

CHAPTER -II

OFFICERS AND OTHER FUNCTIONARIES OF THE UNIVERSITY
HEADS OF THE DEPARTMENT

Existing Provisions	Provisions hereby substituted
<p>2.20 (1) The appointment of the Head of department shall be made by the Vice-Chancellor in pursuance to the principle of rotation to the possible extent. Such appointment shall be intimated to the Executive Council.</p> <p>(2) Notwithstanding anything contained in clause (1), if a senior teacher who under existent rotation is senior to those who have served as heads of the department or those junior teachers, who have been serving in the same capacity, could not be appointed on the post of the Head of department for some reason or other, it shall be upon the Vice-Chancellor that he appoints the senior teacher as Head of the department in the department concerned as and when the post of Head of the department falls vacant, provided that he is eligible to be appointed as such:</p> <p>(3) The tenure of the Head of department shall be of three years' duration. Normally, a person shall not be appointed as the Head of the department for second consecutive term:</p> <p>(4) Notwithstanding anything contained in clause(1) and (2), in the event of pendency in the appointment of the Head of the department or in case of absence due to leave, the Vice-Chancellor after assessing the situation prevalent, may direct a Professor or a Reader of the department concerned, either to respond the duties of the Head of the department or to perform as the Head of the department, as the case may be</p>	<p>2.20 (1) The appointment of the Head of department shall be made by the Vice-Chancellor in pursuance to the principle of rotation to the possible extent. Such appointment shall be intimated to the Executive Council.</p> <p>(2) Notwithstanding anything contained in clause (1), if a senior teacher who under existent rotation is senior to those who have served as heads of the department or those junior teachers, who have been serving in the same capacity, could not be appointed on the post of the Head of department for some reason or other, it shall be upon the Vice-Chancellor that he appoints the senior teacher as Head of the department in the department concerned as and when the post of Head of the department falls vacant, provided that he is eligible to be appointed as such:</p> <p>(3) The tenure of the Head of department shall be of three years' duration. Normally, a person shall not be appointed as the Head of the department for second consecutive term:</p> <p>(4) Notwithstanding anything contained in clause(1) and (2), in the event of pendency in the appointment of the Head of the department or in case of absence due to leave, the Vice-Chancellor after assessing the situation prevalent, may direct a Professor or a Associate Professor of the department concerned, either to respond the duties of the Head of the department or to perform as the Head of the department, as</p>

Note:

purely on adhoc basis.
The principle of rotation shall be applicable in order of seniority. A teacher who has earlier served or has been serving as Head of the department, the teacher who is the next senior, shall be entitled to the post of the Head of the department.

- (5) The Head of each department shall exclusively be the Professor of the department concerned. In case, there is only one Professor in a department or a Professor does not possess eligibility to be appointed as Head of the department, an Reader may be appointed as Head of the department and in case, no Professor or Reader in a department eligible to be appointed as Head of the department, the Dean of the faculty concerned shall perform the duties of the Head of the department concerned.
- (6) The Heads of the department who have completed their tenure of three years shall be replaced immediately and who have not yet completed their tenure of three years, shall be placed after they complete residue tenure.

Note:

the case may be purely on adhoc basis.
The principle of rotation shall be applicable in order of seniority. A teacher who has earlier served or has been serving as Head of the department, the teacher who is the next senior, shall be entitled to the post of the Head of the department.

- (5) The Head of each department shall exclusively be the Professor of the department concerned. In case, there is only one Professor in a department or a Professor does not possess eligibility to be appointed as Head of the department, an Associated Professor may be appointed as Head of the department and in case, no Professor or Associate Professor in a department eligible to be appointed as Head of the department, the Dean of the faculty concerned shall perform the duties of the Head of the department concerned.
- (6) The Heads of the department who have completed their tenure of three years shall be replaced immediately and who have not yet completed their tenure of three years, shall be placed after they complete residue tenure.

The Librarian

Existing Provisions	Provisions hereby substituted
<p>2.21. (1) The University may, with the prior approval of the State Government, appoint a whole-time librarian. The Librarian shall be appointed by the Executive Council on the recommendation of a Selection Committee, consisting of the following, namely :-</p> <ul style="list-style-type: none"> (a) the Vice-Chancellor; (b) two experts in Library Science, to be nominated by the Chancellor. 	<p>2.21. (1) The Librarian shall be appointed by the Executive Council on the recommendation of a Selection Committee.</p> <ul style="list-style-type: none"> (2) The librarian may be assisted by Deputy Librarian and Assistant Librarian against the posts approved by the State Government. (3) Selection Committees for the posts of Librarian, Deputy Librarian and Assistant Librarian shall be the same as that of a Professor, Associate Professor and

<p>(2) Until the Librarian appointed under clause (1) assumes charge of his office, the Executive Council may appoint an Honorary Librarian from amongst the Professors of the University for such terms as it thinks fit.</p> <p>2.22. The qualification of the Librarian shall be such as may be provided by the State Government.</p>	<p>Assistant Professor respectively, except that the concerned expert in Library, a practicing Librarian shall be associated with the Selection Committee as one of the subject expert.</p> <p>2.22. The minimum qualification of the Librarian, Deputy Librarian and Assistant Librarian shall be such as are provided in Statute 11.03.05.</p>
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CHAPTER-X

CLASSIFICATION OF TEACHERS

Existing Provisions	Provisions hereby substituted
<p>10.01. There shall be following classes of teachers of the University :-</p> <p>(1) Professors, (2) Readers, (3) Lecturers.</p>	<p>10.01. There shall be following classes of teachers of the University :-</p> <p>(1) Professors, (2) Associate Professors, and (3) Assistant Professors.</p>

CHAPTER -XI

QUALIFICATIONS AND APPOINTMENT OF TEACHERS AND LIBRARY CADRE IN UNIVERSITY AND COLLEGES

11.01. COVERAGE (new)

- For teachers in –**
- (a) the Faculty of Agriculture and Veterinary Sciences, the norms/regulations of the Veterinary Council of India or Indian Council of Agricultural Research:
 - (b) the Faculty of Medicine, Dentistry, Nursing and AYUSH. the norms/regulations of Medical Council of India. Dental Council of

- India, Indian Nursing Council, Central Council of Indian Medicines etc. or Ministry of Health and Family Welfare, Government of India;
- (c) the Faculty of Education, the norms/regulations formulated in consultations with National Council of Teacher Education;
 - (d) the Engineering and Technology, Pharmacy and Management/Business Administration, the norms/regulations formulated in consultations with All India Council for Technical Education;
 - (e) the field of rehabilitation and special education at Degree, PG Diploma and Masters level, the norms/Regulations formulated in consultations with Rehabilitation Council of India ;
 - (f) the Faculty of Law, the norms/regulations of Bar Council of India ; and
 - (g) other Faculties, (e.g. Arts, Commerce, Fine Arts, Home Science, Music and Science etc.) regulations of University Grants Commission on minimum qualifications and other regulatory bodies, if any shall apply.

11.02. GENERAL PROVISIONS FOR RECRUITMENT AND MINIMUM QUALIFICATIONS (new)

11.02.01 NET/SLET/SET shall remain the minimum eligibility condition for recruitment and appointment of Assistant Professors and Assistant Librarian/College Librarian in University/Colleges / Institutions;

Provided, how ever, that candidates, who are or who have been awarded a Ph. D. Degree in accordance with the University Grants Commission (Minimum Standards and Procedure for Award of Ph.D. Degree) Regulations, 2009, shall be exempted from the requirement of the minimum eligibility condition of NET/SLET/SET for recruitment and appointment of Assistant Professor and Assistant Librarian/College Librarian or equivalent positions in University / Colleges / Institutions.

11.02.02. NET/SLET/SET shall not be required for such Master Degree Programmes in disciplines for which NET/SLET/SET accredited test is not conducted.

11.02.03. A minimum of 55% marks (or an equivalent grade in a point scale wherever grading system is followed) will be required at the Master's degree level with good academic record for those candidates to be recruited as teachers at any level from industries and research institutions and at the entry level of Assistant Professor and Assistant Librarian/College Librarian subject to the provisions contained statute 11.02.05;

Provided that a relaxation of 5% may be provided, from 55% to 50% of the marks to the Ph.D. Degree holders, who have obtained their Master's Degree prior to 19 September, 1991.

11.02.04 The minimum requirements of a good academic record- 50% at Graduate degree level, 55% marks (or an equivalent grade in a point scale wherever grading system is followed) at the master's degree 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 Professor and Assistant Librarian/College Librarian subject to the provisions contained in statute 11.02.05.

11.02.05 A relaxation of 5% shall be provided at the graduate and master's degree level for the posts reserved for Scheduled Caste/Scheduled Tribe/Differently-abled (Physically and visually differently-abled) **categories for the purpose of eligibility and for assessing good academic record during direct recruitment** to teaching positions and assistant librarian. The eligibility marks of 55% marks (or an equivalent grade in a point scale wherever grading system is followed) and the relaxation

of 5% to the categories mentioned above are permissible, based on only the qualifying marks without including any grace mark procedures.

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

11.02.07. The Ph.D. Degree shall be a mandatory qualification for -

- (a) the appointment of Professor /Librarian and for promotion as a Professor/Librarian.
- (b) the candidates to be appointed as Associate Professor/ Deputy Librarian through direct recruitment.

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

11.02.10 The Selection Committee specifications as provided in section 31 of the Act are applicable to all direct recruitments of faculty positions and Career Advancement Promotions of Assistant Professor/ Assistant Librarian to Associate Professor/ Deputy Librarian and to that of Associate Professor/ Deputy Librarian to Professor/ Librarian .

11.02.13 Percentage equivalence of grade points for a seven points scale :

Where the University/College/Institution declare results in grade points which is on a scale of seven, the following mechanism shall be referred to ascertain equivalent marks in percentage :

A-Under UGC norms -

Grade	Grade Point	Percentage Equivalent
'O' - Outstanding	5.50-6.00	75-100
'A' - Very Good	4.50-5.49	65-74
'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

B-Under AICTE norms -

Grade Point	Equivalent Percentage
6.25	55%
6.75	60%
7.25	65%
7.75	70%
8.25	75%

If a class /division is not awarded . minimum of 60% marks in aggregate shall be considered equivalent to first class/ division.

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11.02.14 Appointment on Contract Basis (other than self-financing courses/institutions)

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

11.02.15.. PHYSICAL FITNESS TEST NORMS

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

NORMS FOR MEN			
12 MINUTES RUN/WALK TEST			
Up to 30 years	Up to 40 years	Up to 45 years	Up to 50 years
1800 meters	1500 meters	1200 meters	800 meters

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 meters	800 meters	600meters	400 meters

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Existing Provisions	Provisions hereby substituted
<p style="text-align: center;">Part I</p> <p style="text-align: center;">QUALIFICATIONS & APPOINTMENT OF TEACHERS IN THE UNIVERSITY</p> <p>11.01. (1) In the case of Faculties of Arts, Commerce, Science and Home Science, the minimum qualifications for the post of a lecturer :-</p> <p>(a) good academic record with 55 percent marks in the relevant subject at Post Graduate level or "B" Grade in seven point scale ;</p> <p>(b) should have cleared National Eligibility Test or State Level Eligibility Test conducted by the U.G.C., C.S.I.R., or similar test accreted by the U.G.C.</p> <p>Note :- .NET shall remain the compulsory requirement for appointment as Lecturer for those with Post Graduate degree. However, the candidates having Ph.D. degree in the concerned subject are exempted from NET for PG level and UG level teaching. The candidates having M.Phil degree in the concerned subject are exempted from NET for UG level teaching only.</p> <p>(2) For the post of Lecturers in teaching training (B.Ed./M.Ed.), the minimum qualifications shall be as under :-</p> <p>(a) post-graduate degree with at least 55% marks in Education/M.Ed. together with good academic record or equivalent 'B' grade in seven point scale.</p> <p>(b) post-graduate degree in any subject of High School level.</p> <p>(c) have cleared NET or SLET (U.P)</p> <p>(3) In the case of Faculty of Law the Minimum</p>	<p style="text-align: center;">11.03. DIRECT RECRUITMENT OF TEACHERS & LIBRARY CADRE IN UNIVERSITY AND COLLEGES</p> <p>Save as otherwise provided in these statutes and subject to the general provisions contained in Statute 11.02, the minimum eligibility criteria shall be governed by the provisions mentioned here in below:-</p> <p>11.03.01.General Eligibility Criteria for an Associate Professor</p> <p>(a) Good academic record with a Ph.D. Degree in the concerned/allied/relevant disciplines.</p> <p>(b) A Master's Degree with at least 55% marks (or an equivalent grade in a point scale wherever grading system is followed).</p> <p>(c) A minimum of eight years of experience of teaching and/or research in an academic/research position equivalent to that of Assistant Professor/Lecturer 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.</p> <p>(d) 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.</p> <p>(e) A minimum score as stipulated in the Academic Performance Indicator (API) based Performance Based Appraisal System (PBAS), shall be governed by the</p>

qualifications for the post of a lecturer shall be a degree

of Master of Laws or an equivalent degree of a Foreign University with at least 55 percent marks or its equivalent grade with good academic record.

- (4) In the case of Faculty of Fine Arts, the following shall be the minimum qualification for the post of the Lecturer, namely –
master's degree or an equivalent degree or diploma recognized by the University in the relevant subject with at least 55 percent marks or its equivalent grade with good academic record ;

Or

a traditional or a professional artist with highly commendable professional achievement in the subject concerned.

- (5)(a) A good academic record for general and other backward classes category shall be as under:-

Atleast 50% marks in relevant graduate degree.

- (b) A good academic record for the candidates belonging to Scheduled castes/Scheduled tribes shall be as under :-

Atleast 50 % marks in relevant graduate degree: *provided* that candidates belonging to Scheduled castes/Scheduled tribes, having cleared NET or SLET and equivalent to that of a degree of Ph.D. shall be granted a relaxation of 5% marks in relevant graduate degree:

Provided further that a relaxation of maximum 5 percent marks at graduate level shall be admissible to the candidates who are physically handicapped and visually disabled.

- (6) For the appointment as lecturer or teacher under the above mentioned categories, it shall be essential qualifications to pass National Eligibility Test (NET)

relevant provisions of University Grants Commission (Minimum Qualifications for Appointment of Teachers and other Academic Staff in Universities and Colleges) and other measures for the maintenance of Standards in Higher Education Regulations, 2010.

11.03.02. General Eligibility Criteria for a Professor –

- (a) An eminent scholar with Ph.D. qualification(s) in the concerned/allied/relevant discipline and published work of high quality actively engaged in research with evidence of published work with a minimum of 10 publications as books and/or research/policy papers, and ;
- (b) A minimum of ten years 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, and ;
- (c) Contribution to educational innovation, design of new curricula and courses, and technology-mediated teaching learning process, and ;
- (d) A minimum score as stipulated in the Academic Performance Indicator (API) based Performance Based Appraisal System (PBAS), shall be governed by the relevant provisions of University Grants Commission (Minimum Qualifications for Appointment of Teachers and other Academic Staff in Universities and Colleges) and other measures for the maintenance of Standards in Higher Education Regulations, 2010.

OR

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