



RAMA
UNIVERSITY

FIRST STATUTES

(Under Clause 34 of Uttar Pradesh
Private Universities Act, 2019)

Pass by the Executive council meeting dated 30.06.2020

(Dr. Suraj Babu Singh Kushwah)
Chancellor



FIRST STATUTES

INTEX

Statutes	Description	Page No.
PRELIMINARY		
1	Short Title, Scope and Commencement	1
2	Definitions	1
3	Seal, Flag, Anthem etc. of the University	1
4	Academic Calendar of the University	2
OFFICERS OF THE UNIVERSITY		
5	Appointment, Powers and Functions of the Chancellor	3
6	Appointment, Powers and Functions of the Pro Chancellor	4-5
7	Appointment, Powers and Functions of the Vice- Chancellor	4-5
8	Appointment, Powers and Functions of the Pro Vice-Chancellor	5
9	Appointment, Powers and Functions of the Registrar	5-8
10	Appointment, Powers and Functions of the Deans of Faculties	8
11	Appointment, Powers and Functions of the Dean of Students' Welfares	8-9
12	Appointment, Powers and Functions of the Directors	8-9
13	Appointment, Powers and Functions of the Controller of Examinations	9-10
14	Appointment, Powers and Functions of the Chief Proctor	10
15	Appointment, Powers and Functions of the Finance Officer	10-13
16	Appointment, Powers and Functions of die Head of Department	13
BODIES OF THE UNIVERSITY		
17	The Society	14
18	The Governing Body	14-16
19	The Executive Council	16-17
20	The Academic Council	17-19
21	The Finance Committee	19-21
22	A The Planning Board	21
	B Medical Ethics Committee	21-22
23	Board of Faculty, Board of Studies, Admissions Committee, Examinations Committee and other Authorities of the University	22-23
TEACHERS AND EMPLOYEES OF THE UNIVERSITY		
24	Minimum Qualifications of Teachers	24
.25	Qualifications and appointment of Teachers	24-47
26	The conditions of service of Employees	47-48
27	Disciplinary Action against Teachers of The University	48-49
28	Disciplinary action against Non-Teaching Employees	49-50
MISCELLANEOUS PROVISIONS		
29	Award of Degree Withdrawal of Degree, Diploma, Certificate and other Academic Distinctions	51-53
30	Institution of Fellowships, Scholarships, Studentships, Medals and Prizes	53
31	Maintenance of Discipline among the Students	53
32	The Establishment and Abolition of Faculties, Departments, Schools, Centres etc.	53-62
33	The Delegation of powers vested in the Authorities or Officers of the University	62
34	Appendix II (Assessment Criteria and Interview for Teachers & Librarians.	63-70

CHAPTER I

PRELIMINARY

**Short title,
Scope and
Commencement**

1. (1) These Statutes the may be called First Statutes of the Rama University Utter Pradesh Kanpur, 2019
- (2) These Statutes shall come into force with effect from the date of publication by the University either by displaying it on its website or through newspapers or by both.

Definitions

2. In these Statutes, unless the context otherwise requires:
 - (1) "Act" means the Uttar Pradesh Private Universities Act, 2019 (U.P. Act No 12 of 2019);
 - (2) "Academic Council" means the Academic Council of the University;
 - (3) "Board" means the Faculty Board, the Board of Studies or the Planning Board, or any other Board of the University;
 - (4) "Chancellor/President", "Pro-Chancellor/Vice-President", "Vice-Chancellor" and "Pro-Vice-Chancellor" means respectively the "Chancellor/President", "Pro-Chancellor/ Vice-President", the "Vice-Chancellor"* the "Pro-Vice- Chancellor" of the University;
 - (5) "Controller of Examinations", means the person who has been put in charge to conduct the examination(s) of the university;
 - (6) "Employee" means any person duly appointed through appointment letter etc. by the University, and includes a teacher or any other member of the staff of the University;
 - (7) "University" means the Rama University Uttar Pradesh Kanpur.
 - (8) "Society" means Rama Education Society Kanpur.

**Seal, Flag,
Anthem, etc. of
the University**

3. (1) The University shall have a common seal to be used for the purposes of the University and the design of the seal shall be as approved by the Executive Council.

**Academic
Calendar of the
University**

- (2) The University may decide to make and use such Flag, Anthem, and other symbolic or graphic expression, abbreviations or likewise, for such purposes as deemed necessary from time to time, and which are not of such nature that are restricted by the State or the Central Government.
4. (1) Academic Calendar of the University shall be approved by the Executive Council and shall be in conformity with the guidelines issued by the State Government and other Regulatory Bodies from time to time.
 - (2) The University shall publish its Academic Calendar on its website.
 - (3) In case of international students, the University may follow a different admission process and Academic Calendar as may be prescribed in the Ordinances.



CHAPTER II**OFFICERS OF THE UNIVERSITY****Appointment,
Powers and
Functions of
Chancellor**

5. (1) A person of eminence shall be appointed as the Chancellor by the Governing Body for a period of five years.
- (2) The Society shall propose three names for the selection of chancellor.
- The Governing body shall call its meeting and approve anyone name proposed by the Society with the majority of not less than two-third of its members present and vote.
- (3) Subject to the provisions of the Act, the Society shall determine the salary of the Chancellor and Pro-Chancellor.
- (4) The Chancellor shall have power to call for any information or summon any document from the University for the purposes of exercising his powers and functions under the Act.
- (5) The Chancellor shall have power to himself issue cheques and authorize payments or he may delegate this power to any other officer/officers or member of the Finance Committee.
- (6) The Chancellor may delegate, subject to such terms and conditions as may be specified in writing, all or any of his powers to any Authority/Officer(s) at his discretion and have right to modify or recall his order of delegation of such power.
- (7) Notwithstanding anything contained in the Statutes, the Chancellor may discharge all or any of the functions of the University for the purposes of carrying out the provisions of the Act and Statutes, when such Officer or Authority of the University is not available.
- (8) The Chancellor may, by addressing in writing to the Pro-Chancellor, resign from office. The Pro-Chancellor shall within a period of ten days from the date of receipt of such resignation place the same before the Governing Body for its decision.
- (9) Decisions taken by the Chancellor shall be placed before the Governing Body, for information.

- (10) The Chancellor shall be authorized to issue directions to any officer / authority of the University from time to time as necessary in the interest of the university.
- (11) If any vacancy arises in the office of the Vice Chancellor and it is not being possible to appoint a regular Vice Chancellor by following the procedure prescribed for appointing of such Vice chancellor, the Chancellor shall have the power to appoint a person as officiating Vice Chancellor for a period of not beyond six months.

**Appointment,
Powers and
Functions of
Pro Chancellor
/Vice- President**

6. (1) The Pro-Chancellor shall be appointed in accordance with Section 16 of the Act for a period of five years and upon the expiry of the term he shall be eligible for re-appointment.
- (2) Pro-Chancellor shall exercise such powers as may be delegated to him in writing by the Chancellor.

**Appointment,
Powers and
Functions of
Vice-
Chancellor**

7. (1) Vice-Chancellor shall be selected by a Search Committee to be constituted by the Chancellor.
- The Vice-Chancellor to appointed shall be designated academic with a minimum of ten years of experience as Professor in a university system or ten year of experience in a equivalent in a reputed researcher/ or academic administrative organization.
- (2) The Search Committee shall comprise of following members:
- (a) One member nominated by the Society.
 - (b) One serving or retired Professor from outside the University nominated by the Governing Body.
 - (c) One member nominated by the Chancellor/President.
- (3) The Search Committee shall recommend a panel of three names to the Governing Body within the period stipulated by the Chancellor/President in his order constituting the Search Committee.
- (4) The Governing Body shall after receipt of the recommendations of the Search Committee, approve one name from among the panel and submit to the Chancellor for appointment of the Vice-Chancellor.
- (5) In case, none of the recommended names are found suitable, the Chancellor shall advise the search committee to suggest a fresh

panel.

- (6) The Vice chancellor shall have the following additional powers and functions:
- a. The Vice Chancellor shall be entitled to be present at and to address any meeting of any authority or any Body of the University;
 - b. It shall be the duty of the Vice Chancellor to see that the provisions of the Act, Rules, Statutes, Ordinances and Regulations of the University are duly observed.
 - c. The Vice Chancellor shall have power to grant leave to any officer, teacher, employee or student of the University, other than the Chancellor/President and Pro-Chancellor/Vice-President and make necessary arrangements for the discharge of the functions of such person during the period of his absence. Provided that the Vice-Chancellor may delegate such powers to any other Officer or Officers of the University;
 - d. The Vice Chancellor shall have the power to convene or cause to be convened meetings of the various bodies/committees of the University other than the Sponsoring Body, finance committee, planning board and the Governing Body
 - e. The Vice-Chancellor may by writing addressed to the Chancellor, resign his office, and his resignation shall be effective from the date of acceptance by the Governing Body.

**Appointment,
Towers and
Functions of
Pro Vice-
Chancellor**

8. (1) The Executive Council shall appoint the Pro-Vico Chancellor from among the Professors of the University on the advice of the Vice-Chancellor.
- (2) In the absence of the Vice-Chancellor, the Pro Vice-Chancellor shall discharge the day to day duties of the office of the Vice-Chancellor unless otherwise directed by the Vice-Chancellor or the Chancellor/ President.

**Appointment,
Powers and
Functions of
Registrar**

9. (1) The Registrar shall be appointed by the Executive Council of the University.
- (2) The Registrar shall be appointed through the process of the selection committee constituted by the Governing body with Vice-

chancellor as Chairman and one Dean/Director and two external expert as members.

The post of Registrar shall be advertised in two daily newspapers having wide circulation.

Till the post of Registrar is fill-up through selection the Governing body may appoint any persons having similar experience in any recognized university/Institutions.

Qualification/Eligibility

- a. Minimum Graduate with fifteen year of Administrative experience, preferably educational institute of Higher learning / or Post Graduate with fifteen year of teaching experience in a university/Institute of Higher learning.
 - b. The Registrar shall hold office till seventy year of Age.
 - c. The Registrar shall be entitled for Pay and Allowances as fixed by the Governing Body.
- (3) The Power and Functions of the Registrar shall be as may be determined by the Governing Body.

Power and Functions

1. The Registrar shall have disciplinary control over all employees of the University, other than the following, namely-
 - (i) Officers of the University;
 - (ii) Additional Registrar, Deputy Registrars and Assistant Registrars;
 - (iii) Teachers of the University;
2. The power to take disciplinary action under clause (1), shall include the power to order dismissal, removal, reduction in rank or reversion of an employee referred to in said clause and shall also include the power to suspend such employee during the pendency or in contemplation of an inquiry.
3. No order other than the suspension of an employee, shall be made under clause (2) except after an inquiry, in which the employee has been informed of the charges against him and given a reasonable

opportunity of being heard and to cross- examine the evidences in respect of those charges.

An employee of the University, aggrieved by an order referred to in sub- clause(3), may prefer an appeal through the Registrar to the Chancellor within fifteen days from the date of service of such order on him. The decision of the Chancellor on such appeal shall be final.

- (iv) The Registrar shall be responsible for the due custody of the records, documents and the common seal of the University.

He shall be Ex-officio Secretary of the Court, the Executive Council, the Academic Council and of every Selection Committee for appointment of teachers of the University without having any voting right.

5. He shall be bound to place before the authorities all such information and documents as may be necessary for the transaction of their business.

6. The Registrar shall also perform such other duties as required from time to time by the Executive Council and other authorities but he shall not, by virtue of this sub-section, be entitled to vote.

The Registrar shall also -

- (i) be responsible for the proper custody of the Common Seal of the University;
- (ii) be the custodian of property of the University as entrusted;
- (iii) conduct the official correspondence on behalf of the authorities of the University
- (iv) issue notice for convening meetings of the Authorities of the University and all Committees and Sub-Committees appointed by them;
- (v) keep the minutes of the meetings of all the Authorities of the University and all committees and sub- committees appointed by them;
- (vi) represent the University in disputes, law suits or proceedings by or against the University, sign powers of

attorney;

- (vii) enter into agreement, sign documents and authenticate records on behalf of the University after due approval of the concerned authority; and
- (viii) perform other duties as may be required from time to time.

**Appointment,
Powers and
Functions of
Dean of
Faculties**

10. (1) Dean of every Faculty shall be appointed by the Executive Council from amongst the Professors of the concerned Faculty.
- (2) The Executive Council shall have power to remove the Dean if he is found guilty of any misconduct or if he fails to perform the duties of his office.
- (3) The Dean shall preside over the meeting of the Faculty Board.
- (4) The Dean shall exercise such other powers and discharge such other functions as may be laid down by the Ordinances or Regulations.

**Appointment,
Powers and
Functions of
Dean of
Students' Welfares**

11. Dean of Students' Welfares shall be appointed by the Executive Council amongst the teaching faculty of the university.

**Appointment of
Directors**

12. (1) *The Director shall be appointed by the Executive Council* from amongst the Professors of the concerned School/ Centre.
- (2) The Director of Faculty shall have qualification equivalent to Professor as specified under rules and have at least five years of experience to act as in similar capacity in any university/College/Institute of higher learning.

The Director shall have appointed the terms of five years of extendable to the next terms at the recommendation of Executive Council. The post of Director shall advertise in two daily newspapers having wide circulation.

Till the post of Director is vacant, the senior most faculty member not below the rank of associate professor shall be appointed to act as Director.

Powers and Functions

1. General Control and supervision over the teaching faculties of the Faculty/Department
2. Look after the academic programmes of students & PhD programme as well
3. Coordinate with concerned statutory Bodies as & when required.
4. look after various consultancy programmes/Research/Sponsored research projects from different funding agencies, F.D.P. , NBA/NAAC Accreditation process.
5. Introduce new market driven non-traditional courses (regular & short term) with the advice of Board of Studies/Faculty Board & with approval of Academic/Executive Council of the university.
6. Sanction leave for teaching & non-teaching staff of the Faculty/ Departments.
7. Other matters referred by the Vice-Chancellor from time to time.

Appointment of Controller of Examinations

13. (1) The Controller of Examination shall be appointed by the Executive Council.
- (2) The Controller of Examination shall have graduate qualification with five years of experience of conducting examination in a university/or institution of higher learning as Deputy Registrar or equivalent rank.

The post of Controller of Examination shall be advertised in two daily newspapers having wide circulation. Till the post of Controller of Examination is fill-up through selection the Governing body may appoint any persons having similar experience in any recognized university/Institutions.

Powers and Functions

1. The Controller of Examinations shall be appointed for a term of three years or till attaining the age of Sixty-five years whichever is earlier and may be eligible for re-appointment.

2. The emoluments and other terms and conditions of service of the Controller of Examinations shall be such as may be approved by the Chancellor on the recommendation of the Executive Council.
3. The Controller of Examinations shall be responsible for the due custody of the records pertaining to his work. He shall be ex-officio Secretary of the Examinations Committee and shall be bound to place before such Committee all such information and records as may be necessary for the smooth transaction of its business.
4. He shall also perform such other duties as may be entrusted by the Vice- Chancellor but shall not be entitled to vote. He may require, from any office or department or institute of the University, the production of such return or the furnishing of such information as may, be necessary for the discharge of his duties.
5. The Controller of Examinations shall have administrative control over the employees working under him and will exercise all the powers of Registrar in this regard. He may be assisted by the Deputy or Assistant Controller of examinations.
6. Subject to the superintendence of Examinations Committee, the Controller of Examinations shall conduct Examinations and make all other arrangements thereof and be responsible for the due execution of all process connected therewith.

**Appointment,
Powers and
Functions of
Chief Proctor**

14. (1) The Chief Proctor shall be appointed by the Executive Council.
- (2) The Chief Proctor shall assist the Vice-Chancellor in maintaining discipline among the students of the University.
- (3) The Vice-Chancellor may nominate as many Deputy Proctors and Assistant Proctors as he deems proper to assist the Chief Proctor.

**Appointment of
Finance Officer**

15. (1) The Finance Officer shall be appointed by the Executive Council of The University on the advice of the Governing body.

- (2) Finance officer shall have bachelor degree in finance/Accounting and relevant field/and have minimum 5 years of experience in a similar role. In-depth knowledge of financial regulations and accounting process required.

The Finance officer shall be appointed by the process of section committee constituted by the Governing body with Vice-chancellor as Chairman, one Dean/ Director and two experts as member.

The post shall be advertised in two daily newspapers having wide circulation.

Till the post of Finance Officer is vacant the Society with the approval of Governing body shall appoint any person having knowledge of Finance and accounting to act as Finance officer.

Powers and Functions

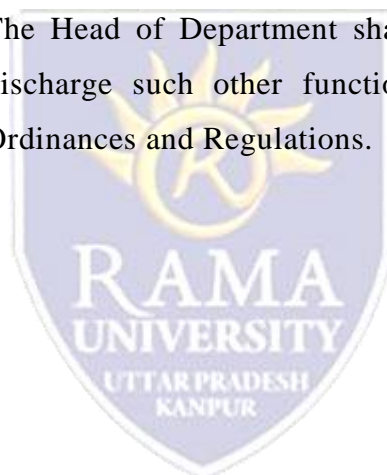
1. The Finance Officer shall be responsible for preparing the budget (Annual Financial Statement) and the statement of accounts (including Annual Accounts and Balance Sheet) and also for drawing and disbursing funds on behalf of the University.
2. The Finance Officer shall be Ex-Officio Secretary of the Finance Committee and shall have the right to speak in and otherwise to take part in the proceeding of Executive Council but will not be entitled to vote.
3. The Finance Officer shall be responsible to the Executive Council as well as Chancellor and shall have the duty-
 - (i) to ensure that no expenditure, not authorized in the budget, is incurred by the University;
 - (ii) to bring in cognizance of the Chancellor any proposed expenditure which may contravene the provisions of this Act or the terms of any statutes or ordinances;
 - (iii) to ensure that no other financial irregularity is committed and to take steps
 - (iv) to set-right any irregularity pointed out during audit; and
 - (v) to ensure that the property and investment of the University are duly preserved and managed.

4. The Finance Officer shall have access to and may require the production of such records and documents of the University and the furnishing of such information pertaining to its affairs as in his opinion may be necessary for the discharge of his duty.
5. The Financer Officer shall exercise general supervision over the funds of the University and shall advise it as regards to its financial policy and perform such other financial functions as may be assigned to him by the Executive Council or as may be prescribed by the statutes or the ordinances.
6. Subject to general control and superintendence of the Treasurer and the Executive Council, the Finance Officer shall -
 - (i) hold and manage the property and investment of the University including endowed property;
 - (ii) ensure that the limits fixed by the Executive Council for recurring and nonrecurring expenditures for a year are not exceeded and that all the moneys are expended on the purpose for which they are granted or allotted;
 - (iii) be responsible for the preparation of annual accounts and the budget of the University and for their presentation to the Executive Council;
 - (iv) keep a constant watch on the state of the cash, re-payment of loans and advances and bank balances and on the investments;
 - (v) watch the process of the collection of revenue and advise on the methods of collection;
 - (vi) ensure that the registers of land, buildings, furniture, equipments and other stocks are maintained up-to-date and that stock -checking is conducted, of equipment and other consumable materials in all offices, hospitals, Departments, Constituent Colleges, Centres and specialized laboratories regularly;
 - (vii) bring to the notice of the Chancellor regarding unauthorized

expenditures and other financial irregularities and suggest disciplinary action against persons at fault; and call from any office, Department, Independent Centres, laboratories or user facilities maintained by the University, an information or return that he considers necessary

**Appointment,
Powers and
Functions of
Head of
Department.**

16. (1) Head of Department shall be appointed by the Executive Council from amongst the Professors of the concerned *Department*.
- (2) The Executive Council shall have power to remove the Head, if he is found guilty of any misconduct or if he fails to perform the duties of his office.
- (3) The Head of Department shall preside over the meetings of the Board of Studies.
- (4) The Head of Department shall exercise such other powers and discharge such other functions as may be laid down by the Ordinances and Regulations.



CHAPTER III

BODIES OF THE UNIVERSITY

- | | | |
|--------------------|-----|--|
| The Society | 17. | <p>(1) The Society shall have power to mortgage the land or other assets of the University to any bank or other financial institutions for purposes of availing loan as per the provisions of the Act.</p> <p>(2) The Society of the University shall have power to determine the limits of the financial powers of any officer, authority, teacher or employee of the university from time to time.</p> <p>(3) The Society shall have powers to take decision in all such matters which have not been specifically conferred on any Officer or Authority of the University.</p> |
| The Governing Body | 18. | <p>(1) Governing body shall act as a senate/court of the University</p> <p>(2) The Governing Body shall consist of following members:</p> <ol style="list-style-type: none"> a. The Pro-Chancellor /Vice- President b. The Vice-Chancellor c. One member to be nominated by the Sponsoring Body d. One eminent educationist to be nominated by the Sponsoring Body e. One member from industry/corporate to be nominated by the Sponsoring Body. f. One legal expert to be nominated by the Sponsoring Body g. One financial expert to be nominated by the Sponsoring Body h. Registrar as ex-officio Secretary who shall have right to speak at the meeting but not the right to vote i. The Society shall have the power to nominate up to six additional <i>persons</i> as members to the governing body j. The Chancellor/ President – Chairman <p>Provided that the number of members of the Governing body shall not be less than nine and more than fifteen.</p> <p>(3) The term of nominated members shall be three years or till they hold their office by virtue of with they are members.</p> |

- (4) The term of office of ex-officio members shall continue so long as they hold the office by virtue of which they are members.
- (5) The Society shall have power to remove any member of the Governing Body for reasons to be recorded in writing.
- (6) The other terms and conditions of nomination of the members to the Governing Body including their remuneration, if any, shall be determined by the Society from time to time and its decision thereon shall be final. The governing body shall have the right to review and modify nominations made by it
- (7) Meetings of the Governing Body shall be convened by the Chairman either on his own initiative or on a requisition signed by not less than four members of the Governing Body.
- (8) Decisions on all issues considered in the meetings of the Governing Body shall be taken by majority votes of the members present and voting including the Chairman. If the votes be equally divided, the Chairman shall have a second or casting vote.
- (9) The Chancellor/President, if present, shall preside at the meetings of the Governing Body. In his absence, the Chancellor/President may nominate Pro Chancellor/Vice-President or a member of the Governing Body or the members present shall elect one from amongst themselves to preside over the meeting.
- (10) A written notice of every meeting shall be sent by the Registrar to every member at least two weeks before the date of the meeting.
- (11) Provided that the Chairman may call a special meeting of the Governing Body at short notice to consider any urgent matter.
- (12) The notice may be delivered either by hand or e-mail or sent by registered post at the address of each member as recorded in the office and if so sent, the same shall be deemed to have been duly delivered within the time when the same ought to have been delivered in the ordinary course.
- (13) Agenda shall be circulated by the Registrar to the members at least 10 days before the meeting except in case of emergent meeting.
- (14) Notices of motions for inclusion of any item on the agenda must reach the Registrar at least fifteen days before the meeting. The

Chairman may, however, permit inclusion of any item for which due notice has not been received.

- (15) The ruling of the Chairman in regard to all the questions of procedure shall be final.
 - (16) The minutes of the proceedings of the Governing Body shall be drawn up by the Registrar with the approval of the Chairman and circulated to all members of the Governing Body. The minutes along with amendments, if any, shall be placed for confirmation at the next meeting of the Governing Body. After the minutes are confirmed and signed by the Chairman, the same shall be recorded in a book of minutes which shall be kept open for inspection during office hours by the members of the Governing Body.
 - (17) If a member of the Governing Body fails to attend three consecutive meetings without due notice, he shall cease to be a member of the Governing Body unless the Chairman desires otherwise.
 - (18) The Governing Body may, in accordance with the provisions of clause (d) to sub-section (3) of section 24 of the Act, create such other posts of officers, teachers and employees of the University to perform such functions as it deems necessary.
- The Executive Council** 19. (1) The Executive Council shall meet as often as may be necessary but not less than twice during an academic year.
- (2) Meetings of the Executive Council shall be convened by the Vice-Chancellor suo-moto or on a requisition signed by not less than four members of the Executive Council.
 - (3) A written notice of every meeting shall be sent by the Registrar to every member of the Executive Council at least two weeks before the date of the meeting. The notice shall state the place, date and time of the meeting; Provided that the Chairman may call a special meeting of the Executive Council at short notice to consider urgent/ special matters.
 - (4) The notice may be delivered either by email or by hand or sent by registered post at the address of each member as recorded in the office and if so sent, the same shall be deemed to have been duly delivered within the time when it ought to have been delivered in

the ordinary course.

- (5) Agenda shall be circulated by the Registrar to the members at least one week before the meeting. Requests for inclusion of any item on the agenda must reach the Registrar at least 10 days before the meeting. The Chairman may, however, permit inclusion of any item for which due notice has not been received.
- (6) The ruling of the Chairman in regard to all questions of procedure shall be final.
- (7) The minutes of the proceedings of the meetings of the Executive Council shall be drawn up by the Registrar with the approval of the Chairman and circulated to all members of the Executive Council. The minutes along with amendments, if any, shall be placed for confirmation at the next meeting of the Executive Council. After the minutes are confirmed and signed by the Chairman, the same shall be recorded in a book of minutes which shall be kept open for inspection during the office hours by the members of the Executive Council.
- (8) The minutes of the Executive Council shall be placed before the Governing Body.
- (9) If a member of the Executive Council fails to attend three consecutive meetings without due notice, he shall cease to be a member of the Executive Council, unless the Chairman desires otherwise.
- (10) The Executive Council may delegate such of its powers to the Chancellor/President, Pro-Chancellor/Vice-President and Vice-Chancellor or Pro Vice-Chancellor, as it may deem appropriate
- (11) However, the decisions taken under delegated powers shall be reported to the Executive Council in its next meeting.

**The Academic
Council**

20. (1) The Academic Council shall consist of the following members, namely
 - i. The Vice-Chancellor-Ex-Officio Chairman
 - ii. The Pro-Vice-Chancellor-Ex-Officio
 - iii. All Deans -Ex-Officio

- iv. All Directors -Ex-Officio
 - v. All Heads of Departments-Ex-Officio
 - vi. All Professors,
 - vii. Two Associate Professors and two Assistant Professors -
Members by rotation in order of the seniority.
 - viii. Two distinguished academicians from outside the University to
be nominated as members by the Chancellor.
 - ix. The Registrar - Secretary (Ex-Officio)
- (2) The term of office of the ex-officio members shall continue so long as they hold the office by virtue of which they are members. All members of the Academic Council, other than the ex-officio members, shall hold office for a term of two years.
- (3) The procedure for the meetings of the Academic Council shall be as follows:
- a. The Academic Council shall meet as often as may be necessary but not less than two times during an academic year. Meetings of the Academic Council shall be convened by the Chairman either suo-moto or on a requisition signed by not less than 20% members of the Academic Council.
 - b. A written notice of every meeting shall be sent by the Registrar to every member at least two weeks before the date of the meeting; Provided that the Chairman may call a special meeting of the Academic Council at short notice to consider urgent matters.
 - c. Agenda shall be circulated by the Registrar to the members at least one week before the meeting.
 - d. All questions considered at the meetings of the Academic Council shall be decided by a majority of the votes of the members present and voting including the Chairman. If the votes be equally divided, the Chairman shall have a second or casting vote.
- (4) In emergent cases, the Chairman of the Academic Council may exercise the powers of the Academic Council. In case, the Chairman exercises

any of the powers of the Academic Council, the members shall be informed through email, *ex-post facto*, and such decision of the Chairman shall be placed at the next meeting of the Academic Council for its ratification.

- (5) The minutes of the proceedings of the meetings of the Academic Council shall be drawn up by the Registrar with the approval of the Chairman and circulated to all members of the Academic Council. The minutes along with amendments, if any, shall be placed for confirmation at the next meeting of the Academic Council. After the minutes are confirmed and signed by the Chairman, they shall be recorded in a book of minutes which shall be kept open for inspection during the office hours by the members of the Academic Council.
- (6) The recommendations of the Academic Council shall be placed before the Executive Council for its decision.
- (7) Subject to the provisions of the Act, the Academic Council shall, in addition to all other powers vested in it, have the following powers and functions-
 - a. to consider the proposals submitted by the Board of Faculties of the University;
 - b. to recommend to the Executive Council the recognition of degrees and diplomas of other Universities and institutions and to determine their equivalent degree and diplomas of the University;

**The Finance
Committee**

21. (1) The Finance Committee shall consist of the following:
 - (a) The Chairman shall be nominated by the Sponsoring body.
 - (b) The Vice-Chancellor-Ex-Officio member.
 - (c) One Member nominated by the Governing Body.
 - (d) One Member nominated by the Executive Council.
 - (e) The Pro-Vice-Chancellor-Ex-Officio
 - (f) One Financial Expert nominated by the Sponsoring Body.
 - (g) The Finance Officer-Ex-Officio Secretary.
 - (h) Any special invitees whom the Finance Committee deems fit.

- (i) Any special invitees whom the Finance Committee deems fit.
- (2)
 - (a) The term of office of ex-officio members shall continue so long they hold the office by virtue of which they are members.
 - (b) The term of office of a nominated member shall be three years.
- (3) Four members of the Finance Committee, including the Chairman shall form a quorum for a meeting of the Finance Committee
- (4) In the event of absence of the Chairman, a member chosen from among the present members shall preside over the meeting.
- (5) The procedure for the meetings of the Finance Committee shall be as follows:
 - (a) The Finance Committee shall meet as often as may be necessary but not less than two times during an academic year. Meetings of the Finance Committee shall be convened by the Chairman either on his own initiative or on a requisition signed by not less than three member# of the Finance Committee.
 - (b) A written notice of every meeting shall be sent by the Finance Officer to every member at least two weeks before the date of the meeting; Provided that the Chairman may call a special meeting of the Finance Committee at short notice to consider urgent matters.
 - (c) Agenda shall be circulated by the Finance Officer to the members at least one week before the meeting,
 - (d) All questions considered at the meetings of the Finance Committee shall be decided by a majority of the votes of the members present and voting including the Chairman, If the votes be equally divided, the Chairman shall have a second or casting vote.
- (6) In emergent cases, the Chairman of the Finance Committee may exercise the powers of the Finance Committee. In case, the Chairman exercises any of the powers of the Finance Committee, the members shall be informed through email, *ex-post facto*, and such decision shall be placed at the next meeting of the Finance Committee for its ratification.

- (7) The Finance Committee shall have the following powers and functions:
- (a) To examine and recommend the annual budget of the University.
 - (b) To examine and recommend the budget for any purchase or construction exceeding rupees five lakh.
 - (c) To give its views on any financial matter solicited from it by any officer or authority of the University.
- (8) Provided that every recommendation of the Finance Committee shall be placed before the Executive Council for its decision.

The Planning Board

22.A.

- (1) The Planning Board shall consist of the following:
- (a) The Chairman shall be a nominee of the Sponsoring Body
 - (b) Vice Chancellor - ex officio
 - (c) Pro Vice Chancellor - ex officio
 - (d) One Architect/Engineer to be nominated by the Chancellor
 - (e) Such other persons from whom planning board needs any assistance from.
 - (f) The Finance Officer -Ex-Officio
 - (g) The Registrar -Ex-Officio- Secretary
- (2)
- (a) The term of office of an ex-officio member shall continue so long as he holds the office by virtue of which he is a member.
 - (b) The term of office of nominated members shall be three Years.

The Planning Board shall advise the Executive Council to ensure that the necessary infrastructure and academic support systems are available to the University as per the norms of the Regulatory Bodies; Provided that the Planning Board shall provide the estimate of the expenditure likely to be incurred for such infrastructure or the Academic Support systems together with its advice tendered to the Executive Council.

The Planning Board shall meet as and when needed and be free to adopt its own procedure for such meetings.

Medical Ethics Committee

22.B.

- (1) The Medical Ethics Committee shall consist of the following members -
- (i) Chairperson, from outside the Institution not below the rank of a Professor;

- (ii) Two persons from basic medical science area;
- (iii) Two clinicians from other Institutions;
- (iv) One legal expert or retired judge;
- (v) One Social Scientist/representative of non-governmental voluntary organization;
- (vi) One philosopher/ethicist/theologian;
- (vii) A social worker;
- (viii) Head of Pharmacology as ex-officio member & member secretary.

A minimum of five persons will be required to form the quorum.

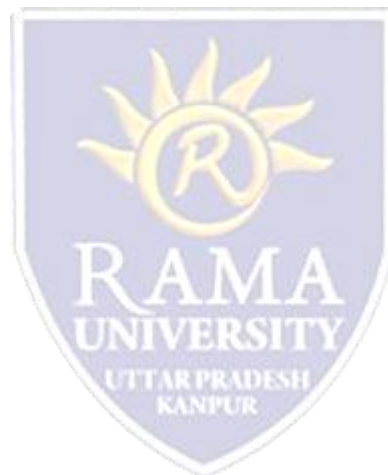
- (2) All the members (including the chairperson) shall be nominated by the Vice- Chancellor on the recommendation of the Dean, Faculty of Medical Sciences.
- (3) The committee may have as its members, individuals from other institutions or communities with adequate representation of age and gender to safe guard the interests and welfare of all sections of the Society. It is desirable to include a member from specific patient group in the committee.
- (4) The terms of references should be specified in the Standard Operating Procedures in written form.
- (5) The tenure of the committee shall be two years but the existing committee shall continue to function for so long as the new committee is not constituted.
- (6) The powers and functions of the committee shall be in accordance with the guidelines framed by the Indian Council of Medical Research as amended from time to time.
- (7) The provisions of this statute are subject to the guidelines laid down by the Indian Council for Medical Research from time to time.

Board of Faculties, Board of Studies,	23.	The Constitution, Powers and Functions of <ul style="list-style-type: none"> (a). Board of Faculties (b). Board of Studies (c) Admission Committee
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**Admissions
Committee,
Examinations
Committee
and other
Authorities of
the University**

- (d). Examination Committee
- (e). Disciplinary Committee
- (f) Anti-Ragging Committee
- (g) Board of Hospital Management
- (h). Board of Student welfare
- (e) Internal Complain Committee

shall be as prescribed by the ordinance of the university.



CHAPTER IV**TEACHERS AND EMPLOYEES OF THE UNIVERSITY****Minimum
Qualifications
of Teacher**

24. (1) The minimum eligibility for appointment and career advancement of teachers in the University shall be such as may be prescribed by the Executive Council in conformity with the guidelines of the relevant Regulator)' Bodies.

NET/SLET/SET shall be the minimum eligibility condition for recruitment and appointment of Assistant Professors and Assistant Librarian/Librarian. Provided that, NET/SLET/SET shall not be required for such disciplines for which the NET/SLET/SET is not conducted.

Provided, however, 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.

For the post of Professor & Associate Prof. (Direct recruitment and promotion under CAS)

A minimum score as stipulated in the Academic Performance

Indicator (API) based Performance Based Appraisal System (PBAS) (where as required by the Statutory Body.)

25. (1) **QUALIFICATIONS AND APPOINTMENT OF TEACHERS**

PART-I**CLASSIFICATION OF TEACHERS**

The University teachers shall also be known as Faculty Members of the University.

The university teacher shall be eligible to work till seventy years of age.

There shall be following classes of teachers-

- 1) Professor;
- 2) Associate Professor; and
- 3) Assistant Professor.

Senior Resident, Junior Resident, Tutor, Teaching Associate, Professor, Proctors, Research Assistant, Research Fellows etc. may be appointed or engaged by the Executive Council on such terms and conditions as may be provided by regulatory bodies.

A teacher of the University shall be appointed on whole - time and regular basis and shall not be eligible for private coaching, tuition and Private Medical Practice:

A teacher shall also be a full-time consultant for students and indoor patients (already admitted) alongwith his/her responsibilities as a teacher.

CREATION AND FILLING UP OF TEACHING POSTS

- 1) Teaching posts in Universities, as far as feasible, may be created in a pyramidal order, that is, for instance, for one post of Professor, there shall be two posts of Associate Professor and three or four posts of Assistant Professor, per department.
 - 2) All the sanctioned / approved posts in the University system shall be filled up on urgent basis strictly in accordance with the provisions of the Act and Statutes.
- 2 All regular/contractual appointments of teachers and other academic and Administrative staff shall be made on the recommendation of a duly constituted selection committee.

The Selection Committee for Professors, Associate Professors and Assistant Professors will comprise of the following:

1. The Vice Chancellor - Chairman.
2. One nominee of the Chancellor.
3. Three *subject* experts to be nominated by the Chancellor.

4. Dean/Director of the concerned *Faculty / School/ Centre*.
 5. Head of the concerned *Department*.
 6. The Registrar - ex officio non-member secretary
- 3 Recommendations of Selection Committees will be placed before the Executive Council for its decision.
- Provided that in case the Executive Council disagrees with the recommendations of the selection committee the matter shall be referred to the Chancellor/President for decision.
- 4 Teaching positions shall be advertised in at least two leading National Dailies and the University Website as per the norms prescribed by the UGC or any other Regulatory Body for wide circulation at least one month before the last date for application.
- 5 The salary and allowances shall be paid to the teachers and employees online into their bank accounts.
- 6 For non- teaching staff, the constitution of the selection committees shall be *decided* by the Executive Council.
- 25 (2) **GENERAL PROVISIONS FOR RECRUITMENT** (Faculty wise)
- (1) For teachers in -
- a) the Faculty of Agricultural Sciences and Allied Industries, the norms/regulations of the ICAR;
 - b) the Faculty of Animal Husbandry, Dairying and Fisheries, the norms/regulations of the ICVR;
 - c) the Faculty of AYUSH, the norms/regulations of the Central Council of Indian Medicines and the Central Council of Homoeopathy and Department of AYUSH, Ministry of Health and Family Welfare, Government of India;
 - d) the Faculty of Education and Training, the norms/regulations of the National Council of Teacher Education or the Rehabilitation Council of India as the case may be;
 - e) the Faculty of Engineering & Technology, Hotel Management & Catering Technology and Management Sciences, the norms/regulations formulated by All India Council for Technical

Education or other regulatory body, as the case may be;

- f) the Faculty of Medical Sciences and Dental Sciences, the norms/regulations of the MCI and DCI respectively;
- g) the Faculty of Nursing and Para-medical Sciences, the norms/regulations of the Indian Nursing Council and U. P. Medical Council respectively;
- h) the Faculty of Pharmaceutical Sciences, the norms/regulations of the Pharmacy Council of India;
- i) Other faculties (e.g. Arts, Commerce, Fine Arts, Humanities & Social Sciences, Law, Science, Women's Studies etc.), regulations of University Grants Commission, on minimum qualifications as amended from time to time, shall apply.

(2) The Minimum requirements of "good academic record" shall be such as defined by the State Government from time to time.

EXPLANATION (I) - A branch of subject in which a separate course of study is prescribed for a postgraduate degree or for Part I or Part II thereof shall be deemed to be a separate subject of study.

(II) - Where the post of teacher to be selected is common to more than one subject of study, the expert may belong to either of such subjects of study.

(1) The Chancellor or the Vice-Chancellor, as the case may be, may intimate in a specified order, a larger number of names of experts for serving as his nominees on the Selection Committee. In such case, on any person whose name appears higher in the specified order not being available for a meeting of the Selection Committee, a person whose name appears nearest lower in the specified order shall be requested to serve on the Committee.

PART-III

Qualification and Eligibility Criteria	25	(3)	1.1.	The direct recruitment to the posts of Assistant Professor, Associate Professor and Professor in the Universities and Colleges, and Senior Professor in the Universities, shall be on
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the basis of merit through an all-India advertisement, followed by selection by a duly-constituted Selection Committee as per the provisions made under these Regulations. These provisions shall be incorporated in the Statutes/Ordinances of the university concerned. The composition of such a committee shall be as specified in these Regulations.

1.2. The minimum qualifications required for the post of Assistant Professor, Associate Professor, Professor, Senior Professor, Principal, Assistant Librarian, Deputy Librarian, Librarian, Assistant Director of Physical Education and Sports, Deputy Director of Physical Education and Sports and Director of Physical Education and Sports, shall be as specified by the UGC in these Regulations.

1.3. I. The National Eligibility Test (NET) or an accredited test (State Level Eligibility Test SLET/SET) shall remain the minimum eligibility for appointment of Assistant Professor and equivalent positions wherever provided in these Regulations. Further, SLET/SET shall be valid as the minimum eligibility for direct recruitment to Universities in the respective state only:

Provided that candidates who have been awarded a Ph.D. Degree in accordance with the University Grants Commission (Minimum Standards and Procedure for Award of M.Phil./Ph.D. Degree) Regulation, 2009, or the University Grants Commission (Minimum Standards and Procedure for Award of M.Phil/Ph.D. Degree) Regulation, 2016, and their subsequent amendments from time to time, as the case may be, shall be exempted from the requirement of the minimum eligibility condition of NET/SLET/SET for recruitment and appointment of Assistant Professor or any equivalent position in any University, College or Institution.

Provided further that the award of degree to candidates registered for the M.Phil/Ph.D. programme prior to July 11,

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

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

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

- II. The clearing of NET/SLET/SET shall not be required for candidates in such disciplines for which NET/SLET/SET has not been conducted.

- 1.4. A minimum of 55% marks (or an equivalent grade in a point-scale, wherever the grading system is followed) at the Master's level shall be the essential qualification for direct recruitment of teachers and other equivalent cadres at any level.

A relaxation of 5% shall be allowed at the Bachelor's as well as at the Master's level for the candidates belonging to Scheduled Caste/Scheduled Tribe/Other Backward Classes (OBC) (Non-creamy Layer)/Differently abled (a) Blindness and low vision;

(b) Deaf and Hard of Hearing; (c) Locomotor disability including cerebral palsy, leprosy cured, dwarfism, acid-attack victims and muscular dystrophy; (d) Autism, intellectual disability, specific learning disability and mental illness; (e) Multiple disabilities from amongst persons under (a) to (d) including deaf-blindness) for the purpose of eligibility and assessing good academic record for direct recruitment. The eligibility marks of 55% marks (or an equivalent grade in a point scale wherever the grading system is followed) and the relaxation of 5% to the categories mentioned above are permissible, based only on the qualifying marks without including any grace mark procedure.

- 1.5. A relaxation of 5% shall be provided, (from 55% to 50% of the marks) to the Ph.D. Degree holders who have obtained their Master's Degree prior to 19 September 1991.
- 1.6. A relevant grade, which is regarded, as equivalent of 55%, wherever the grading system is followed by a recognized university, at the Master's level shall also be considered valid.
- 1.7. The Ph.D. Degree shall be a mandatory qualification for appointment and promotion to the post of Professor.
- 1.8. The Ph.D. Degree shall be a mandatory qualification for appointment and promotion to the post of Associate Professor.
- 1.9. The Ph.D. Degree shall be a mandatory qualification for promotion to the post of Assistant Professor (Selection Grade/Academic Level 12) in Universities.
- 1.10. The Ph.D. Degree shall be a mandatory qualification for direct recruitment to the post of Assistant Professor in Universities with effect from 01.07.2021.
- 1.11. The time taken by candidates to acquire M.Phil. and / or Ph.D. Degree shall not be considered as teaching/ research experience to be claimed for appointment to the teaching positions. Further the period of active service spent on pursuing Research Degree simultaneously with teaching assignment without taking any kind of leave, shall be counted

as teaching experience for the purpose of direct recruitment/ promotion. Regular faculty members upto twenty percent of the total faculty strength (excluding faculty on medical / maternity leave) shall be allowed by their respective institutions to take study leave for pursuing Ph.D. degree.

1.12 **Qualifications:**

No person shall be appointed to the post of University and College teacher, Librarian or Director of Physical Education and Sports, in any university or in any of institutions including constituent or affiliated colleges recognized under clause (f) of Section 2 of the University Grants commission Act, 1956 or in an institution deemed to be a University under Section 3 of the said Act if such person does not fulfil the requirements as to the qualifications for the appropriate post as provided in the Schedule I of these Regulations.

2.0 Direct Recruitment

2.1. For the Disciplines of Arts, Commerce, Humanities, Education, Law, Social Sciences, Sciences, Languages, Library Science, Physical Education, and Journalism & Mass Communication.

I. Assistant Professor:

Eligibility (A or B) :

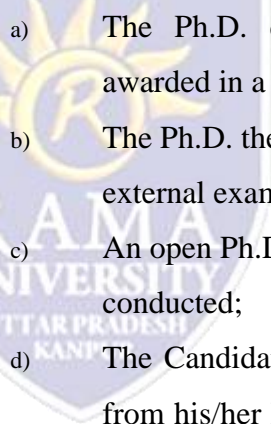
A.

- i) A Master's degree with 55% marks (or an equivalent grade in a point-scale wherever the grading system is followed) in a concerned/relevant/allied subject from an Indian University, or an equivalent degree from an accredited foreign university.
- ii) Besides fulfilling the above qualifications, the candidate must have cleared the National Eligibility Test (NET) conducted by the UCJC or the CSIR, or a similar test accredited by the UGC like SLET/SET or who are or have been awarded a Ph.D. Degree in accordance with the University Grants Commission (Minimum

Standards and Procedure for Award of M.Phil./Ph.D. Degree) Regulations, 2009 or 2016 and their amendments from time to time as the case may be exempted from NET/SLET/SET.

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

Universities/colleges/institutions subject to the fulfillment of the following conditions: -

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

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

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

OR

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

Note: The Academic score as specified in Appendix II (Table 314) for Universities, and Appendix II (Table 3B) for Colleges, shall be considered for short-listing of the candidates for interview only, and the selections shall be based only on the performance in the interview.

II. Associate Professor:

Eligibility:

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

III. Professor:

Eligibility (A or B):

A.

- i) An eminent scholar having a Ph.D. degree in the concerned/allied/relevant discipline, and published work of high quality, actively engaged in research with evidence of published work with, a minimum of 10

research publications in the peer-reviewed or UGC-listed journals and a total research score of 120 as per the criteria given in Appendix II, Table 2.

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

OR

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

IV. Senior Professor in Universities

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

Eligibility:

- a. An eminent scholar with good track record of high-quality research publications in Peer-reviewed or UGC listed journals, significant research contribution to the discipline, and engaged in research supervision.
- b. A minimum of ten years of teaching/research experience as Professor or an equivalent grade in a University, College or an institute of national level.
- c. The selection shall be based on academic achievements, favorable review from three eminent subject experts who are not less than the rank of

Senior Professor or a Professor of at least ten years experience.

- d. The selection shall be based on ten best publications in the Peer-reviewed or UCJC -listed journals and award of Ph.D degrees to at least two candidates under his/her supervision during the last 10 years and interaction with the Selection Committee constituted as per the UGC Regulations.

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

A. Eligibility:

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

B. Tenure

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

4.4 Yoga Discipline

1. Assistant Professor:

Eligibility (A or B) :

- A.** Good academic record, with at least 55% marks (or an equivalent grade in a point-scale wherever the grading system is followed) at

the Master's degree in Yoga or any other relevant subject, or an equivalent degree from an Indian/foreign University.

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

OR

- B. Master's degree in any discipline with at least 55% marks (or an equivalent grade in a point-scale wherever the grading system is followed) and a Ph.D. Degree in Yoga* in accordance with the University Grants Commission (Minimum Standards and Procedure for Award of M.Phil./Ph.D. Degree) Regulations, 2009 or 2016 and their amendments from time to time as the case may be.

*Note: Considering the paucity of teachers in the newly-emerging field of Yoga, this alternative has been provided and shall be valid only for five years from the date of notification of these Regulations

2. ASSOCIATE PROFESSOR

- i) A good academic record, with a Ph.D. degree in the subject concerned or in a relevant discipline.
- ii) A Master's degree with at least 55% marks (or an equivalent grade in a point-scale, wherever the grading system is followed).
- iii) A minimum of eight years' experience of teaching and/ or research in an academic/research position equivalent to that of Assistant Professor in a University, College or Accredited Research Institutions/Industry with evidence of published work and a minimum of 7 publications as books and / or

research/policy papers in peer-reviewed or IJGC listed journals and a total research score of at least Seventy-five (75), as per the criteria given in Appendix II, Table 2.

3. PROFESSOR

Eligibility (A or B):

A.

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

Or

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

4. PRINCIPAL / DIRECTOR / DEAN:

Essential: Master's Degree in Occupational Therapy (M.O.T./M.Th.O./M.Oth./M.Sc. O.T.), with fifteen years' experience, which shall include five years' experience as Professor (Occupational Therapy).

Note:

- (i) The senior-most Professor in the institution shall be designated as the Principal / Director / Dean.
- (ii) Desirable: Higher qualification, like a Ph. D. degree in any discipline of occupational therapy recognized by the

UGC and published work of high standard in peer reviewed or UGC listed journals.

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

I. ASSISTANT PROFESSOR:

Bachelor's Degree in Physiotherapy (B.P./T./B. Th./P./B.P.Th.), Master's Degree in Physiotherapy (M.&P.Th/M.Th.P./M.Sc. P.T/M.P.T.) with at least 55% marks (or an equivalent grade in a point scale wherever the grading system is followed) from a recognized University.

II. ASSOCIATE PROFESSOR:

- i) Essential: A Master's Degree in Physiotherapy (M.P.T./M.P.Th./M.Th.P/M.Sc. P.T.) with eight years' experience as Assistant Professor.
- ii) Desirable: Higher Qualification, such as Ph.D. degree in any discipline of Physiotherapy recognised by the U.G.C, and published work of high standard in peer-reviewed or UGC - listed journals.

III. PROFESSOR:

Essential: Master's Degree in Physiotherapy (M.P.T. / M.P.Th./M.Th.P./M.Sc. P.T.), with ten years experience.

Desirable:

- (i) Higher Qualification like Ph. D. in any subject of Physiotherapy recognised by U.G.C, and
- (ii) Published work of high standard in peer -reviewed or UGC-listed journals.

IV. PRINCIPAL / DIRECTOR / DEAN:

Essential: Master's Degree in Physiotherapy (M.P.T./M.Th.P./M.Pth./M.Sc. P.T.) with fifteen years total experience, including five years experience as Professor (Physiotherapy).

Note:

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

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

1. UNIVERSITY ASSISTANT LIBRARIAN / COLLEGE LIBRARIAN

- i) A Master's Degree in Library Science, Information Science or Documentation Science or an equivalent professional degree, with at least 55% marks (or an equivalent grade in a point -scale, wherever the grading system is followed)
- ii) A consistently good academic record, with knowledge of computerization of a library.
- iii) Besides fulfilling the above qualifications, the candidate must have cleared the National Eligibility Test (NET) conducted by the UGC, CSIR or similar test accredited by the UGC like SLET/SET or who are or have been awarded a Ph.D. Degree in accordance with the University Grants Commission (Minimum Standards and Procedure for Award of M.Phil./Ph.D. Degree) Regulations, 2009 or 2016 and their amendments from time to time as the case may be:
Provided that the, candidates registered for the Ph.D. degree prior to July 11, 2009, shall be governed by the provisions of the then existing Ordinances / Bye-laws / Regulations of the Institution awarding the degree, and such Ph.D. candidates shall be exempted from the requirement of

NET/SLET/SET for recruitment and appointment of Assistant Professor or equivalent positions in Universities/Colleges /Institutions subject to the fulfillment of the following conditions: -

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

Note:

- (i) *The fulfilment of these conditions is to be certified by the Registrar or the Dean (Academic Affairs) of the University concerned.*
- (ii) NET/SLET/SET shall also not be required for candidates in such Master's Programmes for which NET/SLET/SET is not conducted by the UGC, CSIR or similar test accredited by the UGC like SLET/SET.

II. UNIVERSITY DEPUTY LIBRARIAN

- i) A Master's Degree in library science/information science/documentation science, with at least 55% marks or an equivalent grade in a point -scale wherever the grading system is followed.
- ii) Eight years' experience as an Assistant University Librarian/College Librarian.

- iii) Evidence of innovative library services including integration of ICT in library.
- iv) A Ph.D. Degree in library science/ Information science / Documentation Science/Archives and manuscript keeping/computerization of library.

III. UNIVERSITY LIBRARIAN

- i) A Master's Degree in Library Science/information Science/Documentation Science with at least 55% marks or an equivalent grade in a point -scale wherever the grading system is followed.
- ii) At least ten years as a Librarian at any level in University Library or ten years of teaching as Assistant/Associate Professor in Library Science or ten years' experience as a College Librarian.
- iii) Evidence of innovative library services, including the integration of ICT in a library.
- iv) A Ph.D. Degree in library science/information science/documentation /archives and manuscript keeping.

4.7 CONSTITUTION OF SELECTION COMMITTEES AND GUIDELINES ON SELECTION PROCEDURE:

4.7.1 Selection Committee Composition

I. Assistant Professor in the University:

- a) The Selection Committee for the post of Assistant Professor in the University shall consist of the following persons:
 - i) The Vice Chancellor or his/her nominee, who has at least ten years of experience as Professor, shall be the Chairperson of the Committee.
 - ii) An academician not below the rank of Professor to be nominated by the Visitor/Chancellor, wherever applicable.
 - iii) Three experts in the subject concerned nominated by the Vice Chancellor out of the panel of names approved by the relevant statutory body of the university concerned.
 - iv) Dean of the Faculty concerned, wherever applicable.

- v) Head/Chairperson of the Department/School concerned.
- vi) An academician representing SC/ST/OBC/Minority/Women/Differently-abled categories to be nominated by the Vice Chancellor, if any of the candidates from any of these categories is an applicant and if any of the above members of the selection committee does not belong to that category.

b) Four members, including two outside subject experts, shall constitute the quorum.

II. Associate Professor in the University

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

- i) The Vice Chancellor or his/her nominee, who has at least ten years of experience as Professor, shall be the Chairperson of the Committee.
 - ii) An academician not below the rank of Professor to be nominated by the Visitor/Chancellor, wherever applicable,
 - iii) Three experts in the subject/field concerned nominated by the Vice-Chancellor, out of the panel of names approved by the relevant statutory body of the university.
 - iv) Dean of the faculty, wherever applicable.
 - v) Head/Chairperson of the Department/School.
 - vi) An academician representing SC/ST/OBC/ Minority / Women / Differently-abled categories, if any of candidates belonging to any of these categories is the applicant, to be nominated by the Vice Chancellor, if any of the above members of the selection committee does not belong to that category.
- (b) At least four members, including two outside subject experts, shall constitute the quorum

III. Professor in the University

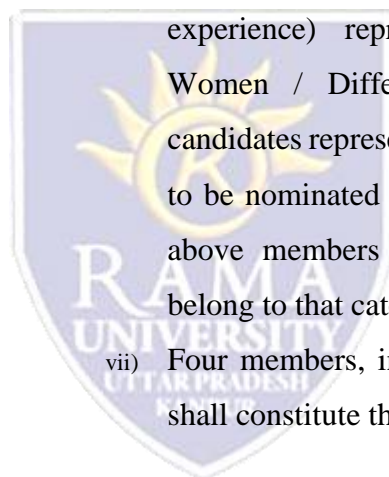
- (a) The Selection Committee for the post of Professor in the University shall consist of the following persons:
- i) Vice-Chancellor who shall be the Chairperson of the Committee.
 - ii) An academician not below the rank of Professor to be nominated by the Visitor/Chancellor, wherever applicable.
 - iii) Three experts in the subject/field concerned to be nominated by the Vice-Chancellor out of the panel of names approved by the relevant statutory body of the university concerned.
 - iv) Dean of the faculty, wherever applicable.
 - v) Head/Chairperson of the Department/School.
 - vi) An academician belonging to the SC/ST/OBC/Minority / Women / Differently-abled categories, if any of the candidates representing these categories is the applicant, to be nominated by the Vice-chancellor, if any of the above members of the selection committee does not belong to that category.
 - vii) At least four members, including two outside subject experts, shall constitute the quorum.

IV. Senior Professor

- (a) The Selection Committee for the post of Senior Professor in the University shall consist of the following persons:
- i) Vice Chancellor who shall be the Chairperson of the Committee.
 - ii) An academician not below the rank of Senior Professor/Professor with minimum ten years' experience who is the nominee of the Visitor/Chancellor, wherever applicable.
 - iii) Three experts not below the rank of a Senior Professor/Professor with a minimum of ten years'

experience in the subject/field concerned nominated by the Vice-Chancellor out of the panel of names approved by the relevant statutory body of the university.

- iv) Dean (not below the rank of Senior Professor/Professor with minimum ten years' experience) of the faculty, wherever applicable.
- v) Head/Chairperson (not below the rank of Senior Professor/Professor with minimum ten years experience) or Senior-most Professor (not below the rank of Senior Professor/Professor, with a minimum of ten years' experience) of the Department/School.
- vi) An academician (not below the rank of a Senior Professor/Professor with minimum ten years' experience) representing SC/ST/OBC/ Minority / Women / Differently-abled categories, if any of candidates representing these categories is the applicant, to be nominated by the Vice Chancellor, if any of the above members of the selection committee do not belong to that category.
- vii) Four members, including two outside subject experts, shall constitute the quorum.



CAS 25 4 V. The "Screening-cum-Evaluation Committee" for CAS promotion of Assistant Professors/ equivalent cadres in Librarians/Physical Education and Sports from one level to the other higher level shall consist of:

A. For University teachers:

- i) The Vice-Chancellor or his/her nominee shall be the Chairperson of the Committee; ii) The Dean of the Faculty concerned;
- ii) The Head of the Department /Chairperson of the School; and
- iii) One subject expert in the subject concerned nominated by the Vice-Chancellor from the University panel of experts.

B. For University Assistant Librarian:

- i) The Vice-Chancellor shall be the Chairperson of the Committee; ii) The Dean of the Faculty concerned; iii) The Librarian, University Library; and
- ii) One expert who is a working Librarian nominated by the Vice-Chancellor from the University panel of experts.

Note: The quorum for these committees in all categories shall be three which will include one subject expert/ university nominee.

4.7.2- The Screening-cum-Evaluation Committee on verification/evaluation of grades secured by the candidate through the Assessment Criteria and Methodology Proforma designed by the respective university based on these Regulations and as per the minimum requirement specified:

- (a) In Appendix II, Table I for each of the cadre of Assistant Professor;
- (b) In Appendix II, Table 4 for each of the cadre of Librarian, and
- (c) In Appendix II, Table 5 for each of the cadre of Physical Education and Sports

shall recommend to the Syndicate/ Executive Council [Board of Management of the University/College about the suitability for the promotion of the candidate(s) under CAS for implementation.

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

4.7.4 For all Selection Committees specified in these Regulations, Head of Department / Teacher-Incharge should be either in the same or higher rank/ position than the rank/position for which the interview is to be held.

4.8. SELECTION PROCEDURE:

In all the Selection Committees of direct recruitment of teachers and other academic staff in universities and colleges provided herein, an academician belonging to the Scheduled Caste/Scheduled Tribe/OBC/ Minority/Women/Differently-abled categories, if any of candidates belonging to these categories is the applicant and if any of the members of the selection committee does not belong to that category, shall be nominated by the Vice-Chancellor of the University, and in case of a College, Vice-Chancellor of the University to which the college is affiliated to. The academician, so nominated for this purpose, shall be one level above the cadre level of the applicant, and such nominee shall ensure that the norms of the Central Government or concerned State Government, in relation to the categories mentioned above, are strictly followed during the selection process.

4.9 Assessment Criteria and Methodology:

The constitution of the Selection Committees and Selection Procedure as well as the Assessment Criteria and Methodology for the above cadres, either through direct recruitment or through Career Advancement Scheme, shall be in accordance with these Regulations.

- 5.0 The CAS promotion from a lower stage to a higher stage of Assistant Professor shall be conducted through a "Screening-cum-Evaluation Committee", following the criteria laid down in Table of Appendix II.

There shall be no minimum API score requirement for Category II and Category III individually.

TABLE-A

(Minimum API requirement for the promotion of teachers under CAS in university departments)

S. NO.		Assistant Professor (Stage 1/ AGI) Rs.6000/- to stage 2/AGP Rs.7000/-)	Assistant Professor (Stage 2/ AGP Rs.7000/- to stage 3/AGP Rs.8000/-)	Assistant Professor (Stage 3/ AGP Rs.8000/) Associate Professor (Stage 4/AGP Rs.9000/-)	Associate Professor (Stage Rs.9000/- to Professor (Stage 5/AGP Rs.10000/-)
1.	Research and Academic contribution (Category III)	40/assessment period	100/assessment period	90/ assessment period	120/ assessment period
2.	Expert assessment system	Screening Committee	Screening Committee	Selection Committee	Selection Committee

The conditions of service of employees

26. (1) Every teacher and salaried officer and such other employees as are mentioned in the Statutes shall be appointed under a written contract on such terms and conditions as may be agreed to between the parties which shall be lodged with the University, and a copy thereof shall be furnished to the officer or teacher or employee concerned.
- (2) Subject to the conditions laid down in the Ordinances, the terms and conditions of service shall be made in the form of service rules and approved by the Executive council. It would cover all the conditions as would be applicable to an employee and would generally include, but not be restricted to following -
- Recruitment norms
 - Personnel policies
 - Pay & Allowances
 - Travel Rules.
 - Leave Rules:
 - Policy covering health and wellbeing/medical/Insurance

- (g) Policy on Loans and Advances
- (h) Dependent's Policy
- (i) Appraisal and Career progression
- (j) Ethics policy and code of conduct
- (k) Policy on Sponsored Projects and Consultancy
- (l) Policy on dealing with sexual harassment at work places
- (m) Discipline Policy
- (n) Gratuity, Provident fund
- (o) Honorarium rates and rules

**Disciplinary
Action against
Teachers of
The
University**

- 27.** (1) A teacher of the University shall at all times maintain absolute integrity and devotion to duty and shall observe the Code of Professional Ethics, which shall form part of the agreement to be signed by the teacher at the time of appointment.
- (2) A breach of any of the provisions of the Code of Professional Ethics prescribed by the Regulatory Bodies shall be deemed to be misconduct.
- (3) A teacher of the University may be removed or his services terminated on one or more of the following grounds:-
- (a) willful neglect of duty;
 - (b) misconduct;
 - (c) breach of any of the terms of contract of service;
 - (d) dishonestly connected with University Examination;
 - (b) Scandalous conduct or conviction for an offence involving moral turpitude;
 - (f) physical or mental unfitness;
 - (g) incompetence;
 - (h) abolition of the post
- (4) No order of dismissal, removal or termination of the services of a teacher of the University on any ground mentioned in clause (1) (except in the case of a conviction for an offence involving moral turpitude or of abolition of post), shall be passed unless a charge has been framed against the teacher and communicated to him with a statement of the

grounds on which it is proposed to take action and he has been given adequate opportunity of hearing.

- (a). of submitting a written statement of his defense
- (b) of being heard in person, if he so chooses; and
- (c) of calling and examining such witnesses in his defense as he may with Provided that the Executive Council or an officer authorized by it to conduct the enquiry may, for sufficient reasons to be recorded in writing, refuse to call any witness.

(5) The Executive Council may, at any time ordinarily within two months from the date of the Inquiry Officer's report, pass a resolution dismissing or removing the teacher concerned from service or terminating his services mentioning the ground of such dismissal, removal or termination.

(6) The resolution shall forthwith be communicated to the teacher concerned.

(7) The Executive Council may instead of dismissing, removing or terminating the services of the teacher, pass a resolution inflicting a lesser punishment by reducing the pay of the teacher for a specified period not exceeding three years and or by stopping increments of his salary for a specified period or may deprive the teacher of his pay during the period of his suspension, if any.

(7) A teacher of the University shall be deemed to have been placed under suspension:

(a) With effect from the date of his conviction, if in the event of a conviction for an offence, he is sentenced to a term of imprisonment exceeding forty-eight hours and is not forthwith dismissed or removed consequent to such conviction.

(b) In any other case, for the duration of his detention if he is detained in custody, whether the detention is for any criminal charge or otherwise.

**Disciplinary
 action against
 Non-
 Teaching
 Employees**

28. (1) Where there is an allegation of misconduct against an employee, the Vice-Chancellor shall institute an inquiry committee for the purpose. The Vice -Chancellor may, if he thinks fit, by order in writing, place the employee under suspension.

- (2) Based on the report of inquiry committee, the Vice-Chancellor may decide course of action including suspension depending on the severity of the misconduct, for taking action to the extent of termination of services of the employee concerned.
- (3) No employee shall be removed until he has been given a reasonable opportunity to show cause against the action proposed to be taken in regard to him/her.
- (4) The removal of an employee shall take effect from the date on which the order of removal is made.
- (5) Notwithstanding anything contained in the terms of his contract of service or of his appointment, an employee of the University, other than a teacher, may be removed by the authority which is competent to appoint the employee if:-
 - (i) he/she is of unsound mind;
 - (ii) he/she is an undercharged insolvent;
 - (iii) he/she has been convicted by a court of law of any criminal offence or an offence involving moral turpitude and;
 - (iv) he/she is otherwise guilty of misconduct

Provided that no employee of the University shall be removed unless resolution to that effect is passed by the Executive Council

CHAPTER V

MISCELLANEOUS PROVISIONS

**Award of
Degree,
Withdrawal of
Degree,
Diploma,
Certificate
and other
Academic
Distinctions**

29. (A) Convocation:

A Convocation for conferring its degrees, diplomas and other academic distinctions may be held by the University once in a year on such date and at such time as the Chancellor may appoint.

A special convocation may be held by the University in special circumstances with the prior approval of the Chancellor.

The Convocation shall consist of the members of the Society, the Chancellor, the Vice Chancellor and the members of the Court, the Executive Council and the Academic Council for the time-being holding office as such in the University.

The procedure to be observed at the convocations referred to in this chapter and other matters connected therewith shall be such as may be laid down in the Ordinances.

Where the University does not find it convenient to hold the convocation in accordance with the Statutes the degrees, diplomas and other academic distinctions may be dispatched to the candidates concerned by the speed post:

Provided that in special circumstances and on the request by a student concerned, the Registrar may issue Provisional Certificate for that degree or diploma for the time being which will be valid upto the date of next convocation.

(B) CONFERMENT OF DEGREES, DIPLOMAS ETC.

The Degree of Doctor of letters (D. litt.), Honoris Causa may be conferred upon such persons as have contributed substantially to the advancement of Literature, Philosophy, Arts, Music, painting or any other subject assigned or for conspicuous services rendered by them to the cause of education.

The Degree of Doctor of Science (D.Sc.), Honoris Causa may be conferred upon such persons as have contributed substantially to the

advancement of any branch of Science and technology or to planning, organizing or developing scientific and technological institutions in the Country.

The Degree of Doctor of Laws (LL.D.), Honoris Causa may be conferred upon persons, who are distinguished lawyers, Judges, Jurists, and Statesmen or have noteworthy contribution of the public good.

The Executive Council may, suo moto or on the recommendation of Academic Council by a resolution passed by a majority of its total membership and also of not less than two-third of the members present and voting, submit a proposal for **conferment of honorary degree to the State Government for approval for granting of honorary' degrees and other distinctions.**

(C) **WITHDRAWAL OF DEGREES, DIPLOMAS ETC.**

The Executive Council, may on the recommendation of the Academic Council by a special resolution passed by a majority of not less than two-third of the members present and voting, recommend withdrawal of any Degree or academic distinction conferred on, or any Certificate or Diploma granted to, any person by the University for good and sufficient cause.

Provided that no such resolution shall be passed until, a notice in writing has been given, calling upon him to show cause within such time as may be specified in the notice as to why such resolution should not be passed and until his objections, if any, and any evidence he produces in support of them, have been considered by the Academic Council

- (2) The decision stating the reasons there for shall be communicated to the person concerned.
- (3) Any person aggrieved by the decision taken by the Executive Council may appeal to the Chancellor within thirty days from the date of such decision.

- Institution of Fellowships, Scholarships, Studentships, Medals and Prizes** 30. The Rules as provided for in the Ordinances of the University shall be applicable
- Maintenance of Discipline among the Students** 31. (1) All powers relating to discipline and disciplinary action in relation to the students shall vest in the Vice Chancellor.
- (2) Without prejudice to the generality of his power relating to the maintaining discipline as may seem to him appropriate, the Vice-Chancellor may in the exercise of his powers aforesaid, order that any student be expelled from the University, or be fined a sum that may be specified in the Ordinances, or be debarred from taking an examination or examinations for one or more years or that the results of the examination or examinations in which he has appeared be cancelled
- (3) The Vice-chancellor may delegate all or such of his powers, as he deems proper, to the chief Proctor, and to such other persons as he may specify in this behalf.
- The Establishment and Abolition of Faculties Departments, Schools, Centres etc.** 32. (1) **The University shall have the following Faculties, namely (Constituted by the Executive council of the University.)**
- (a) Faculty of Agricultural Sciences and Allied Industries;
- (b) Faculty of Allied Medical Sciences;
- (c) Faculty of Animal Husbandry, Dairying and Fisheries;
- (d) Faculty of AYUSH;
- (e) Faculty of Commerce and Management Sciences;
- (f) Faculty of Dental Sciences;
- (g) Faculty of Designs & Fashion Technology;
- (h) Faculty of Engineering and Technology;
- (i) Faculty of Education and Training;
- (j) Faculty of Health & Nutrition;
- (k) Faculty of Fine Arts and Visual sciences;

- (l) Faculty of Horticulture and Food Processing;
- (m) Faculty of Hotel Management and Catering Technology;
- (n) Faculty of Humanities and Social Sciences;
- (o) Faculty of Juridical Sciences;
- (p) Faculty of Medical Sciences;
- (q) Faculty of Non - Formal & Distance Education;
- (r) Faculty of Nursing and Para-Medical Sciences;
- (s) Faculty of Oceanology and Marine Sciences and Technology;
- (t) Faculty of Pharmaceutical Sciences;
- (u) Faculty of Professional Studies;
- (v) Faculty of Science;
- (w) Faculty of Women's Studies.

DEPARTMENTS IN THE FACULTIES

- 1(a) *The Faculty of Agricultural Sciences & Allied Industries shall consist of the following Departments, namely-*
- (1) Agriculture Bio-chemistry;
 - (2) Agriculture Botany;
 - (3) Agriculture Chemistry and soil science;
 - (4) Agriculture Engineering;
 - (5) Agriculture Economics and Extension;
 - (6) Agriculture Mathematics-cum Statistics;
 - (7) Agri-Business & Marketing;
 - (8) Agriculture Zoology;
 - (9) Agronomy;
 - (10) Forestry & Soil Conservation;
 - (11) Plant Pathology;
 - (12) Tissue Culture.
- 1(b) *Faculty of Allied Medical Sciences shall consist of the following departments, namely -*

- (1) Allied Medical Sciences;
- (2) Bio-Medical Sciences;
- (3) Life Style Diseases;
- (4) Medical Genetics;

1(c) *The Faculty of Animal Husbandry, Dairying and Fisheries shall consist of the following departments, namely-*

- (1) Animal Anatomy;
- (2) Animal Nutrition & Physiology;
- (3) Animal Surgery;
- (4) Apiculture and Sericulture;
- (5) Bacteriology, Pathology & Parasitology;
- (6) Cattle Genetics and Breeding;
- (7) Dairy Education, Research & Extension;
- (8) Dairy Technology;
- (9) Fisheries;
- (10) Live Stock Production & Management;
- (11) Obstetrics & Gynaecology;
- (12) Pharmacology;
- (13) Poultry Farming;
- (14) Veterinary Medicine.

1(d) *The Faculty of AYUSH shall consist of the following Departments, namely-*

- (1) Homoeopathy
- (2) Indian Systems of Medicines;
- (3) Unani Systems of Medicine;
- (4) Yoga, Siddha & Naturopathy.

1(e) *The Faculty of Commerce and Management Sciences shall consist of the following Departments, namely-*

- (1) Department of Business Management
- (2) Department of Commerce

- (3) Department of Economic Studies
- (4) Department of Hospital and Healthcare Management
- (5) Department of Rural Management

1(f) *The Faculty of Dental Sciences shall consist of the following Departments, namely-*

- (1) Basic And Allied Sciences;
- (2) Conservative and Endodontics;
- (3) Oral & Maxillofacial Surgery;
- (4) Oral Medicine and Radiology;
- (5) Oral Pathology & Microbiology and Forensic Odontology;
- (6) Orthodontics & Dentofacial Orthopaedics;
- (7) Paediatric & Preventive Dentistry;
- (8) Periodontology;
- (9) Prosthodontics and Crown & Bridge;
- (10) Public Health Dentistry.

1(g) *The Faculty of Designs and Fashion Technology shall consist of the following Departments, namely-*

- (1) Designs;
- (2) Fashion Technology;
- (3) Interior Decoration.

1(h) *The Faculty of Engineering and Technology shall consist of the following Departments, namely-*

- (1) Aeronautical Engineering;
- (2) Applied Mechanics & Mechanical Engineering;
- (3) Architecture and Planning;
- (4) Basic And Allied Sciences;
- (5) Chemical Engineering & Oil Technology;
- (6) Civil Engineering;
- (7) Computer Application;
- (8) Computer Science and Engineering;

- (9) Electrical and Electronics;
- (10) Electrical Engineering;
- (11) Electronics and Communication;
- (12) Electronics and Instrumentation;
- (13) Information Technology;
- (14) Nano-Technology;
- (15) Robotics.

1(i) *The Faculty of Education and Training shall consist of the following , namely-*

- (1) Education;
- (2) Educational Administration And Training;
- (3) Elementary Education;
- (4) Physical Education;
- (5) Special Education;

1(j) *The Faculty of Fine Arts & Visual sciences shall consist of the following Departments, namely-*

- (1) Applied Arts;
- (2) Drawings and Paintings;
- (3) Music and Performing Arts;
- (4) Sculpture;
- (5) Visual Arts.

1(k) *The Faculty of Health & Nutrition shall consist of the following Departments, namely-*

- (1) Health Sciences;
- (2) Nutritional Sciences;
- (3) Public Health & Sanitation.

1(l) *The Faculty of Horticulture and Food Processing shall consist of the following Departments, namely -*

- (1) Horticulture, and
- (2) Food Processing

1(m) *The Faculty of Hotel Management and Catering Technology shall consist of the following Departments, namely-*

- (1) Hotel Management;
- (2) Catering Technology.

1(n) *The Faculty of Humanities and Social Sciences shall consist of the following Departments, namely-*

- (1) Ancient History, Culture and Archaeology,
- (2) Anthropology;
- (3) Applied Economics & Agri-Industries;
- (4) Composite History;
- (5) Earth Sciences, Cosmos and Astro-Physics;
- (6) Education;
- (7) English and European Languages and Linguistics;
- (8) Home Science & Food Processing;
- (9) Jyotirvigyan;
- (10) Mathematics;
- (11) Modern Indian languages and Linguistics;
- (12) Oriental and Classical Languages;
- (13) Philosophy and Meta-Physics;
- (14) Political Science and Public Administration;
- (15) Psychology and Behavioral Sciences;
- (16) Rural Economics, Co-Operation and Population Studies,
- (17) Sociology;
- (18) Social Works;
- (19) Statistics;
- (20) Urdu, Arabic & Persian.

1(o) *The Faculty of Juridical Sciences shall consist of the following Departments, namely-*

- (1) Law

(2) There shall be a “Centre for Postgraduate legal studies”.

1(p) *The Faculty of Medical Sciences shall consist of the following Departments, namely-*

- (1) Basic and Allied Sciences;
- (2) Biochemistry;
- (3) Community Medicine;
- (4) Dermatology, Venereology and Leprosy;
- (5) Emergency Medicines;
- (6) Forensic Medicine Including toxicology;
- (7) Medical Anatomy;
- (8) Medical Physiology;
- (9) Medical physics & Nuclear Sciences;
- (10) Medicine;
- (11) Microbiology;
- (12) Obstetrics and Gynecology;
- (13) Oncology;
- (14) Ophthalmology;
- (15) Orthopaedics;
- (16) Oto-Rhinolaryngology;
- (17) Paediatrics;
- (18) Pharmacology;
- (19) Pathology (including Blood Bank);
- (20) Psychiatry;
- (21) Radio-Diagnosis;
- (22) Radio-therapy;
- (23) Surgery;
- (24) Trauma Sciences & Management;
- (25) Tuberculosis and Respiratory Diseases.

1(q) *The Faculty of Non-formal Education shall consist of the following Departments, namely-*

- (1) Behavioural and Cognitive Sciences;
- (2) Distance & Continuing Education";

1(r) *The Faculty of Nursing & Para-Medical Sciences shall consist of the following Departments, namely-*

- (1) Community Health Nursing;
- (2) General Nursing and Midwifery";
- (3) Health, Hygiene & Sanitation;
- (4) Medical Lab Technique;
- (5) Medical Surgical Nursing;
- (6) Mental Health Nursing;
- (7) Obstetric and Gynecological Nursing;
- (8) Paediatric Nursing;
- (9) Para-medical Sciences;
- (10) Physiotherapy.

1(s) *The Faculty of Nursing shall consist of the following Departments-*

- Community Health Nursing;
- (1) Community Health Nursing;
 - (2) General Nursing and Midwifery;
 - (3) Medical Surgical Nursing;
 - (4) Mental Health Nursing;
 - (5) Obstetric and Gynecological nursing;
 - (6) Paediatric Nursing.

1(t) *The Faculty of Para-Medical Sciences shall consist of following institute-*

"Rama institute of Para-Medical Sciences, Kanpur."

1(u) *Faculty of Oceanology, Marine Sciences & Technology shall consist of the following Departments, namely-*

- (1) Marine Sciences;
- (2) Oceanology.

1(v) *The Faculty of Pharmaceutical Sciences shall consist of the following Departments namely-*

- (1) Pharmacology

1(w) *The Faculty of Professional Studies shall consist of the following Departments, namely-*

- (1) Information and Communication Science & Technology;
- (2) Journalism and Mass Communication;
- (3) Library and information Sciences;
- (4) Mass Media;

1(x) *The Faculty of science shall consist of the following Departments, namely-*

- (1) Animal Sciences;
- (2) Bio-Chemistry;
- (3) Bio-Physics;
- (4) Bio-Technology;
- (5) Cosmos Sciences;
- (6) Earth & Planetary Sciences;
- (7) Energy Sciences.
- (8) Environmental Studies & Water Resource Management
- (9) Environmental Toxicology;
- (10) Geology
- (11) Mathematical Sciences & Computation
- (12) Micro-Biology;
- (13) Nuclear Medicine;
- (14) Pharmaceutical Chemistry,
- (15) Physical and Chemical Sciences;
- (16) Plant Sciences.

1(y) *The Faculty of Women's Studies shall consist of the following Departments, namely-*

- (1) Behavioral Sciences & Empowerment;
- (2) Child Development & Family Relationship;
- (3) Clothing and Textiles;
- (4) Family Management;

- (5) Food Sciences Nutrition and Dietetics;
- (6) Gender Laws;
- (7) Home Science;
- (8) Interior Designs & Event management

32 (2) The University shall offer such programs in the Faculties, Departments, Schools, Centres as the Executive Council may approve on the recommendation of the Academic Council, through Ordinances.

32 (3) The Executive Council may reconstitute a Faculty, Department, Centre or School on recommendation of the Academic Council.

32 (4) The Executive Council based on the advice of the Academic Council may phase out any Faculty, Department, School or Centre based on the following:

When the courses offered by the Department become obsolete.

When the subscription to such courses becomes untenable to continue.

When alternate and better programs become available.

Before approving such discontinuation, the Executive Council shall ensure that the existing students in the Programs are allowed to complete their courses in which they are registered.

**The
 Delegation of
 Powers vested
 in the
 Authorities or
 Officers of the
 University.**

33. Subject to the provisions of the Act, any officer or authority' of the University, may delegate his or its powers to any other officer or authority or person under his or its respective control and subject to the condition that overall responsibility for the exercise of the power so delegated shall continue to vest in the Officer or Authority delegating such powers.

Appendix II

Table 1
Assessment Criteria and Methodology for University/College Teachers

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

Overall Grading:

Good: Good in teaching and satisfactory or good in activity at Sl.No.2.

Or

Satisfactory: Satisfactory in teaching and good or satisfactory in activity at Sl.No.2.

Not Satisfactory: If neither good nor satisfactory in overall grading

Note: For the purpose of assessing the grading of Activity at Serial No. I and Serial No. 2, all such periods of duration which have been spent by the teacher on different kinds of paid leaves such as Maternity Leave, Child Care Leave, Study Leave, Medical Leave, Extraordinary Leave and Deputation shall be excluded from the grading assessment. The teacher shall be assessed for the remaining period of duration and the same shall be extrapolated for the entire period of assessment to arrive at the grading of the teacher. The teacher on such leaves or deputation as mentioned above shall not be put to any disadvantage for promotion under CAS due to his/her absence from his/her teaching responsibilities subject to the condition that such leave/deputation was undertaken with the prior approval of the competent authority following all procedures laid down in these regulations and as per the acts, statutes and ordinances of the parent institution.

Table-2

Methodology for University and College Teachers for calculating Academic/Research Score

(Assessment must be based on evidence produced by the teacher such as: copy of publications, project sanction letter, utilization and completion certificates issued by the University and acknowledgements for patent filing and approval letters, students' Ph.D. award letter, etc.,)

S.N	Academic/Research Activity	Faculty of Science/Engineering/ Agriculture/ Medical/ Veterinary Science	Faculty of Languages Humanities / Arts / Social Sciences / Library /Education / Physical Education / Commerce / Management & other related disciplines
1.	Research Papers in Peer-Reviewed or UGC listed Journals	8 per paper	10 per paper
2.	Publications (other than Research papers)		
	(a) Books authored which are published by ;		
	International publishers	12	12
	National Publishers	10	10
	Chapter in Edited Book	5	5
	Editor of Book by International Publisher	10	10
	Editor of Book by National Publisher	8	8
	(b) Translation works in Indian and Foreign Languages by qualified faculties		
	Chapter or Research paper	3	3
	Book	8	8
3.	Creation of ICT mediated Teaching Learning pedagogy and content and development of new and innovative courses and curricula		
	(a) Development of Innovative pedagogy	5	5
	(b) Design of new curricula and courses	2 per curricula/course	2 per curricula/course
	(c) MOOCs		
	Development of complete MOOCs in 4 quadrants (4 credit course)(In case of	20	20

	MOOCs of lesser credits 05 marks/credit)		
	MOOCs (developed in 4 quadrant) per module/lecture	5	5
	Content writer/subject matter expert for each module o MOOCs (at least one quadrant)	2	2
	Course Coordinator for MOOCs (4 credit course)(In case of MOOCs of lesser credits 02 marks/credit)	8	8
	(d) E-Content		
	Development of e-Content in 4 quadrants for a complete course/e-book	12	12
	e-Content (developed in 4 quadrants) per module	5	5
	Contribution 10 development of e-content module in complete course/paper/c-book (at least one quadrant)	2	2
	Editor of e-content for complete course/ paper lie-book	10	10
4.	(u) Research guidance		
	Ph.D.	10 per degree awarded 05 PCI' thesis submitted	10 per degree awarded 05 per thesis submitted
	M. Phil ./P.G dissertation	02 per degree awarded	02 per degree awarded
	(b) Research Projects Completed		
	More than 1 0 lakhs	10	10
	Less than 10 lakhs	05	05
	(c) Research Projects Ongoing :		
	More than 10 lakhs	05	05
	Less than 10 lakhs	02	02
	(d) Consultancy	03	03
	(a) Patents		
	International	10	10
	National	07	07
	(b) *Policy Document (Submitted to an International body/organization like UNO/UNESCO/World Bank/international Monetary Fund etc. or Central Government or State Government)		

International	10	10
National	07	07
State	04	04
(c) Awards/fellowship		
International	07	07
National	05	05
*Invited lectures / Resource Person/ paper presentation in Seminars/ Conferences/full paper in Conference Proceedings (Paper presented in Seminars/Conferences and also published as full paper in Conference Proceedings will be counted only once)		
International (Abroad)	07	07
International (within country)	05	05
National	03	03
State/University	02	02

The Research score for research papers would be augmented as follows:

Peer-Reviewed or UGC-listed Journals (Impact factor to be determined as per Thomson Reuters list) :

- i. Paper in refereed journals without impact factor 5 Points
- ii. Paper with impact factor less than 1 10 Point
- iii. Paper with impact factor between 1 and 2 15 Point
- iv. Paper with impact factor between 2 and 5 20 Point
- v. Paper with impact factor between 5 and 10 25 Point
- vi. Paper with impact factor > 10 30 Point

(a) Two authors: 70% of total value of publication for each author.

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

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

Note:

- Paper presented if part of edited book or proceeding then it can be claimed only once.
- For joint supervision of research students, the formula shall be 70% of the total score for Supervisor and Co-supervisor. Supervisor and Co-supervisor, both shall get 7 marks each.
- *For the purpose of calculating research score of the teacher, the combined research score from the categories of 5(b). Policy Document and 6. Invited lectures/Resource Person/Paper presentation shall have an upper capping of thirty percent of the total research score of the teacher concerned.
- The research score shall be from the minimum of three categories out of six categories.

Table: 3 A

Criteria for Short-listing of Candidates for Interview for the Post of Assistant Professors in Universities

S.N.	Academic Record	Score			
1.	Graduation	80% & Above — 15	to less than - 13	55% to less than 60% = 10	45% to less than 55% -05
2.	Post-Graduation	& Above = 25	to less than = 23	(50% in case of SC/ST/OBC(non creamy layer)/PWD) to less than 60%= 20	
3.	M.Phil.	60% & above — 07	55% to less than = 05 60%		
4	Ph.D.	30			
5	NET with JRF	07			
	NET	05			
	SLET/SET	03			
6	Research Publications (2 marks for each research publications published in Peer-Reviewed or UGC-listed Journals)	10			
7	Teaching / Post-Doctoral Experience (2 marks for one year each)#	10			
8	Awards				
	International / National Level (Awards given by International Organizations/ Government of India / Government of India recognized National Level Bodies)	03			
	State-Level (Awards given by State Government)	02			

#However, if the period of teaching/Post-doctoral experience is less than one year then the marks shall be reduced proportionately.

Note:

- (A) (i) M.Phil + Ph.D Maximum - 30 Marks
(ii) JRF/NET/SET Maximum - 07 Marks
(iii) In awards category Maximum - 03 Marks

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

(C)

Academic Score - 80
Research Publication - 10
Teaching Experience - 10
Total - 100

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

Table: 3 B

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

S.N.	Academic Record	Score			
1.	Graduation	80% & Above = 21	60% to less than 80% = 19	55% to less than 60% = 16	45% to less than 55% = 10
2.	Post-Graduation	80% & Above = 25	60% to less than 80% = 23	55% (50% in case of SC/ST/OBC (non creamy layer)/PWD) to less than 60% = 20	
3.	M.Phil.	60% & above 07	55% to less than 60% = 05		
4.	Ph.D.	25			
5.	NET with JRF	10			
	NET	08			
	SLET/SET	05			
6.	Research Publications (2 marks for each research publications published in Peer-Reviewed or UGC-listed Journals)	06			
7.	Teaching / Post Doctoral Experience (2 marks for one year each)#	10			
8.	Awards				
	International / National Level (Awards given by International Organizations/ Government of India / Government of India recognised National Level Bodies)	03			
	State-Level (Awards given by State Government)	02			

However, if the period of teaching/post-doctoral experience is less than one year then the marks shall be reduced proportionately.

Note .

- (i) M.Phil. + Ph.D. Maximum - 25 Marks
(ii) JRF/NET/SET Maximum - 10 Marks
(iii) In awards category Maximum - 03 Marks

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

(C) Academic Score - 84

Research Publication - 06

Teaching Experience - 10

Total - 100

(D) SLET/SET score shall be valid for appointment in respective State

Universities/Colleges/institutions only.

Table 4
Assessment Criteria and Methodology for Librarians

S.NO.	Activity	Grading Criteria
1	<p>Regularity of attending library (calculated in terms of percentage of days attended to the total number of days he/she is expected to attend)</p> <p>While attending in the library, the individual is expected to undertake, inter alia, following items of work:</p> <ul style="list-style-type: none"> • Library Resource and Organization and maintenance of books, journals and reports. • Provision of Library reader services such as literature retrieval services to researchers and analysis of report. • Assistance towards updating institutional website 	<p>90% and above - Good</p> <p>Below 90% but 80% and above - Satisfactory</p> <p>Less than 80% - Not satisfactory</p>
2	<p>Conduct of seminars/workshops related to library activity or on specific books or genre of books.</p>	<p>Good- I National level seminar/ workshop + I State/institution level workshop/Seminar</p> <p>Satisfactory - I National level seminar/ workshop or I state level seminar/ workshop + 1 institution level seminar/ workshop or 4 institution seminar / workshop</p> <p>Unsatisfactory — Not falling in above two categories</p>
3.	<p>If library has a computerized database then</p> <p>OR</p> <p>If library does not have a computerized database</p>	<p>Good — 100% of physical books and journals in computerized database.</p> <p>Satisfactory — At least 99% of physical books and journals in computerized database.</p> <p>Unsatisfactory — Not falling under good or satisfactory.</p> <p>OR</p> <p>Good — 100% Catalogue database made up to date</p> <p>Satisfactory- 90% catalogue database made up to date</p> <p>Unsatisfactory - Catalogue database not up to mark.</p> <p>(To be verified in random by the CAS Promotion Committee)</p>

4.	Checking inventory and extent of missing books	<p>Good : Checked inventory and missing book less than 0.5%</p> <p>Satisfactory - Checked inventory and missing book less than</p> <p>Unsatisfactory - Did not check inventory</p> <p>Or</p> <p>Checked inventory and missing books 1% or more.</p>
5	<p>(i) Digitization of books database in institution having no computerized database.</p> <p>(ii) Promotion of library network.</p> <p>(iii) Systems in place for dissemination of information relating to books and other resources.</p> <p>(iv) Assistance in college administration and governance related work including work done during- admissions, examinations and extracurricular activities.</p> <p>(v) Design and offer short-term courses for users.</p> <p>(vi) Publications of at least one research paper in UGC approved journals.</p>	<p>Good : Involved in any two activities</p> <p>Satisfactory : At least one activity</p> <p>Not Satisfactory : Not involved/ undertaken any of the activities</p>
Overall Grading	<p>Good: Good in Item I and satisfactory/good in any two other items including Item 4.</p> <p>Satisfactory : Satisfactory in Item I and satisfactory /good in any other two items including Item 4</p> <p>Not satisfactory: If neither good nor satisfactory in overall grading.</p>	

Note :

- (1) It is recommended to use ICT technology to monitor the attendance of library staff and compute the criteria of assessment.
- (2) The Librarian must submit evidence of published paper, participation certificate for refresher or methodology course, successful research guidance from Head of Department of the concerned department, project completion.
- (3) The system of tracking user grievances and the extent of grievances redressal details may also be made available to the CAS promotion committee.



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