examination and evaluation duties assigned by the college / university or attending the examination paper evaluation. (c) Student related co-curricular, extension and field based activities such as student clubs, career counselling, study visits, student seminars and other events, cultural, sports, NCC, NSS and community services. (d) Organising seminars/ conferences/ workshops, other college/university activities. (e) Evidence of actively involved in guiding Ph.D students. (f) Conducting minor or major research project sponsored by national or international agencies. (g) At least one single or joint publication in peer-reviewed or UGC list of Journals.	Good - Involved in at least 3 activities Satisfactory - 1-2 activities Not-satisfactory - Not involved / undertaken any of the activities 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 SI.No.2.

Or

Satisfactory: Satisfactory in teaching and good or satisfactory in activity at SI.No.2.**Not Satisfactory:** If neither good nor satisfactory in overall grading

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.G 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 UNO/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.