

अंधश्रद्धा हानिकारक असते : २

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आश्वासित प्रगती योजना

(१) ज्या ज्या वेळी वेतनपुनर्रचना होते त्या व त्या प्रत्येक वेळी वेतनश्रेण्या हा जसा त्या वेतन संरचनेचा एक महत्त्वाचा भाग असतो तसाच व तितकाच महत्त्वाचा भाग म्हणजे आश्वासित प्रगती योजना हा असतो. शासकीय कर्मचाऱ्यांसाठी Assured Career Progression (ACP) Scheme अशी शब्दरचना वापरली जाते, तर विद्यापीठीय व महाविद्यालयीन शिक्षकांसाठी Career Advancement Scheme (CAS) असे शब्द वापरले जातात. अधिकृतपणे मूळ कागद पत्रातून इंग्रजीतील ही वेगवेगळी शब्दरचना वापरण्यात आलेली आहे. या विवेचनेमध्ये उपरोक्त दोनही बाबतीत मराठीतून आश्वासित प्रगती योजना अशी शब्दरचना मी वापरलेली आहे, हे मी सुरुवातीलाच नमूद करीत आहे.

दुसऱ्या वेतन आयोगाच्या शिफारसी

(२) कार्यात्मकतेच्या आधारे पदोन्नतीच्या मोजक्याच संधी उपलब्ध असल्याने नोकरीचा संपूर्ण कार्यकाळ एकाच संवर्गात काढावा लागल्यामुळे, सेवेच्या उत्तरार्धात येणारे नैराश्य टाळण्यासाठी कुठील वेतनवाढी लागू करण्यासारख्या किरकोळ उपाययोजना कुचकामी ठरल्या व परिणामी प्रत्येक वेतन आयोगासमोर या प्रश्नावर 'घमासान' झाल्याचे दिसून येते. "वेतन श्रेण्यांची पुनर्रचना करताना शासकीय सेवेच्या विभागांमध्ये कार्यात्मकतेच्या आधारावर जेवढ्या वरिष्ठ पदाची आवश्यकता असेल तेवढीच वरिष्ठ पदे निर्माण केली जावीत, कर्मचाऱ्याला बढती देण्याचे उद्दिष्ट समोर ठेवून अशा बढतीच्या जागा निर्माण करणे योग्य नाही" ("We recommend precedence to the functional requirement of public service over the career prospects of government servants for determining cadre structure of services.") असा दृष्टिकोन दुसऱ्या वेतन आयोगाने मांडला व आश्वासित प्रगती योजनेची मागणी स्पष्टपणे फेटाळून लावली. अखिल भारतीय स्तरावर प्राध्यापकांना त्यावेळी या कामात थोडेफार यश मिळाले.

तिसऱ्या वेतन आयोगाच्या शिफारसी

(३) तिसऱ्या वेतन आयोगाचे कामकाज सुरू झाले तेव्हा या मागणीने बराच जोर धरला. कर्मचाऱ्यांच्या संघटनांनी भरजोर युक्तिवाद केल्यानंतरसुद्धा तिसऱ्या वेतन आयोगाने जादा बढती पदे निर्माण करण्याचे कसेवसे समर्थन करताना मुळातून ही मागणी फेटाळूनच लावली. ती पुढील शब्दात :- "The Commission is convinced that additional posts should be justified on the basis of functional needs and should not be created as an easy way of improving promotion prospects and for relieving stagnation. Standard of recruitment was not recommended to be diluted merely to open up promotion avenues."

दुसऱ्या आयोगात मिळाले ते तिसऱ्या आयोगात गमावले

(४) विद्यापीठीय व महाविद्यालयीन शिक्षकांच्या बाबतीत दुसऱ्या वेतन आयोगाच्या वेळी थोडेफार यश मिळाले होते असा वर उल्लेख आलेला आहे. विद्यापीठ अनुदान आयोगाने त्यावेळी ज्या वेतनश्रेण्या लागू केल्या होत्या, त्यात मुळ वेतनश्रेणी त्या महाविद्यालयातील ५० टक्के शिक्षकांसाठी रुपये ३००-६०० अशी होती, तर २५ टक्के शिक्षकांना रुपये ४००-८०० ही वरिष्ठ वेतनश्रेणी, व उरलेल्या वरिष्ठ २५ टक्के शिक्षकांना रुपये ७००-११०० ही प्राध्यापक वेतनश्रेणी प्रदान करणारी आश्वासित प्रगती योजना त्यावेळी लागू

करण्यात आली होती. सेवाजेष्ठतेच्या आधारावर वरच्या वेतनश्रेण्या देतांना देशभर खूप वाद निर्माण झाले व हजारो प्रकरणे न्यायालयात गेली. परिणामी तिसऱ्या वेतन आयोगाच्या वेळी ही आश्वासित प्रगती योजना पूर्णपणे गुंडाळून ठेवल्या गेली व ७००-१६०० ची एकच धावती वेतनश्रेणी (रनिंग स्केल) लागू करण्यात आली.

चौथ्या वेतन आयोगाच्या शिफारसी

(५) चौथ्या वेतन आयोगाने या विषयावर काय शिफारसी केल्या होत्या याचा आढावा पाचव्या वेतन आयोगाने आपल्या अहवालात घेतला असून अहवालाच्या परिच्छेद २२.४ मध्ये याबाबत पुढील प्रमाणे उल्लेख आहे. :- "For the problem of stagnation and inadequate promotion opportunities, the Fourth Central Pay Commission suggested provision of a rational cadre structure and elongated pay scales as solutions. Simultaneously, the Commission also felt that the system of career progression should be consistent with the functional needs and requirements of the organisation. It, therefore, refrained from laying down any rigid formulation about the number of promotions that an employee should get in his career and the length of service that should qualify for time bound promotions. Cadre review were, therefore, recommended after regular intervals with a view to identifying the grades/posts which could be upgraded taking into account their duties and responsibilities, consistent with the need to promote efficiency in administration."

यु.जी.सी.चा चौथा वेतन आयोग व CAS

(६) विद्यापीठीय व महाविद्यालयीन शिक्षकांना बढतीची कोणतीही पदे नसल्याने विद्यापीठ अनुदान आयोगाने त्या काळात खूपच आकर्षक अशी आश्वासित प्रगती योजना (CAS) लागू करण्याचा निर्णय घेतला. "मूळ वेतनश्रेणीत ८ वर्षे सेवा केल्यानंतर वरिष्ठ श्रेणीत स्थाननिश्चिती व वरिष्ठ श्रेणीत ८ वर्षे सेवा केल्यानंतर निवडश्रेणीत स्थाननिश्चिती, १.१.१९८६ च्या पूर्वी ज्या राज्यात वरिष्ठ श्रेणी लागू नसेल त्या राज्यात एकूण १६ वर्षे सेवा असल्यास निवडश्रेणीत स्थाननिश्चिती" असे त्या योजनेचे स्वरूप होते.

केंद्रात सनदी अधिकाऱ्यांनी अडथळे आणले

(७) डॉ.यशपाल यांच्या सारखे ऋषितुल्य व्यक्तिमत्व त्यावेळी विद्यापीठ अनुदान आयोगाच्या अध्यक्षपदी होते. सनदी अधिकाऱ्यांना पाहिजे तशी आश्वासित प्रगती योजना त्यावेळच्या चौथ्या वेतन आयोगाने दिलेली नव्हती. विद्यापीठीय व महाविद्यालयीन शिक्षकांसाठी युजीसीने सुचविलेल्या वेतन संरचनेतील उपरोक्त आश्वासित प्रगती योजनेमुळे सनदी अधिकाऱ्यांचा पोटशूळ तीव्र झाला व युजीसीच्या वेतनश्रेण्या लागू करण्यामध्ये त्यांनी विविध प्रकारचे अडथळे आणण्याचे धोरण सुरू केले. त्याचा परिणाम असा झाला की अखिल भारतीय प्राध्यापक महासंघाला (AIFUCTO) ४ ऑगस्ट १९८७ पासून वेमुदत संप आंदोलन देशभर सुरू करावे लागले ते ४ सप्टेंबर १९८७ पर्यंत चालले. त्यातच ३१ ऑगस्ट व १ सप्टेंबर १९८७ रोजी देशभर जेलभरो आंदोलन झाले व त्या जेलभरो आंदोलनानंतरच ४ सप्टेंबर १९८७ या दिवशी यशस्वी वाटाघाटी होऊन ४ सप्टेंबरलाच आंदोलन मागे घेण्यात आले.

डॉ. यशपाल यांना झालेल्या वेदना

(८) विद्यापीठ अनुदान आयोगाचे अध्यक्ष या नात्याने आपण वेतन सुधारणेची सुधारित संरचना सुचविली. ज्येष्ठ अधिकाऱ्यांनी त्यात अनेक अडथळे आणले. शेवटी प्राध्यापकांना देशभर संप आंदोलन करावे लागले. यामुळे दुःखी झालेल्या विद्यापीठ अनुदान आयोगाच्या अध्यक्षांनी “साऱ्या देशभरातील विद्याव्यासंगी व त्यांचे मित्रगण यांना एक खुले पत्र” (An open letter to fellow academics and friends of academia) लिहून आपले दुःख पुढील शब्दात व्यक्त केले. :-

“On the 4th of September, we came to an agreement with All India Federation of College and University Teachers Organisation (AIFUCTO). AIFUCTO had called the strike and AIFUCTO withdrew the strike on the basis of this agreement. In my view this agreement could have been arrived at even earlier, even before the strike, but it seems some events are pre-destined.”

“खरे म्हणजे हा संप सुरु होण्याची सुद्धा गरज पडली नसती, तो सुरु होण्यापूर्वीच तडजोड होवू शकली असती, पण काही गोष्टी नियतीने वाढून ठेवल्या असतात” हे त्यांचे हताश उद्गार आजही वाचले म्हणजे सनदी अधिकाऱ्यांनी आणलेल्या अनंत अडथळ्यांमुळे मनोमन दुःखी झालेल्या प्रा. यशपाल यांच्या मनाला झालेल्या जखमांतून भळाभळा रक्तस्राव होत असल्याचा आजही भास होतो. थेट सनदी अधिकाऱ्यांवर टिका करता येईल अशा पदावर ते नव्हते व त्यामुळेच शालजोडीतील शब्दरचना त्यांना योजावी लागली.

महाराष्ट्रातील अधिकाऱ्यांनी पुन्हा स्वीकारले अडथळ्यांचे धोरण

(९) १९८७ च्या देशव्यापी संपानंतर केंद्र शासनाने याबाबतच्या १७ जून १९८७ रोजी काढलेल्या आदेशात दुरुस्त्या केल्या. राज्यशासनाला पत्र लिहून या वेतनश्रेण्यांची अंमलबजावणी केल्यास ८० टक्के अर्थभार सहन

करण्याची तयारी केंद्र शासनाने दर्शविली. महाराष्ट्रात त्या योजनेची अंमलबजावणी होण्याची चिन्हे दिसेनात. परिणामी शिक्षकांमध्ये तीव्र असंतोष निर्माण झाला व महाराष्ट्र प्राध्यापक महासंघाच्या नेतृत्वाखाली १२ डिसेंबर १९८८ रोजी बेमुदत संप आंदोलन सुरु झाले. सरकारच्या वतीने संपूर्ण डिसेंबरमध्ये उच्च शिक्षणमंत्री हे आंदोलन हाताळत होते. अधिकाऱ्यांनी उभ्या केलेल्या अडथळ्यांच्या शर्यती पार करणे उच्च शिक्षण मंत्र्यांना सहज शक्य होत नव्हते.

मुख्यमंत्र्यांनी स्वतः सुत्रे हाती घेतली

(१०) जानेवारी १९८९ उजाडला तरीही बेमुदत संप सुरुच होता. जानेवारीच्या पहिल्या आठवड्यात मुख्यमंत्र्यांनी स्वतःच या प्रकरणी लक्ष घालण्याचा निर्णय घेतल्याचे दिसून येते. मुख्यमंत्री या नात्याने श्री. शरदराव पवार यांनी स्वतः सर्व कागदपत्रे बारकाईने पाहिली, पूर्ण विषय समजून घेतला. केंद्र शासन ८० टक्के अर्थसहाय्य देण्यास तयार असतांना राज्यातील अधिकारी त्यांत विनाकारण अडथळ्यांच्या भिंती उभ्या करीत आहेत, ही गोष्ट त्यांच्या लक्षात आली व त्यांनी त्याबाबीचा बंदोबस्त करण्याचा निर्णय घेतला.

मुख्यमंत्र्यांच्या कार्यशैलीने अधिकाऱ्यांची पंचाईत

(११) प्रश्न हाताळतांना मुख्यमंत्री श्री. शरद पवार यांनी जी कार्यशैली स्वीकारली ती प्रत्येक राजकीय नेत्याने अभ्यास करण्यासारखी आहे. ११,१३,१४,१७ व १८ जानेवारी १९८९ रोजी मुंबई येथे सहाद्री अतिथीगृहावर महाराष्ट्र प्राध्यापक महासंघाशी दररोज ४-५ तास बैठकी झाल्या. अध्यक्षस्थानी स्वतः मा. मुख्यमंत्री होते. त्यांच्या डाव्या बाजूला उच्च शिक्षणमंत्री व राज्यमंत्री उजव्या बाजूला मुख्य सचिव, वित्त सचिव, उच्च शिक्षण सचिव व उच्च शिक्षण संचालक हे बसलेले व समोर महासंघाचे कार्यकारी मंडळ अशी बैठकीची व्यवस्था होती. उच्च शिक्षण विभागाला मा. मुख्यमंत्र्यांनी त्यांच्या प्रस्तावाची प्रत सर्वांना द्यायला सांगितली व त्या प्रस्तावातील एका एका परिच्छेदावर चर्चा सुरु झाली. दोनही बाजूचे म्हणणे ते ऐकून घेत व त्यानंतर स्वतः निर्णय देत असत. विद्यापीठ अनुदान आयोगाच्या योजनेनुसारच महाराष्ट्रात आपल्याला

**IN THE HIGH COURT OF JUDICATURE AT BOMBAY
CIVIL APPELLATE JURISDICTION
WRIT PETITION NO. 9629 OF 2009**

Maharashtra Rajya M. Phil Kruti Samiti ... **Petitioner VERSUS** The Chairman, University Grants Commission and Ors. ... **Respondents**

Mr. Mihir Desai with Mr. Sagar Talekar and Mr. T.R. Yadav for Petitioner.

Mr. R.A. Rodrigues for R. No. 1.

Mr. V.S. Masurkar, Government Pleader for R. No. 3.

Ms. Purnima Avasthi for R. No. 2.

**CORAM : F.I. REBELLO & J.H.BHATIA, JJ.
DATED : NOVEMBER 18, 2009**

P.C.

Rule. It is the case of the Petitioners that in the year 2006, the UGC by its regulation notified that if a candidate had M. Phil, then such candidate would be exempted from passing NET/SET examination. This was also applicable to those who may acquire M. Phil by 30th June, 2009 whilst in service. The UGC thereafter has notified the Regulation which is dated 11.7.2009. By this Regulation NET is to remain compulsory requirement for appointment to the post of Lecturer even for those candidates having Ph. D. degree. The position earlier was that the candidates having M. Phil degree . were exempted from NET/SET for UG level only.

The Petitioner represents teachers working at the UG level who have acquired qualification of M. Phil. By the notification of July 11, 2009, it is only the holders of Ph. D. degree who are exempted from NET/SET for recruitment/ appointment as Assistant Professors or equivalent position in the Universities/Colleges/Institutions. This is in substitution of the amendment of 2006. In our opinion, in so far as those candidates who were recruited based upon the second amendment Regulation 2006 they will have to be protected pending the hearing and final disposal of this petition. In so far as candidates recruited after the 2009 Regulations are concerned they will be bound by the Regulation as now in force.

In the light of the above, the following order : There will be interim relief in terms of Prayer Clause (c) in so far as teachers who were recruited having M. Phil degree and were appointed to under graduate posts during the subsistence of second Amendment to Regulation 2006.

Notice waived on behalf of Respondent Nos. 1 to 3.

(J.H.BHATIA, J.)

(F.I. REBELLO, J.)

करायचे आहे हे एक सूत्र म्हणून त्यांनी त्यांच्या मनासमोर स्पष्टपणे ठेवले होते.

कानमंत्र आणि ओळी दाखविण्याच्या पद्धतीचा कोंडमारा

(१२) शासकीय अधिकाऱ्यांना एक मोठी सवलत असते ती म्हणजे मंत्र्यांच्या कानांत सांगणे, तिकडे हवा भरून देणे व आपण चुपचाप बसणे, दुसरा आणखी एक उपाय म्हणजे शिष्टमंडळातील लोक आपले म्हणणे मांडत असतांना कोणतीतरी एखादी फाईल मंत्र्यांच्या समोर धरून कोणत्यातरी सुसंबद्ध किंवा असंबद्ध दोन चार ओळीवरून बोट फिरविणे व मंत्र्यांच्या गळ्यात त्या ओळी मारण्याचा प्रयत्न करणे. इतर काही गोष्टी साध्य होवो न होवो चर्चेचा अमूल्य वेळ नष्ट करण्याचा अभद्र हेतू त्यातून नक्कीच साध्य होतो. सहाद्रीवरच्या या बैठकीमधील उच्च शिक्षण सचिवांच्या फजितीची एक घटना आम्हा सर्वांच्या लक्षात राहिल्यामुळे सांगण्यासारखी आहे. आश्वासित प्रगती योजनेबाबत मी मा. मुख्यमंत्र्यांसमोर युक्तिवाद करित असतांना व मा. मुख्यमंत्री तो युक्तिवाद लक्ष देऊन ऐकत असतांना उच्च शिक्षण सचिवांनी कोणत्यातरी फाईलमधील ४ ओळीवर बोट फिरविले व आपल्या डाव्या बाजूला बसलेल्या वित्त सचिव श्री. माधवराव गोडबोले यांना त्या ओळी दाखविल्या, माधवरावांनी त्या ओळी पाहिल्या न पाहिल्यासारखे केले व तुम्ही हे मुख्यसचिवांना दाखवा असे खुणेनेच उच्च शिक्षण सचिवांना सांगितले. उच्च शिक्षण सचिव आपल्या जागेवरून उठल्या व मागच्या बाजूने एक खुर्ची ओलांडून माधवरावांच्या डाव्या बाजूला बसलेल्या मुख्यसचिव श्री. द.म.सुखटनकर यांच्या समोर ती फाईल ठेवून त्या चार ओळीवर बोट ठेवून त्यांना दाखवू लागल्या, मुख्य सचिवांनी खुणेनेच हे तुम्ही मा. मुख्यमंत्र्यांना दाखवा असे सुचविले. उच्च शिक्षण सचिव मागच्याच बाजूने थोड्या पुढे सरकल्या व त्या चार ओळीवर बोट ठेवून त्या मुख्यमंत्र्यांना दाखवू लागल्या. महासंघाचे संपूर्ण कार्यकारी मंडळ हा प्रकार पहात होते. मा. मुख्यमंत्र्यांनी सर्वांना ऐकू येईल अशा आवाजात “तुम्ही तुमच्या जागेवर बसा, ते काय म्हणताहेत हे काळजीपूर्वक ऐका व तुमच्या जागेवर बसूनच त्याबाबतचे तुमचे म्हणणे मांडा” असे सांगितले. उच्च शिक्षण सचिवांचा चेहरा पाहण्यासारखा झाला.

चर्चेचे कार्यवृत्त उलटते तयार करण्यात आले

(१३) या संवध चर्चेमध्ये दिनांक १७ जानेवारी १९८९ या दिवशी मा. मुख्यमंत्र्यांना औरंगाबाद येथे एका जाहीर समारंभासाठी उपस्थित रहावयाचे होते. सर्व मुद्यावरील चर्चा १६ तारखेला जवळ जवळ आटोपली होती. “गरज पडल्यास महासंघाचे पदाधिकारी १७ तारखेला अधिकाऱ्यांशी चर्चा करतील. गेले दोन चार दिवस चर्चेमध्ये उभयपक्षी मान्य झालेल्या चर्चेचे कार्यवृत्त अधिकाऱ्यांनी लिहून काढावे व त्याचा मसुदा महासंघाच्या अध्यक्षाना द्यावा, महासंघाच्या कार्यकारी मंडळाने त्यावर १७ तारखेला सायंकाळी निर्णय करावा व १८ तारखेला सकाळी ११ वाजता सहाद्रीवर बसून मसुदा अंतिम केला जाईल.” असे निदेश मा. मुख्यमंत्र्यांनी दिले. त्याप्रमाणे १७ तारखेला सायंकाळी महासंघाच्या अध्यक्षाना मसुदा मिळाला. कार्यकारी मंडळाची बैठक झाली. संपूर्ण मजकूर विचारांत घेण्यात आला. लहान मोठ्या दुरुस्त्या करण्याच्या खटाटोपात न पडता संपूर्ण मसुदाच फेटाळून लावण्याचा निर्णय घेण्यात आला. तसे सचिवांना कळविण्यात आले. औरंगाबाद येथील कार्यक्रम आटोपून मा. मुख्यमंत्री सायंकाळच्या विमानाने मुंबईला परत आले. रात्र ८.०० वाजताच्या दरम्यान रुम नंबर १११ मॅजेस्टीक, आमदार निवास, मुंबई येथे नुटाचे आम्ही सर्व महासंघातील प्रतिनिधी चर्चा करित बसलो असतांना मुख्यमंत्र्यांच्या निवासस्थानावरून फोन आला. स्वतः मा. मुख्यमंत्री बोलत होते. “बी.टी.! संपूर्ण मसुदा फेटाळला आहे असे मला समजले. नक्की काय झाले आहे? काय कारण झालेले आहे?” मी म्हणालो “महासंघाच्या कार्यकारी मंडळाने पूर्ण मसुदा फेटाळला ही गोष्ट खरी आहे. कारण प्रत्येक प्रश्नावर काल आपले जे ठरले होते त्याच्या उलट त्यांनी लिहून ठेवले आहे. आपण मसुदा पाहिल्यास ते आपल्याही लक्षात येईल.” माझे सांगणे होताच मा. मुख्यमंत्री म्हणाले “उद्या सकाळी ११.०० वाजता सहाद्रीवर आपली नियोजित बैठक आहे. त्यापूर्वी सकाळी ८.०० वाजता तुम्ही ‘वर्षा’वर या. म्हणजे नक्की काय झाले हे मला समजून घेता येईल. त्यावर मी ‘होय’ म्हणालो.

मुख्यसचिव व कार्यवृत्त लेखन

(१४) दुसऱ्या दिवशी म्हणजे १८ जानेवारी १९८९ रोजी मी स्वतः व आमच्या प्रतिनिधी मंडळातील डॉ. अरविंद बारहाते, डॉ. शरद कळणावत, प्रा.श्रीधर चिंचमलातपूरे असे आम्ही चौघेजण सकाळी बरोबर ८.०० वाजण्याला ५ मिनीटे कमी असतांना एका टॅक्सीने मा. मुख्यमंत्र्यांच्या वर्षा या निवासस्थानी पोचलो. निवासस्थानाला लागूनच असलेल्या कार्यालयाच्या इमारतीसमोर आमची टॅक्सी थांबल्याबरोबर निवासस्थानाच्या इमारतीतून एक शिपाई त्वरेने आमच्या

टॅक्सीच्या दिशेने आला. “तुम्ही बी.टी.देशमुखच ना! साहेबांनी तुम्हाला तिकडेच बोलाविले आहे.” मी शिपायाबरोबर निवासी इमारतीकडे गेलो. शिपायाने थेट ‘डायनिंग टेबल’वर नेवून पोचविले. टेबलवर राज्याचे मा. मुख्यसचिव श्री.द.म.सुखटनकर हे एकटेच बसले होते. मला पाहताच ते म्हणाले. “या बी.टी.! मला मिनिट्स लिहिता येत नाहीत असे तुम्ही म्हणालात?” एकदम झालेल्या या हल्ल्याने मी थोडासा भांबावून गेलो. खरे म्हणजे मी तसे काही शब्द वापरले नव्हते, मग माझ्या तोंडून एकदम वाक्य बाहेर पडले. “सर! कालचे मिनिट्स आपणच लिहिले असतील तर मी तसे म्हणालो हे खरे आहे.”

यु.जी.सी.प्रमाणेच करा असे मा. मुख्यमंत्र्यांनी लिहून ठेवले होते

(१५) दोन तीन मिनिटात मा. मुख्यमंत्री तेथे आले. आल्याबरोबर त्यांनीच सुरुवात केली. “बी.टी.! मिनिट्समध्ये नक्की काय अडचण आहे?” त्यावर मी म्हणालो “सर! एखाद दुसरी लहान मोठी अडचण आहे, असा हा विषय नाही. प्रत्येक बाबतीत उलट लिहून ठेवण्यात आले आहे.” मा. शरदरावांच्या तोंडून एकदम उद्गार निघाले, “एखाद उदाहरण सांगा” त्यावर मी त्यांना सांगितले. “आश्वासित प्रगती योजनेच्या बाबतीत युजीसीप्रमाणे करायचे हे काल ठरले होते. त्या मुद्यावरील चर्चा संपली तेंव्हा आपण स्वतः दोन वेळा तसे सांगितले. युजीसीच्या योजने प्रमाणे १६ वर्षाची सेवा झालेल्या प्रत्येक अधिव्याख्यात्याची १.१.१९८६ ला निवडश्रेणीत स्थाननिश्चिती होते. कालच्या कार्यवृत्तात जे लिहिले आहे त्याप्रमाणे १६ वर्ष पूर्ण झालेल्या एकाही अधिव्याख्यात्याला निवडश्रेणी मिळत नाही.” हे ऐकून मा. मुख्यमंत्र्यांना आश्चर्य वाटले. माझ्या या वाक्यामुळे आम्हाला कार्यवृत्ताचा मसुदा नीट कळला आहे, हे मुख्यसचिवांच्या नीट लक्षात आले. ते एक शब्द बोलले नाहीत. एखादा दुसरा मिनिट मा. मुख्यमंत्र्यांनी ते काही बोलतात काय याची वाट पाहिली व पुढे ते म्हणाले “कालचे कागद काढा.” मुख्यसचिवांनी अगोदरच्या दिवशीचे कागद काढले. त्यात या मुद्यासमोर मा. मुख्यमंत्र्यांनी “यु.जी.सी.प्रमाणे करा” असा शेरा लिहून ठेवला होता. मुळ यु.जी.सी.च्या योजनेमध्ये “Every Lecturer, in the senior scale will be eligible for promotion, to the post of Lecturer (Selection Grade) Reader in the scale of pay of Rs. 3700-5700, if he/she has completed 8 years of service in the senior scale.

provided that the requirement of 8 years will be relaxed if the total service of the Lecturer is not less than 16 years;”

अशी शब्दरचना होती. कार्यवृत्तात मात्र

“In the proposed pay revision in the scale to Lecturer, there are three grades i.e. Lecturers, Lecturers (Senior Scale) and Lecturers (Selection Grade). The Govt. of India has proposed promotion from one grade to another after a period of eight years in each grade ” अशी शब्दरचना घुसाडण्यात आली होती.

वर्षावरील बैठक संपली

(१६) मुळ इंग्रजीतील दोनही मसुदे मी वाचून दाखविले. मुख्यमंत्र्यांनी त्या मुद्यासमोर काय लिहून ठेवले होते तो कागद मुख्यमंत्र्यांच्याच हाती होता. मुख्य सचिव काहीच बोलत नव्हते. मा. मुख्यमंत्र्यांनी पुन्हा एकदा मुख्य सचिवांकडे पाहिले. “आपल्याला त्यात दुरुस्ती करावी लागेल” असे उद्गार मुख्य सचिवांनी काढले. त्यावर शांतपणे मुख्यमंत्री म्हणाले. “बी.टी.! ठरल्याप्रमाणे आज ११ वाजता बैठक सहाद्रीवर सुरु होईल. काय चुका झाल्या असतील त्या आपण दुरुस्त करू.” इथेच ही वर्षावरील अनौपचारिक बैठक संपली. निवासी इमारतीतून मी कार्यालयीन इमारतीकडे आलो व तेथे बसलेल्या माझ्या सहकाऱ्यांसह टॅक्सीने मॅजेस्टिक आमदार निवासाला परत आलो.

सहाद्रीवर मसुदा अंतिम झाला

(१७) दिनांक १८ जानेवारी १९८९ रोजी महासंघाच्या कार्यकारी मंडळाची मा. मुख्यमंत्र्यांसोबतची या चर्चेतील शेवटची बैठक सहाद्री अतिथिगृह येथे पार पडली. ती त्या दिवशी दिवसभर चालली. अधिकाऱ्यांनी तयार केलेल्या मतेक्य पत्रामध्ये अनेक दुरुस्त्या झाल्या. रात्र उशिरा मतेक्यपत्र अंतिम झाले. त्यामध्ये एकूण १० परिच्छेद आहे. त्यातील आश्वासित प्रगती योजनेविषयीचा परिच्छेद पुढील प्रमाणे :-

“The Government of India suggestions on revision of pay scales for teachers in Universities and Colleges, dt. 17th June, 1987 as amended by subsequent agreement dt.

4th and 5th Sept. 1987 and the Government of India's suggestions dt. 22nd July, 1988 would be implemented by the State Government with the recommended scales of pay, **including the element of promotions involved therein as a composite scheme w.e.f. 01.01.1986.**"

चौथ्या वेतन आयोगातील आश्वासित प्रगती योजना

(१८) विद्यापीठीय व महाविद्यालयीन शिक्षकांसाठी विद्यापीठ अनुदान आयोगाने सुचविलेली आश्वासित प्रगती योजना खुद्द मा. मुख्यमंत्र्यांच्या उपस्थितीत नोंदविलेल्या मतैक्यपत्रात **"including the element of promotions involved therein as a composite scheme w.e.f. 01.01.1986."** अशी शब्दरचना असल्यामुळे शासन निर्णयातसुद्धा ती इमाने इतबारे उतरली. याबाबतचा शासननिर्णय दिनांक २७ फेब्रुवारी १९८९ रोजी निर्गमित झाला. त्याच्या परिच्छेद १३ मध्ये पुढील प्रमाणे तरतुद आहे. :-

"13. Every Lecturer, in the senior scale will be eligible for promotion, to the post of Lecturer (Selection Grade) Reader in the scale of pay of Rs. 3700-5700, if he/she has completed 8 years of service in the senior scale.

provided that the requirement of 8 years will be relaxed if the total service of the Lecturer is not less than 16 years;"

पाचव्या वेतन आयोगातील आश्वासित प्रगती योजना

(१९) विद्यापीठ अनुदान आयोगाने पाचव्या वेतन आयोगाच्या वेळी आश्वासित प्रगती योजनेमध्ये आणखी सुधारणा केल्या. मुख्यत्वे निवडश्रेणी प्रदान करण्याचा कालखंड १६ वर्षांवरून १३ वर्षांवर आणला. एम.फ़ील पदवी धारकांसाठी १२ व पी.एचडी धारकांसाठी तो ११ वर्षांवर आणला. त्यावेळी तत्कालीन उच्च शिक्षणमंत्री श्री. दिलीप वळसे पाटील यांची महाराष्ट्र प्राध्यापक महासंघाशी चर्चा होऊन दिनांक ७ डिसेंबर १९९९ रोजी जे मतैक्यपत्र नोंदविण्यात आले त्यामध्ये पुढील प्रमाणे स्पष्ट उल्लेख आहे. :-

"The Government of India's suggestions on "Revision of payscales of teachers in Universities and Colleges following the revision of payscales of Central Government employees on the recommendations of 5th Central Pay Commission" dated the 27th July, 1998 amended vide a letter dated 6th November, 1998 including UGC's notification dated 24th December, 1998 would be implemented by the State Government with recommended scales of pay, **as a composite scheme with effect from 1.1.1996**" मतैक्य पत्रात असा स्पष्ट उल्लेख आल्याने पुढे याबाबतच्या दिनांक ११ डिसेंबर १९९९ च्या शासननिर्णयात परिच्छेद १२ मध्ये याबाबतची तरतुद प्रांजळपणे समाविष्ट झाली. ती पुढील प्रमाणे :-

"12. Career advancement :- Minimum length of service for eligibility to move into the grade of Lecturer (Senior Scale) would be four years for those with Ph.D. five years for those with M.Phil, and six years for others at the level of Lecturer, and for **eligibility to move into the Grade of Lecturer (Selection Grade)/Reader, the minimum length of service as Lecturer (Senior Scale) shall be uniformly five years.**"

सहाव्या वेतन आयोगातील आश्वासित प्रगती योजना

(२०) "एच.आर.डी. मंत्रालय आणि यु.जी.सी. जे आदेश काढील त्याचे महाराष्ट्र शासन पालन करील." "युजीसीकडून शिफारस आल्यानंतर, केंद्र सरकारकडून आदेश दिले जातील त्या आदेशांचे पालन केले जाईल." अशी स्पष्ट आश्वासने सभागृहात देण्यात आलेली असल्यामुळे यु.जी.सी.ने लागू केलेल्या आश्वासित प्रगती योजनेच्या बाबतीत मंत्रालयातील अधिकाऱ्यांकडून काही दगाफटका केला जाईल असा विचार महासंघाने केला नव्हता. तसेच महाराष्ट्रातील प्राध्यापकांनाही अशा दगाफटकाची कल्पनासुद्धा आलेली नव्हती. महासंघाने २० एप्रिल २००९ रोजी आंदोलनाची नोटीस दिली पण १४ जुलै २००९ रोजी प्रत्यक्ष आंदोलन सुरु होईपर्यंत शासनातर्फे चर्चला बोलाविण्यात आले नाही. या योजनेला फार मोठा दगाफटका होत आहे व झाला आहे, असे नंतर लक्षात आले.

महासंघालाच मसुदा मागितला

(२१) १४ जुलै २००९ रोजी आंदोलन सुरु झाल्यानंतर पहिली चर्चा १५, १६ व १८ जुलै रोजी झाली. प्रश्नाची सोडवणूक करण्यासाठी तुमचे काय म्हणणे आहे ते सांगा, असे शासनातर्फे चर्चा करणाऱ्या प्रतिनिधीमंडळाला विचारण्यात आले. इतर विषयाच्या मजकुरात वेतनश्रेण्या व आश्वासित प्रगती योजनेबाबतचा महासंघाचा प्रस्ताव एका ओळीचा होता. काटेकोर शब्दात मांडून आम्ही तो शासनापुढे ठेवला. ते एक वाक्य पुढील प्रमाणे :- "The Government of India's suggestions on revision of pay scales for teachers in Universities and Colleges, dated 31st December 2008 would be implemented by the State Government with the recommended scales of pay, **including the element of promotions involved therein as a composite scheme w.e.f. 01.01.2006.**" आमचा मसुदा पूर्ण हाती घेतल्यावर उच्च शिक्षण सचिव म्हणाले आम्हाला याच्यावर विचार करावा लागेल. कायदेशीर मत घ्यावे लागेल. खरी गोष्ट अशी होती की त्यांनी मंत्रिमंडळासमोर प्रस्तावच ठेवला नव्हता.

राज्य शासकीय कर्मचाऱ्यांप्रमाणे सहावा वेतन लागू

(२२) त्या आठवड्यात त्यांनी प्रस्ताव मंत्रिमंडळासमोर ठेवण्याची धडपड केली. नाशिक येथे २२ जुलै २००९ रोजीच्या मंत्रिमंडळाच्या बैठकीत त्यावर निर्णय होवू शकला नाही. मात्र २३ जुलै रोजी मुंबई येथील बैठकीत तो निर्णय झाला. आश्वासित प्रगती योजनेचे दफन करण्यात उच्च शिक्षण सचिवांना यश मिळाले होते. महासंघाला चर्चला बोलाविले तर 'उघडे' पडण्याची त्यांना भिती वाटत होती. कारण चर्चा म्हटली म्हणजे आश्वासित प्रगती योजनेवर प्रश्न विचारले जाणार व त्याबाबतीत आपण 'उघडे' पडू ही भिती असल्यामुळे चर्चा पूर्णपणे बंद करून पत्राद्वारे एकतर्फी निर्णय कळविण्याच्या पद्धतीचा अवलंब त्यांनी केला. २४ जुलै २००९ रोजी महासंघाच्या अध्यक्षांना पत्र लिहून त्यांनी **"राज्य मंत्रिमंडळाने २३ जुलै, २००९ रोजी विचार करून राज्य शासकीय कर्मचाऱ्यांप्रमाणे १ जानेवारी, २००६ पासून सहावा वेतन आयोग लागू करण्याबाबत निर्णय घेतला आहे."** असे कळविले.

महासंघाचा ठराव

(२३) सदर पत्राच्या वाचनानंतर महासंघासोबत सचिव फार मोठा घातपात करीत आहेत असे लक्षात आले. राज्यात शासकीय कर्मचाऱ्यांना लागू केलेल्या वेतनश्रेण्या व ३१ डिसेंबर २००८ च्या केंद्र शासनाच्या (यु.जी.सी.) वेतनश्रेण्यांमध्ये जुन्या समतुल्य वेतनश्रेण्यांसाठी वेगवेगळे पे बँड प्रस्तावित असून ग्रेड पे मध्ये सुद्धा फार मोठे फरक आहेत. त्यात यु.जी.सी.च्या वेतनश्रेण्या सरस आहेत. शिवाय श्रेणीवाढीच्या बहूमुखी संधीसह आश्वासित प्रगती योजना हे यु.जी.सी. वेतनश्रेण्यांचे एक खूपच आकर्षक वैशिष्ट्य आहे. हे लक्षात घेता उपरोक्त वाक्याच्या वाचनाने महासंघाच्या कार्यकारी मंडळाला आश्चर्य वाटले. महाराष्ट्रभर प्राध्यापकांमध्ये या वाक्यामुळे संतापाची लाट उसळली. दिनांक २६ जुलै २००९ रोजी महासंघाच्या कार्यकारी मंडळाच्या बैठकीत शासनाच्या या पहिल्या पत्राच्या निषेधाचा एक तपशीलवार ठराव संमत करून तो उच्च शिक्षण सचिवांना पाठविण्यात आला.

एका मागून एक तीन पत्रे

(२४) चर्चा न करण्याचे ठरविल्यामुळे प्रथम २४ जुलै २००९ रोजी पहिले पत्र, ३१ जुलै २००९ रोजी दुसरे पत्र व तिसरे पत्र ४ ऑगस्ट २००९ रोजी सचिवांनी पाठविले. या तीनही पत्रात आश्वासित प्रगती योजनेबाबत काय होते याचा आढावा घेऊ. पहिल्या पत्रात "राज्य मंत्रिमंडळाने २३ जुलै, २००९ रोजी विचार करून **राज्य शासकीय कर्मचाऱ्यांप्रमाणे १ जानेवारी, २००६ पासून सहावा वेतन आयोग लागू करण्याबाबत निर्णय घेतला आहे."** असे कळविले होते. आश्वासित प्रगती योजनेबाबत त्या पत्रात एका शब्दाचा उल्लेख नाही. दुसऱ्या पत्रात "राज्य शासनाने राज्यातील विद्यापीठे व महाविद्यालये/ संस्था यामधील शिक्षक व इतर समकक्ष पदांना केंद्र शासनाप्रमाणे (यु.जी.सी. योजना) वेतनश्रेणी व महागाई भत्ता दिनांक १.१.२००६ पासून लागू करण्याचा व इतर भत्ते व अनुषंगिक लाभ **राज्य शासकीय कर्मचाऱ्यांप्रमाणे लागू करण्याचा निर्णय घेतला आहे."** असा उल्लेख वेतनश्रेणीबाबत आहे पण महासंघाच्या प्रतिनिधी मंडळाने दिलेला एका वाक्याचा मसुदा सचिवांच्या हाती असून सुद्धा आश्वासित प्रगती योजनेबाबत एक शब्द त्यामध्ये नाही. तिसऱ्या पत्रात तर वेतनश्रेणीबाबत किंवा आश्वासित प्रगती योजनेबाबत एका शब्दाचासुद्धा उल्लेख नाही.

तीन पत्रानंतर आंदोलन थांबायला हवे होते असे

म्हणणाऱ्या भाविकांसाठी

(२५) महासंघाला उच्च शिक्षण सचिवांनी ४ ऑगस्ट २००९ पर्यंत एकूण ३ पत्रे पाठविली. ही तीन पत्रे आल्यानंतर, विशेषतः ४ ऑगस्ट २००९ चे तिसरे पत्र आल्यानंतर महासंघाने हे आंदोलन मागे घ्यायला पाहिजे होते. असे अनेक अंधश्रद्धाळूंना व भाविकांना वाटत होते. त्या सर्वांनी ही तीनही पत्रे निदान आज तरी काळजीपूर्वक वाचावी अशी आम्ही जाहिरपणे त्यांना विनंती करित आहोत. पुढील प्रश्नांची उत्तरे त्यातून मिळतात काय? ते त्यांनी पहावे:-

(i) “Including the element of promotions involved therein as a composite scheme w.e.f. 01.01.1986.” ही १९८८ ची शब्दरचना, किंवा “as a composite scheme with effect from 1.1.1996” ही १९९९ ची शब्दरचना किंवा महासंघाने सुरुवातीच्या चर्चेत दिलेली “The Government of India suggestions on revision of pay scales for teachers in Universities and Colleges, dated 31st December 2008 would be implemented by the State Government with the recommended scales of pay, including the element of promotions involved therein as a composite scheme w.e.f. 01.01.1986.” ही शब्दरचना यातील एका शब्दाचा किंवा वाक्याचा आश्वासित प्रगती योजनेबाबतचा उल्लेख या तीनपैकी एकाही पत्रात नाही. शब्दांचा तुटवडा होता म्हणून, किंवा शासनातील अधिकाऱ्यांच्या साधेभोळेपणामुळे, ते शब्द आले नाहीत, अशी महासंघाने आपली समजूत करून घ्यावी, अशी अपेक्षा करणे हा भावडेपणा आहे.

(ii) दुसऱ्या पत्रात “अनुपंगिक लाभ राज्य शासकीय कर्मचाऱ्यांप्रमाणे लागू करण्याचा निर्णय घेतला आहे.” असा अत्यंत चुकीचा निर्णय कळविण्यात आला व तो तिसऱ्या पत्रात सुद्धा दुरुस्त करण्यात आला नाही. म्हणजे तिसऱ्या पत्रानंतरसुद्धा दुसऱ्या पत्रातील अनुपंगिक लाभाबाबतची शासनाची भूमिका अबाधित राहिली. ती एवढी संतापजनक होती की महासंघाने त्याचा निषेध केला हे बाजूला ठेवले तरी महासंघाकडून कोणतीही सूचना नसतांना विद्यापीठावरील मोर्चाच्या वेळी व जेलभरो आंदोलनाच्या वेळी उत्स्फूर्तपणे हजारो शिक्षक “सेवाशर्ती हक्काच्या, नाही कुणाच्या xxच्या” अशा संतप्त घोषणा जोरात देत होते. हा संताप किती तीव्र होता हेच त्यावरून दिसून येते. आनुपंगिक लाभाबाबतची उच्च शिक्षण सचिवांची भूमिका महासंघाने स्विकारावी, ही भाविकांची अपेक्षासुद्धा आंधळेपणाचीच म्हणावी लागेल.

(iii) सचिवांनी आपल्या तिसऱ्या पत्रात “(ii) रजांबाबत (Leave Package) सध्या अस्तित्वात असलेले नियम पुढील निर्णय होईपर्यंत लागू राहिले.” असे कळविले होते पण असे करतांना आपल्या दुराग्रहाचे जाहीर प्रदर्शन करणारे ११ मे २००९ चे किरकोळ रजेबाबतचे पत्र त्यांनी रद्द केले नव्हते. असे असतांना “पुढील निर्णय होईपर्यंत” या शब्दांचा अर्थ महासंघाला समजला असला तरी त्याकडे महासंघाने कानाडोळा करावा असा मानभावीपणाचा सल्ला भाविकांनी कां घावा? “शासन निर्णयातील परिच्छेद ८ (ब) मधील तिसऱ्या ओळीतील Benefits या शब्दानंतर “Including leave package” हा शब्द समाविष्ट करण्यात यावा.” ह्या गोष्टीवर उभयपक्षी मतैक्य २६ ऑगस्ट २००९ रोजी झाले. त्याची नोंद मतैक्याच्या इतिवृत्ताच्या परिच्छेद ४ मध्ये आहे ही गोष्ट या भाविकांनी निदान आज तरी लक्षात घ्यावी व त्याचा अर्थ समजून घ्यावा.

(iv) केंद्र शासनाची योजना एक समग्र योजना (Composite Scheme) म्हणून अमलात आणली तरच केंद्र शासनाचे ८० टक्के अर्थ सहाय्य मिळेल असे केंद्राचे आदेशच आहेत. “समग्र योजना” या शब्दाचे सचिवांना एवढे वावडे की तो शब्द ते मतैक्य पत्रात घ्यायला तयार नव्हते, आपल्या या तीन पत्रात त्यांनी तो शब्द कुठेही येणार नाही याची खबरदारी घेतली. शासननिर्णयात तर अशी शब्दरचना नाहीच नाही, याउलट शासन निर्णयात त्यांनी “ (ii) ...The 80% of the amount of arrears admissible for the period from 1st day of January 2006 to 31st March 2009 will be paid in cash on receipt of the grants from Government of India. The remaining 20% amount will be credited to Provident Fund as per the procedure adopted for the State Government Employees. ” अशी जोरदार मेख मारून ठेवली होती. समग्र योजनेचा भत्तेविषयक भाग महाराष्ट्रात अमलात आणलेला नाही, तो भाग अमलात न आणल्याने ती समग्र योजना होते की होत नाही. यावर वाद आहेत. काहींच्या मते भत्ते हा त्या समग्र योजनेचा भाग नव्हे.

काहींच्या मते तो भाग अमलात न आणल्याने ती समग्र योजना होत नाही, परिणामी ८० टक्के अर्थ सहाय्य मिळणार नाही, अशा स्थितीत तिकडून म्हणजे केंद्र शासनाकडून ते मिळाले नाही तर शिक्षकांना ८० टक्के थकबाकी मिळणार नाही. तीनपैकी एकाही पत्रात याबाबतचा एका अक्षराचा सुद्धा उल्लेख नाही. काळजीपूर्वक वाचन केल्यानंतर या प्रश्नाचे काही उत्तर त्या तीन पत्रात मिळत असल्यास अंधश्रद्धाळू व भाविकांनी ते जाहीरपणे निदान आतातरी सांगावे.

(v) नेट-सेट बाबत काही न लिहिलेलेच बरे! कारण एक असे की “अंधश्रद्धा हानिकारक आहे” या एका तिसऱ्या स्वतंत्र लेखाचा तो विषय होतो. शिवाय दुसरे असे की उपरोक्त तीन पत्रे मिळाल्यानंतर नेट-सेट मुळेच आंदोलन पुढे चालू राहिले, बाकी सगळे त्या तीन पत्रानंतर ठीकठाक झाले होते, अशी अंधश्रद्धा असलेल्या भाविकांसाठी मुळात हा शब्दप्रपंच आहे.

(२६) “एच.आर.डी. मंत्रालय आणि यु.जी.सी. जे आदेश काढील त्याचे महाराष्ट्र शासन पालन करील.” “युजीसीकडून शिफारस आल्यानंतर, केंद्र सरकारकडून आदेश दिले जातील त्या आदेशांचे पालन केले जाईल.” अशी स्पष्ट आश्वासने उच्च शिक्षण विभागामार्फत विधानपरिषदेत देण्यात आली होती. असे असतांना “राज्य शासकीय कर्मचाऱ्यांप्रमाणे सहावा वेतन आयोग लागू करण्याचा निर्णय घेतला आहे” असे लेखी पत्र सचिव देत होते. आश्वासनाची पायमल्ली करणाऱ्या जाहिराती देत होते. सभागृहात देण्यात आलेल्या आश्वासनाची अम्मलबजावणी झाली नाही अशी शेंकडो आश्वासने आहेत, विलंबाने अम्मलबजावणी झाली अशीही शेंकडो आश्वासने असतील, अजूनही अम्मलबजावणी झाली नाही अशीही काही आश्वासने असतील, ३० हजार शिक्षक काम सोडून वर्गाबाहेर आहेत आणि सचिव आश्वासने पायदळी तुडविणारी पत्रे पाठवितात, जाहिराती देतात, त्यावर लाखो रुपये खर्च करतात, असा प्रकार माझ्या ३० वर्षांच्या सांसदिय कार्यकाळात मी कधीही पाहिला नव्हता. सभागृहात दिलेल्या आश्वासनाची अम्मलबजावणी करण्यासाठी मा. मंत्रिमहोदय दिवसभर आंदोलनकर्त्यांशी चर्चा करताहेत. त्या बैठकीत १ मिनिटसुद्धा सचिव हजर राहात नाहीत व त्या आश्वासनाची अम्मलबजावणी करणे तर बाजूलाच राहिले पण त्या आश्वासनाची पायमल्ली करणाऱ्या लाखो रुपयांच्या जाहिराती वाटप करण्यात त्याच दिवशी दिवसभर सचिव सचिवालयात कार्यरत राहतात, हा शेवटच्या दिवशी घडलेला प्रकार तर विस्मयचकित करणारा होता. स्वतः मा. मुख्यमंत्र्यांनी १६ ऑगस्टला वर्षा बंगल्यावरील चर्चेमध्ये व २० ऑगस्टला मंत्रालयातील चर्चेमध्ये “आम्हाला युजीसीच्या वेतनश्रेण्या लागू करावयाच्या आहेत. त्याबाबत काही चूक झाली असेल तर ती आम्ही दुरुस्त करू.” असे महासंघाला सांगितले होते. खुद्द उच्च शिक्षणमंत्री यांनी सुद्धा ती वाव वारंवार मान्य केली होती. असे असतांना शेवटच्या दिवसापर्यंत उच्च शिक्षण सचिव हे उद्धटपणाचे वर्तन सोडायला तयार नव्हते. हे त्यांच्या २६ ऑगस्टच्या उच्च शिक्षण मंत्र्यांनी बोलाविलेल्या बैठकीतील शंभर टक्के अनुपस्थितीवरून स्पष्टपणे दिसून येते. हा प्रश्न सामोपचाराने व चर्चेने मतैक्य होवून मिटला पाहिजे अशी तळमळीची इच्छा उच्च शिक्षणमंत्री श्री. राजेश टोपे यांच्या मनात नसती, तसेच मा. मुख्यमंत्री श्री. अशोकराव चव्हाण यांनी १६ व २० ऑगस्टला २ बैठका घेवून व शेवटच्या दिवशी मा. मुख्यसचिवांना या चर्चेत उच्च शिक्षणमंत्र्यांना मदत करण्याची सूचना दिली नसती, तर सभागृहात आश्वासने देणाऱ्या राजकीय नेतृत्वाचा पाडाव करून शिरजोर होण्यात आश्वासनाची अम्मलबजावणी करण्याचे काम ज्यांच्याकडे घटनेने सोपविले आहे ती नोकरशाही यशस्वी झाली असती. म्हणूनच या आंदोलनाचे नेतृत्व करणाऱ्या महाराष्ट्र प्राध्यापक महासंघाने मा. मुख्यमंत्र्यांचे व उच्च शिक्षणमंत्र्यांचे आभार मानणारा ठराव आंदोलन समाप्तीच्या वेळी एकमताने मंजूर केला.

(२७) ही तीनही पत्रे महासंघाला मिळाली. शेवटचे तिसरे पत्र ४ ऑगस्ट २००९ रोजी मिळाले. तेंव्हा आंदोलन सुरु होवून २० दिवस होवून गेले होते. या तीनही पत्रांच्या एकत्रित वाचनानंतर आश्वासित प्रगती योजनेबाबत कोणताही खुलासा होत नव्हता, मुळ योजनेशी संबंधित नसलेला अनुपंगिक लाभाबाबतचा विपारी विचार तसाच लोंबकळत होता, लिट्ट पॅकेज बाबतचा दुष्टपणा तिसऱ्या पत्रानंतरही जिवंतच होता, सर्वात महत्त्वाचे म्हणजे समजा “समग्र योजना लागू केली नाही म्हणून ८० टक्के मदत देणार नाही” असा केंद्राने निर्णय घेतला तर ८० टक्के थकबाकीवर विद्यापीठीय व महाविद्यालयीन शिक्षकांना पाणी सोडावे लागले असते. या सर्व किचकट प्रश्नांची समाधानकारक उत्तरे हाती नाहीत हे लक्षात न आल्याने अनेक अंधश्रद्धाळू व अतिभाविक लोक तीन पत्रे मिळाली तरी आंदोलन विनाकारण चालू ठेवण्यात येत आहे, असा शंखध्वनी करित होते. मुळ कागदपत्रे न पहाता नुसती तीन पत्रे मिळाली हे कानावर आल्याबरोबर व डोळ्याला दिसल्याबरोबर शिक्षकांनी आंदोलन मागे घ्यायला हवे, अशी अपेक्षा करणे म्हणजे अंधश्रद्धेला खतपाणी घालणेच होय. अशी अपेक्षा करणाऱ्या अंध श्रद्धाळूंना अंधश्रद्धा हानिकारक असते एवढेच सांगावेसे वाटते.

**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 2009**

To be published in the Gazette of India Part III Sector 4

University Grants Commission Bahadur Shah Zafar Marg New Delhi-110002.

No.F.3-1/2009 (PS) Sept, 2009

In exercise of the powers conferred by clause (e) and (g) of subsection (I) of Section 26 read with Section 12 (j) and 14 of University Grants Commission Act, 1956 (3 of 1956), and in pursuance of the MHRD O.M.No.F.23- 7/ 2008-IFD dated 23.10.08, read with Ministry of Finance (Department of Expenditure) O.M.No.F.1-1/2008-IC dated 30.08.2008, and in terms of the Schemes Regulations notified by MHRD Notification No.1-32/2006-U.II/U.I(1) issued subject to Ministry of Finance (Department of Expenditure) vide OM.No.7-23/2008- EIII dated 30.09.2008, and in supersession of the Regulations issued by University Grants Commission, vide Regulation No. F.3-1/2000 (PS) dated 4th April 2000, the University Grants Commission hereby notifies the following Regulations, namely:-

1. Short title, application and commencement:

i. These Regulations may be called the University Grants Commission (Minimum Qualifications for Appointment of Teachers and other Academic Staff in Universities and Colleges and Measures for the Maintenance of Standards in Higher Education) Regulations, 2009.

ii. They shall apply to every university established or incorporated by or under a Central Act, Provincial Act or a State Act, every institution including a constituent or an affiliated college recognised by the Commission, in consultation with the university concerned under Clause (f) of section 2 of the University Grants Commission Act, 1956 and every institution deemed to be a university under Section 3 of the said Act.

iii. They shall come into force with immediate effect from the date on which these Regulations are notified. However, all promotions under CAS Schemes shall continue to be governed by the above referred Regulations vide No. F.3- 1/2000 (PS) dated 4th April 2000, in case such candidate has become eligible for promotion on a date prior to the present Regulations coming into force.

2. Minimum qualifications for appointment and other service conditions of University and College teachers, Librarians and Directors of Physical education as a measure for the maintenance of standards in higher education, shall be as provided in these Regulations.

(Dr. R. K. Chauhan)

Secretary

To

The Assistant Controller Publication Division

Government of India Urban Development Ministry Civil Lines Delhi-110054

23.09.2009

ADDITIONAL AGENDA

of the General Body Meeting of NAGPUR UNIVERSITY TEACHERS' ASSOCIATION

to be held at 12.00 noon on SUNDAY, the

13th December, 2009 at Yeshwant Mahavidyalaya, WARDHA

विषय क्रमांक ५०५ :

धन्यवाद व आभार प्रस्ताव

महाराष्ट्र प्राध्यापक महासंघाचे महासचिव प्रा.डॉ. एकनाथ कठाळे व सहसचिव प्रा. डॉ. प्रविण रघुवंशी हे पुढील प्रस्ताव मांडतील :-

(अ) अखिल भारतीय प्राध्यापक महासंघाच्या १० ते १२ ऑक्टोबर २००९ रोजी अहमदाबाद येथे संपन्न झालेल्या १५ व्या अधिवेशनामध्ये महासचिव, श्री. अशोक बर्मन यांनी प्रसृत केलेल्या अहवालामध्ये महाराष्ट्र प्राध्यापक महासंघाच्या नेतृत्वाखाली दिनांक १४ जुलै २००९ पासून २६ ऑगस्ट २००९ पर्यंत एकूण ४४ दिवस चाललेल्या बेमुदत कामकाज बंद आंदोलनाचा यशस्वी शेवट झाल्याबद्दल **"It is a testimony to the maturity of the teachers as well as the MFUCTO, who have wrested three of the last four pay revisions from the government of Maharashtra only after epic struggles!"** हा जो अभिप्राय व्यक्त केलेला आहे त्याबद्दल ही सभा मनापासून आनंद व्यक्त करीत आहे. त्याबद्दल महासचिव व अखिल भारतीय प्राध्यापक महासंघाप्रति धन्यवाद व्यक्त करीत आहे. याच अहवालामध्ये **"The Secretariat, AIFUCTO expressed its solidarity with the striking teachers. Prof. Asok Barman, General Secretary, visited the state and participated in the agitation programs in Mumbai and Pune. He addressed the meetings and press conference organized by MFUCTO, The Secretariat drew the attention of Mr.Kapil Sibal, Hon ble Minister, HRD and Prof.S.Thorat, Chairman, UGC to the ongoing agitation and sought their intervention for the implementation of pay scales."** हा जो उल्लेख आलेला आहे त्याबद्दल महासचिवांच्या प्रति मनापासून आभार व्यक्त करण्यात येत आहे. महासचिवांच्या मार्फत अखिल भारतीय प्राध्यापक महासंघाने ऐन संकटप्रसंगी केलेल्या या धावपळीमुळे आंदोलन कर्त्यांचे मनोधैर्य टिकून राहण्यात मोठीच मदत झाली याची हे सभागृह नोंद घेत आहे.

(अखिल भारतीय प्राध्यापक महासंघाच्या १० ते १२ ऑक्टोबर २००९ रोजी अहमदाबाद येथे संपन्न झालेल्या १५ व्या अधिवेशनामध्ये महासचिव, श्री. अशोक बर्मन यांनी प्रसृत केलेल्या अहवालामधील महाराष्ट्रामध्ये झालेल्या आंदोलनाविषयी लिहिलेला परिच्छेद सोबत दिलेला आहे.)

**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**

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

1.0.0 COVERAGE

1.1.0 These Regulations applies to University and College Teachers, Librarians, Directors of Physical Education admitted to the privileges of the Universities.

1.1.1 For teachers in the Faculties of Agriculture and Veterinary Science, the norms /Regulations of Indian Council of Agricultural Research; for Faculty of Medicine, Dentistry, Nursing and AYUSH, the norms/Regulations of Ministry of Health and Family Welfare, Government of India; for Faculty of Education, the norms/Regulations of National Council of Teacher Education and for Engineering, Pharmacy and Management, the norms/Regulations of All India Council for Technical Education shall apply.

2.0.0 PAY SCALES AND PAY FIXATION FORMULA

2.1.0 The revised scales of pay, as decided by the Government of India, Ministry of Human Resource Development (Department of Education) may be seen as Appendix-I. The pay "fixation formula" developed by UGC and approved by MHRD appended as Appendix-II. This fixation formula shall be adopted for teachers and equivalent positions in the Library

and Physical Education cadres in Universities and Colleges.

3.0.0. RECRUITMENT AND QUALIFICATIONS

3.1.0 The direct recruitment to the post of Assistant Professors, Associate Professors and Professors in the Universities and Colleges shall be on the basis of merit through all India advertisement and selections by the duly constituted Selection Committees as per the guidelines prescribed under

these Regulations to be incorporated under the Statutes/ Ordinances of the concerned university. The composition of such committees should be as prescribed by the UGC in these Regulations.

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

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

3.3.1. NET/SLET/SET shall remain the minimum eligibility condition for recruitment and appointment of Assistant Professors in Universities / Colleges / Institutions. Provided, however, that candidates, who are or have been awarded Ph. D. degree in compliance of the "University Grants Commission (minimum standards and procedure for award of Ph.D. Degree), Regulations 2009, shall be exempt from the requirement of the minimum eligibility condition of NET/SLET/SET for recruitment and appointment of Assistant Professor or equivalent positions in Universities / Colleges / Institutions".

3.3.2 Reference to Ph.D-s in these Regulations shall be taken as a doctoral degree from a University following the above UGC Regulations of 2009 regarding registration process, course work, and evaluation process with effect from the date of issue of such guidelines by UGC. The exemption from NET/SLET/SET will not be applicable to Ph.D degrees awarded by the universities who have not adopted and followed the above UGC Regulations of 2009, provided the Universities have

APPENDIX

Appendix-III Table-I :	Academic Performance Indicators (APIS) and proposed scores developed by UGC for Adoption of Performance Based Appraisal System (PBAS) for Career Advancement Scheme (CAS) promotions of University / College Teachers
Appendix-III Table-II (A&B):	Minimum Point norms of the APIs as provided in Appendix – III Table I to be applied for the Promotion of teachers in university departments, and Weightages for Expert Assessment UNDER CAREER ADVANCEMENT SCHEME (CAS).
Appendix-III Table-II (C):	Minimum Weightage Points (WP) norms of the APIs as provided in Table-I (B) for the direct recruitment of teachers in university departments/Colleges, Librarian/Physical Education cadres in Universities/Colleges to be considered along with other specified eligibility qualifications stipulated in the UGC Notification.
Appendix-III Table-III:	Minimum Academic Performance and service requirements for promotion of Teachers & Equivalent Cadres in Universities & Colleges.
Appendix-IV:	Model Performance Based Appraisal System (PBAS) proforma for Career Advancement Scheme (CAS) promotions of University / College Teachers based on the Academic Performance Indicators (API) developed by UGC - to be adopted by the University concerned.

adopted the guidelines issued by UGC from time to time to accord exemption of the Ph.D. degree holders from acquiring a pass in NET/SLET/SET.

3.3.3 NET/SLET/SET shall not be required for such Masters Degree Programmes in disciplines for which NET/SLET/SET/ accredited test is not conducted. Any relaxation in the prescribed qualification, including the NET exemption, can be made only by the University Grants Commission in a particular subject in which NET/SLET/SET is not conducted. Such relaxation would be based on the application made by only the affected universities for the specified subject(s) and for a specified period based on sound justification. Provided in case of State Universities, where NET/SET/SLET qualified candidates are not available, the concerned Universities may grant exemption only with the concurrence of the respective State Government. Provided further in case of Central Universities such exemption can be granted by the concerned University only with the

concurrence of the UGC. Provided further that exemption so granted in both the cases stated above, shall be subject to the condition that the candidates shall acquire their NET/SLET/SET qualification, preferably within a period of 2 years, failing which they shall not be eligible for any increments in their pay scales and for seniority for the years of service rendered by them without such qualifications. The eligibility for increments and service seniority shall become operational from the date of qualifying for NET/SLET/SET or acquiring Ph.D. Degree as per the UGC Regulations, 2009.

3.3.4 The 55% marks in Master's level should be insisted upon for those entering the system from outside and at the entry point of Assistant Professors, Assistant Librarians, Assistant Director of Physical Education.

3.4.0 A relaxation of 5% may be provided at the graduate and master's level for the SC/ST/Differently-abled (Physically

APPENDIX – III TABLE – I

ACADEMIC PERFORMANCE INDICATORS (APIs) AND PROPOSED SCORES DEVELOPED BY UGC FOR ADOPTION OF PERFORMANCE BASED APPRAISAL SYSTEM (PBAS) FOR CAREER ADVANCEMENT SCHEME (CAS) PROMOTIONS OF UNIVERSITY / COLLEGE TEACHERS.

CATEGORY I: TEACHING, LEARNING AND EVALUATION RELATED ACTIVITIES		
S. No.	Nature of Activity	Maximum Score
CATEGORY-I (A)	ESSENTIAL	
1	Lectures taken as percentage of lectures allocated	20
2	Seminars, tutorials, practicals, contact hours undertaken as percentage of those actual allocated	20
3	Lectures or other teaching duties in excess of UGC norms	10
4	Imparting of knowledge / instruction <i>vis a vis</i> with the prescribed material and methodology of the curriculum	20
5	College/University examination duties (Question paper setting and evaluation of answer scripts) as per duties allotted.	10
6	College/University examination/Evaluation duties for internal/continuous assessment work as allotted	10
7	Additional examination work such as coordination, invigilation, flying squad duties etc. (maximum of 5 or 10 depending upon intensity of duty)	10
CATEGORY-I (B)	DESIRABLE	
1	Use of Innovative teaching-learning methodologies; use of ICT; Updated subject content and course improvement.	10
2	Developing and imparting Remedial/Bridge Courses and Counseling modules	10
3	Developing and imparting soft skills/communication skills/personality development courses/modules	10
4	Developing and imparting specialized teaching-learning programmes in physical education, library ; innovative compositions and creations in music, performing and visual arts and other traditional areas	10
5	Organizing and conduction of popularization programmes/training courses in computer assisted teaching/web-based learning and other participatory learning skills to students	10
CATEGORY II	: CO-CURRICULAR, EXTENSION AND PROFESSION RELATED ACTIVITIES.	
CATEGORY-II (A)	CO-CURRICULAR AND EXTENSION ACTIVITIES	
1	Contribution to Corporate life in Universities/colleges through meetings, popular lectures, subject related events, articles in college magazine and University volumes.	10
2	Institutional Co-curricular activities for students such as field studies/educational tours, industry-implant training and placement activity.	10
3	Community Service, Social Orientation and other Student Mentoring Activities through NSS/NCC/NSO/other Governmental and non- Governmental channels	10
4	Students and Staff Related Socio Cultural and Sports Programmes (intra/interdepartmental and intercollegiate)	05
5	Professional Ethics and Campus Development Activities like Institutional infrastructure projects, Co-curricular student educational programme like Environmental Education etc and value based programmes, and Programmes in the TV/Radio Channels.	05
CATEGORY – II (B)	PROFESSION-RELATED CONTRIBUTION	
1	Institutional Governance responsibilities like, Vice Principal, Dean, Director, Warden, Bursar, School Chairperson, IQAC Co-ordinator and any other membership of institutional committees	10
2	Membership in profession related committees at state and national level	10
3	Participation in subject associations, conferences, seminars without paper presentation	05
4	Participation in short term training courses less than one week duration in educational technology, curriculum development, professional development, Examination reforms, Institutional governance	05
5	Membership of professional associations committees, Boards of Studies, editorial committees of journals/institutional publications.	05

and visually handicapped) categories for the purpose of eligibility and for assessing good academic record during direct recruitment to teaching positions. Rounding off of marks to make it to 55% or 50% as the case may be through grace mark procedure etc., by universities is not permissible for claiming relaxation.

3.5.0 A relaxation of 5% may be provided, from 55% to 50% of the marks to the Ph.D. degree holders, who have passed their Master's degree prior to 19th September, 1991.

3.6.0 Relevant grade which is regarded as equivalent of 55% wherever the grading system is followed by a recognized university shall also be considered eligible.

3.7.0 The Ph.D. should be a compulsory requirement for the designation of Professors, Librarians and Physical Education Directors.

3.8.0 Ph.D. shall be a compulsory requirement for all candidates applying for direct recruitment as Associate Professor /Deputy Librarian/Deputy Directors of Physical Education,

3.9.0 The period of time taken by candidates to acquire M.Phil. and/or Ph.D shall not be considered as research experience to be claimed for appointment to the teaching positions.

4.0.0 DIRECT RECRUITMENT

4.1.0 PROFESSOR

A. (i) An eminent scholar with Ph.D. qualification in the concerned/ allied/relevant discipline and published work of high quality, actively engaged in research with evidence of published work with a minimum of 10 publications as books and/or research / policy papers in indexed / ISBN/ISSN numbered journals and/or ISBN/ISSN numbered books and the University developed ISBN/ISSN numbered list of journals/books hosted in the website of the concerned University.

(ii) A minimum of 10 years of teaching experience in university/college, and/or experience in research at the University/National Level institutions/industries, including experience of guiding candidates for research at doctoral level;

(iii) Contribution to educational innovation, design of new curricula and courses, and technology – mediated teaching learning process.

(iv) A minimum score as stipulated in the Academic Performance Indicator (API) based on Performance Based Appraisal System (PBAS) developed by UGC in these Regulations.

OR

B. An outstanding professional with established reputation

CATEGORY-III: RESEARCH AND ACADEMIC CONTRIBUTIONS

S.No.	APIs	Engineering/Agriculture/ Veterinary Science/ Sciences/Medical Sciences	Faculties of Languages Arts/Humanities/Social Sciences/Library/ Physical education/Management	Max. points for University and college teacher position
III(a)	Research Publication (Journals)	Refereed Journals with impact factor 1.0 and below 2.0	Refereed Journals which are indexed publications with Impact factor less than one	20 / publication
		Refereed Journals with impact factor 2.1 and below 5.0	Refereed Journals with impact factor 1.0 and below 2.0	30 / publication
		Refereed Journals with impact factor 5.1 and below 10.0	Refereed Journals with impact factor 2.0 and below 5.0	40 / publication
		Refereed Journals with impact factor less than one indexed	Refereed Journals which are not indexed without any impact factor	15 / publication
		Vernacular & Indian language journals in all disciplines without any impact factors included in the list of journals prepared by UGC and hosted in its website	Vernacular & Indian language journals in all disciplines without any impact factors included in the list of journals prepared by UGC and hosted in its website	10 / Publication
		Non impact factor National level research papers in non-refereed/ journals but having ISBN/ISSN numbers and the list of journals prepared by UGC and hosted in its website.	National level research papers in non-refereed/non Journals but having ISBN /ISSN numbers and the list of journals prepared by UGC and hosted in its website.	10 / publication
		Full papers in conference proceedings, etc. (Abstracts not to be included)	Full papers in Conference proceedings, etc. (Abstracts not to be included)	10 / publication
III(b)	Research Publications (books, chapters in books, other than refereed journal articles)	Text or Reference Books Published by International Publishers with an established peer review system	Text or Reference Books Published by International Publishers	50 /sole author; 10 / chapter in an edited book
		Subjects Books by National level publishers/State and Central Govt. Publications with ISBN/ISSN numbers and the UGC prepared list hosted in its website.	Subject Books by / national level publishers/State and Central Govt Publications with ISBN/ISSN numbers and the UGC prepared list. hosted in its website.	25 /sole author, and 5/ chapter in edited books
		Subject Books by Other local publishers with ISBN/ISSN numbers and the UGC prepared list hosted in its website.	Subject Books by Other local publishers with ISBN/ISSN numbers and the UGC prepared list hosted in its website.	15 / sole author, and 3 / chapter in edited books
		Chapters contributed to edited knowledge based volumes published by International Publishers	Chapters contributed to edited knowledge based volumes published by International Publishers	10 /Chapter
		Chapters in knowledge based volumes by Indian/National level publishers with ISBN/ISSN numbers & with numbers of national & international directories	Chapters in knowledge based volumes in Indian/National level publishers with ISBN /ISSN numbers & with numbers of national & international directories	5 / Chapter

in the relevant field who has made significant contribution to knowledge.

4.2.0. PRINCIPAL

i. A Master's Degree with at least 55% of the marks or a relevant grade regarded as equivalent to 55% wherever grading system is followed by a recognized University.

ii. Ph.D. qualification in concerned/allied/ relevant discipline with evidence of published work and research guidance.

iii. Associate Professor/Professor with a total experience of 15 years of teaching/research/administration in Universities / Colleges and other institutions of higher education.

iv. A minimum score as stipulated in the Academic Performance Indicator (API) based on Performance Based Appraisal System (PBAS) for Professors as developed by UGC in these Regulations.

4.3.0 ASSOCIATE PROFESSOR

i. Good academic record with a Ph.D. degree in the concerned / allied/relevant disciplines.

ii. 55% of the marks, or equivalent grade wherever grading system is followed at the Master's degree level.

iii. A minimum of five years of experience of teaching and / or research in an academic/research position equivalent to that of Assistant Professor in a University / College or Accredited Research Institution/industry excluding the period of Ph.D research with evidence of published work and a minimum of 5 publications as books and/or research/policy papers in indexed/ ISBN/ISSN numbered books/journals and University developed -ISBN/ISSN list of journals hosted in the website of the concerned University.

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

learning process with evidence of having guided doctoral candidates and research students.

v. A minimum score as stipulated in the Academic Performance Indicator (API) based Performance Based Appraisal System (PBAS) developed by UGC in these Regulations.

4.4.0 ASSISTANT PROFESSOR

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

i. Good academic record as defined by the concerned university with at least 55% of the marks or equivalent grade where grading system is practiced at the Master's degree level in a relevant subject from an Indian University, or an equivalent degree from an accredited foreign university.

ii. Besides fulfilling the above qualifications, the candidate should have cleared the National Eligibility Test (NET) conducted by the UGC, CSIR or similar test accredited by the UGC like SLET/SET.

iii. Holders of Ph.D. degree as on the date of Notification of these Regulations, along with those candidates who are awarded a Ph.D. degree through a process of admission, registration, course work and external evaluation as laid down in the UGC (Minimum Standards and Procedures for award of M.Phil /Ph.D Degree), Regulations, 2009 and so adopted by the university, shall be exempted from NET/SLET/SET.

iv. NET/SLET/SET shall also not be required for such Masters Programmes in disciplines for which NET/SLET/SET is not conducted subject to the conditions stipulated in these Regulations in clause.3.3.3.

III (C) RESEARCH PROJECTS				
III (C) (i)	Sponsored Projects carried out/ ongoing	(a) Major Projects amount mobilized with grants above 30.0 lakhs	Major Projects amount mobilized with grants above 5.0 lakhs	20 /each Project
		(b) Major Projects amount mobilized with grants above 5.0 lakhs up to 30.00 lakhs	Major Projects Amount mobilized with minimum of Rs. 4.00 lac up to Rs. 5.00 lacs	15 /each major project
III (C) (ii)	Consultancy Projects carried out / ongoing	Amount mobilized with minimum of Rs.5.00 lac	Amount mobilized with minimum of Rs.1.lac	10 per every Rs.5.0 lac and Rs.1.0 lac, respectively
III (C) (iii)	Completed projects : Quality Evaluation	Completed project Report (Acceptance from funding agency)	Completed project report (Accepted by funding agency)	20 /each major project and 10 / each minor project
III (C) (iv)	Projects Outcome / Outputs	Patent/Technology transfer/ Product/Process	Policy document of Govt. Bodies at Central and State level	30 / each output or outcome for National patents etc/ 50 /each for International patents etc.,
III (D) RESEARCH GUIDANCE				
III (D) III (D)	(i) M.Phil.	Degree awarded only	Degree awarded only	3 /each candidate
III (D) (ii)	Ph.D	Degree awarded Thesis submitted	Degree awarded Thesis submitted	10 /each candidate 7 /each candidate
III(E) TRAINING COURSES AND CONFERENCE /SEMINAR/WORKSHOP PAPERS				
III(E)(i)	Research Methodology/ Workshops	Research Methodology course (not less than three weeks)/Workshops of not less than one week duration.	Research methodology course (not less than three weeks)/workshops of not less than one week.	20
III(E)(ii)	Papers in Conferences/ Seminars/ workshops etc.*	Participation and Presentation of research papers (oral/poster) in	Participation and Presentation of research papers (oral/poster) in	
		a) International conference	a) International conference	10 / each
		b) National	b) National	7.5 / each
		c) Regional/State level	10 Regional/State level	5 /each
		d) Local –University/College level	5 Local –University/College level	3 / each
III(E) (iv)	Invitations for conferences/seminars/ workshops/ symposia to deliver lectures/and/ or chair sessions	(a) International	(a) International	10 /each
		(b) National	(b) National	7.5 /each
		(c) State level/Regional	(c) State level/Regional	5 /each
		(d) University/College level Endowment lectures	(d) University/College level Endowment lectures	5 /each

4.4.2. MUSIC, PERFORMING ARTS, VISUAL ARTS AND OTHER TRADITIONAL INDIAN ART FORMS LIKE SCULPTURE ETC.,**4.4.3. MUSIC AND DANCE DISCIPLINE:****1. ASSISTANT PROFESSOR:**

Good academic record with at least 55% of the marks, or an equivalent grade to that of 55% wherever grading system is practiced at the Master's degree level, in the relevant subject or an equivalent degree from an Indian/Foreign University. Besides fulfilling the above qualifications, candidates should have cleared the National Eligibility test (NET/SLET/SET) conducted by the UGC, CSIR, or similar test accredited by the UGC.

OR

A traditional and a professional artist with highly commendable professional achievement in the concerned subject, who should have:

1. Studied under noted/reputed traditional masters and has thorough knowledge to explain the subject concerned.
2. B high grade artist of AIR/TV.
3. Ability to explain the logical reasoning of the subject concerned and adequate knowledge to teach theory with illustrations in that discipline.

2. ASSOCIATE PROFESSOR:

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

OR

1. 'A' grade artist of AIR/TV;
2. Eight years of outstanding performing achievements in the field of specialization.
3. Experience in designing of new courses and/or curricula.

4. Participation in Seminars/Conferences in reputed institutions.

5. Ability to explain the logical reasoning of the subject concerned and adequate knowledge to teach theory with illustrations in that discipline. A minimum of five years of experience of teaching and/or research in an academic/research position equivalent to that of Assistant Professor in a University/College or Accredited Research Institution/industry excluding the period of Ph.D research with evidence of published work and a minimum of 5 publications as books and/or research/policy papers in indexed/ISBN/ISSN numbered books/journals and University developed -ISBN/ISSN list of journals hosted in the website of the concerned University. Contribution to educational innovation, design of new curricula and courses, and technology – mediated teaching learning process with evidence of having guided doctoral candidates and research students. A minimum score as stipulated in the Academic Performance Indicator (API) based Performance Based Appraisal System (PBAS) developed by UGC in these Regulations.

3. PROFESSOR:

An eminent scholar with a doctoral degree actively engaged in research with 10 years of experience in PG teaching and/or research at the University/National level institutions including experience of guiding research at doctoral level with outstanding performing achievements in the field of specialization.

OR

1. 'A' grade artist of AIR/TV
2. Twelve years of outstanding performing achievements in the field of specialization.
3. Significant contributions in the field of specializations and ability to guide research
4. Participation in National/International Seminars/Conferences/ Workshops and/ or recipient of National/International Awards/Fellowships.
5. Ability to explain the logical reasoning of the subject concerned and adequate knowledge to teach theory with illustrations in that discipline.

III(F) Awards / Honours / Recognitions / Fellowship titles / Post-doctoral Research degrees like D.Sc., D.Litt., LLB etc.,

III(F) (i)	Discipline specific Awards	a) Awards by Accredited International Bodies; National bodies like by UGC, CSIR, DST, DBT, ICAR & other Government bodies and Professional Academies like Bhatnagar Award etc.	a) Awards by Accredited International Bodies; National bodies like by UGC, ICSSR, ICCR, Sahitya Academy and Professional Academies like Gnana-peat award etc.	50 /each
		b) State/university level	b) State/university level	20 /each
		c) Regional / local	c) Regional / local	10 /each
III F (ii)	Honours / Recognitions	a) Governments & International bodies like UNESCO etc.; National like Padma Sri etc.,	a) Foreign countries Governments & International bodies like UNESCO etc.; National like Padma Sri etc.	50 /each
		b) State level/university level	b) State level/university level	20 /each
		c) Regional / local by GO/NGOs/Rotary/ Lions etc.,	c) Regional / local by GO/NGOs/Rotary/ Lions etc.,	5 /each
		d) Professional Subject Based associations	d) Professional Subject Based associations	5 /each
III	Fellowship Titles	a) By universities/bodies like FRCP, FRCS etc.; Indian Science & other Academies like Fellow of Indian National Science Academy FNA, FNASC, FAMS etc.,	a) Foreign universities/bodies like Trinity title etc.; Indian Academies of Languages, Arts etc.,	50 /each
		b) Discipline specific National level Associations	b) Discipline specific National level Associations	10 /each
III F (iv)	Post-doctoral degrees	a) D. Sc from an university based on post-doctoral thesis	(a) D.Litt from an university based on post –doctoral thesis	50 /each
		b) Honorary doctorate conferred by UGC - recognized universities in sciences, engineering, medicine etc.,	(b) Honorary doctorate conferred by UGC - recognized universities in Language, Arts, Humanities etc.,	30/each

* If a paper presented in Conference/Seminar is published in the form of Proceedings, the points would accrue for the publication (III(a)) and not under presentation (III(e)(ii)).

N.B. The API for joint research publications/joint book/chapter publications will have to be calculated in the following manner: Of the total accrued score for all categories of publications by the concerned teacher, the first/Principal author and the corresponding author/supervisor/mentor of the teacher would share equally 60% of the total points and the remaining 40% would be shared equally by all other authors.

4.4.4. DRAMA DISCIPLINE:**1. ASSISTANT PROFESSOR:**

Good academic record with at least 55% of the marks, or an equivalent grade to that of 55% wherever grading system is practiced at the Master's degree level, in the relevant subject or an equivalent degree from an Indian/Foreign University. Besides fulfilling the above qualifications, candidates should have cleared the National Eligibility Test (NET/SLET/SET) conducted by the UGC, CSIR, or similar test accredited by the UGC.

OR

1. A professional artist with first class degree/diploma from National School of Drama or any other approved Institution in India or abroad

2. Five years of regular acclaimed performance in regional/national stage with evidence.

3. Ability to explain the logical reasoning of the subject concerned and adequate knowledge to teach theory with illustrations in that discipline.

2. ASSOCIATE PROFESSOR:

Good academic record with doctoral degree with performing ability of high professional standard as recommended by an expert committee constituted by the University concerned for the said purpose. Five years of experiences of teaching and/ or research excluding the period spent for obtaining the research degree. Has made significant contributions to the knowledge in the subject concerned as evidenced by quality of publications. Contributions to educational innovation such as designing new courses and/ or curricula and/ or outstanding performing achievements in the field of specializations.

OR

1. A recognized artist of Stage/ Radio/TV.

2. Eight years of outstanding performing achievements in the field of specialization.

3. Experience in designing of new courses and/ or curricula.

4. Participation in Seminars/Conferences in reputed institutions.

5. Ability to explain the logical reasoning of the subject concerned and adequate knowledge to teach theory with

illustrations in that discipline.

3. PROFESSOR:

An eminent scholar with a doctoral degree actively engaged in research with 10 years of experience in Post-graduate teaching and /or research at the University/National level institutions including experience of guiding research in doctoral level, with outstanding performing achievement in the field of specialization.

OR

1. Twelve years of outstanding performing achievements in the field of specialization.

2. Significant contributions in the field of specializations and ability to guide research.

3. Participation in National/International Seminars/Conferences/Workshops and/ or recipient of National/International Awards/Fellowships.

4. Ability to explain the logical reasoning of the subject concerned and adequate knowledge to teach theory with illustrations.

4.4.5. VISUAL (FINE) ARTS DISCIPLINE:**1. ASSISTANT PROFESSOR:**

Good academic record with at least 55% of the marks, or an equivalent grade to that of 55% wherever grading system is practiced at the Master's degree level, in the relevant subject or an equivalent degree from an Indian/Foreign University. Besides fulfilling the above qualifications, candidates should have cleared the National Eligibility Test (NET/SLET/SET) for lecturers conducted by the UGC, CSIR, or similar test accredited by the UGC.

OR

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

1. First class Diploma in Visual (Fine) arts discipline from the recognized Institution of India/Abroad.

2. Five years of experience of holding regular regional/ National exhibitions/Workshops with evidence.

3. Ability to explain the logical reasoning of the subject concerned and adequate knowledge to teach theory with illustrations in that discipline.

APPENDIX – III TABLE – II (A)

Minimum Point norms of the APIs as provided in Appendix – III Table I to be applied for the Promotion of teachers in university departments, and Weightages for Expert Assessment UNDER CAREER ADVANCEMENT SCHEME (CAS)

S. No.	Assessment Category / System	Minimum Average Yearly or Cumulative API score required during the assessment period of each level as evaluated under the Performance Based Appraisal System (PBAS) and Weightages for Expert Assessment				
		TEACHERS IN UNIVERSITY DEPARTMENTS / EQUIVALENT CADRES IN UNIVERSITIES				
		Assistant Professor/ equivalent cadres: AGP increase from Rs.6000 to 7000	Assistant Professor/ equivalent cadres: AGP increase from Rs.7000 to 8000	Associate Professor/ equivalent cadres Promotion with AGP of Rs.9000	Professor/ equivalent cadres Promotion with AGP of Rs.10,000	Professor with AGP increase from Rs.10,000 to Rs. 12,000
I	Teaching-learning, Evaluation Related Activities (category I)	60/Year	60/Year	60/year	60/year	60/year
II	Co-curricular, Extension, & Profession related activities (Category II)	20/Year	20/Year	20/Year	20/Year	20/Year
III	Minimum total average annual Score under Categories I and II	100/Year	100/Year	100/Year	100/Year	100/Year
IV	Research and Academic Contribution (Category III) – Minimum Annual Score Required to be assessed cumulatively	10/Year (40/assessment period)	20/Year (100/assessment Period)	30/Year (90/assessment period)	40/Year (120/assessment period)	50/Year (500/assessment period)
	Expert Assessment System	Screening Committee	Screening Committee	Selection Committee	Selection Committee	Peer Evaluation
V	Percentage Distribution of Weightage Points in the Expert Assessment (Total weightage = 100)	No separate points. Screening committee to verify API scores	No separate points. Screening committee to verify API scores	30% - Research evaluation 50% - Assessment of domain knowledge and teaching practices. 20 % - Interview performance	50% - Research evaluation. 30 % - Assessment of domain knowledge and teaching practices. 20 % - Interview performance	50% -Peer evaluation of research. 50 % - Performance evaluation and other credential by referral procedure

2. ASSOCIATE PROFESSOR:

Good academic record with doctoral degree, with performing ability of high professional standard. Five years of experience of teaching and/ or research excluding the period spent for the research degree, Ph. D. Has made significant contributions to the knowledge in the subject concerned as evidenced by quality of publications. Contributions to educational innovation such as: designing new courses and/ or curricula and/ or outstanding performing achievements in the field of specializations.

OR

1. A recognized artist of his/her own discipline.
2. Eight years of outstanding performing achievements in the field of specialization.
3. Experience in designing of new courses and/ or curricula.
4. Participation in Seminars/Conferences in reputed institutions.
5. Ability to explain the logical reasoning of the subject concerned and adequate knowledge to teach theory with illustrations in that discipline.

APPENDIX – III TABLE – II (B)

Minimum Point norms of the APIs as provided in Table I and Weightages for Expert Assessment to be applied for the Promotion of Teachers, in Colleges (UG and PG) UNDER CAREER ADVANCEMENT SCHEME (CAS)

S. No.	Assessment Category	Minimum Average Yearly or Cumulative API score required during the assessment period of each level as evaluated under the Performance Based Appraisal System (PBAS) and Weightages for Expert Assessment			
		Colleges (UG/PG) Teachers/College Library/Physical Education Cadres			
		Assistant Professor/ equivalent cadres: AGP increase from Rs.6000 to 7000	Assistant Professor/ equivalent cadres: AGP increase from Rs.7000 to 8000	Associate Professor/ equivalent cadre Promotion with AGP of Rs. 9000	10% of the Posts of Professor Promotion in Colleges with AGP of Rs.10,000
I	Teaching-learning, Evaluation Related Activities (Category –I)	60/Year	60/Year	60/year	60/year
II	Co-curricular, Extension, & Profession related activities (Category – II)	20/Year	20/Year	20/Year	20/Year
III	Minimum total average annual Score under Categories I and II	100/Year	100/Year	100/Year	100/Year
IV	Research and Academic Contribution (Category III) – Minimum Annual Score Required to assessed cumulatively	5/Year (20/assessment period)	10/Year (50/assessment period)	15/Year (45/assessment period)	20/Year (60/assessment period)
	Expert Assessment System	Screening Committee	Screening Committee	Selection Committee	Selection Committee
V	Percentage Distribution of Weightage Points in the Expert Assessment (Total weightage = 100)	No separate points. Screening committee to verify API scores	No separate points. Screening committee to verify API scores	20% - Research evaluation 60% - Assessment of domain knowledge and teaching pract- ices. 20%-Interview performance	30% - Research evaluation. 50% - Assessment of domain knowledge and teaching practices. 20 % - Interview performance

Explanatory note for Tables II (a) and II (b)

1. All universities / colleges will set up verifiable systems for the API related information required in these tables within THREE months of notification of these regulations. They will have to be documented and collated annually by the Internal Quality Assessment cells (IQACs) of the universities / colleges for follow up by the universities / college authorities. In order to facilitate this process, all teachers shall submit the duly filled-in Performance Based Appraisal System (PBAS) proforma to the IQAC annually.

2. However, in order to remedy the difficulties of collecting retrospective informations and to facilitate the implementation of these regulations from 2009-10, the API based PBAS will be progressively and prospectively rolled out.

3. Accordingly, the PBAS based on the API scores of categories I and II as mentioned in these tables is to be implemented from the year 2009-10, initially based on the existing systems in universities / colleges for one year only with the minimum average scores as depicted in Table II (a) and II (b) in rows I to III. This annualized API scores can then be compounded progressively as and when the teacher becomes eligible for CAS promotion to the next cadre with the multiplication factor of remaining years of service required to apply for CAS promotion from 2009-10. Thus, if a teacher is eligible for CAS promotion in 2009, one year API scores for 2008-09 alone will be required for assessment. In case of a teacher becoming for CAS promotion in 2010, two years average of API scores for 2008-09 and 2009-10 will be required for assessment and so on leading progressively for the complete assessment period.

4. As shown in Table 3, the aggregate minimum API score required (given in row III) can be earned from any of the two board categories, subject to the minimum prescribed in each category. This will provide for due weightage to teachers who contribute additionally through any of the components given in Categories 1 and 2 also for the differing nature of contributions possible in different institutional settings

5. For Category 3 (research and academic contributions), maintenance of past record is done on a normal basis by teachers and hence no difficulty is envisaged in applying the API scores for this category for the entire assessment period. In this category, a aggregate minimum score is required for promotion over each stage. Alternatively, a teacher should acquire the required minimum aggregate score over two previous stages, taken together

6. Candidates should offer themselves for assessment for promotion, if they fulfill the minimum API scores indicated in the table, by submitting an application and the required proforma. They can do so three months before the due date if they consider themselves eligible. Candidates who do not consider themselves eligible, can also apply at a later date.

7. If however, on final assessment, candidates do not either fulfill the minimum criteria under Rows III and IV or obtain less than 50% in the expert assessment, they will be reassessed only after a minimum period of one year.

8. (a) If a candidate applies for promotion on completion of the minimum eligibility period and is successful, the date of promotion will be deemed to be the minimum period of eligibility.

(b) If however, the candidate finds that she / he fulfills the eligibility conditions at a late date and applies on that date and is successful, her / his promotion will be deemed to be from that date of application

(c) If the candidate does not succeed in the first assessment, but succeeds in an eventual assessment, her / his promotion will be deemed to be from the later date.

3. PROFESSOR:

An eminent scholar with a doctoral degree actively engaged in research with 10 years of experience in Post-graduating teaching and /or research at the University/National level institutions including experience of guiding research in doctoral level, with outstanding performing achievement in the field of specialization.

OR

1. Twelve years of experience of holding regular regional/national exhibition/workshops with evidence.

2. Significant contributions in the field of specialization and ability to guide research.

3. Participation in National/International Seminars/Conferences/Workshops and/or recipient of National/International Awards/Fellowships.

4. Ability to explain the logical reasoning of the subject concerned and adequate knowledge to teach theory with illustrations in that discipline. A minimum score as stipulated in the Academic Performance Indicator (API) based Performance Based Appraisal System (PBAS) developed by UGC in these Regulations shall be a mandatory requirement for all the posts specified under 4.4. 3-4.4.5.

4.4.6. QUALIFICATIONS, EXPERIENCE AND OTHER ELIGIBILITY REQUIREMENTS FOR APPOINTMENT OF OCCUPATIONAL THERAPY TEACHERS**1. ASSISTANT PROFESSOR:**

1.1. Bachelor Degree in Occupational Therapy (B.O.T./B.Th.O./B.O.Th.), Masters in Occupational Therapy (M.O.Th./M.Th.O./M.Sc. O.T/M.OT.) with at least 55% of marks from recognized University.

1.2. NET/SLET/SET shall not be required for such Masters Programmes in disciplines for which NET/SLET/SET is not conducted subject to the conditions stipulated in these Regulations in clause.3.3.3.

2. ASSOCIATE PROFESSOR:

Master in Occupational Therapy (M.O.T./M.O.Th./M.Sc. O.T.) with 5 years total experience as Assistant Professor.

Desirable : Higher qualification such as Ph.D Qualification in any discipline in therapy recognized by U.G.C

3. PROFESSOR:

3.1. Masters in Occupational Therapy (M.O.T. / M.O.Th./M.Th.O./M.Sc. O.T.) with 10 years total experience including 3 years experience as Associate Professor (Occupational Therapy)

3.2 Ph. D. in any discipline in occupational therapy recognized by U.G.C..

4. PRINCIPAL/DIRECTOR/DEAN:

4.1. Masters in Occupational Therapy (M.O.T./M.Th.O./M.Oth./M.Sc. O.T.) with atleast 10 years total experience, including experience as Professor (Occupational Therapy).

4.2. Senior most of the Professor shall be the Principal / Director / Dean.

4.3. Ph. D. in any discipline in occupational therapy recognized by U.G.C.

4.4 A minimum score as stipulated in the Academic Performance Indicator (API) based Performance Based Appraisal System (PBAS) developed by UGC in these Regulations shall be a mandatory requirement for all the posts specified under 4.4. 6 and -4.4.7.

4.5 The appointment of allied field shall be at the lowest level of Assistant Professor.

4.4.7. QUALIFICATIONS, EXPERIENCE AND OTHER ELIGIBILITY REQUIREMENTS FOR APPOINTMENT OF PHYSIOTHERAPY TEACHERS**1. ASSISTANT PROFESSOR:**

1.1. Bachelor Degree in Physiotherapy (B.P.T./B. Th./P./B.P.Th.), Masters in Physiotherapy (M./P.Th/M.Th.P./M.Sc. P.T/M.P.T.) with at least 55% of marks from recognized University.

1.2. NET/SLET/SET shall not be required for such Masters Programmes in disciplines for which NET/SLET/SET is not conducted subject to the conditions stipulated in these Regulations in clause.3.3.3.

2. ASSOCIATE PROFESSOR:

Master in Physiotherapy (M.P.T./M.P.Th./M.Th.P/M.Sc. P.T.) with 5 years total experience as Assistant Professor.

Desirable : Higher qualification such as Ph. D in any discipline in Physiotherapy recognized by U.G.C..

3. PROFESSOR:

3.1. Masters in Physiotherapy (M.P.T. / M.P.Th./M.Th.P./

APPENDIX – III TABLE – II(c)

Minimum Weightage Points (WP) norms of the APIs as provided in Table-I (B) for the direct recruitment of teachers in university departments/Colleges, Librarian/Physical Education cadres in Universities/Colleges to be considered along with other specified eligibility qualifications stipulated in the UGC Notification.

S. N. of category	Titles of the categories of APIs (with maximum accruable API points) and Selection Committee criteria.	Minimum cumulative WP of the API score required for considering candidates for selection to each cadre based on the PBAS proforma to be submitted by the applicants along with the stipulated application of the University/College concerned		
		TEACHERS IN UNIVERSITY DEPARTMENTS/EQUIVALENT CADRES/COLLEGES		
		Assistant Professor/ equivalent cadres with AGP Rs.6000	Associate Professor/ equivalent cadres with AGP Rs.9000	Professor/equivalent cadres with AGP Rs.10000
I	Expertise in Teachings/ Research/Industry & Entrepreneurship skills and contribution to corporate life & Profession related activities (200 points)	Consolidated API score requirement of 100 from all the three categories of APIs or Pass in NET/ accredited Eligibility test approved by UGC	Consolidated API score requirement of 300 points from all the three categories of APIs	Consolidated API score requirement of 400 points from all the three categories of APIs
II	Research, Development and other related activities (200 points)			
III	Extension, cocurricular Extracurricular & student mentoring activities (100 points)			
IV	Selection Committee criteria: (Minimum Point Requirement for consideration for selection: at least 50% of the points prescribed)	Highest of the 30 merit points under a) Teaching skills by a Lecture (10 points) b) Research skills by a concept/Proposal presentation (5 points) c) Interview performance (15 points)	Highest of the 50 merit points under a) Research papers (3 nos) evaluation: 25 points b) Organizational Plans: 10 points c) Interview performance: 15 points	Highest of the 75 merit points under: a) Research papers (5 nos) evaluation: 40 points b) Vision for the department/ Institution: 15 points c) Interview performance: 20 points

M.Sc. P.T.) with 10 years total experience including 3 years experience as Associate Professor (Physiotherapy);

3.2 Ph. D. in any discipline in Physiotherapy recognized by UGC.

3.3 A minimum score as stipulated in the Academic Performance Indicator (API) based Performance Based Appraisal System (PBAS) developed by UGC in these Regulations shall be a mandatory requirement for all the posts specified under 4.4. 6 and -4.4.7.

3.4 The appointment of allied field shall be at the lowest level of Assistant Professor.

4. PRINCIPAL/DIRECTOR/DEAN:

4.1. Masters in Physiotherapy (M.P.T./M.Th.P./M.Pth./M.Sc. P.T.) with atleast 10 years total experience, including experience as Professor (Physiotherapy).

4.2. Senior most of the Professor shall be the Principal / Director / Dean.

4.3. Ph. D. in any discipline in Physiotherapy recognized by UGC.

4.4. A minimum score as stipulated in the Academic Performance Indicator (API) based Performance Based Appraisal System (PBAS) developed by UGC in these Regulations shall be a mandatory requirement for all the posts specified under 4.4. 6 and -4.4.7.

4.5 The appointment of allied field shall be at the lowest level of Assistant Professor.

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

1. Assistant Professor

1.1. A Masters Degree with 55% marks in Business Management / Administration / in a relevant management related discipline or first class in two year full time / three year part-time PGDM declared equivalent and accredited by AICTE / UGC

OR

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

1.2. A minimum score as stipulated in the Academic Performance Indicator (API) based Performance Based Appraisal System (PBAS) developed by UGC in these Regulations.

2. Associate Professor:

2.1. Consistently good academic record with at least 55% marks in Master Degree in Business Management / Administration / in a relevant management related discipline or first class in two years full time / three year part-time PGDM declared equivalent and recognized by AICTE / UGC

OR

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

2.2. Ph.D. or Fellow of IM OR of an Institute recognized by AICTE.

2.3. A minimum of 5 years' experience of postgraduate teaching / industry / research / professional at managerial level excluding the period spent for obtaining the research degree.

OR

2.4. For candidates from Industry & Profession

2.4.1. Consistently good academic record with at least 55% marks in Master's Degree in Business Management / Administration / in a relevant management related discipline** or first class in two years full time / three year part-time PGDM declared equivalent and recognized by AICTE / UGC

OR

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

2.4.2. A minimum of 10 years' experience of postgraduate teaching industry / research/ profession, out of which 5 years must be at the level of assistant professor or equivalent excluding the period spent for obtaining research degree. The candidates should have Professional work experience, which is significant and can be recognized at national / international level as equivalent to Ph.D and 10 years managerial experience in industry / profession of which at least 5 years should be at the level comparable to that of lecture.

2.5. Teaching, research industrial and / or professional experience in a reputed organization;

2.6. Published work, such as research papers, patents filed / obtained, books and / or technical reports;

2.7. Experience of guiding the project work /dissertation of PG / Research Students or supervising R&D projects in industry;

2.8. A minimum score as stipulated in the Academic Performance Indicator (API) based Performance Based Appraisal System (PBAS) developed by UGC in these Regulations.

3. Professor:

3.1. Consistently good academic record with at least 55% marks in Master's Degree in Business Management / Administration / in a relevant discipline or consistently good academic record with at least 55% marks in two year full time / three year part-time PGDM declared equivalent and recognized by AICTE / UGC

OR

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

3.2. Ph. D. or Fellow of IIM OR of an Institute recognized by AICTE.

3.3. (i) A minimum of 10 years' experience of post graduate teaching / industry / research / professional out of which 3 years must be at the level of Reader/Associate Professor or equivalent excluding the period spent for obtaining the research degree.

OR

(ii) Contribution to educational innovation, design of new curricula and courses, and technology – mediated teaching learning process.

(iii) A minimum score as stipulated in the Academic Performance Indicator (API) based on Performance Based Appraisal System (PBAS) developed by UGC in these Regulations.

3.4. For candidates from Industry & Profession

3.4.1. Consistently good academic record with at least 55% marks in Master's Degree in Business Management / Administration / in a relevant management related discipline** or consistently good academic record with at least 55% marks in two years full time / three year part-time PGDM declared equivalent and recognized by AICTE / UGC

OR

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

3.4.2. The candidate should have professional work experience which is significant and can be recognized at national / International level as equivalent to Ph. D. and 15 years' managerial experience in industry / profession of which at least 8 years should be at least a level comparable to that of Reader.

3.5. Teaching, Teaching, research industrial and / or professional experience in a reputed organization;

3.6. Published work, such as research papers, patents filed / obtained, books and / or technical reports;

3.7. Experience of guiding the project work / dissertation of PG / Research Students or supervising R&D projects in industry;

3.8. Demonstrated leadership in planning and organizing academic, research, industrial and / or professional activities;

3.9. Capacity to undertake / lead sponsored R&D consultancy and related activities;

3.10. A minimum score as stipulated in the Academic Performance Indicator (API) based Performance Based Appraisal System (PBAS) developed by UGC in these Regulations.

4. Principal / Director / Head of Institutions

4.1 Qualification same as those prescribed for the post of professor in the relevant discipline with a minimum of 15 years' experience of postgraduate teaching / industry/ research.

4.2. Administrative experience in senior level responsible position

4.3. For candidates from Industry / Profession

4.3.1. Qualification same as those prescribed for the post of Professor from industry / profession stream with 15 years' experience of postgraduate teaching / research out of which 5 years must be at the level or Professor in the relevant discipline.

4.3.2. Administrative experience in senior level responsible position.

4.3.3. A minimum score as stipulated in the Academic

Performance Indicator (API) based Performance Based Appraisal System (PBAS) developed by UGC in these Regulations.

* If a class / division is not awarded at Masters level, minimum of 60% marks in aggregate shall be considered equivalent to First Class / Division. If a grade point system is

adopted, the CGPA will be converted into equivalent marks as given below:-

** Relevant management related disciplines shall be those as Commerce, Economics, Applied Economics, Econometrics Business Economics, Psychology (Organizational / Industrial Psychology), Public Administration, Statistics, Mathematical

APPENDIX-III - TABLE: III
MINIMUM ACADEMIC PERFORMANCE AND SERVICE REQUIREMENTS FOR PROMOTION OF TEACHERS & EQUIVALENT CADRES IN UNIVERSITIES & COLLEGES

S. No	Promotion of Teachers through CAS	Service (as prescribed by the MHRD Notification) requirement	Academic Performance Indicator requirements as per Table-I (A) of Appendix-III Teachers & equivalent Cadres in Universities & Colleges
1	Assistant Professor/ equivalent cadres from AGP Rs.6000 to AGP Rs.7000	Assistant Professor completed 4 years of service with Ph.D or 5 years of service who are with M.Phil/PG Degree in Professional Courses such as LLM, M.Tech, M.V.Sc., M.D., or 6 years of service who are without Ph.D/M.Phil/PG Degree in Professional Courses	(i) Minimum API scores using PBAS scoring proforma developed by the concerned university as per the norms provided in Table III (a) of Appendix III for teachers in university departments/equivalent cadres in Universities and in Table III(b) of Appendix III for teachers/equivalent cadres in Colleges. (ii) One Orientation and one Refresher/Research Methodology Course of 2/3 weeks duration. (iii) No separate interview points for the Screening cum Verification process of recommending AGP elevation.
2.	Assistant Professor/ equivalent cadres from AGP Rs.7000 to AGP Rs.8000	Assistant Professor with completed service of 5 years at AGP of Rs.7000	(i) Minimum API scores using the PBAS scoring proforma developed by the concerned university as per the norms provided in Table III(a) of Appendix III for teachers in university departments/ equivalent cadres in Universities and in Table III(b) of Appendix III for teachers/equivalent cadres in Colleges. (ii) Additionally, two courses / programmes from among the categories of refresher courses, workshops, Training, Teaching-Learning- Evaluation Technology Programmes, Soft Skills development Programmes & Faculty Development Programmes for a minimum period of one week duration to have been undergone during the assessment period. (iii) No separate interview points for the Screening cum Verification process of recommending AGP elevation.
3.	Associate Professor/ equivalent cadres * with AGP of Rs.9000	Assistant Professors with 3 years of completed service in the AGP of Rs.8000/-.	Minimum API scores using the PBAS scoring proforma developed by the concerned university as per the norms provided in Table III(a) of Appendix III for teachers in university departments/equivalent cadres in Universities and in Table III(b) of Appendix III for teachers/equivalent cadres in Colleges. Three publications. Additionally one course/training under the categories of Professional development / curriculum Development/examination Reform programmes for a minimum period of three days.A selection committee process as stipulated in this regulation and in Table III(a) of Appendix III for teachers in the university departments/ equivalent cadres in universities and in Table III(b) of Appendix III for teachers / equivalent cadres in colleges.
4.	Professor/ equivalent cadres with AGP of Rs.10000	Associate Professor with 3 years of completed service in the AGP of Rs.9000/-	(i) Minimum yearly /cumulative API scores using the PBAS scoring proforma developed by the concerned university as per the norms provided in Table III(a) of Appendix III for teachers in university departments/equivalent cadres in Universities and in Table III(b) of Appendix III for teachers/equivalent cadres in Colleges. (ii) A minimum of five publications. (iii) A selection committee process as stipulated in this regulation and in Table III(a) of Appendix III for teachers in the university departments/equivalent cadres in universities and in Table III(b) of Appendix III for teachers / equivalent cadres in colleges.
5.	Professor with AGP of Rs.12000/-	Professor with 10 years of completed service	(i) Minimum yearly /cumulative API scores for the assessment period. based on the using the PBAS scoring proforma developed by the concerned university as per the norms provided in Table III(a) of Appendix III for teachers in university departments/ equivalent cadres in Universities and in Table III(b) of Appendix III for teachers/equivalent cadres in Colleges. (ii) As this AGP elevation for Professor is applicable to only university departments, additional credentials are to be evidenced by (a) post-doctoral research outputs of high standard; (b) awards / honours / recognitions / patents & IPR on products & processes developed / technology transfer achieved; and (c) Additional research degrees like D.Sc., D.Litt., LL.B etc., (iii) The selection process is to be conducted by the university through an Expert-Committee evaluation of all credentials submitted along with duly filled PBAS proforma by eligible Professors as stipulated in Table-III (A) of Appendix-III for teachers in University departments. No separate interview need to be conducted for this category.

* For teachers seeking promotion under CAS to Associate Professor, for those who on the date of this notification are Assistant Professors with AGP 8000, the existing requirement of Ph.D. or equivalent publications will continue to apply. For all others who enter the grade of AGP 8000, subsequent to this notification, the requirement of three publications, as defined in these regulations, will be applicable.

Statistics, Applied Statistics, Operational Research, Business Law, Production & Industrial Engineering, Industrial management and Computer Application.

*** This recognition shall be valid only if the same is recommended unanimously by a 3- Member Committee of Experts appointed by the Vice-Chancellor of the University.

PERCENTAGE EQUIVALENCE OF GRADE POINTS FOR A TEN POINTS SCALE

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

4.4.9 MINIMUM QUALIFICATIONS FOR APPOINTMENT OF TEACHING FACULTY IN UNIVERSITIES AND COLLEGES-ENGINEERING AND TECHNOLOGY

DISCIPLINE:

1. Assistant Professor

1.1. Master's Degree with 55% marks in the appropriate branch of Engineering (Engg.) & Technology (Tech) .

1.2. NET/SLET/SET shall also not be required for such Masters Programmes in disciplines for which NET/SLET/SET is not conducted subject to the conditions stipulated in these Regulations in clause.3.3.3.

1.3. A minimum score as stipulated in the Academic Performance Indicator (API) based Performance Based Appraisal System (PBAS) developed by UGC in these Regulations shall be a mandatory requirement

2. Associate Professor

2.1. Ph.D. Degree with First Class at Bachelor's or Master's Degree in the appropriate branch of Engg., & Tech., and experience of 5 years in teaching, research and / or industry at the level of Lecturer/Assistant Professor or equivalent grade, excluding period spent on obtaining the research degree

OR

2.2. only to candidates from industry and the profession

2.2.1. First Class Master's Degree in the appropriate branch of Engg., & Tech.;

2.2.2. Significant professional work which can be recognized* as equivalent to a Ph.D. Degree in appropriate branch of Engg., & Tech., and industrial / professional experience of 5 years in a position equivalent to the level of Lecturer.

(* This recognition shall be valid only if the same is recommended unanimously by a 3-Member Committee of Experts appointed by the Vice-Chancellor of the University).

2.3. Teaching, research industrial and / or professional experience in a reputed organization;

2.4. Published work, such as research papers, patents filed / obtained, books, and / or technical reports;

2.5. Experience of guiding the project work / dissertation of PG / Research Students or supervising R&D projects in industry;

2.6. A minimum score as stipulated in the Academic Performance Indicator (API) based Performance Based Appraisal System (PBAS) developed by UGC in these Regulations shall be a mandatory requirement

3. Professor:

3.1. Ph.D. Degree with First Class at Bachelor's or Master's Degree in the appropriate branch of Engg., & Tech., and experience of 10 years in teaching, research and / or industry, out of which at least 5 years at the level of Reader/ associate Professor or equivalent grade.

OR

3.2. applicable only to candidates from industry and the profession

3.2.1. First Class Master's Degree in the appropriate branch of Engg., & Tech.;

3.2.2. Significant professional work which can be recognized* as equivalent to a Ph.D. Degree in appropriate branch of Engg., & Tech., and industrial / professional experience of 10 years, out of which at least 5 years at a senior

level of Assistant Professor / Reader;

(* This recognition shall be valid only if the same is recommended unanimously by a 3- Member Committee of Experts appointed by the Vice-Chancellor of the University).

3.3. Teaching, research industrial and / or professional experience in a reputed organization;

3.4. Published work, such as research papers, patents filed / obtained, books, and / or technical reports;

3.5. Experience of guiding the project work / dissertation of PG / Research Students or supervising R&D projects in industry;

3.6. Demonstrated leadership in planning and organizing academic, research, industrial and / or professional activities;

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

3.8. A minimum score as stipulated in the Academic Performance Indicator (API) based Performance Based Appraisal System (PBAS) developed by UGC in these Regulations shall be a mandatory requirement

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

1. Assistant Professor:

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

OR

1.2. Ph.D. Degree in Applied Biological Sciences such as, Micro-Biology, Bio19 Chemistry, Genetics, Molecular Biology, Pharmacy and Bio-Physics;

OR

1.3. Good academic record with at least 55% of the marks, or an equivalent grade at the Master's degree level, in Biotechnology from an Indian / Foreign University.

1.4. Besides fulfilling the above qualifications, candidates should have cleared the eligibility test (NET/SLET/SET) for lecturers conducted by the UGC, CSIR or similar test accredited by the UGC

1.5. A minimum score as stipulated in the Academic Performance Indicator (API) based Performance Based Appraisal System (PBAS) developed by UGC in these Regulations shall be a mandatory requirement.

2. Associate Professor:

2.1. Ph.D. Degree with First Class at Bachelor's or Master's Degree in the Biotechnology branch of Engg., & Tech./Applied Biological sciences, and experience of 5 years in teaching, research and / or industry at the level of Lecturer or equivalent grade, excluding period spent on obtaining the research degree

OR

2.2. applicable only to candidates from industry and the profession

2.2.1. First Class Master's Degree in the appropriate branch of Engg., & Tech./Applied Biological Sciences;

2.2.2. Significant professional work which can be recognized* as equivalent to a Ph.D. Degree in appropriate branch of Engg., & Tech., and industrial / professional experience of 3 years in a position equivalent to the level of Lecturer.

(*This recognition shall be valid only if the same is recommended unanimously by a 3-Member Committee of Experts appointed by the Vice-Chancellor of the University).

2.3. Teaching, research industrial and / or professional experience in a reputed organization;

2.4. Published work, such as research papers, patents filed / obtained, books, and / or technical reports;

2.5. Experience of guiding the project work / dissertation of PG / Research Students or supervising R&D projects in industry;

2.6. A minimum score as stipulated in the Academic Performance Indicator (API) based Performance Based Appraisal System (PBAS) developed by UGC in these Regulations shall be a mandatory requirement.

3. Professor:

3.1. Ph.D. Degree with First Class at Bachelor's or Master's Degree in the Biotechnology branch of Engg., & Tech. / Applied Biological Sciences, and experience of 10 years in teaching, research and / or industry, out of which at least 5 years at the level of Assistant Reader or equivalent grade.

OR

3.2. applicable only to candidates from industry and the profession

3.2.1. First Class Master's Degree in the appropriate branch of Engg., & Tech. / Applied Biological Sciences;

3.2.2. Significant professional work which can be recognized* as equivalent to a Ph.D. Degree in appropriate branch of Engg., & Tech. / Applied Biological Sciences, and industrial / professional experience of 10 years, out of which at least 5 years at a senior level of Assistant Professor / Reader;

(*This recognition shall be valid only if the same is recommended unanimously by a 3- Member Committee of Experts appointed by the Vice-Chancellor of the University).

3.3. Teaching, research industrial and / or professional experience in a reputed organization;

3.4. Published work, such as research papers, patents filed / obtained, books, and / or technical reports;

3.5. Experience of guiding the project work / dissertation of PG / Research Students or supervising R&D projects in industry;

3.6. Demonstrated leadership in planning and organizing academic, research, industrial and / or professional activities;

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

3.8. A minimum score as stipulated in the Academic Performance Indicator (API) based Performance Based Appraisal System (PBAS) developed by UGC in these

Regulations shall be a mandatory requirement.

3. PHARMACY DISCIPLINE:

1. Assistant Professor

1.1. Basic degree in pharmacy (B.Pharm).

1.2. Registration as a pharmacist under the Pharmacy Act.

1.3. First Class Master's Degree in appropriate branch of specialization in Pharmacy;

1.4. Besides fulfilling the above qualifications, candidates should have cleared the eligibility test (NET/SLET/SET) for lecturers conducted by the UGC, CSIR or similar test accredited by the UGC

1.5. A minimum score as stipulated in the Academic Performance Indicator (API) based Performance Based Appraisal System (PBAS) developed by UGC in these Regulations shall be a mandatory requirement.

2. Associate Professor:

2.1. Basic degree in pharmacy (B. Pharm).

2.2. Registration as a pharmacist under the Pharmacy Act.

2.3. Ph.D. Degree with First Class at Bachelor's or Master's Degree in the appropriate branch of specialization in Pharmacy, and experience of 5 years in teaching, research, industry and /

APPENDIX IV

MODEL PERFORMANCE BASED APPRAISAL SYSTEM (PBAS) PROFORMA FOR CAREER ADVANCEMENT SCHEME (CAS) PROMOTIONS OF UNIVERSITY / COLLEGE TEACHERS BASED ON THE ACADEMIC PERFORMANCE INDICATORS (API) DEVELOPED BY UGC – TO BE ADOPTED BY THE UNIVERSITY CONCERNED

SECTION – A: GENERAL			
1	Name & Designation of the faculty	:	
2	Name of the Department / Centre of University / College	:	
3	Name of the University / College with communication address	:	
4	Communication Address / Email / Telephone / Mobile of the faculty	:	
5	YEAR OF PERFORMANCE APPRAISAL	:	

SECTION - B:

CATEGORY I: TEACHING, LEARNING AND EVALUATION RELATED ACTIVITIES

Sl. No.	Nature of Activity	Maximum Score		
		API Score allotted	Self appraisal Score	Verified API Score
CATEGORY I (A)	ESSENTIAL			
1	Lectures taken as percentage of lectures allocated (100% compliance = 20 points)	20		
2	Seminars, tutorials, practicals, contact hours undertaken as percentage of those actual allocated (100% compliance = 20 points)	20		
3	Lectures or other teaching duties in excess of UGC norms (1 hour excess per week : one point)	10		
4	Imparting of knowledge / instruction <i>vis a vis</i> with the prescribed material (Text book / Manual etc) and methodology of the curriculum (100% compliance = 20 points)	20		
5	College/University examination duties (Question paper setting and evaluation of answer scripts) as per duties allotted. (100% compliance = 10 points)	10		
6	College/University examination/Evaluation duties for internal/continuous assessment work as allotted (100% compliance = 10 points)	10		
7	Additional examination work such as coordination, invigilation, flying squad duties etc. (maximum of 5 or 10 depending upon intensity of duty) (100% compliance = 10 points)	10		
CATEGORY I (B)	DESIRABLE			
1	Use of Innovative teaching-learning methodologies; use of ICT; Updated subject content and course improvement. a. ICT Based Teaching material: 10 points/each b. Interactive Courses : 5 points/each c. Participatory Learning modules: 5 points/each	10		
2.	Developing and imparting Remedial/Bridge Courses and Counseling modules (Each activity : 5 points)	10		
3	Developing and imparting soft skills/communication skills/personality development courses/modules (Each activity : 5 points)	10		
4	Developing and imparting specialized teaching learning programmes in physical education, library ; innovative compositions and creations in music, performing and visual arts and other traditional areas (Each activity : 5 points)	10		
5	Organizing and conduction of popularization programmes/training courses in computer assisted teaching/web-based learning and library skills to students (a) Workshop / Training course : 10 points each (b) Popularization program : 5 points each	10		

or profession at the level of Lecturer or equivalent grade; excluding period spent on obtaining the research degree.

OR

2.4. applicable only to candidates from industry and the profession

2.4.1. First Class Master's Degree in the appropriate branch of specialization in Pharmacy

2.4.2. Significant professional work which can be recognized* as equivalent to a Ph.D. Degree in appropriate branch of specialization in Pharmacy and industrial / professional experience of 5 years in a position equivalent to the level of Lecturer.

(*This recognition shall be valid only if the same is recommended unanimously by a 3- Member Committee of Experts appointed by the Vice-Chancellor of the University).

2.4.3. Teaching, research industrial and / or professional experience in a reputed organization;

2.4.4. Published work, such as research papers, patents filed / obtained, books, and / or technical reports;

2.4.5. Experience of guiding the project work / dissertation of PG / Research Students or supervising R&D projects in industry;

2.4.6. A minimum score as stipulated in the Academic Performance Indicator (API) based Performance Based Appraisal System (PBAS) developed by UGC in these Regulations shall be a mandatory requirement.

3. Professor:

3.1. Basic degree in pharmacy (B. Pharm).

3.2. Registration as a pharmacist under the Pharmacy Act.

3.3. Ph.D. Degree with First Class at Bachelor's or Master's Degree in the appropriate branch of specialization in Pharmacy, and experience of 10 years in teaching, research, industry and / or profession at the level of Lecturer or equivalent grade;

OR

3.4. applicable only to candidates from industry and the profession

3.4.1. First Class Master's Degree in the appropriate branch of specialization in Pharmacy

3.4.2. Significant professional work which can be recognized* as equivalent to a Ph.D. Degree in appropriate branch of specialization in Pharmacy and industrial / professional experience of 5 years at a senior level comparable to Assistant Professor / Reader.

(*This recognition shall be valid only if the same is recommended unanimously by a 3- Member Committee of Experts appointed by the Vice-Chancellor of the University).

3.5. Teaching, research industrial and / or professional experience in a reputed organization;

3.6. Published work, such as research papers, patents filed / obtained, books, and / or technical reports;

3.7. Experience of guiding the project work / dissertation of PG / Research Students or supervising R&D projects in industry;

3.8. Demonstrated leadership in planning and organizing

CATEGORY II: CO-CURRICULAR, EXTENSION AND PROFESSION RELATED ACTIVITIES

Sl. No.	Nature of Activity	Maximum Score		
		API Score all-oted	Self appraisal Score	Verified API Score
CATEGORY I (A)	CO-CURRICULAR AND EXTENSION ACTIVITIES			
1	Contribution to Corporate life in Universities/colleges through meetings, popular lectures, subject related events, articles in college magazine and University volumes. a. ICT Based Teaching materials : 10 points each b. Interactive Courses : 5 points each c. Participatory Learning modules : 5 points each	10		
2	Institutional Co-curricular activities for students such as field studies/educational tours, industry-implant training and placement activity. a. Field studies / Educational tour : 5 points each b. Industry – implant training : 5 points each c. Placement activity : 5 points each	10		
3	Community Service, Social Orientation and other Student Mentoring Activities through NSS/ NCC/NSO/other Governmental and non- Governmental channels (Each activity 5 points each)	10		
4	Students and Staff Related Socio Cultural and Sports Programmes (intra/ inter-departmental and intercollegiate) a. Intra departmental : 1 point each b. Inter department : 2 points each c. Inter college : 3 points each d. Inter university : 5 points each	05		
5	Professional Ethics and Campus Development Activities like Institutional infrastructure projects, Co-curricular student educational programme like Environmental Education etc and value based programmes, and Programmes in the TV/Radio Channels. (Each activity 1 point each)	05		
CATEGORY II (B)	PROFESSION-RELATED CONTRIBUTION			
1	Institutional Governance responsibilities like, Vice Principal, Dean, Director, Warden, Bursar, School Chairperson, IQAC coordinator and any other membership of institutional committees a. Vice Principal / Dean / Director : 3 points each b. Warden / Bursar / School Chairperson / IQAC coordinator : 2 points each c. Member of syndicate / Governing council : 5 points each d. Member of Academic council / Senate : 3 points each e. Member of other college / university level committees : 1 point each	10		
2	Membership in profession related committees at state and national level a. At national level : 3 points each b. At site level : 2 points each	10		
3	Participation in subject associations, conferences, seminars without paper presentation (Each activity : 1 point)	05		
4	Participation in short term training courses less than one week duration in educational technology, curriculum development, professional development, Examination reforms, Institutional governance (Each activity : 5 points)	05		
5	Membership of professional associations committees, Boards of Studies, editorial committees of journals / institutional publications.(Each activity : 2 points)	05		

academic, research, industrial and / or professional activities;

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

3.10. A minimum score as stipulated in the Academic Performance Indicator (API) based Performance Based Appraisal System (PBAS) developed by UGC in these Regulations shall be a mandatory requirement.

4.4.9 QUALIFICATIONS PRESCRIBED FOR TEACHING POSITIONS IN THE REGULATIONS OF NCTE.

QUALIFICATIONS FOR B. ED. COURSE: A. QUALIFICATIONS:

- (i) **PRINCIPAL/HEAD** (in multi-faculty institution) :
 - a. Academic and professional qualification will be as prescribed for the post of lecture; and
 - b. Ph.D. in Education

c. Ten years teaching experience out of which at least five years teaching experience in a Secondary Teacher Educational Institution

d. A minimum score as stipulated in the Academic Performance Indicator (API) based Performance Based Appraisal System (PBAS) developed by UGC in these Regulations shall be a mandatory requirement.

(ii) ASSISTANT PROFESSOR:

(a) Foundation Courses

- (i) Master's Degree in Science / Humanities / arts with 50% marks
- (ii) M. Ed. With at least 55% marks or its equivalent grade and
- (iii) Any other stipulation prescribed by the UGC in the general norms including a pass in NET/SLET/SET prescribed

CATEGORY-III: RESEARCH AND RELATED CONTRIBUTIONS

Sl. No.	APIs	Engineering/Agriculture/ Veterinary Science/ Sciences/Medical Sciences	Faculties of Languages Arts/Humanities/ Social Sciences/Library/ Physical education/Management	Max. points for University and college teacher position		
				API Score allotted	Self appraisal Score	Verified API Score
III(a)	Research Publication (Journals)	Refereed Journals with impact factor 1.0 and below 2.0 Refereed Journals with impact factor 2.1 and below 5.0 Refereed Journals with impact factor 5.1 and below 10.0 Refereed Journals with impact factor less than one indexed Vernacular & Indian language journals in all disciplines without any impact factors included in the list of journals prepared by the university and hosted in its website Non impact factor National level research papers in non-refereed/ journals but having ISBN/ISSN numbers and the list of journals prepared by the university and hosted in its website. Full papers in conference proceedings, etc. (Abstracts not to be included)	Refereed Journals which are indexed publications with Impact factor less than one Refereed Journals with impact factor 1.0 and below 2.0 Refereed Journals with impact factor 2.0 and below 5.0 Refereed Journals which are not indexed without any impact factor Vernacular & Indian language journals in all disciplines without any impact factors included in the list of journals prepared by the university and hosted in its website National level research papers in non-refereed/non Journals but having ISBN /ISSN numbers and the list of journals prepared by the university and hosted in its website. Full papers in Conference proceedings, etc. (Abstracts not to be included)	20/ publication 30/ publication 40/ publication 15/ publication 10/ Publication 10/ Publication (b) 10/ Publication		
III(b)	Research Publications (books, chapters in books, other than refereed journal articles)	Text or Reference Books Published by International Publishers with an established peer review system Subjects Books by National level publishers/State and Central Govt. Publications with ISBN/ISSN numbers Subject Books by Other local publishers with ISBN/ISSN numbers Chapters in knowledge based volumes by Indian/National level publishers with ISBN/ISSN numbers & with numbers of national & international directories	Text or Reference Books Published by International Publishers Subject Books by / national level publishers/State and Central Govt. ISBN/ISSN Subject Books by Other local publishers with ISBN/ISSN numbers Chapters in knowledge based volumes in Indian/National level publishers with ISBN /ISSN numbers & with numbers of national & international directories	50 /sole author; 10/chapter in an edited book 25 /sole and 5/ author, chapter in edited books 15 /sole author, and 3 / chapter in edited books 5/ Chapter		

in these regulations shall be mandatory

(iv) A minimum score as stipulated in the Academic Performance Indicator (API) based Performance Based Appraisal System (PBAS) developed by UGC in these Regulations shall be a mandatory requirement.

OR

i) M. A. in Education with 55% marks or its equivalent grade

ii) B. Ed. with at least 55% marks and

iii) Any other stipulation prescribed by the UGC in the general norms including a pass in NET/SLET/SET prescribed in these regulations shall be mandatory

(iv) A minimum score as stipulated in the Academic Performance Indicator (API) based Performance Based Appraisal System (PBAS) developed by UGC in these Regulations shall be a mandatory requirement.

(b) Methodology Courses

(i) Master's degree in subject with 50% marks

(ii) M. Ed. degree with at least 55% marks or its equivalent grade and

(iii) Any other stipulation prescribed by the UGC in the general norms including a pass in NET/SLET/SET prescribed in these regulations shall be mandatory

(iv) A minimum score as stipulated in the Academic Performance Indicator (API) based Performance Based Appraisal System (PBAS) developed by UGC in these Regulations shall be a mandatory requirement.

QUALIFICATIONS FOR M. Ed. COURSE PROFESSOR/ HEAD:

(i) Master's Degree in Arts / Humanities / Sciences / Commerce and M. Ed. each with a minimum of 55% marks

OR

M. A. (Education) with 55% marks and B. Ed each with a minimum of 55% marks

(ii) Ph. D. in Education and

(iii) At least 10 years of teaching experience in University department of education or College of Education of which a minimum of 5 years at the M. Ed. level with published work in the area of his specialization.

(iv) A minimum score as stipulated in the Academic

Performance Indicator (API) based Performance Based Appraisal System (PBAS) developed by UGC in these Regulations shall be a mandatory requirement.

ASSOCIATE PROFESSOR:

(i) Master's Degree in Arts / Humanities / Sciences / Commerce and M. Ed. each with a minimum of 55% marks or its equivalent grade

OR

M. A. (Education) and B. Ed each with a minimum of 55% marks

(ii) Ph. D. in Education and

(iii) At least 5 years of teaching experience in University department of education or College of Education which a minimum of 3 years at the M. Ed. level and published work in his area of specialization.

(iv) A minimum score as stipulated in the Academic Performance Indicator (API) based Performance Based Appraisal System (PBAS) developed by UGC in these Regulations shall be a mandatory requirement.

ASSISTANT PROFESSOR:

(i) Master's Degree in Arts / Humanities / Sciences / Commerce and M. Ed. each with a minimum of 55% marks or its equivalent grade

OR

M. A. (Education) and B. Ed each with a minimum of 55% marks

(ii) Any other stipulation prescribed by the UGC in the general norms including a pass in NET/SLET/SET prescribed in these regulations shall be mandatory

(iii) A minimum score as stipulated in the Academic Performance Indicator (API) based Performance Based Appraisal System (PBAS) developed by UGC in these Regulations shall be a mandatory requirement.

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

(i) Master's Degree in Physical Education with a minimum of 55% marks or its equivalent grade

(ii) Ph.D. in Physical Education or equivalent published work

(iii) At least ten years teaching / research experience in a

III(C) RESEARCH PROJECT

III (C) (i)	Sponsored Projects carried out/ ongoing	(a) Major Projects amount mobilized with grants above 30.0 lakhs	Major Projects amount mobilized with grants above 5.0 lakhs	20 each Project		
		(b) Major Projects amount mobilized with grants above 5.0 lakhs up to 30.00 lakhs	Major Projects Amount mobilized with minimum of Rs. 4.00 lakhs up to Rs. 5.00 lakhs	15 each major project		
		(c) Minor projects from central / state funding agencies with grants below 5.0 lakhs	Minor projects from central / state funding agencies with grants below 4.00 lakhs	10 each minor project		
III(C) (ii)	Consultancy Projects carried out / ongoing	Amount mobilized with minimum of Rs.5.00 lakhs	Amount mobilized with minimum of Rs.1.lac	10 per every Rs.5.0 lakhs and Rs.1.0 lakh respectively		
III (C) (iii)	Completed projects : Quality Evaluation	Completed project Report (Acceptance from funding agency)	Completed project report (Accepted by funding agency)	20/each major project and 10 each minor project		
III (C) (iv)	Projects Outcome / Outputs	Patent/Technology transfer/ Product/Process	Policy document of Govt. Bodies at Central and State level	30 each output or outcome for National patents etc / 50 each for International patents etc.,		
III(D)	RESEARCH GUIDANCE					
III (D) (i)	M.Phil.	Degree awarded	Degree awarded	5 / each candidate		
		Thesis submitted	Thesis submitted	2 / each candidate		
III (D) (ii)	Ph.D	Degree awarded	Degree awarded	10 / each candidate		
		Thesis submitted	Thesis submitted	7 / each candidate		

department / college of Physical Education out of which at least 5 years in the post graduate institution / University department

(iv) A minimum score as stipulated in the Academic Performance Indicator (API) based Performance Based Appraisal System (PBAS) developed by UGC in these Regulations shall be a mandatory requirement.

ASSOCIATE PROFESSOR:

(i) Master's Degree in Physical Education with a minimum of 55% marks or its equivalent grade

(ii) At least five years teaching / research experience in a department / college of Physical Education out of which at least 3 years in the post graduate level

(iii) Ph.D. in Physical Education

(iv) A minimum score as stipulated in the Academic Performance Indicator (API) based Performance Based Appraisal System (PBAS) developed by UGC in these Regulations shall be a mandatory requirement.

ASSISTANT PROFESSOR:

(i) Master's degree in Physical Education with at least 55% marks or its equivalent grade and

(ii) Any other stipulation prescribed by the UGC in the general norms including a pass in NET/SLET/SET prescribed in these regulations shall be mandatory

(iii) A minimum score as stipulated in the Academic Performance Indicator (API) based Performance Based Appraisal System (PBAS) developed by UGC in these Regulations shall be a mandatory requirement.

QUALIFICATIONS FOR B.Ed and M. Ed. COURSE (Through ODL):

QUALIFICATION OF THE ACADEMIC STAFF:

The academic and professional qualification of the academic staff shall be the same as prescribed in the case of the regular programmes for corresponding programmes offered through the face-to-face mode. In addition, the faculty with qualification / experience in the ODL system should be preferred.

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

4.5.1 UNIVERSITY LIBRARIAN

i. Master's degree in Library Science /Information Science with at least 55% of the marks or its equivalent grade for 55% where grading system is practiced. ii. A Ph.D. degree in the above discipline and / or allied discipline with a consistently good academic record;

iii. A minimum of 15 years of teaching/librarian experience of which at least 5 years experience as a Deputy Librarian in a University Library or 10 years' experience as Assistant Librarian in the University or as College Librarian.

iv. Evidence of innovative library service and organization of published work and ICT modernization of library. Evidence of published work with a minimum of 5 books and / or publications in indexed/ISBN/ISSN numbered journals/books and University developed ISBN/ISSN numbered list of journals hosted on the website of the concerned University.

v. A minimum score as stipulated in the Academic Performance Indicator (API) based Performance Based Appraisal System (PBAS) developed by UGC in these Regulations.

4.5.2 UNIVERSITY DEPUTY LIBRARIAN

i. Master's degree in Library Science/Information Science / Documentation Science with at least 55% of the marks or its equivalent grade for 55%, where grading system is practiced.

ii. A Ph.D. degree in the above discipline or allied discipline with a consistently good academic record.

iii. A minimum of 10 years of teaching/ Library experience with at least 5 years as an Assistant University Librarian / College Librarian.

iv. Evidence of innovative library services, organization and computerization of library.

v. Evidence of published work with a minimum of 5 publications in indexed/ISBN/ISSN journals and / or ISBN/ISSN numbered books and University developed ISBN/ISSN numbered list of journals hosted on the website of the concerned University.

vi. A minimum score as stipulated in the Academic Performance Indicator (API) based

Performance Based Appraisal System (PBAS) developed by UGC in these Regulations.

III(E) TRAINING COURSES AND CONFERENCE/SEMINAR/WORKSHOP PAPERS

III(E) (i)	Research Methodology/ Workshops or Conferences / Seminars & Symposia	a. Research Methodology course (not less than three weeks) /Workshops of not less than one week duration. b. International conference / Seminar /Symposia c. National conference / Seminar/Symposia d. State level /university / college level seminar / conference /symposia	a. Research methodology course (not less than three weeks) / workshops of not less than one week. b. International conference / seminars /symposia c. National conference / seminars /symposia d. State level /university / college level seminar / conference /symposia	20 / each event 20 / each 10 / each 5 / each		
III(E) (ii)	Papers in Conferences / Seminars/ workshops etc.*	Participation and Presentation of research papers (oral/poster) in a) International / Foreign conference etc., b) National c) Regional /State level d) Local –University / College level a. International/foreign c. National e. State level/Regional	Participation and Presentation of research papers (oral/poster) in (i) International /Foreign conference etc., a) National 10 Regional /State level 5 Local –University / College level b. International/foreign d. National f. State level/Regional	7.5 Each 7.5 each 5 each 3 each 10 /each 7.5 /each 5 /each		
III(E) (iv)	Invitations for conferences /seminars/ workshops/ symposia to deliver lectures/ and/or chair sessions	g. University/College level Endowment lectures	h. University/College level Endowment lectures	5 /each		

4.5.3 UNIVERSITY ASSISTANT LIBRARIAN/ COLLEGE LIBRARIAN

i. Master's degree in Library Science / Information Science / Documentation Science or an equivalent professional degree with at least 55% of the marks or its equivalent grade of 55% marks where grading system is practiced and a consistently good academic record with knowledge on computerization of library.

ii. Qualifying in the National Eligibility Test (NET) or other accredited test like SLET/ SET in Library Science conducted for the purpose by the UGC or any other agency approved by the UGC.

iii. Holders of Ph.D. Degree as on the date of Notifications of these Regulations, along with those candidates who are awarded a Ph.D. degree through a process of admission, registration, course work and external evaluation as laid down in the UGC (Minimum Standards and Procedure for award of M.Phil./Ph.D Degree), Regulations, 2009 and so adopted by the university shall be exempted from NET/SLET/SET.

4.6.0 MINIMUM QUALIFICATIONS FOR THE POSTS OF DIRECTOR OF PHYSICAL EDUCATION, DEPUTY DIRECTOR OF PHYSICAL EDUCATION AND ASSISTANT DIRECTOR OF PHYSICAL EDUCATION / COLLEGE DIRECTOR OF PHYSICAL EDUCATION**4.6.1. UNIVERSITY DIRECTOR OF PHYSICAL EDUCATION**

(i) PhD in Physical Education or allied discipline.

(ii) A minimum of 15 years of Physical education/ Sports experience of which at least 5 years as University Deputy Director of Physical Education or ten years as University Assistant DPE/ College DPE.

(iii) Evidence of organizing competitions and conducting a minimum of ten coaching camps.

(iv) Evidence of having produced good performance teams/ athletes at inter university/combined university and at higher

level etc and of having guided Ph.D./M.Phil. Candidates for research.

(v) Evidence of Published work with a minimum of 10 books and / or publications in indexed / ISBN/ISSN numbered journals and / or ISBN/ISSN numbered books and the University developed and ISBN/ISSN numbered list of journals hosted on the website of the concerned University.

(vi) A minimum score in the Academic Performance Indicator (API) based a Performance Based Appraisal System (PBAS) developed by UGC in these Regulations.

4.6.2 UNIVERSITY DEPUTY DIRECTOR OF PHYSICAL EDUCATION

(i) Ph.D. in Physical Education/Sports Science. In addition, shall also possess at least 55% of the marks or an equivalent grade at the Master's Degree level wherever grading system is followed.

(ii) A minimum of 10 years' teaching/ Physical education/ sports experience of which at least 5 years as University Assistant DPE/College DPE.

(iii) Evidence of having organized competitions and conducted a minimum of FIVE coaching camps of at least two weeks' duration.

(iv) Evidence of having produced good performance teams/ athletes for competitions like state / national / inter-university / combined university, etc.

(v) Passed the physical fitness test.

(vi) Evidence of published work with a minimum of 5 books and /or publications in indexed ISBN/ISSN numbered journals and /or ISBN/ISSN numbered books and the University developed ISBN/ISSN numbered list of journals hosted on the website of the concerned University.

(vii) A minimum score as stipulated in the Academic Performance Indicator (API) based Performance Based Appraisal System (PBAS) developed by UGC in these Regulations.

III (F) Awards / Honours / Recognitions / Fellowship titles / Post-doctoral Research degrees like D.Sc., D.Litt., LLB etc.,

III(F) (i)	Discipline specific Awards	a. Awards by Foreign universities /Accredited International Bodies	a. Awards by Foreign universities / Accredited International Bodies	50 /each		
		b. National: by UGC, CSIR, DST, DBT, ICAR & other Government bodies and Professional Academies like Bhatnagar Award etc.,	b. National: by UGC, ICSSR, ICCR, Sahitya Academy and Professional Academies like Gnana-peet award etc.,	50 /each		
		c. State/university level	c. State/university level	20 /each		
		d. Regional / local	d. Regional / local	10 /each		
III F (ii)	Honours/ Recognitions	a. Foreign countries /Governments & International bodies like UNESCO etc.,	a. Foreign countries Governments & International bodies like UNESCO etc.,	50 /each		
		b. National like Padma Sri etc.,	b. National like Padma Sri etc.,	50 /each		
		c. State level/university level	c. State level/university level	20 /each		
		d. Regional / local by GO/ NGOs/ Rotary/ Lions etc.,	d. Regional / local by GO/NGOs/ Rotary/ Lions etc.,	5 /each		
		e. Professional Subject Based associations	e. Professional Subject Based associations	5 /each		
III F (iii)	Fellowship Titles	a. Foreign universities/bodies like FRCP, FRCS etc.,	a. Foreign universities/bodies like Trinity title etc.,	50 /each		
		b. Indian Science & other Academies like Fellow of Indian National Science Academy FNA, FNASC, FAMS etc.,	b. Indian Academies of Languages, Arts etc.,	50 /each		
		c. Discipline specific National level Associations	c. Discipline specific National level Associations	10 /each		
III F (iv)	Post doctoral degrees	a. D. Sc from an university based on post-doctoral thesis	a. D. Litt from an university based on post doctoral thesis / LLD	50 /each		

The incumbent teacher other academic staff or the candidates applying for direct recruitment shall follow the norms prescribed in Appendix III – Table I to III while filling up this PBAS proforma and providing the self appraisal score. The self appraisal score to be given by the applicant based on evidences criteria which would be verified by the screening –cum Evaluation committee / Selection committee at the appropriate level of CAS promotion.

Signature of the faculty with Forwarded by:
Designation, Place & Date

Signature of HOD / School Chairperson /
Principal

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

(i) Master's degree in Physical Education or Master's degree in Sports Science with at least 55% of the marks or its equivalence in a grade point scale with a consistently good academic record.

(ii) Record of having represented the university / college at the inter-university /intercollegiate competitions or the State and/ or national championships.

(iii) Passed the physical fitness test.

(iv) Qualifying in the National Eligibility Test (NET) or other accredited test like SLET/SET in Physical Education conducted for the purpose by the UGC or any other agency approved by the UGC.

(v) Holders of Ph.D. degree as on the date of Notification of these Regulations, along with those candidates who are awarded a Ph.D. degree through a process of admission, registration, course work and external evaluation as laid down in the UGC (Minimum Standards and Procedure for award of M.Phil/Ph.D Degree), Regulations, 2009 and so adopted by the university shall be exempted from NET/SLET/SET.

4.6.4. Physical Fitness Test Norms:

NORMS FOR MEN

12 MINUTES RUN/WALK TEST

Up to 30 years	Up to 40 years	Up to 45 years	Up to 50 years
1800 metres	1500 metres	1200 metres	800 metres

NORMS FOR WOMEN

8 MINUTES RUN / WALK TEST

Up to 30 years	Up to 40 years	Up to 45 years	Up to 50 years
1000 Metres.	800 metres.	600 metres.	400 metres.

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

5.0.0. SELECTION COMMITTEES AND GUIDELINES ON SELECTION PROCEDURES:

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

5.1.0 Selection Committee Specifications:

5.1.1 Assistant Professor in the University:

At the University level, all selections must be done with the Vice Chancellor or Acting Vice Chancellor as the Chairperson of the Selection Committee.

1. The Vice Chancellor to be the Chairperson of the Selection Committee.

2. Three experts in the concerned subject out of the panel of names recommended by the Vice Chancellor and approved by the relevant statutory body of the university concerned, at least one of whom to be drawn from the panel of subject experts developed by UGC and hosted in its web-site

3. Dean of the concerned Faculty, wherever applicable

4. Head/Chairperson of the Department/School.

5. An academician nominated by the Visitor/Chancellor, wherever applicable.

6. An academician representing SC/ST/OBC/Minority/Women/Differently-abled categories to be nominated by the Vice Chancellor, if any of the candidates representing these categories is the applicant and if any of the above members of the selection committee do not belong to that category. At least four members, including two outside subject experts shall constitute the quorum.

5.1.2 Associate Professor in the University

The Selection Committee should have the following composition:

1. Vice Chancellor to be the Chairperson of the Selection Committee.

2. An academician who is the nominee of the Visitor/Chancellor, wherever applicable.

3. Three experts in the concerned subject/field out of the panel of names recommended by the Vice Chancellor and approved by the relevant statutory body of the university concerned, at least one of whom to be drawn from the panel of subject experts developed by UGC and hosted in its web-site

4. Dean of the faculty, wherever applicable.

5. Head/Chairperson of the Department/School.

6. An academician representing SC/ST/OBC/ Minority/Women/Differently-abled categories, if any of candidates representing these categories is the applicant, to be nominated by the VC, if any of the above members of the selection committee do not belong to that category. At least four members, including two outside subject experts, shall constitute the quorum.

5.1.3 Professor in the University

The composition of the Selection Committee for the post of Professor shall be similar in composition as that for the post of Associate Professor.

5.1.4 Assistant Professor in Colleges including Private Colleges:

1. Chairperson of the Governing Body of the college or his/her nominee from among the members of the Governing body to be the Chairperson of the Selection Committee.

2. The Principal of the College.

3. Head of the Department of the concerned subject.

4. Two nominees of the Vice Chancellor of the affiliating university of whom one should be a subject expert.

5. Two subject-experts not connected with the college to be nominated by the Chairperson of the governing body of the college out of a panel of five names approved by the relevant statutory body of the university concerned.

6. An academician representing SC/ST/OBC/ Minority/Women/Differently-abled categories, if any of candidates representing these categories is the applicant, to be nominated by the VC, if any of the above members of the selection committee do not belong to that category. The quorum for the meeting should be five of which at least two must be from out of the three subject-experts. For Government colleges, the State Public Services Commissions / Teacher Recruitment Boards must invite three subject experts for which involving the concerned University, be involved in the selection process by the State PSC.

5.1.5 In the case of posts of Associate Professor and Professors in Colleges, the Committee shall consist of

1. The Chairperson of the Governing Body or his or her nominee, from among the members of the Governing body to be the Chairperson of the Selection Committee;

2. The Principal of the College,

3. The Head of the Department of the concerned subject from the college.

4. Two University representatives nominated by the vice chancellor, one of whom will be the Dean of College Development Council or equivalent position in the University, and the other must be expert in the concerned subject;

5. Two subject-experts not connected with the college to be nominated by the Chairperson of the governing body of the college out of a panel of five names approved by the relevant statutory body of the university concerned.

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

5.1.6 College Principal

1. Chairperson of the Governing Body as Chairperson.

2. Two members of the Governing Body of the college to be nominated by the Chairperson of whom one shall be an expert in academic administration.

3. One nominee of the Vice Chancellor who shall be a Higher Education expert.

4. Three experts consisting of the Principal of a college, a Professor and an accomplished educationist not below the rank of a Professor (to be nominated by the Governing Body of the college) out of a panel of six experts approved by the relevant statutory body of the university concerned.

5. An academician representing SC/ST/OBC/ Minority/ Women/Differently-abled categories, if any of candidates representing these categories is the applicant, to be nominated by the VC, if any of the above members of the selection committee do not belong to that category.

At least five members, including two experts, should constitute the quorum.

All the selection procedures of the selection committee shall be completed on the day of the selection committee meeting itself, wherein minutes are recorded along with scoring proforma and recommendation made on the basis of merit with the list of selected & waitlisted candidates/ Panel of names in order of merit, duly signed by all members of the selection committee.

The term of appointment of the college principal shall be FIVE years with eligibility for reappointment for one more term only after a similar selection committee process.

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

6.0.0 SELECTION PROCEDURES:

6.0.1 The overall selection procedure shall incorporate transparent, objective and credible methodology of analysis of the merits and credentials of the applicants based on weightages given to the performance of the candidate in different relevant dimensions and his/her performance on a scoring system proforma, based on the Academic Performance Indicators (API) as provided in this guideline as Appendix III with Tables I-III.

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

6.0.2 The Universities shall adopt these Regulations for selection committees and selection procedures through their respective statutory bodies and develop a 'Performance Based Appraisal System (PBAS)' at the institutional level for University Departments and their constituent colleges/ affiliated colleges (Government/Government-aided/Autonomous/Private Colleges) to be followed transparently in all the selection processes. A model PBAS scoring proforma for direct recruitment and for Career Advancement Schemes Regulations (CAS) based on API scoring system developed in these Regulations is enclosed for adoption by universities to facilitate comparable quality methodology across the universities in the country and to facilitate overall improvement in teacher quality in higher education institutions of the country (Tables IV).

6.0.3 UGC observer in the selection committee for the post of Associate Professor/Professor under CAS .

The University should write for nomination of an observer to the Secretary, University Grants Commission, Bahadur Shah Zafar Marg, New Delhi-110 002, at least 21 days prior to the date of the meeting of the selection committee and UGC shall nominate one observers within 10 days of the receipt of the request from the University. The UGC observer shall submit his/her written report to the Vice-Chancellor of the University concerned in the proforma prescribed by the UGC immediately after the selection committee meetings is over. The University shall place the report of the observer along with the proceeding of the selection committee before the Syndicate /Executive Council/Board of Management. If there is difference of opinion between the comments of the UGC observer and the decision of the Executive Council/Board of Management/Syndicate, the same shall be reported by the University to the UGC with justification. In such cases the promotions/appointments shall be given effect to by the University only after the approval of the UGC is obtained. The UGC observer shall not be part of selection process; however, he/she will sit along with the

members of the selection committee to ensure that the prescribed procedures as per the Regulations has been followed. The concerned University shall pay TA/DA and honorarium to the UGC observer as per the UGC norms.

6.0.4 In all the selection Committees of direct recruitment of teachers and other academic staff in universities and colleges, an academician representing SC/ST/OBC/ Minority/Women/Differently-abled categories, if any of candidates representing these categories is the applicant and if any of the members of the selection committee do not belong to that category, has to be nominated by the vice chancellor. The academician so nominated for this purpose shall be one level above the cadre level of the applicant who shall ensure that the norms of Government of India/concerned State government is strictly followed in the selection process.

6.0.5 Besides the indexed publications documented by various discipline-specific databases, the University concerned shall draw through committee(s) of subject experts and ISBN / ISSN experts (a) a comprehensive list of National /Regional level journals of quality in the concerned subject(s) and (b) a comprehensive list of vernacular language journals / periodicals / official publication volumes of language bodies and upload them up on the University website which are to be updated periodically. At the time of assessing the quality of publications of the candidates during their appointments/promotions, the selection committees shall have to be provided with the above two lists which could be considered by the selection committees along with the other discipline-specific databases.

6.0.6 The process of selection of Associate Professor should involve inviting the bio-data with the Performance Appraisal System format developed by the respective universities based on the guidelines developed in these Regulations and reprints of three major publications of the candidates. They need to be provided to the subject experts for assessment before the interview. The evaluation score of the publications provided by the experts shall be collated with the API scores while finalizing the outcome of selection.

6.0.7. The process of selection of Professor should involve inviting the bio-data with the Performance Appraisal System format developed by the respective universities based on the guidelines developed in these Regulations and reprints of five major publications of the candidates. They need to be provided to the subject experts for assessment before the interview. The evaluation score of the publications provided by the experts shall be collated with the API scores while finalizing the outcome of selection.

6.0.7 In the case of selection of Professors who are from outside the academic stream and are considered under 4.1.0 (B), the universities must lay down clear and transparent procedures so that only outstanding professionals who can contribute substantially to the university knowledge system are selected in any discipline as per requirement.

6.0.8 The Academic Performance Indicator (API) scoring system in the process of selection of Principal should involve the following:

- a. Assessment of aptitude for teaching, research and administration
- b. Ability to communicate clearly and effectively
- c. Ability to plan, analyses and discuss curriculum development, research problems and college development/administration;
- d. Ability to deliver lecture programmes to be assessed by requiring the candidate to participate in a group discussion or exposure to a class room situation by a lecture.
- e. Analysis of the merits and credentials of the candidates on the basis of the Performance Based Appraisal System (PBAS) guidelines developed by the affiliating University based on these Regulations.

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

6.0.10 The Internal Quality Assurance Cell (IQAC) established/to be established in all Universities/Colleges as per UGC/ National Assessment Accreditation Council (NAAC) guidelines with the Vice Chancellor as Chairperson in the case

of universities and Principal as Chairperson in case of colleges, shall act as the documentation and record-keeping Cell for the institution including assistance in the development of the API based PBAS methodology outlined in these Regulations. It may also introduce, wherever feasible, the student feedback system as per the NAAC guidelines on institutional parameters without incorporating the component of Students' assessment of individual teachers, since the API system will satisfy that requirement.

6.0.11 A teacher who wishes to be considered for promotion under CAS may submit in writing to the university/college, with three months in advance of the due date, that he/she fulfills all qualifications under CAS and submit to the university/college the Performance Based Appraisal System proforma as evolved by the concerned university duly supported by all credentials as per the API guidelines developed in these Regulations (vide Para 6.0.1 and 6.0.2). In order to avoid delays in holding Selection committees in various positions under CAS, the University/College should immediately initiate the process of screening/selection and complete the process within 6 months from the date of application.

6.0.12 Candidates who do not fulfill the minimum score requirement under the API Scoring System proposed in the Regulations as per Appendix III- Tables II(a & b) or those who obtain less than 50% in the expert assessment of the selection process will have to be reassessed only after a minimum period of one year. The date of promotion shall be the date on which he/she has successfully got re-assessed.

6.1.0 The minimum norms of Selection Committees and Selection procedures as well as API scores requirements for the above cadres either through direct recruitment or through Career Advancement Schemes Regulations should be basically similar. However, since teachers recruited directly can be from different backgrounds and institutions, Table II(c) of Appendix III provides norms for direct recruitment of teachers to different cadres, while Tables II (a) and Table II(b) provide for CAS promotions of teachers in universities and colleges respectively, which accommodate these differences.

6.2.0 While the API Tables I and III shall also be applicable to the selection of Professors/ Associate Professors /Assistant Professors; Directors/ Deputy Directors/ Assistant Directors of Physical Education; Librarians/ Deputy Librarians and Assistant Librarians for both direct recruitment as well as Career Advancement Promotions, the ratio / percentage of minimum requirement of category-wise API Score to each of the cadres shall vary from those for university teachers and for UG/PG College Teachers, as given in Table II (a & b) of Appendix-III.

6.2.1. The API based system through the PBAS proforma for CAS promotions is to be implemented only in a prospective manner from the academic year 2009-10 initially based on the annualized API scores earned by the teachers as depicted in Table II (a) and Table II(b) . This annual API scores can be compounded prospectively as and when the teachers become eligible for CAS promotion to the next cadre with the multiplication factor of years of service required to apply for CAS promotion. (e.g. If a teacher is eligible for CAS promotion in 2009, one year API score of 2008-09 only is required; If a teacher is eligible for CAS promotion in 2010, then 2 years API scores of 2008-09 and 2009-10 cumulatively would be required and so on).

6.3.0 The Selection Committee specifications as delineated in Sections 5.1.0 to 5.1.7 are applicable to all direct recruitments of Faculty Positions and Career Advancement promotions of Assistant Professor with AGP of Rs 8000 to Associate Professor and to that of Associate Professor to Professor.

6.3.1. CAS promotions of Assistant Professors from one AGP to the higher AGP shall be conducted by a " Screening cum Evaluation Committee" adhering to the norms laid out as API and PBAS in Table I to III of Appendix-III.

6.3.2 The "Screening cum Evaluation Committee" for CAS promotion of assistant professors/equivalent cadres in Librarians/Physical Education from one AGP to the other higher AGP shall consist of -

6.3.2.1. For University teachers:

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

6.3.2.2. For College teachers:

- a. The Chairman of the Governing body of the College or the Director of Higher education / collegiate education at the State level (in the case of Govt. colleges) or his nominee not below the rank of principal as the chairperson of the selection committee.
- b. Principal of the college.
- c. Head of the concerned department from the college.
- d. One subject expert in the concerned subject nominated by the Vice Chancellor from the university panel of experts.
- e. The quorum for these committees in both categories shall be three including the one subject expert/ university nominee need to be present.

6.3.3 The Screening cum Evaluation Committee on verification/evaluation of API score secured by the candidate through the 'PBAS' methodology designed by the respective university based on these Regulations and as per the minimum requirement specified in Tables II &

III for each of the cadre of Assistant Professor, shall recommend to the Syndicate/ Executive Council /Board of Management of the University about the suitability of the promotion of the candidate(s) under CAS for implementation.

6.3.4 All the selection procedures outlined above shall be completed on the day of the selection committee meeting, wherein the minutes are recorded along with scoring proforma and recommendation made on the basis of merit and duly signed by all members of the selection committee.

6.3.5 CAS promotions being personal promotion to the incumbent teacher holding a substantive sanctioned post, on superannuation of the individual incumbent, the said post shall revert back to its original cadre.

6.3.6 The incumbent teacher must be on the role and active service of the Universities/Colleges on the date of consideration by the Selection Committee for Selection/CAS Promotion.

6.4.0. PAY SCALES, DESIGNATIONS AND STAGES OF PROMOTION UNDER CAS OF INCUMBENT AND NEWLY APPOINTED ASSISTANT PROFESSORS/ ASSOCIATE PROFESSORS/PROFESSORS

6.4.1. Persons entering the teaching profession in universities and colleges shall be designated as Assistant Professors and shall be placed in the Pay Band III of Rs.15600 – 39100 with AGP of Rs.6000. Lecturers already in service in the pre-revised scale of Rs.8000-13500, shall be re-designated as Assistant Professors with the said AGP of Rs.6000. Their CAS promotions would be subject to the norms laid out in 6.3.1 and 6.3.2.

6.4.2. An Assistant Professor with completed service of four years, possessing Ph. D. degree in the relevant discipline shall be eligible, for moving to AGP of Rs.7000.

6.4.3. Assistant Professors possessing M.Phil degree or post-graduate degree in professional courses approved by the relevant statutory Body, such as LL.M / M.Tech etc. shall be eligible for the AGP of Rs.7000 after completion of 5 years service as Assistant Professor.

6.4.4. Assistant Professors who do not have Ph.D. or M.Phil or a Master degree in the relevant Professional course shall be eligible for the AGP of Rs.7000 only after completion of 6 years' service as Assistant Professor.

6.4.5. The upward movement from AGP of Rs.6000 to AGP of Rs.7000 for all Assistant Professors shall be subject to their satisfying other conditions as laid down by the UGC in these Regulations.

6.4.6. The pay of the incumbents to the posts of Lecturer (senior scale) (i.e. the unrevised scale of Rs.10,000-15200) shall be re-designated as Assistant Professor, and shall be fixed at the appropriate stage in Pay Band III of Rs.15600-39100 based on their present pay, with AGP of Rs.7000.

6.4.7. Assistant Professors with completed service of 5 years at the AGP of Rs.7000 shall be eligible, subject to other requirements laid down by these UGC Regulations, to move up to the AGP of Rs.8000.

6.4.8. Posts of Associate Professor shall be in the Pay Band IV of Rs.37400-67000, with AGP of Rs.9000. Directly recruited Associate Professors under these Regulations shall be placed in the Pay Band IV of Rs.37400-67000 with an AGP of Rs.9000, at the appropriate stage in the Pay Band in terms of the conditions of appointment.

6.4.9. Incumbent Readers and Lecturers (Selection Grade) who have completed 3 years in the current pay scale of

Rs.12000-18300 on 1.1.2006 shall be placed in Pay Band III of Rs.37400-67000 with AGP of Rs.9000 and shall be re-designated as Associate Professor.

6.4.10. Incumbent Readers and Lecturers (Selection Grade) who had not completed three years in the pay scale of Rs.12000-18300 on 1.1.2006 shall be placed at the appropriate stage in the Pay Band of Rs.15600-39100 with AGP of Rs.8000 till they complete 3 years of service in the grade of Lecturer (Selection Grade) / Reader, and thereafter shall be placed in the higher Pay Band III of Rs.37400-67000 and accordingly re-designated as Associate Professor.

6.4.11. Readers/Lecturers (Selection Grade) in service at present shall continue to be designated as Lecturer (Selection Grade) or Readers, as the case may be, until they are placed in the Pay Band of Rs.37400-67000 and re-designated as Associate Professor in the manner described in 6.4.9 and 6.4.10 above.

6.4.12. The incumbent Reader who is selected on or after 1.1.2006, shall be redesignated as Associate Professor from the date of his/her selection, and will be placed in the Pay Band IV of Rs.37400-67000 with AGP of Rs. 9000.

6.4.13. Assistant Professors completing 3 years of teaching in the AGP of Rs.8000 shall be eligible, subject to other API conditions prescribed by these Regulations, to move to the Pay Band IV of Rs.37400-67000 with AGP of Rs.9000 and to be designated as Associate Professor.

6.4.14. Associate Professor completing 3 years of service in the AGP of Rs.9000 and possessing a Ph.D. degree in the relevant discipline shall be eligible to be appointed and designated as Professor, subject to satisfying the required credit points as per API based on PBAS methodology provided in Appendix III, Table I-III stipulated in these Regulations through a duly constituted selection committee as suggested for the direct recruitment of Professor. No teacher other than those with a Ph.D. shall be promoted, appointed, or designated as Professor. The Pay Band IV for the post of Professors shall be Rs.37400-67000 with AGP of 10000.

6.4.15. The incumbent Readers who have completed 6 years as Reader/Associate Professor on or after 1.1.2006, shall be eligible for promotion as Professor and to be placed in the Pay Band IV of Rs.37400-67000 provided one earns the required API score as per Tables I and II through the PBAS methodology stipulated in these Regulations.

6.4.16. In the case of Associate Professors in Colleges, promotion to the post of Professor under CAS shall be further subject to 6.5.1 and 6.5.2 of these Regulations. as given below.

6.4.17. The pay of a directly recruited Professor shall be fixed at a stage not below Rs.43000 in the Pay Band IV of Rs.37400-67000, with the applicable AGP of Rs.10000.

6.4.18. Ten percent of the posts of Professors in a university shall be in the higher AGP of Rs.12000, however, teachers promoted to the posts with higher AGP of Rs.12000, shall continue to be designated as Professor. Eligibility for elevation as a Professor in the higher Academic Grade Pay of Rs.12000, shall be a minimum of 10 years of teaching and research experience as professor either in the pre-revised scale of Professor's Pay of Rs.16400- 22400 or the revised scale of Pay Band IV of Professor with AGP of Rs.10,000/- on satisfying the required API score as per Tables I and II through the PBAS methodology stipulated in these Regulations through a duly constituted Expert committee; As this AGP elevation for Professor is applicable to only university departments, additional credentials are to be evidenced by (a) post-doctoral research outputs of high standard; (b) awards / honours / recognitions / patents & IPR on products & processes developed / technology transfer achieved; and (c) Additional research degrees like D.Sc., D.Litt., LL.D etc., The selection is to be conducted by the university by receiving PBAS proformas from eligible professors based on seniority, three times in number of the available vacancies. In case the number of candidates available is less than three times the number of vacancies, the zone of consideration will be limited to the actual number of candidates available. The assessment process shall be through an Expert-Committee evaluation of all credentials submitted along with duly filled PBAS proforma by eligible Professors as stipulated in Table-II(A) of Appendix-III for teachers in University departments. No separate interview need to be conducted for this category.

6.4.19. Discretionary award of advance increments for those who enter the profession as Associate Professors or Professors with higher merit, high number of research publications and experience at the appropriate level, shall be within the

competence of the appropriate authority of the concerned University or recruiting institution while negotiating with individual candidates in the context of the merits of each case, taking into account the pay structure of other teachers in the faculty and other specific factors. Discretionary award of advance increments is not applicable to those entering the profession as Assistant Professor/Assistant Librarian/Assistant Director of Physical Education to those who are entitled for grant of advance increments for having acquired Ph. D/M. Phil/M. Tech etc.,

6.5.0. PROFESSORS IN UNDER GRADUATE AND POST GRADUATE COLLEGES:

6.5.1. Ten percent of the number of the posts of Associate Professor in an Under Graduate College shall be that of Professors and shall be subject to the same criterion for selection /appointment as that of Professors in Universities provided that there shall not be more than one post of Professor in each Department; and provided further that One-fourth (25%) of the posts of Professor in UG Colleges shall be directly recruited or filled on deputation by eligible teachers and the remaining three-fourths (75%) of posts of Professors shall be filled by CAS promotion from among eligible Associate Professors of the relevant department of the Under Graduate College. Sanctioned posts include the posts approved under both direct recruitment and CAS promotion. Identification of posts of Professor in an Under Graduate College for being filled through direct recruitment / deputation shall be carried out by the affiliating/ concerned University acting in consultation with the College. Where the number of posts of Professor worked out as a percentage of the number of posts of Associate Professor for CAS promotion or direct recruitment / deputation is not an integer, the same shall be rounded off to the next higher integer.

The selection process is to be conducted by the university by receiving PBAS proformas from eligible Associate Professors based on seniority and three times in number of the available vacancies. In case the number of candidates available is less than three times the number of vacancies, the zone of consideration will be limited to the actual number of candidates available. The selection shall be conducted through the API scoring system with PBAS methodology and selection committee process stipulated in these Regulations for appointment of Professors; In the direct recruitment of the 25% of the posts, 'Rota-Quota system shall be followed starting with promotions. The direct recruitment quota shall be rotated in an alphabetical order.

6.5.2. There shall be one post of Professor in each Department of a Post-Graduate College which shall be subject to the same criterion for selection / appointment as that of Professors in Universities, provided that one-fourth (25%) of the posts of Professor shall be filled on deputation/direct recruitment from among eligible teachers and the remaining three-fourths (75%) of posts shall be filled through merit promotion from among the eligible Associate Professors in the relevant department of the Post-Graduate college. Identification of posts of Professor in a Post-Graduate College for being filled through direct recruitment/deputation shall be carried out by the affiliating/concerned University acting in consultation with the College. The decision regarding whether the posts of professor will be for CAS promotion or direct recruitment/ deputation shall be within the competence of the University acting in consultation with the College. Where the number of posts of professor for CAS promotion or direct recruitment / deputation worked out as a percentage of the total number of posts in a Post Graduate College is not an integer, the same shall be rounded off to the next higher integer.

The selection process is to be conducted by the university by receiving PBAS proformas from eligible Associate Professors based on seniority and three times in number of the available vacancies. In case the number of candidates available is less than three times the number of vacancies, the zone of consideration will be limited to the actual number of candidates available. The selection shall be conducted through the API scoring system with PBAS methodology, selection committee process stipulated in these Regulations for appointment of Professors; In the direct recruitment of the 25% of the posts, 'Rota-Quota System' shall be followed starting with promotion. The direct recruitment quota shall be rotated in an alphabetical order.

6.6.0. PAY SCALES OF PRINCIPALS IN COLLEGES:

6.6.1. PRINCIPAL OF UNDER GRADUATE COLLEGES:

Appointments to the posts of Principal in Under Graduate

Colleges shall be based on the conditions of eligibility in respect of educational qualifications and teaching / research experience laid down by the University Grants Commission in these Regulations, using the API scoring system and PBAS methodology developed. The posts of Principal in Under Graduate Colleges shall be in the Pay Band of Rs.37400-67000 with AGP of Rs.10000, plus a Special Allowance of Rs.2000 per month and shall also be fixed at a stage not below Rs.43,000 as in the directly recruited Professors. All Principals in service shall be appropriately fixed in the Pay Band with the AGP of Rs.10000

6.6.2. PRINCIPAL OF POST GRADUATE COLLEGES:

Appointments to the posts of Principal in Post Graduate Colleges shall be based on the conditions of eligibility in respect of educational qualifications and teaching / research experience laid down by the University Grants Commission in these Regulations, using the API scoring system and PBAS methodology developed. Posts of Principal in Post Graduate Colleges shall also be in the Pay Band of Rs.37400-67000 with AGP of Rs.10000, plus a Special Allowance of Rs.3000 per month and shall also be fixed at a stage not below Rs. 43000 as in the case of directly recruited Professors. All Principals in service shall be appropriately fixed in the Pay Band with the AGP of Rs.10000.

6.7.0 PAY SCALES AND CAREER ADVANCEMENT SCHEMES REGULATIONS FOR LIBRARIANS ETC.

6.7.1 ASSISTANT UNIVERSITY LIBRARIAN / COLLEGE LIBRARIAN:

(i) Assistant Librarian / College Librarian in the pre-revised scale of pay of Rs.8000- 13500 shall be placed in the Pay Band of Rs.15600-39100 with AGP of Rs.6000.

(ii) All conditions of eligibility and academic qualifications laid down by the UGC as per these Regulations, shall be applicable for direct recruitment of Assistant University Librarian / College Librarian.

6.7.2 ASSISTANT UNIVERSITY LIBRARIAN (SR. SCALE) / COLLEGE LIBRARIAN

(SR. SCALE):

(i) Assistant University Librarian (Sr. Scale) / College Librarian (Sr. Scale) in the pre-revised scale of pay of Rs.10000-15200 shall be placed in the Pay Band of Rs.15600-39100 with AGP of Rs.7000. (ii) Assistant University Librarian / College Librarian possessing Ph.D. in Library Science, after completing service of 4 years in the AGP of Rs.6000, and if otherwise eligible as per API scoring system, and PBAS methodology laid down by the UGC in these Regulations, shall be eligible for the higher AGP of Rs.7000 with the Pay Band of Rs.15600-39100.

(iii) Assistant Librarian / College Librarian not possessing Ph.D. but only M.Phil. in Library Science at the entry level after completing service of 5 years in the AGP of Rs.6000, if otherwise eligible as per API scoring system and PBAS methodology laid down by the UGC in these Regulations, shall become eligible for the higher AGP of Rs.7000.

(iv) After completing service of 6 years in the AGP of Rs.6000 Assistant Librarian / College Librarian without the relevant Ph.D. and M.Phil. shall, if otherwise eligible as per API scoring system and PBAS methodology laid down by the UGC in these Regulations, move to the higher AGP of Rs.7000.

(v) The pay of the existing Assistant Librarian (Sr. Scale) / College Librarian (Sr. Scale) in the pre-revised scale of pay of Rs.10000-15200 shall be fixed in the Pay Band of Rs.15600- 39100 with AGP of Rs.7000 at an appropriate stage based on their present pay.

6.7.3 DEPUTY LIBRARIAN / ASSISTANT LIBRARIAN (SELECTION GRADE) /

COLLEGE LIBRARIAN (SELECTION GRADE):

(i) Deputy Librarians who are directly recruited shall be placed in the Pay Band of Rs.15600- 39100 with AGP of Rs.8000

(ii) On completion of service of 5 years, Assistant Librarian (Sr. Scale) / College Librarian (Sr. Scale) shall be eligible for the post of Deputy Librarian/ equivalent posts in Pay Band of Rs.15600-39100, with Academic Grade Pay of Rs.8,000, subject to their fulfilling other conditions of eligibility (such as Ph.D. degree etc. for Deputy Librarian) as per API scoring system based PBAS methodology laid down by the UGC for CAS promotion in these Regulations. They shall be designated as Deputy Librarian / Assistant Librarian (Selection Grade) / College Librarian (Selection Grade), as the case may be.

(iii) After completing 3 years in the Pay Band of Rs.15600-39100 with an AGP of Rs.8000, Deputy Librarians /equivalent

positions shall move to the Pay Band of Rs.37400-67000 and AGP of Rs.9000, subject to fulfilling other conditions of eligibility as per API scoring system and PBAS methodology laid down by the UGC for CAS promotion in these Regulations, as per clause: 6.3.1 and 6.3.2.

(iv) Assistant Librarians (Sr. Scale) in universities/ College Librarians (Sr. Scale) in the AGP of Rs.7000 not possessing Ph.D. in Library Science but who fulfill other criteria prescribed by the UGC for CAS promotion in these Regulations, as per clause 6.3.1 and 6.3.2, shall also be eligible for being placed in the AGP of Rs.8000.

(v) Incumbents to the posts of Deputy Librarian / Assistant Librarian (Selection Grade)/College Librarian (Selection Grade) who have completed three years in the pre-revised pay scale of Rs.12000-18300 on 01.01.2006 shall be fixed at an appropriate stage in the Pay Band of Rs.37400-67000 with an AGP of Rs.9000. They shall continue to be designated as Deputy Librarian / Assistant Librarian (Selection Grade)/College Librarian (Selection Grade)

(vi) Incumbents to the posts of Deputy Librarian / Assistant Librarian (Selection Grade)/College Librarian (Selection Grade) who have not completed the requirement of three years in the pre-revised pay scale of Rs.12000-18300, for being eligible to be placed in the higher Pay Band of Rs.37400-67000, shall be placed at an appropriate stage with Academic Grade Pay of Rs.8000 till they complete three years of service as Deputy Librarian / Assistant Librarian (Selection Grade)/College Librarian (Selection Grade)

(vii) Pay in regard to the directly recruited Deputy Librarians shall be initially fixed in Pay Band Rs.15600-39100 with AGP of Rs.8000. They shall move to the Pay Band of Rs.37400-67000 with AGP of Rs.9000 after completing three years of service in the AGP of Rs.8000.

(viii) The conditions of eligibility and academic qualifications prescribed by the UGC in these Regulations, shall be adopted for direct recruitment to the post of Deputy Librarian.

6.7.4 LIBRARIAN (UNIVERSITY):

(i) The post of Librarian shall be in the Pay Band of Rs.37400-67000 with the Academic Grade Pay of Rs.10000.

(ii) The conditions of eligibility and academic qualifications prescribed by the UGC in these Regulations, shall be adopted for appointment to the post of Librarian (University)

(iii) Deputy Librarian completing service of three years in the AGP of Rs.9000 and otherwise eligible as per the API scoring system and PBAS methodology developed in these Regulations, with a PhD qualification shall also be eligible to be considered for appointment to the post of Librarian through open recruitment.

(iv) Incumbent Librarian (University) shall be placed at the appropriate stage as per the 'fixation formula' provided as Appendix-II in the Pay Band of Rs.37400-67000 with AGP of Rs.10000

6.8.0 PAY SCALES AND CAREER ADVANCEMENT SCHEMES REGULATIONS FOR PHYSICAL EDUCATION PERSONNEL

6.8.1 ASSISTANT DIRECTOR OF PHYSICAL EDUCATION (ASSISTANT DPE) / COLLEGE DIRECTOR OF PHYSICAL EDUCATION (COLLEGE DPE):

(i) The Assistant Director of Physical Education / College DPE in the pre-revised pays scale of Rs.8000-13500 shall be placed in the Pay Band of Rs.15600-39100 with AGP of Rs.6000.

(ii) Pay of Incumbent Assistant Directors of Physical Education / College DPE shall be fixed at an appropriate stage in the Pay Band of Rs.15600-39100 with an AGP of Rs.6000, in accordance with the 'fixation formula' provided in Appendix-II

(iii) All conditions of eligibility and academic qualifications laid down by the UGC in these Regulations, shall be applicable for direct recruitment of Assistant Director of Physical Education / College DPE.

6.8.2. ASSISTANT DIRECTOR OF PHYSICAL EDUCATION (SENIOR SCALE) / COLLEGE DPE (SENIOR SCALE):

(i) Assistant Directors of Physical Education (Senior Scale) / College DPE (Senior Scale) in the pre-revised pay scale of Rs.10000 – 15200 shall be placed in the Pay Band of Rs.15600-39100 with AGP of Rs.7000.

(ii) Assistant Directors of Physical Education (Senior Scale) / College DPE (Senior Scale) possessing Ph.D. in Physical

Education at the entry level of Assistant DPE / College DPE in the AGP of Rs.6000 shall, after completing service of four years in the AGP of Rs.6000, and if otherwise eligible as per API scoring system and PBAS methodology prescribed by the UGC for CAS promotion in these Regulations, shall move to higher AGP of Rs.7000 in the Pay Band of Rs.15600-39100 as per clause 6.3.1 and 6.3.2.

(iii) Assistant Directors of Physical Education (Senior Scale) / College DPE (Senior Scale) possessing M.Phil. in Physical Education at the entry level of Assistant DPE / College DPE in the AGP of Rs.6000 shall, after completing service of the five years in the AGP of Rs.6000, be eligible for the higher AGP of Rs.7000 on satisfying the API scoring system and PBAS methodology prescribed by the UGC for CAS promotion in these Regulations as per clause 6.3.1 and 6.3.2.

(iv) Assistant Directors of Physical Education / College DPEs without the relevant Ph.D. and M.Phil shall, after completing service of six years as Assistant Director of Physical Education / College DPE in the AGP of Rs.6000, and if otherwise eligible as per API scoring system and PBAS methodology prescribed by the UGC for CAS promotion in these Regulations shall be placed in the AGP of Rs.7000 as per clause 6.3.1 and 6.3.2.

(v) Pay of incumbent Assistant Directors of Physical Education (Senior Scale) / College DPE (Senior Scale) shall be fixed in Pay Band of Rs.15600-39100 at an appropriate stage in the AGP of Rs.7000, as per the 'fixation formula' provided in Appendix-II

6.8.3. DEPUTY DIRECTOR OF PHYSICAL EDUCATION / ASSISTANT DIRECTOR OF PHYSICAL EDUCATION (SELECTION GRADE) / COLLEGE DIRECTOR OF PHYSICAL EDUCATION (SELECTION GRADE)

(i) After completing service of five years in the Pay Band of Rs.15600-39100 with the AGP of Rs.7000 and subject to satisfying API scoring system and PBAS methodology prescribed by the UGC in these Regulations, Assistant Director of Physical Education (Senior Scale) / College DPE (Senior scale) shall move to AGP of Rs.8000 in the Pay band of Rs.15600-39100. They shall be designated as Deputy Director of Physical Education / Assistant DPE (Selection Grade) / College DPE (Selection Grade), as the case may be.

(ii) After completing service of three years in the Pay Band of Rs.15600-39100 and the AGP of Rs.8000 and subject to satisfying API/ scoring system and PBAS methodology prescribed by the UGC in these Regulations, Deputy DPE/ Assistant DPE (Selection Grade) College DPE (Selection Grade) shall move to the Pay Band of Rs.37400-67000 with the AGP of Rs.9000. They shall continue to be designated as Deputy DPE/ Assistant DPE (Selection Grade) / College DPE (Selection Grade)

(iii) All incumbents to the post of Deputy DPE/Assistant DPE (Selection Grade) / College DPE (Selection Grade) who have completed service of at least 3 years in the unrevised pay scale of Rs.12000-18300 as on 01-01-2006 shall be eligible to be fixed in the Pay Band of Rs.37400-67000 with AGP of Rs.9000.

(iv) All incumbents to the post of Deputy DPE /Assistant DPE (Selection Grade) / College DPE (Selection Grade) whose services in the unrevised pay scale of Rs.12000-18300 fall short of three years which would have made them eligible to move to the higher pay band, shall be placed at an appropriate stage at the AGP of Rs.8000 in the pay band of Rs.15600-39000 till they complete the required service of 3 years as Deputy DPE / ADPE (Selection Grade) / College DPE (Selection Grade) in the unrevised pay scale.

(v) Pay of the directly recruited Deputy DPE shall be initially fixed with the AGP of Rs.8000 in the Pay Band of Rs.15600-39100, and after completing three years of service directly recruited Deputy DPE and equivalent shall move to Pay Band Rs.37400-67000 with AGP of Rs.9000.

6.8.4. DIRECTOR OF PHYSICAL EDUCATION (UNIVERSITY):

(i) Post of Director, Physical Education in Universities shall be in the Pay Band of Rs.37400-67000 with AGP of Rs.10000.

(ii) Post of Director, Physical Education (University) shall continue to be filled through direct recruitment and the existing conditions of eligibility, i.e., the minimum qualification, number of years of relevant experience and other conditions prescribed by the UGC in these Regulations, shall be the eligibility for recruitment.

(iii) Pay of the incumbent shall be fixed at the appropriate stage in the Pay Band of Rs.37400-67000 as per 'fixation formula'

provided in appendix-II

7.0.0. SELECTION AND PAY SCALES OF PRO-VICE CHANCELLOR/VICE - CHANCELLOR OF UNIVERSITIES:

7.1.0. PRO-VICE-CHANCELLOR:

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

7.2.0. The Pro-Vice-Chancellor shall hold office for a period which is co-terminus with that of Vice-Chancellor. These Regulations, for selection of Pro- Vice- Chancellor shall be adopted by the concerned University through their Act/Statute.

7.3.0. The posts of Pro-Vice Chancellor shall be in the Pay Band of Rs.37400-67000 with AGP of Rs.10000 or Rs.12000 as the case may be, along with a Special Allowance of Rs.4000 per month, subject to the condition that the sum total of pay in the Pay Band, the Academic Grade Pay and the Special Allowance shall not exceed Rs.80000.

7.4.0. VICE CHANCELLOR:

i) Persons of the highest level of competence, integrity, morals and institutional commitment are to be appointed as Vice-Chancellors. The Vice-Chancellor to be appointed should be a distinguished academic, with a minimum of 10 years experience as Professor in a University system or 10 years experience in an equivalent position in a reputed research and /or academic administrative organization.

ii) The selection of Vice-Chancellor should be through proper identification of a Panel of 3-5 names by a Search Committee through a public notification or nomination or a talent search process or a combination of all these processes. The members of the above Search Committee shall be persons of national eminence in the sphere of higher education and shall not be connected in any manner with the University concerned or its colleges. While preparing the panel, the search committee must give proper weightage to academic excellence, exposure to the higher education system in the country and abroad, and adequate experience in academic and administrative governance adopting a transparent process. In respect of State and Central Universities, the following shall be the constitution of the Search Committee.

i. a nominee of the Visitor/Chancellor, who should be the Chairperson of the Committee. ii. a nominee of the Chairman, University Grants Commission.

iii. a nominee of the Syndicate/ Executive Council / Board of Management of the University. The Visitor/Chancellor shall appoint the Vice-Chancellor out of the Panel of names recommended by the Search Committee.

iii) The emoluments and other conditions of service of the Vice-Chancellor shall be prescribed in the Statutes of the Universities concerned in conformity with these UGC Regulations.

iv) The term of office of the Vice Chancellor in Central /State Universities shall be five years and shall not hold office beyond 70 years of age. There shall not be a reappointment of the Vice Chancellor for the second term in the same University. However, appointment for another term as Vice Chancellor is admissible in other Central/State University which shall be subject to the performance evaluation of the candidate during his/her previous term by the search committee and credibility/integrity report from the appropriate agencies.

v) The term of office of the Vice Chancellor shall form part of the service period of the incumbent concerned making him/her eligible for all service related benefits.

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

7.5.1. The posts of Vice-Chancellor shall carry a fixed pay of Rs.75000 along with a Special Allowance of Rs.5000 per month. All other eligibilities and facilities for the Vice Chancellor as provided in the Act/Statute of the concerned university shall be applicable besides the pay and special allowance.

8.0.0. INCENTIVES FOR Ph.D / M.Phil AND OTHER HIGHER QUALIFICATION:

8.1.0 Incentives for Ph.D./M.Phil. and other higher qualifications:

8.1.1. Five non-compounded advance increments shall be admissible at the entry level of recruitment as Assistant Professor to persons possessing the degree of Ph.D. awarded in a relevant discipline by the University following the process of admission, registration, course work and external evaluation

as prescribed by the UGC.

8.1.2. M.Phil. degree holders at the time of recruitment to the post of Assistant Professor shall be entitled to two non-compounded advance increments.

8.1.3. Those possessing Post-graduate degree in the professional course such as LL.M./M.Tech/ M.Arch/M.E/M.V.Sc/M. Pharma/M.D./Physiotherapy/Occupational Therapy, etc. recognized by the relevant statutory body / council, shall also be entitled to 2 noncompounded advance increments at the entry level.

8.1.4. (i) Teachers who complete their Ph.D. Degree while in service shall be entitled to 3 noncompounded increments if such Ph.D. is in a relevant discipline of the discipline of employment and has been awarded by a University complying with the process prescribed by the UGC for enrolment, course work and evaluation, etc.

(ii) However, teachers in service who have been awarded Ph.D. at the time of coming into force of this Schemes Regulations or having been enrolled for Ph.D. have already undergone course-work, if any, as well as evaluation, and only Notification in regard to the award of Ph.D. is awaited, shall also be entitled to the award of three non-compounded increments even if the university awarding such Ph.D. has not yet been notified by the UGC as having complied with the process prescribed by the Commission.

8.1.5. In respect of every other case, a teacher who is already enrolled for Ph.D. shall avail the benefit of three non-compounded increments only if the university awarding the Ph.D. has been notified by the UGC to have complied with the process prescribed by the Commission for the award of Ph.D. in respect of either course-work or evaluation or both, as the case may be.

8.1.6. Teachers in service who have not yet enrolled for Ph.D. shall therefore derive the benefit of three non-compounded increments on award of Ph.D., while in service only if such enrolment is with a university which compiles with the entire process, including that of enrolment as prescribed by the UGC.

8.1.7. Teachers who acquire M.Phil. Degree or a post graduate degree in a professional course recognized by the relevant Statutory Body/Council, while in service, shall be entitled to one advance increment.

8.1.8. Five non-compounded advance increments shall be admissible to Assistant Librarian / College Librarian who are recruited at entry level with Ph.D. degree in the discipline of library science from a university complying with the process prescribed by the UGC in respect of enrolment, course-work and evaluation process for the award of Ph.D. in Library Science.

8.1.9. (i) Assistant Librarian / College Librarian acquiring the degree of Ph.D. at any time while in service, in the discipline of library science from a university complying with the process prescribed by the UGC in respect of enrolment, course-work and evaluation shall be entitled to three non-compounded advance increments.

(ii) However, persons in posts of Assistant Librarian / College Librarian or higher positions who have been awarded Ph.D. in library science at the time of coming into force of this Schemes Regulations or having already undergone course-work, if any, as well as evaluation, and only Notification in regard to the award of Ph.D. is awaited, shall also be entitled to the award of three non-compounded increments even if the university awarding such Ph.D. has not yet been notified by the UGC as having complied with the process prescribed by the Commission.

8.1.10. In respect of every other case of persons in the posts of Assistant Librarian / College Librarian or higher positions who are already enrolled for Ph.D. shall avail the benefit of three non-compounded increments only if the university awarding the Ph.D. has been notified by the UGC to have complied with the process prescribed by the Commission for the award of Ph.D. in respect of either course-work or evaluation or both, as the case may be.

8.1.11. 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 noncompounded increments on award of Ph.D. while in service only if such enrolment is with a university which complied with the entire process, including that of enrolment as prescribed by the UGC.

8.1.12. 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.

8.1.13. Five non-compounded advance increments shall be admissible to Assistant Director of Physical Education / College Director of Physical Education who are recruited at entry level with Ph.D. degree in the discipline of Physical Education from a university complying with the process prescribed by the UGC in respect of enrolment, course work and evaluation process for the award of Ph.D. in Physical Education.

8.1.14. Persons in posts of Assistant Director of Physical Education / College DPE or higher positions acquiring the degree of Ph.D. in the discipline of physical Education, at any time while in service from a university complying with the process prescribed by the UGC in respect of enrolment, course-work and evaluation shall be entitled to three noncompounded advance increments.

8.1.15. However, persons in posts of Assistant Director of Physical Education / College DPE or higher positions who have been awarded Ph.D. in Physical Education at the time of coming into force of this Schemes Regulations or having been enrolled for Ph.D. in Physical Education have already undergone course –work, if any, as well as evaluation, and only Notifications in regard to the award of Ph.D. is awaited, shall also be entitled to the award of three non-compounded increments even if the university awarding such Ph.D. has not yet been notified by the UGC as having complied with the process prescribed by the Commission.

8.1.16. In respect of every other case of persons in the posts of Assistant Director of Physical Education / College DPE or higher positions who are already enrolled for Ph.D. in Physical Education shall avail the benefit of three non-compounded increments only if the university awarding the Ph.D. has been notified by the UGC to have complied with the process prescribed by the Commission for the award of Ph.D. in respect of either course-work or evaluation or both, as the case may be.

8.1.17. Assistant Director of Physical Education / College DPE and others in higher Physical Education positions in service who have not yet enrolled for Ph.D. shall therefore derive the benefit of three non-compounded increments on award of Ph.D. while in service, only if such enrolment is with a university which complies with the entire process, including that of enrolment as prescribed by the UGC.

8.1.18. Two non-compounded advance increments shall be admissible for Assistant Director of Physical Education / College DPE with M.Phil. degree in Physical Education at the entry level. Assistant Director of Physical Education / College DPE and those in higher positions acquiring M.Phil. Degree in Physical Education at any time during the course of their service shall be entitled to one advance increment.

8.2.0. Notwithstanding anything in the foregoing clauses, those who have already availed the benefits of advance increments for possessing Ph.D. / M.Phil. at the entry level in the earlier Schemes /Regulations shall not be entitled to the benefit of advance increments under this Schemes/ Regulations.

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

8.2.3. 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 five advances for possessing Ph.D./M. Phil shall be available to only those appointments which have been made on or after the coming into force of this Schemes Regulations.

9.0.0 OTHER TERMS AND CONDITIONS

9.1.0. INCREMENTS

9.1.1 Each annual increment shall be equivalent to 3% of the sum total of pay in the relevant Pay Band and the AGP as applicable for the stage in the Pay Band.

9.1.2. Each advance increment shall also be at the rate of 3% of the sum total of pay in the relevant Pay Band and the AGP as applicable and shall be non-compoundable.

9.1.3 The number of additional increment(s) on placement at each higher stage of AGP shall be as per the existing Schemes

Regulations of increment on promotion from lower Pay Scale to higher Pay Scale; however, in view of the considerable raise in effective pay between the two Pay Bands, there shall be no additional increment on movement from the Pay Band of Rs.15600-39100 to the Pay Band of Rs.37400-67000.

9.1.4 All issues relating to grant of advance increments to teachers engaged in engineering / technical courses in the university system shall be subject to recommendations of the Committee separately constituted by the Central Government for pay review of teachers in technical education.

9.2.0. ALLOWANCES:

9.2.1. Allowances such as Leave Travel Concession, Special Compensatory Allowances, Children's Education Allowance, Transport Allowance, House Rent Allowance, Deputation Allowance, Traveling Allowance, Dearness Allowance, area based Special Compensatory Allowance etc. as applicable to teachers and Library and Physical Education Cadres, shall be at par with the Central Government employees with the Centrally funded institutions and at par with the State Government employees with State funded institutions.

9.2.2. If the number of years required in a feeder cadre are less than those stipulated in these Regulations, thus entailing hardship to those who have completed more than the total number of years in their entire service for eligibility in the cadre, may be placed in the next higher cadre after adjusting the total number of years.

10.0. DUTY LEAVE, STUDY LEAVE, SABBATICAL LEAVE

10.1. DUTY LEAVE:

(i) Duty leave of the maximum of 30 days in an academic year may be granted for:

(a) Attending conferences, congresses, symposia and seminars on behalf of the university or with the permission of the university;

(b) delivering lectures in institutions and universities at the invitation of such institutions or universities received by the university, and accepted by the Vice Chancellor;

(c) working in another Indian or foreign university, any other agency, institution or organization, when so deputed by the university;

(d) participating in a delegation or working on a committee appointed by the Government of India, State Government, the University Grants Commission, a sister university or any other academic body, and

(e) For performing any other duty for the university.

(ii) The duration of leave should be such as may be considered necessary by the sanctioning authority on each occasion;

(iii) The leave may be granted on full pay. Provided that if the teacher receives a fellowship or honorarium or any other financial assistance beyond the amount needed for normal expenses, he/she may be sanctioned duty leave on reduced pay and allowances; and

(iv) Duty leave may be combined with earned leave, half pay leave or extraordinary leave.

10.2. STUDY LEAVE:

(i) Study leave may be granted after a minimum of 3 years of continuous service, to pursue a special line of study or research directly related to his/her work in the university or to make a special study of the various aspects of university organization and methods of education.

(ii) In respect of granting study leave with pay for acquiring Ph.D. in the relevant discipline while in service, the number of years to be put in after entry would be a minimum of two years or the years of probation specified in the university statutes concerned, keeping in mind the availability of vacant positions for teachers and other cadres in colleges and universities, so that a teacher and other cadres entering service without Ph.D. or higher qualification could be encouraged to acquire these qualifications in the relevant disciplines at the earliest rather than at a later stage of the career. This provision is subject to the guidelines given below.

(iii) The paid period of study leave should be for 3 years, but 2 years may be given in the first instance, extendable by one more year, if there is adequate progress as reported by the Research Guide. Care should be taken that the number of teachers given study leave, does not exceed the stipulated percentage of teachers in any department. Provided that the Executive Council/Syndicate may, in the special circumstances of a case, waive the condition of two years service being

continuous.

Explanation: In computing the length of service, the time during which a person was on probation or engaged as a research assistant may be reckoned provided:

(a) the person is a teacher on the date of the application; and

(b) there is no break in service.

(c) the leave is requested for undertaking the Ph.D research work

(iii) Study leave shall be granted by the Executive Council/Syndicate on the recommendation of the concerned Head of the Department. The leave shall not be granted for more than three years in one spell, save in very exceptional cases in which the Executive Council/Syndicate is satisfied that such extension is unavoidable on academic grounds and necessary in the interest of the university.

(iv) Study leave shall not be granted to a teacher who is due to retire within five years of the date on which he/she is expected to return to duty after the expiry of study leave.

(v) Study leave may be granted not more than twice during one's career. However, the maximum of study leave admissible during the entire service should not exceed five years.

(vi) No teacher who has been granted study leave shall be permitted to alter substantially the course of study or the programme of research without the permission of the Executive Council/Syndicate. When the course of study falls short of study leave sanctioned, the teacher shall resume duty on the conclusion of the course of study unless the previous approval of the Executive Council/Syndicate to treat the period of shortfall as ordinary leave has been obtained.

(vii) (a) Subject to the provisions of sub-clauses (vii) and (viii) below, study leave may be granted on full pay up to two years extendable by one year at the discretion of the university.

(viii) The amount of scholarship, fellowship or other financial assistance that a teacher, granted study leave, has been awarded will not preclude his/her being granted study leave with pay and allowances but the scholarship, etc., so received shall be taken into account in determining the pay and allowance on which the study leave may be granted. The Foreign scholarship/fellowship would be offset against pay only if the fellowship is above a specified amount, which is to be determined from time to time, based on the cost of living for a family in the country in which the study is to be undertaken. In the case of an Indian fellowship, which exceeds the salary of the teacher, the salary would be forfeited.

(ix) Subject to the maximum period of absence from duty on leave not exceeding three years, study leave may be combined with earned leave, half-pay leave, extraordinary leave or vacation, provided that the earned leave at the credit of the teacher shall be availed of at the discretion of the teacher. A teacher, who is selected to a higher post during study leave, will be placed in that position and get the higher scale only after joining the post.

(x) A teacher granted study leave shall on his/her return and re-joining the service of the university may be eligible to the benefit of the annual increment(s) which he/she would have earned in the course of time if he/she had not proceeded on study leave. No teacher shall however, be eligible to receive arrears of increments.

(xi) Study leave shall count as service for pension/contributory provident fund, provided the teacher joins the university on the expiry of his/her study leave.

(xii) Study leave granted to a teacher shall be deemed to be cancelled in case it is not availed of within 12 months of its sanction. Provided that where study leave granted has been so cancelled, the teacher may apply again for such leave.

(xiii) A teacher availing himself/herself of study leave shall undertake that he/she shall serve the university for a continuous period of at least three years to be calculated from the date of his/her resuming duty on expiry of the study leave.

(xiv) After the leave has been sanctioned, the teacher shall, before availing himself/herself of the leave, execute a bond in favour of the university, binding himself/herself for the due fulfillment of the conditions laid down in sub-clause (xiii) and (xiv) above and give security of immovable property to the satisfaction of the Finance Officer/Treasurer or a fidelity bond of an insurance company or a guarantee by a scheduled bank or furnish security of two permanent teachers for the amount which might become refundable to the university in accordance with sub-clause (xv) (xiv) above.

(xvi) The teacher shall submit to the Registrar, six monthly reports of progress in his/her studies from his/her supervisor or the Head of the Institution. This report shall reach the Registrar within one month of the expiry of every six months of the study leave. If the report does not reach the Registrar within the specified time, the payment of leave salary may be deferred till the receipt of such report.

10.3. SABBATICAL LEAVE:

(i) Permanent, whole-time teachers of the university who have completed seven years of service as Reader/Associate Professor or Professor may be granted sabbatical leave to undertake study or research or other academic pursuit solely for the object of increasing their proficiency and usefulness to the university and higher education system.

(ii) The duration of leave shall not exceed one year at a time and two years in the entire career of a teacher.

(iii) A teacher, who has availed himself/herself of study leave, would not be entitled to the sabbatical leave. Provided further that sabbatical leave shall not be granted until after the expiry of five years from the date of the teacher's return from previous study leave or any other kind of training programme.

(iv) A teacher shall, during the period of sabbatical leave, be paid full pay and allowances (subject to the prescribed conditions being fulfilled) at the rates applicable to him/her immediately prior to his/her proceeding on sabbatical leave.

(v) A teacher on sabbatical leave shall not take up during the period of that leave, any regular appointment under another organization in India or abroad. He/she may, however, be allowed to accept a fellowship or a research scholarship or ad hoc teaching and research assignment with honorarium or any other form of assistance, other than regular employment in an institution of advanced studies, provided that in such cases the Executive Council/Syndicate may, if it so desires, sanction sabbatical leave on reduced pay and allowances.

(vi) During the period of sabbatical leave, the teacher shall be allowed to draw the increment on the due date. The period of leave shall also count as service for purposes of pension/contributory provident fund, provided that the teacher rejoins the university on the expiry of his/her leave.

11.0. Research Promotion Grant

The UGC or the respective funding agency (Central/State Governments) shall provide a start-up grant at the level of Rs.3.0 lakhs in Social Sciences, Humanities and Languages and Rs.6.0 lakhs for the disciplines in Sciences and Technology to teachers and other nonvocational academic staff through the respective universities to take up research immediately after their appointments which should facilitate such new appointees for generating major sponsored research proposals/grants for the respective departments/schools/universities.

12.0. AGE OF SUPERANNUATION:

(i) In order to meet the situation arising out of shortage of teachers in universities and other teaching institutions and the consequent vacant positions therein, the age of superannuation for teachers in Central/Educational institutions has already been enhanced to sixty five years, vide the Department of Higher Education letter No.F.No.1-19/2006-U.II dated 23-3-2007, for those involved in class room teaching in order to attract eligible persons to the teaching career and to retain teachers in service for a longer period. Consequent on upward revision of the age of superannuation of teachers, the Central Government has already authorized the Central Universities, vide Department of Higher Education D.O. letter No.F.1-24/2006-Desk(U) dated 30-3-2007 to enhance the age of superannuation of Vice Chancellors of Central Universities from 65 years to 70 years, subject to amendments in the respective statutes, with the approval of the competent authority (Visitor in the case of Central Universities).

(ii) Subject to availability of vacant positions and fitness, teachers shall also be re-employed on contract appointment beyond the age of sixty five years up to the age of seventy years. Reemployment beyond the age of superannuation shall however, be done selectively, for a limited period of 3 years in the first instance and then for another further period of 2 years purely on the basis of merit, experience, area of specialization and peer group review and only against available vacant positions without affecting selection or promotion prospects of eligible teachers.

13.0. GUIDELINES FOR RE-EMPLOYMENT OF SUPERANNATED TEACHERS

13.1. APPLICABILITY:

The Model Guidelines shall be applicable to Central/State and other Universities and Constituent / Affiliated Colleges in the Indian Universities system and to any other education institute engaged in higher /technical/professional education which opts for re-employment.

13.2. ELIGIBLE CATEGORY:

The category of superannuated teachers eligible for re-employment shall be:

- Professors only, in the case of Universities; and
- Associate Professors only, in the case of Colleges

13.3. TENURE OF APPOINTMENT:

The tenure of appointment of a superannuated teacher shall be for a maximum period of three years at a time or up to the teacher reaching the age of 65 years (70 years in case of centrally funded institutes), whichever is earlier. However, it shall be open for the institution to make appointments for shorter periods at a time, like one/two years, or for a further maximum period of three years, as the case may be, so long as the teacher is below the age of 65 years (70 years in case of Centrally funded institutes) with a proviso that in case of centrally funded institution, all those who superannuated after 62 years but not attained 65 years, as on 15th March, 2007 (Date of Government's order), the re-appointment shall be only against sanctioned vacant posts as in the case of 65-70 yrs, except that the screening as per these Regulations, need not be mandatory which is now proposed to be applicable to 65-70 yrs age group. In case the number of claimants in the category of superannuated teachers who have not attained 65 yrs as on 15.03.2007, is more than available sanctioned posts, it may be left to the University/College to make selection of teachers from amongst the claimants, based on the requirements and availability of regular vacancies of sanctioned posts.

13.4. PRINCIPLES TO BE FOLLOWED:

The institution shall follow the following principles, while taking up the case of superannuated teachers for re-employment:

- There shall be vacancies of teachers at the University department or at the college, remaining unfilled for at least one year.
- The number of teachers to be re-employed in a University department and/ or college at any given time shall be limited to 50% of the vacancies identified as above.
- Re-employment of superannuated teachers may be made only against regular sanctioned posts, which could not be filled up.
- The Re-employment of superannuated teacher/s shall be in the best interest of the concerned University departments or the college.
- Their shall be adequate work load for the re-employed teacher/s at the concerned University department or the college, to justify the appointments.
- Re-employment of superannuated teacher/s shall be possible either at the same University or the college where the teacher had served before superannuating or at any other institution.
- The expenditure towards re-employment shall be met by the institution form its budget allocation.

13.5. SELECTION CRITERIA:

The institutions shall follow the following principles while taking up the case of superannuated teachers for re-employment;

- The University department/college shall have identified the subject areas where in superannuated teachers need to be appointed.
- Superannuated teacher, either the same institution or else where, shall have appropriate qualifications, experiences and excellent record in the considered subject area.
- superannuated teachers shall be distinguished scholars and shall have been productive during their service and in particular, in the last five years in activities, like;
 - Guidance of research scholars (M.Phil/Ph.D.);
 - Research work done and publications in learned journals;
 - Publication of books and other learning material;
 - Filling of patents and /or obtaining intellectual property rights;
 - Launching of new academic programmes/courses;
 - Introducing innovations in teaching and / or examinations;

- VII. Undertaking sponsored research projects;
 VIII. Rendering knowledge based advice/consultancy;
 IX. Taking up inter-Departmental/institution collaboration;
 X. Organizing of National / International Conferences and / or participating in them;
 XI. Conducting continuing education programmes and / or associating in them;
 XII. Undertaking of extension and/or field outreach activities.

d) Superannuated shall be medically fit to undertake the new appointment.

e) The service record of superannuated teachers shall be highly satisfactory and they be both morally and ethically sound.

13.6.RE-EMPLOYMENTPROCEDURE:

The procedure to be followed for the re-employment of superannuated teachers at a University/College shall be as given below:

i. The University/College Department desirous of filling any vacancies by superannuated teachers shall obtain their CV for considering their cases.

ii. Each CV shall include a detailed account of all the contributions made by the teacher, highlighting his/her achievements during the last five years.

iii. The CV shall be discussed at a format meeting of the Departmental Council/Committee of the University/College as the case may be, before making the Departmental recommendations.

iv. The departmental recommendation shall be forwarded to the Vice Chancellor in the case of a University through the Dean of Faculty or Chairperson, Governing Council in the case of a College through Principal for their consideration.

a) The Vice Chancellor/Chairperson of the Governing Council shall constitute thefollowing Expert Committees for evaluating the proposals:

i) In the case of a University

1. Vice Chancellor	(In the Chair)
2. Two Subject Experts*	(Members)
3. Dean of the faculty	(Member)
4. Head of the Department	(Member)

ii) In the case of a College

1. Chairperson of Governing Council	(In the Chair)
2. Two Subject Experts*	(Members)
3. Principal of the College	(Member)
4. Head of the Department	(Member)

(* Nominated by the Vice Chancellor/Chairperson of the Governing Council from the approved panel of experts for the Selection Committees in the University Department/College).

b) Each of the above Committees shall consider the full papers put up before it and also call any candidate for discussion, if necessary, before arriving at its recommendation on the appointment.

c) The recommendation of the Committee and the terms of appointment shall be placed before Executive/Governing Council of the University/College, as the case may be.

d) The decision of the Executive/Governing Council shall be final and binding on the teacher.

13.7.EMOLUMENTSANDOTHERPRIVILEGES:

a) Are-employed teacher shall be eligible to draw emoluments equivalent to the last pay drawn minus pension as a consolidated amount which shall remain the same through out the tenure of re-employment.

b) The institution may consider the re-employed teachers for campus housing on prevailing terms, if available, or compensate them to the extent possible towards the house rent.

c) A re-employed teacher shall be entitled to casual/Special Casual/Duty leave on par with teaching faculty in regular service.

d) The institution shall provide all the essential academic facilities to the re-employed teacher.

13.8.DUTIESANDRESPONSIBILITIES:

(i) A re-employed superannuated teacher shall be treated on a par with regular teachers at the institution and shall have the following duties and responsibilities, with no additional financial liability to the institution:

a. Academic work, like teaching courses, conducting examinations and research guidance;

b. Conducting research and/or taking up sponsored research projects;

c. Launching continuing education programmes in new and emerging areas;

d. Organizing / Attending national / international Conferences / Seminars / Symposia / Workshops;

e. Undertaking knowledge-based advisory / consultancy assignments;

f. Accepting invitations and delivering Guest Lectures at other institutions;

g. Participation in academic/research Committees at the institution and elsewhere, when required.

(ii) However, a re-employed superannuated teacher shall not be eligible for holding administrative or final responsibilities at the Institution or elsewhere

13.9.REVIEW:

The performance of a re-employed teacher shall be reviewed periodically, by the University/College. If the performance is found unsatisfactory, his/her services may be terminated by the appointing authority by giving one month notice. Whereas the enhancement of the age of superannuation for teachers engaged in class room teaching is intended to attract eligible persons to a career in teaching and to meet the shortage of teachers by retaining teachers in service for a longer period and whereas there is no shortage in the categories of Librarians and Directors of Physical Education, the increase in the age of superannuation from the present sixty two years shall not be available to the categories of Librarians and Directors of Physical Education.

14 .0. PENSION AND OTHER SERVICE RELATED BENEFITS:

14.1. Teachers and other cadres in UGC maintained institutions and Central Government funded institutions in receipt of Pension, the Central Government rules for pension and gratuity as applicable to Central Government employees shall be applicable, while for those in State Government funded institutions, the rules of the State Government shall be applicable.

15.0. Consultancy Assignments:

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

रूपये १४९४० च्या झालेल्या वेतननिश्चितीमधुन रिकव्हरी (Recovery) करण्याच्या अतिउत्साही प्रयत्नापासून सावध राहण्याची गरज

निवडश्रेणीमध्ये ५ वर्षांची सेवा झाल्यानंतर रु.१४९४०/- वर वेतननिश्चिती करण्याच्या बाबतीत मा. हायकोर्टाचे अतिशय स्पष्ट आदेश आहेत. हे हायकोर्टाचे आदेश सन २००९ नुदा बुलेटीनच्या पृष्ठ ८८ वर प्रसृत केले आहे. असे असतांना प्रत्यक्ष ज्यांची स्थाननिश्चिती रु. १४९४०/- वर झालेली आहे त्यांची वेतननिश्चिती चुकीची ठरवून रिकव्हरी (Recovery) करण्याच्या किलोत्पाटी प्रयत्न काही भागांमध्ये काही अतिउत्साही अधिकारी करीत आहेत. संबंधित शिक्षकांनी यापासून सावध राहण्याची आवश्यकता आहे. अशी रिकव्हरी (Recovery) करण्यात आल्यास किंवा करण्याचा प्रयत्न होत असल्याचे लक्षात आल्यास उच्च न्यायालयापुढे तावडतोवीने स्थगिती मिळविण्यासाठी अर्ज सादर करावा. असा अर्ज सादर करतांना मा. उच्च न्यायालयाने यापूर्वी दिलेला निर्णय लक्षात आणून घ्यावा.

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provided separately.

16.0 COUNTING OF PAST SERVICES

16.1. Previous regular service, whether national or international, as Asst. Professor, Associate Professor or Professor or equivalent in a University, College, National Laboratories or other scientific/professional Organizations such as CSIR, ICAR, DRDO, UGC, ICSSR, ICHR, ICMR, DBT etc., should be counted for placement of a teacher as Assistant Professor, Associate Professor, Professor or any other nomenclature these posts are described as per Appendix III – Table No.II provided that:

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

16.1.2. 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.

16.1.3 The candidate for direct recruitment has applied through proper channel only.

16.1.4. The concerned Assistant Professor, Associate Professor and Professor should possess the same minimum qualifications as prescribed by UGC for appointment to the post of Assistant Professor, Associate Professor and Professor, as the case may be.

16.1.5. The post was filled in accordance with the prescribed selection procedure as laid down in the Regulations of University/State Government/Central Government/ Concerned Institutions, for such appointments.

16.1.6. The previous appointment was not an ad hoc or in a leave vacancy

17.0 PERIOD OF PROBATION AND CONFIRMATION:

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

17.2. The confirmation at the end of one year shall be automatic unless extended for another year by a specific order, before expiry of first year. It is obligatory on the part of the university to issue an order of confirmation to the incumbents within 45 days of completion of probationary period after due process of verification of satisfactory performance

17.3. Probation and confirmation rules are applicable only at the initial stage of recruitment.

17.4. All other Central Government rules on probation and confirmation shall be applicable in appropriate cases.

18.0 CREATION & FILLING UP OF TEACHING POSTS

18.1. Teaching posts in universities shall be created in a pyramidal order; that is, for instance, for 01 post of Professor, there shall be 02 posts of Associate Professors and 04 posts of Assistant Professors, per department.

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

19.0 APPOINTMENTS ON CONTRACT BASIS

19.1. The teachers should be appointed on contract basis only when it is absolutely necessary and when the student: teacher ratio does not satisfy the laid down norms. In any case, the number 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 for 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 for more than one academic session and the performance of any such entrant teacher should be reviewed for academic performance before reappointing her/him on contract basis for another session.

20.0 TEACHING DAYS

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

Number of weeks:

	Univer sity	College	Univer sity	College
Teaching & Learning Process	30 (180 days) weeks	30 (180 days) weeks	36 (180 days) weeks	36 (180 days) weeks
Admissions/ Examinations preparation for Examination	12	10	8	8
Vacation	8	10	6	6
Public Holidays (to increase & adjust teaching days accordingly)	2	2	2	2
Total	52	52	52	52

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

21.0 WORKLOAD

21.1. The workload of the teachers in full employment should not be less than 40 hours a week for 30 working weeks (180 teaching days) in an academic year. It should be necessary for the teacher to be available for at least 5 hours daily in the University/College for which necessary space and infrastructure should be provided by the University/College. Direct teaching-learning process hours should be as follows: Assistant Professor 16 hours Associate Professor, & Professor 14 hours

21.2 A relaxation of two hours in the workload may, however, be given to Professors who are actively involved in extension and administration. A minimum of 6 hours per week may have to be allocated for research activities of the teacher.

22.0 SERVICE AGREEMENT:

22.1. At the time of recruitment in Universities and Colleges, a service agreement should be signed between the University/College and the teacher concerned and a copy of the same should be deposited with the Registrar/Principal.

22.2. The self-appraisal or any other performance appraisal methodology shall form a part of the service agreement/Record.

23.0 CODE OF PROFESSIONAL ETHICS

23.1. Each University should evolve its own professional ethics after full discussion in the academic bodies and associations and incorporate the same in its Acts, Ordinances and/or Statute, as the case may be, for strict observance by the academic faculty.

24.0 APPLICABILITY OF THE SCHEMES REGULATIONS

24.1. These Regulations shall be applicable to teachers and other equivalent cadres of Library and Physical Education in all the Central Universities and Colleges there-under and the Institutions Deemed to be Universities whose maintenance expenditure is met by the UGC. The implementation of the revised scales shall be subject to the acceptance of all the conditions mentioned in these Regulations, framed by the UGC. Universities implementing this Schemes Regulations shall have to amend their relevant statutes and ordinances in line with the UGC Regulations within three months from the date of issue of the Notification of these Regulations.

24.2. These Regulations shall extended to universities, colleges and other higher educational institutions coming under the purview of State legislature, subject to adherence of the terms and conditions laid down in the MHRD Notifications provided as Appendix-I of these Regulations.

24.3. DATE OF IMPLEMENTATION OF REVISED PAY AND ALLOWANCE AND PAYMENT OF ARREARS:

Except as provided in the MHRD Notifications, vide Appendix I of these Regulations, the provisions of these Regulations shall have prospective applications only.

25.0. All other guidelines which are not covered in these Regulations, on applicability areas, financial assistance, date of implementation of revised pay and allowances and payment of arrears shall be as laid down in the MHRD Notifications provided as Appendix-I of these Regulations.

ALL INDIA FEDERATION OF UNIVERSITY & COLLEGE TEACHERS' ORGANIZATIONS

AIFUCTO

(Regd. Under Act XXI of 1860) 493 Urban Estate (Phase I) Jalandhar- 144 022]

23/2/1A.K.B. Sarani, Kolkata-700080

CIRCULAR-01/2009-10 : 26.10.2009

Dear Friends,

Hearty greetings to you for the great role you have been playing in protecting and augmenting the interests of lakhs of teachers in the higher education sector in India. The 25th Statutory Conference acknowledged your persistent efforts to get your State implement the new pay scales in the face of formidable difficulties at various levels. **The Conference reiterated the confidence that all your efforts would be crowned with success in the States which are yet to implement.**

25th Statutory Conference in Ahamedabad, Gujarat-10 to 12th October, 2009.

The 25th Statutory Conference of AIFUCTO was hosted by the 'Gujarat-North Gujarat Universities Area Teachers' Association' under the able leadership of Prof.K.S.Shastry from 10th October to 12th October,2009 at Gujarat Vidyapith Golden Jubilee Hall, Ahamedabad. The Conference was a great success and more than eight hundred teachers from all the parts of the country participated in the Conference with great enthusiasm. Prof.K.S.Shastry, Chairman, Organizing Committee delivered the welcome speech. Prof.D.B.Solanky Convener also welcomed the delegates. The Conference was inaugurated by Shri Bharatsinji Solanky, Hon'ble Minister, Govt. of India. Shri Shankar Sinji Vagela, former Minister of Govt.of India was the Guest of Honor. The speakers underlined the urgent need for strengthening higher education in our country.The inauguration program was addressed by Prof.B.Vijay Kumar, General Secretary, FISE, Prof.Thomas Joseph, President, Prof.Nikhil Desai, Treasurer and Prof. Asok Barman General Secretary, AIFUCTO.Former leaders including Prof Mrinmoy Bhattacharya, Prof. K.K.Thekedath, Life Members and many eminent academicians and leaders from Gujarat and other parts of the country attended the meeting .Prof.J.S.Prajapati.Organising Secretary proposed the vote of thanks at the end of the inauguration program. **Prof.Asok Barman, General Secretary, AIFUCTO presented the Annual Report and appraised the members of various activities of the AIFUCTO in the last year** along with an assessment of the international and national political, economic and educational scenario. The Report was placed for discussion.Prof.Nikhil Desai,Treasurer,presented the audited Finance report

NEC Meeting

The NEC meeting was held on 10th October,2009 in the Conference Venue at 8.45 A.M. The meeting approved the Reports of the General Secretary and Treasurer for General Council **and appointed Prof.B.T.Desmukh,MLC and veteran leader from Maharastra the Election Officer.** The NEC further decided to allow the voters from Arunachal Pradesh, Haryana and Maharastra to cast their votes on 11th October In view of the elections in these states on 13th October.

Seminar on the Higher Education in India: Issues and Challenges

A national Seminar on 'Higher Education in India: Issues and Challenges' was held on 11th October. Prof.Mrinmoy Bhattacharya, former General Secretary

of AIFUCTO and FISE inaugurated the Seminar. He stressed the need for expanded State- funded education and criticized the commercialization of higher education and called for actions to curb the trend in the interest of the country. Prof.Sudhansu Bhusan, Professor NUEPA, New Delhi delivered the Key Note address.

Prof Bhusan made many interesting observations. **The Higher education in India is currently going through a wave of policy decisions relating to expansion and quality.** The policy decisions, he said, however, suffer from a few anomalies that require urgent attention. **Firstly**, the efforts of the government in fulfilling the targets of 11th Plan relating to higher education both in terms of physical and financial achievements need to be speeded up. A recession or downfall in the growth rate should not come in the way of plan allocations for higher education. Projects to be initiated during 11th Plan, particularly for the undergraduate colleges and state universities should be implemented and should no longer remain as non starters. **Secondly**, through many policy decisions, it seems that State is moving in the direction of regulatory State, leaving universities and colleges to face stiff competition in the market. This is not a desirable move as it would defeat the 11th Plan objective of inclusion. While academic autonomy is the right of universities, state can not dispense with its responsibility to address the problem of teacher shortage, meet infrastructure requirements and provide direct support to needy students. Another point of concern is the disconnect that is developing between government and real stakeholders in policy decisions. Authoritative design of policy making without a proper discourse has little chance of success. **Prof.K.K.Thekedath, former President, AIFUCTO noted the necessity of ensuring social justice and inclusiveness in our higher education system.**He demanded a nation wide discussion for the proposed changes and highlighted the roles of teachers' organizations like AIFUCTO.

Program to oppose the anti-teachers' pay scale order of Gujarat Govt.

The Conference strongly denounced the distorted new pay scale order of Gujarat Govt. and expressed solidarity with the agitation program of Gujarat Teachers' organizations. A resolution was adopted unanimously to participate in the protest rally organized at the foot of the statue of Mahatma Gandhi. Prof.K.S.Shastry,the president of the Gujarat Teachers' Federation, led the rally and gave a clarion call to build a strong and united movement **to force the Gujarat Govt.to withdraw the draconian order and issue pay revision order following the order of the MHRD order in toto.** Thousands of teachers from all parts of Gujarat assembled at the rally point and all delegates and observers to the AIFUCTO Conference were present in the rally. Prof.Thomas Joseph,President and Prof.Asok Barman,General Secretary addressed the gathering and assured the Gujarat teachers of all support and help. Many speakers voiced their protest and declared that the teachers' movement will not allow the Govt. to deprive the teachers of their rightful benefits. Teachers decided to send protest letters signed with blood to the office of the Chief Minister. Prof.K.S Shastry declared that the teachers of Gujarat would fight till the last breadth to ensure

that UGC pay scales were implemented.

Meeting of Life Members

A meeting of the life members was held during the Conference. The meeting was presided over by Prof.Mrilmoy Bhattacharya and addressed by Prof .K.K.Thekedath.General Secretary,AIFUCTO reported the steps taken by AIFUCTO leadership to ensure the enhancement of **pension benefits to the retired teachers corresponding to pay band four for those who completed three years service as Readers / SGL**.The General Secretary welcomed the formation of All India Federation of Retired University and College Teachers' Associations. Prof.Venkatacharylu,the General Secretary of AIFRUCTA presented a brief report on the objectives and functions of the organization and noted that **AIFRUCTA and AIFUCTO would work together for the cause of retired teachers of the university and college across the country.**

Discussion on the Annual Report and Audited Finance Report

The delegates and observers discussed the Reports and moved amendments and additions. General Secretary, on behalf of the NEC, accepted some of these and the amended Reports were passed unanimously. The amended General Secretary's Report is available in the AIFUCTO website: www.aifucto.org

Movement Resolution

Prof.Thomas Joseph and Prof.Asok Barman prepared the Movement Resolution and presented the same to the General Council .**The Movement Resolution was passed with some additions.** Prof.V.P.Singh, National Secretary highlighted the theme of the Movement Resolution and urged the members to translate it into action. Please find the Movement Resolution in our website.

Valedictory address

The valedictory address was delivered by Prof. Sudarshan Iyengar,the Vice Chancellor of Gujarat Vidyapith.Prof. Iyengar stressed the need for the respect to be shown to the mother tongue as true purpose of education is better served when discourses are made in mother tongue. The rich heritage of Hindi and the immense benefit of using the language should not be forgotten or neglected. **Teachers should follow a lifestyle that exhibits the eternal values that shaped the human civilization and forms the core of the Gandhian Philosophy.** Teachers are the nation builders and the treatments they meet out to people around them have profound impact on the society and hence should be exemplary. Prof. Asok Barman,General Secretary thanked him for the delivery of the lecture laced with profound

value based ideology.

ELECTION OF OFFICE BEARERS- 2009-2011

Prof. B.T.Desmukh,Veteran Leader from Maharashtra acted as the Election Officer. He was assisted by a team of members including Prof. Kranti Jecurekar, Prof.S.K Mathpati, Prof.Kulkarni (all from Maharashtra) , Prof.Debasish sarkar, prof.Anil Saha(botn from West Bengal). Voting took place on 11th and 12th October,2009 and the results were declared in the evening of 12th October,2009.The following is the list of the elected office bearers

President: Prof. A. James William, Vice Presidents- Prof. Arun Kumar Singh Prof. R. Halesh Prof.S. Laxminarayana, Prof, Ghanshyam Singh,Prof.D.K.More, Prof.Jagwant Singh, Prof.Vazir Singh Nehera, Prof. Apurba Kumar Das,Prof.V.N.Chandramohan .Treasurer- Prof. NIKhil Desai, General Secretary-Prof.Asok Barman, National Secretaries- Prof. P. Jaya Gandhi, Prof. Sadiqui Islam, Prof. V.P. Singh, Prof. Rabi Roy, Prof.Madhu Paranjpe. Zonal Secretaries: Zone - 1 North East Prof.M.Lokendro Singh, Zone - 2 East Prof. G.C. Jha Zone-3 Central 1- Prof.Ghanashyam Gupta , Zone 4-Central 11- Prof.R.S.Sikarwar, Zone-5 North Prof. Kapoor Singh, Zone-6 West- Prof. K.C. Ajwalia, Zone-7 South 1 Prof.B.S.Makal Zone-8 South 2-Prof K.G.Palani

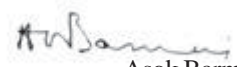
The AIFUCTO sincerely thanks Prof.B.T.Desmukh and the members who ably assisted him in the smooth and highly efficient conduct of the election.

Vote of Thanks

Prof.K.S.Shastry,Prof. J.S.Prajapati and Prof.D.B.Solanky thanked the delegates,observers and all those who contributed to the success of the Conference.Prof.Asok Barman, on behalf of all the participants, thanked the organizers for everything.

General Secretary's Delhi Program on 29th October,2009

The General Secretary visited Delhi and held discussions with Dr.R.K.Chauhan,Secretary,UGC and Prof.K.S.Pathak,Joint Secretray,UGC. They were requested to take into account the memorandum by the AIFUCTO suggesting the changes in the report of the committee on regulations. The General Secretary also talked to the MHRD officials and apprised them of the unwarranted moves by some State Govts. to make some arbitrary and objectionable changes. The recent order by Madhya Pradesh Govt. was brought to their notice and the intervention of MHR



Asok Barman
General Secretary

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